

Committee Elections 2025

Nomination Form

INDUSTRIAL COMMITTEES

Audio
Dance
Directors and Designers
Screen and New Media Actors
Singers
Stage Actors
Stage Management
Variety, Circus and Entertainers

EQUALITIES COMMITTEES

Deaf and Disabled Members
LGBT+
Race Equality
Women
Young Members

NATIONAL COMMITTEES

Northern Ireland
Scotland
Wales

YOU CAN ALSO COMPLETE YOUR NOMINATION ONLINE AT <https://hub.ukevotek.uk/equity>

**CLOSE OF NOMINATIONS:
FRIDAY 2 MAY 2025 (12 NOON)**

We strongly encourage you to submit your form by the provisional deadline of **Monday 28 April 2025** as this gives time for us to offer support to complete your nomination and for you to make any amendments.



WELCOME

Dear Equity member,

Two years ago, Equity significantly reformed our committee structure to give them enhanced powers, simplified procedures, and better joined-up working. In the second term of this revitalised structure: there has never been a better time to stand and get involved in your union.

As a trades union, Equity must be focussed on our power: members in, and seeking work. We're not merely a lobbying organisation, with aspirations and guidelines, but a powerful industrial trades union with the ability to make real change. No matter whether it's an industrial, equality, or national committee, you will play a key role in shaping a progressive, inclusive, and radical course for our union.

Every **industrial committee** is responsible for negotiating and organising the union's major collective agreements and areas of work. There are two committees dedicated to actors working on stage and on screen, and five committees (Audio, Dance, Directors & Designers, Singers, Stage Management) which all have authority to guide and settle negotiations either independently or jointly with other committees.

Our **national committees** in Northern Ireland, Scotland, and Wales also have authority to settle agreements where applicable – but critically to lend the voice of the nations to the industrial, organising, and campaigning strategy of the union.

Finally, our five **equalities committees** (Deaf & Disabled Members, LGBT+, Race Equality, Women, and Young Members) are there to ensure the input of members long under-represented in the industry to this industrial and campaigning activity of Equity – ensuring our structure look like the industry we aspire to create.

Every member should consider bringing their recent experiences of work, and seeking work, to our committees. Think broadly about where your experience would best fit, and be assured that the union's officers, Council, staff, and activists are there to ensure your experience is a supported and rewarding one.

I hope that you will decide that you can make a contribution to one of Equity's committees. If so, please complete this nomination paper and send it back to us before 12 noon on Friday 2 May. You can also submit your nomination online account at www.hub.ukevote.uk/equity.

Whether you decide to stand or not, please keep your eyes open for the opening of the election on 28 May and ensure you support the candidates and your union by voting.

In solidarity,



Paul W Fleming GENERAL SECRETARY

BEING ELECTED TO AN EQUITY COMMITTEE

What are they?

In this round of elections, Equity members are electing:

- eight industrial committees representing members working in different areas of the entertainment industry.
- five equalities committees – Deaf and Disabled Members, LGBT+, Race Equality, Women and Young Members.
- three national committees representing members in Northern Ireland, Scotland and Wales.

All 16 committees are elected by and from Equity members. Any member who qualifies can stand. There is a more detailed summary of each committee on page 6 of this document.

Am I qualified to stand?

- To stand for an industrial committee, you must submit evidence of professional earnings of £750 or more since March 2022 (from the part of the industry covered by the committee).
- To stand for an equalities committee, you must self-define as a member of the group represented. No evidence of professional earnings is required.
- You must be aged 18 or over.
- To stand for the Young Members Committee, you must be aged 30 or under at the close of nominations (2 May 2025).
- To stand for a national committee, you must ordinarily reside in the nation the committee covers, and you must submit evidence of professional earnings of £750 or more since March 2022 (from any part of the industry covered by the union).
- You must be up to date with your Equity subscription.
- You may not stand for more than one of the eight industrial committees.

How much of my time will being on a committee take?

You need to be enthusiastic and ready to give your time to being an Equity committee member, but you are not expected to devote excessive amounts of time. Most committees meet five times a year and attending those meetings, if you can, is the basic commitment. You will also be able to get involved in a specific campaign, help formulate a new industrial agreement or represent the committee at Equity Conference. If elected, you will serve on the committee for two years. All reasonable expenses for attending meetings of the committee will be met by the union.

How do I stand?

Simply complete pages 3, 4 and 5 of this form and find two fellow members to propose and second you (you can no longer propose yourself for these elections). Return your form, with a photograph of yourself, an election statement of up to 150 words and evidence of professional earnings (if required) by the close of nominations on **Friday 2 May 2025 (12 noon)**. You can also complete your nomination online at <https://hub.ukevote.uk/equity>

You can no longer be nominated by a branch for these elections.

