



# Annual Review 2017-18

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**Fiona Allan**

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## Annual Review 2018

# Sales and Audience Figures 2017

- Gross sales of £469,770,500, (- 0.41% )
- Number of performances 44,135 (+ 2.96%)
- Average ticket price £25.08 (+ 1.5%)
- Number of tickets sold was 18,732,475 (- 1.87%)
- More analysis to follow



# Julian Bird

Chief Executive, SOLT and UK Theatre  
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# UK Theatre and SOLT Workforce Strategy

- UK Theatre and SOLT workforce review (Nordicity and Alistair Smith, of The Stage).
- A Workforce Strategy now in progress to address:
  - Training and support for technical, craft and off stage roles
  - Advice and support for career development – from entry level to leadership
  - A sector-wide approach to supporting the self-employed
  - Advocacy with Government and within the sector
  - A focus on improving the diversity of the workforce
- Consortium to steer and advise on progress (including Birmingham Royal Ballet, Pitlochry and Disney)
- Seed funding and project leadership from SOLT and UK Theatre



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# **UK Theatre and SOLT Workforce Strategy**

## **Early work includes:**

- A partnership with The Stage for an online careers advice, funded by Andrew Lloyd Webber Foundation and the Theatre Development Trust
- Support funding for Hull Truck's Workforce Diversity programme
- Partnership with IPSE on Freelance/self employed support
- Support for Stage Sight – a campaign/working group to improve the diversity of the off stage workforce - working with Prema Mehta



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# Inspiring the Future of Theatre



- **Inspiring the Future of Theatre** (in partnership with Education and Employers): Give young people the chance to hear about a future working in theatre, from people who work in theatre
- 1000 theatre ambassadors commit to one school event to talk about what they do
- **11 July: Inspiring the Future of Theatre Day**
  - 15 events will happen across the UK, in areas prioritised as social mobility or cultural development areas.
  - Celebrate fantastic educational and careers work already taking place  
**#InspiringFutureTheatre**



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# ECO Design Regulation or Save Stage Lighting

- New EcoDesign Regulations from the EU Commission - concerns regarding stage lighting
- UK Theatre and SOLT, other member organisations, manufacturers and designers in the live entertainment industry - succeeded in raising awareness
- Meeting with the European Commission, consultation responses, work with UK Government and MPs
- Awaiting new draft from EC's DG Energy department - likely to include technical exemptions for specific uses in stage, studio, film and live events
- More detail to follow – before the regulation becomes in law in September 2020





# Cassie Chadderton

Head of UK Theatre  
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# **UK Theatre Business Plan – 2017-21**

## **Responding to the external environment**

- Future of the theatre and performing arts workforce
- Diversity of theatre and the performing arts
- Support funding and income generation
- Support digital developments and changes to working practices
- Support the health of touring and the regional producing and presenting model

## **Core professional services**

- Advocacy, thought and sector leadership
- Expert advice, negotiation and contracts with industry unions
- Expert legal advice
- Conferences, courses, events and networking opportunities
- Research and industry insight, leading to resources, guidance and best practice.



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# Encouraging safe and supportive working practice

Support for members, and the industry, to share and develop policies and practices:

- Open Forum events - across the UK
- 10 Principles: intended to help everyone working in all areas of the industry to create a positive tone and culture
- A handbook
  - checklist to help review dignity at work policies and tailor your approach.
  - good practice – suggested at Open Forums
  - example policies and programmes e.g. Old Vic Guardians
  - list of organisations and individuals with specialist skills to help deal with sensitive issues
- SOLT and UK Theatre Legal and Employment Relations services.



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## Theatre Helpline



24 hour confidential  
service providing advice  
& support for any  
theatre professional

- A free and confidential support available 24/7
- Anyone working in theatre and the performing arts in the UK.
- **0800 915 4617 or [advice@theatrehelpline.org](mailto:advice@theatrehelpline.org)**
- Support on challenges including; bullying, health including mental health, employment or unemployment, debt and financial issues
- Download a poster or ask for business cards
- Funded by the charitable arm of SOLT, the Theatre Development Trust, for the first year
- It will be run as a pilot for one year- to help us decide on longer term support



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## Training and Events

### Theatre and Touring Symposium

- New venue: The Brewery
- New format: pre-engagement and discussions
- Over 350 delegates
- Xxx 'satisfied' or 'very satisfied'
- Report on actions to take forward – coming soon

### UK Theatre Awards

- Over 350 attendees
- Xxx 'satisfied' or 'very satisfied'
- UK Theatre Awards for 2019; update of the award categories, application and judging process.

### Training Review

- 100% of delegates 'satisfied' or 'very satisfied' 98% would recommend the course to colleagues
- New courses include; Co-productions, D/deaf and Disabled Access, Dignity at work, Unconscious Bias



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# Advocacy

### **New research - Impact of Leaving the EU**

- to better understand the actual impact on our sector; advocacy and resilience
- Full results - this month

### **Consultations and Evidence**

- Responded to 16 consultations and inquiries/call for evidence
- Given oral evidence twice in parliament

### **Government and Shadow Government**

- Regular engagement with DCMS
- Regular engagement with Labour team
- Developed relationships with backbench parliamentarians on various sector issues

### **Local Government**

- UK Theatre deliver **Hearts for the Arts** - the NCA's local government funding campaign
- Worked closely with the **LGA** on establishing and working with their first Theatre Champion.