When are the elections?

The elections will start on 28 May this year and the results will be announced on 4 July (or soon after). If you are elected, your term of office will start immediately and last for two years. You will get to discuss key issues about the entertainment industry with like-minded professionals and you will have a real say in how Equity operates.

We would strongly encourage you to apply, whether you have stood as a candidate in the past or not. Working on a committee is a great way to start life as a trade union activist, whatever your level of experience. Email elections@equity.org.uk if you want more information on how the committees work.

If you want to stand for election and make your voice heard it just takes seven easy steps:

1

ON WHICH COMMITTEE WOULD YOU LIKE TO SERVE?

Please tick the box next to the committee or committee section you wish to stand for.

PLEASE NOTE – you may not stand for more than one of the eight industrial committees or in more than one section of any one committee.

INDUSTRIAL COMMITTEES

AUDIO (9 seats)

DANCE (9 seats)

DIRECTORS AND DESIGNERS (9 seats)

Directors (including fight directors) (3 seats)

Lighting designers (2 seats)

Set and/or costume designers (2 seats)

Note: the remaining two seats will go to the next two candidates with the most votes from any section.

SCREEN AND NEW MEDIA ACTORS (9 seats)

Actors (7 seats)

Walk-on/supporting artist (1 seat)

Stunt performer/co-ordinator (1 seat)

SINGERS (9 seats)

STAGE ACTORS (9 seats)

STAGE MANAGEMENT (9 seats)

VARIETY, CIRCUS AND ENTERTAINERS (9 seats)

EQUALITIES COMMITTEES

LESBIAN, GAY, BISEXUAL AND TRANSGENDER + (LGBT+) (9 seats)

Women (3 seats)

Men (3 seats)

Trans (including but not limited to transgender, non-binary, gender fluid, genderqueer and intersex) (3 seats)

DEAF AND DISABLED MEMBERS (9 seats)

RACE EQUALITY (9 seats)

WOMEN (9 seats)

YOUNG MEMBERS (9 seats)

NATIONAL COMMITTEES

NORTHERN IRELAND (9 seats)

SCOTLAND (9 seats)

WALES (9 seats)

2

EVIDENCE OF WORK

- If you are standing for an industrial committee, you must provide evidence of professional earnings of £750 or more in the area represented (see page 6) since March 2022;
- If you are standing for an equalities committee, you do not need to provide evidence of professional earnings;
- If you are standing for a national committee, you must provide evidence of professional earnings of £750 or more in any area represented by the union since March 2022;
- If you do not submit evidence of work with your nomination form your nomination may not be accepted.

Please enclose your evidence or alternatively email it to equity@uk-engage.org, including your Equity name and number.

PLEASE TICK IF YOU HAVE EMAILED YOUR EVIDENCE

3

YOUR PHOTO (OPTIONAL)

The people who will be voting might want to be able to see what you look like.

Sometimes this helps people to recognise you when they don't know your name but want to vote for you.

If you wish to submit a photo please write your name on the back of your photograph and fix it on top of this box. Alternatively email it to equity@uk-engage.org

Guidance: a head and shoulders photo is ideal.

PLEASE TICK IF YOU HAVE EMAILED YOUR PHOTO

4

YOUR DETAILS

EQUITY NAME _____

EQUITY NUMBER _____

TELEPHONE _____

EMAIL ADDRESS _____

5

YOUR PROPOSER AND SECONDER

In order to stand, you need two fellow members to propose and second your nomination.

- You, your proposer and your seconder must all be up to date with your Equity subscriptions.
- Your proposer and seconder must also be qualified to stand for the committee for which you are standing (e.g. if you are standing for the Audio Committee, your proposer and seconder must also work in the area of audio).

PROPOSER

EQUITY NAME _____

EQUITY NUMBER _____

SIGNATURE _____

SECONDER

EQUITY NAME _____

EQUITY NUMBER _____

SIGNATURE _____

Your proposer and seconder will be required to confirm that they wish to propose/second and that they would also be qualified to stand for the committee. They can do this either by signing above or by emailing elections@equity.org.uk. These confirmations must be received by the close of nominations (2 May 2025, 12 noon).

You can no longer self-propose for these elections and you can no longer be nominated by a branch.

6

YOUR ELECTION STATEMENT

You are encouraged to submit an election statement of up to 150 words. You are entitled to write what you like, but in order for members to compare different candidates, we suggest that your statement answers these four questions:

- What is your experience in the area covered by the committee?
- What do you want the committee to achieve in the next two years?
- What do you believe you will be able to contribute to the committee?
- What is your experience in Equity or the wider trade union movement?

This is only a suggestion, but your statement must be no longer than 150 words.

Election statements will be published with the ballot papers.

Please use the form over the page or alternatively email your election statement to equity@uk-engage.org, including your Equity name and number.

PLEASE TICK IF YOU HAVE EMAILED YOUR STATEMENT

CLOSE OF NOMINATIONS

CHECKLIST – HAVE YOU:

- Completed all the sections?
- Enclosed evidence of work if required (industrial and national committees only)?

You received a return envelope with this nomination form. When you have finished filling in everything on the form you will need to put it in the envelope. You do not need to put a stamp on the envelope. Simply put it in a post box. If you mislay your return envelope please send your form to: *Returning Officer, UK Engage, Image House, 10 Acorn Business Park, Heaton Lane, Stockport SK4 1AS*

We strongly encourage you to submit your form by the provisional deadline of **Monday 28 April 2025** as this gives time for us to offer support to complete your nomination and for you to make any amendments.



The final deadline for us to receive your completed form is **FRIDAY 2 MAY 2025 (12 NOON)**.



FURTHER INFORMATION

THE COMMITTEES

Committees represent and work to improve working conditions for specific parts of the union. They:

- Play an important role in setting priorities for their area of the union’s work;
- Provide advice and represent issues affecting their members to the Council and staff;
- Play a role in setting policy through the Council and Equity Conference; and
- In the case of industrial (and some national) committees, are responsible for approving collective agreements.

Each committee has nine members elected every two years (if elected, your term will be July 2025 until July 2027). Members can only vote for the committees they are personally represented by. Every committee is supported by a committee secretary (a member of staff).

INDUSTRIAL

There are eight industrial committees. You may stand for one of these committees only and you must be able to demonstrate professional earnings from the relevant part of the entertainment industry covered by the committee (£750 since March 2022).

All of the industrial committees have delegated authority from the Council to negotiate industrial agreements in their area of work.

COMMITTEE	COMMITTEE'S AREA
Audio	Members engaged as audio artists anywhere in the entertainment industry
Dance	Members engaged as dancers or choreographers anywhere in the entertainment industry
Directors & Designers	Members engaged as designers, directors or fight directors in all areas of theatre
Screen & New Media Actors	Members engaged as actors in audio and recording and in all areas of audio-visual work to be shown on screen in television, film, games, internet, non-broadcast & commercials
Singers	Members engaged in concerts, recordings (BPI agreements), church choirs, sessions singing and freelance opera singing
Stage Actors	Members engaged as stage actors
Stage Management	Members engaged in stage management in live performance
Variety, Circus & Entertainers	Members engaged as an act as known or otherwise working in variety, cabaret, burlesque, circus, story-telling and similar entertainment

EQUALITIES

The five equalities committees drive forward union policy and work in the interests of the members they represent.

The LGBT+ Committee has three reserved seats for members who self-define as women, three reserved seats for members who self-define as men and three reserved seats for members who self-define as trans (including but not limited to transgender, non-binary, gender fluid, genderqueer and intersex).

The Young Members Committee comprises members who are 30 or under at the close of nominations (2 May 2025).

COMMITTEE	COMMITTEE'S AREA
Deaf & Disabled Members	Issues relevant to the engagement of Deaf and disabled members, including the promotion of equality and diversity and the elimination of disability discrimination, anywhere in the entertainment industry
Lesbian, Gay, Bisexual and Transgender + (LGBT+)	Issues relevant to the engagement of LGBT+ members, including the promotion of equality and diversity and the elimination of discrimination on the grounds of sexual orientation and gender identity, anywhere in the entertainment industry
Race Equality	Issues relevant to the engagement of Black and Asian members and any other members facing institutional barriers due to their race or ethnicity, including the promotion of equality and diversity and the elimination of discrimination on the grounds of race or ethnicity, anywhere in the entertainment industry
Women	Issues relevant to the engagement of women members, including the promotion of equality and diversity and the elimination of discrimination on the grounds of sex and gender anywhere in the entertainment industry
Young Members	Issues relevant to the engagement of members below the age of 31, including the promotion of equality and diversity and the elimination of discrimination on the grounds of age, anywhere in the entertainment industry

NATIONAL

There are three national committees representing members in Northern Ireland, Scotland and Wales. You must ordinarily be resident in the relevant nation to stand for any of these committees.

COMMITTEE	COMMITTEE'S AREA
Northern Ireland	Members engaged in a professional capacity in N. Ireland
Scotland	Members engaged in a professional capacity in Scotland
Wales	Members engaged in a professional capacity in Wales

Rules for all committees are available on the Equity website at:

www.equity.org.uk/about-us/how-were-run/rules-of-the-union/