# Martin Scott

Chief Operating Officer  
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# Financial Highlights

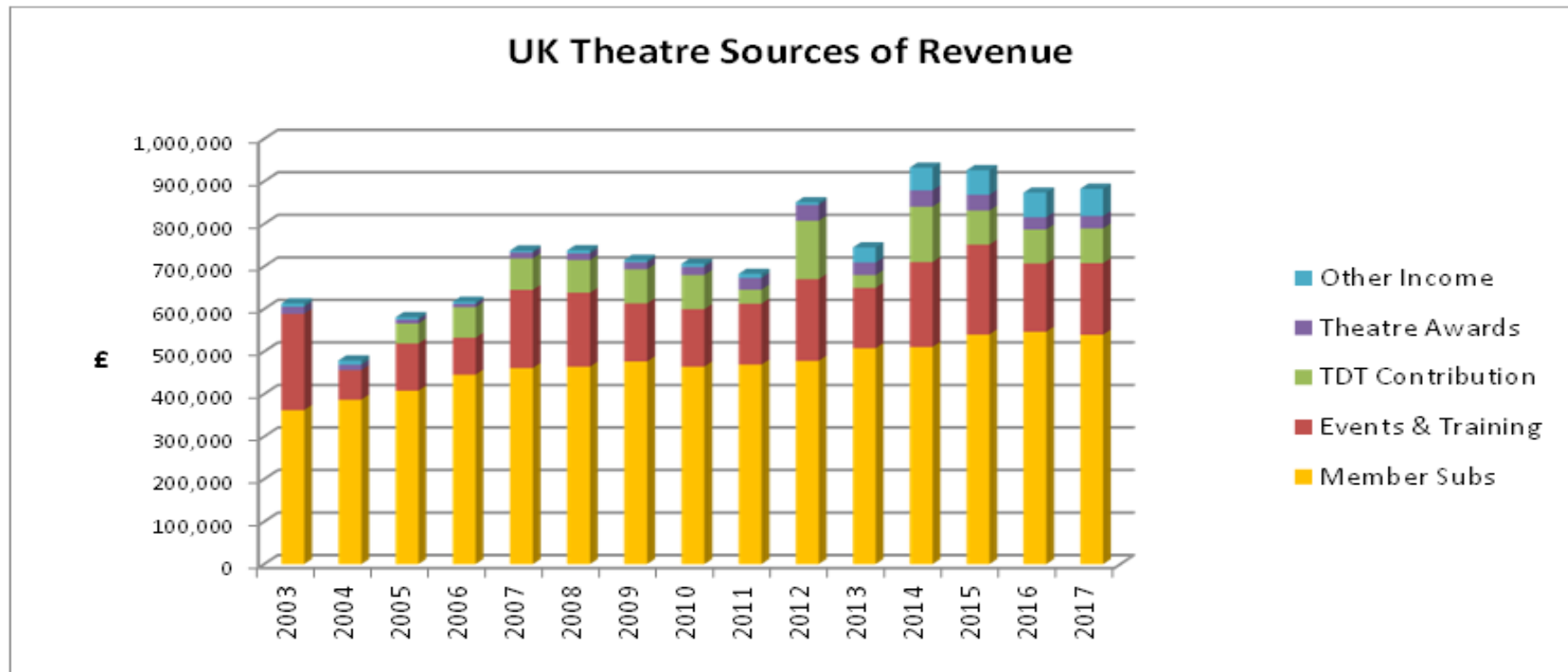
- In 2017: Turnover up 1% at £883k / Profit after tax of £24.6k (v. loss of £16.1k in 2016)
- Reserves ended the year at £351.6k representing 39.6% of annual expenditure
- Membership remains robust / 10% increase in partner & professional plus members
- Revenue from Events & Training up 5% / conferences & one day courses remain strong / residential course bookings lower
- Continuing support for training programme totalling £130k from Theatre Development Trust and Integro
- Net contribution of £23.6k from revaluation of investments





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## Revenue Sources





# Louise Norman

Head of Legal Affairs  
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# Legal Service 2017

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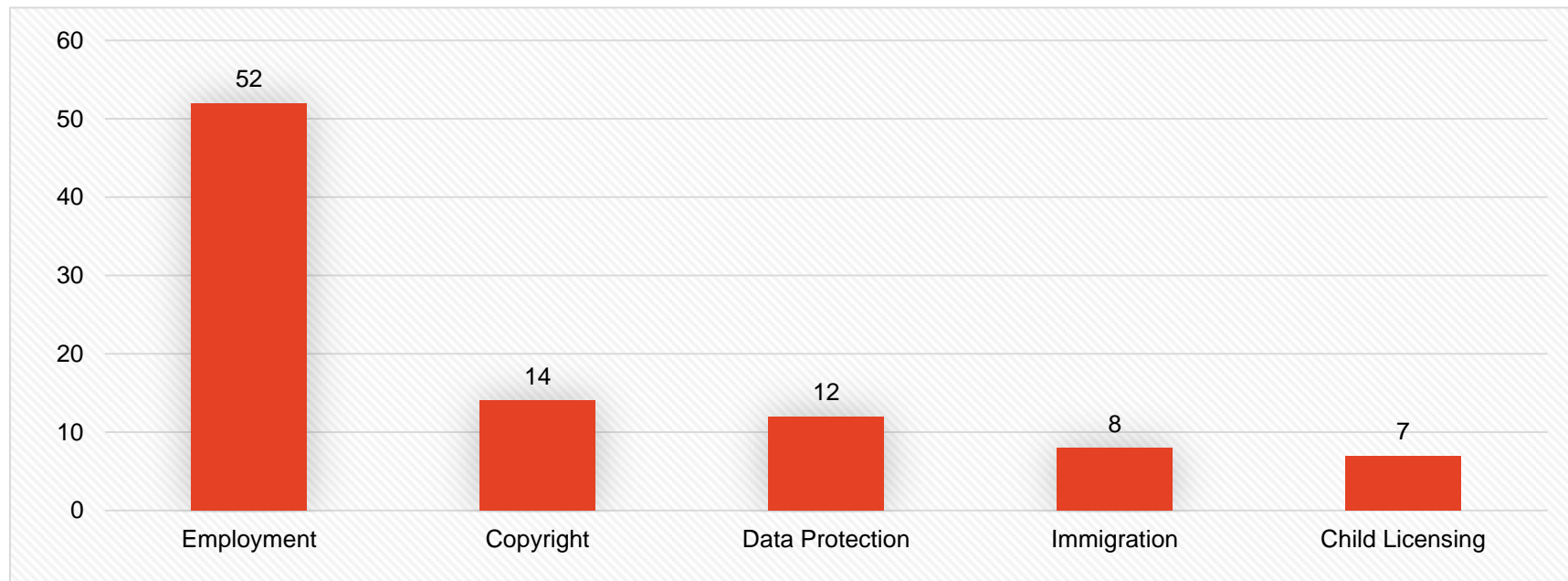
# Legal Service: some statistics

- Handled queries from over 75 organisation members
- Advised organisation members 1-2-1 on over 130 legal matters



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# Legal Service: most “popular” topics for members’ queries





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# Legal Service: key legal issues

- GDPR
- PRS Tariff LP
- Secondary Ticketing



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# Legal Service: behind the scenes

- Input to UK Theatre campaigns and projects
  - Diversity in casting tool
  - Encouraging safer and more supportive working practices
  - Exiting the EU impact survey
- Advising on UK Theatre's contracts with partners and other third parties
- Consultations



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# Legal Service: advice, guidance and information for members

- 1-2-1 advice (organisations)
- Legal briefings (organisations, professional plus and partner plus)
  - Legal News/Articles on UK Theatre website
  - Legal E-Alerts
  - Guidance notes





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# Legal Service: the team

2.2 lawyers (FTE) working for UK Theatre and SOLT:

- Louise Norman
- Marsha Bull
- Anna Pinney (maternity leave)
- Bernadette Thomas (ArtsScape)

Administrative support: Lisa Radford



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# Legal Service: contact details

Legal query?

Contact: Lisa Radford

[lisa@soltukt.co.uk](mailto:lisa@soltukt.co.uk)

020 7557 6705



**Wayne Lee**

**Head of Employment Relations**  
**wayne@soltukt.co.uk**

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# Employment Relations

- Focus on 2017 -2021 Business Plan
- Revised approach to reviews of Agreements
- Discussion continuing regarding the BECTU Agreement to bring about a purposeful conclusion



**Phillip Brown**

**Head of Risk and Technical**  
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# Key Achievements

### TOSCA UK Theatre

- Over 20 active members with meeting number 3 in August
- Supported by local NaCTSO team

### “Off-stage”

- We sold out the event!
- Actively sourcing speakers for 2018 with Noise, Violence, SiPA already confirmed

### SAFERtheatre

- IOSH Managing Safely now in-house – three UKT courses booked for 2018
- Extended consultancy services offered to members

### Security

- Continuing and enhancing links with security services & police
- ISL for CSSC



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# Under Development

### Code of Conduct 2018

- Working with SUTC to create a new code of conduct for ins/fit ups/outs
- Creating a national framework for safer working practice

### Noise

- Goldscheider v Royal Opera House
- HSE sound advice group to be reconvened in conjunction with JACE

### Violence at Work

- Dramatic increase within industry
- Project with Equity regarding immersive theatre & performer safety
- National Business Crime Centre engagement



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## Contact Details

For any Risk Management issues or support

Contact:           Phill Brown

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