

EVERYMAN THEATRE CARDIFF LIMITED

CASTING POLICY – BACKGROUND

This policy has been agreed by the Board of Directors of Everyman Theatre Cardiff Limited (Everyman) and therefore is the policy that will be applied. It should be stressed that the exceptions to the policy set out within it will only be applied in exceptional circumstances – e.g., the need for a particular role to be played by an actor from a particular ethnic group.

Everyman operates an open audition policy but not an unfettered open casting policy. The reasons for our open audition policy are twofold -

- ◆ In allowing non-members to audition we hope to encourage such auditionees to join the Company with a long-term commitment to membership whether they are cast in that production or not.
- ◆ It is our experience over many years that this policy has raised the Company's standards. Consequently the foundation of our open audition policy is to provide the Company with the lifeblood of new members to secure our future.

Our casting policy has similar foundations, namely the long-term interest of Everyman and its members – for which we make no apology. We believe that a fully open casting policy would work against those interests. For example, we accept that if by some unearthly miracle ten National Theatre members all wanted to be in a single production of ours on a one-off basis, we might get one brilliant production to the delight of the public. However, it would hardly be infusing the Company with new lifeblood for the future. Although this example is somewhat extravagant, we believe it makes the point that allowing one-off appearances by actors who might be aspiring or struggling professionals seeking to give a showcase performance but who do not anticipate participating in the Company thereafter is not in the long-term interest of Everyman. We also believe that an open casting policy would deter talented amateurs from joining the Company and quite possibly persuade others to leave and join other societies. Further, it could deny to those committed to the Company on a long-term basis the chance to broaden their talent. Finally – lest it be forgotten – Everyman is an amateur theatrical society not a production company. Because of that bottom line, we take the view that if a director feels unable to – if necessary – cast a play from the current membership or other approved category, then either he/she has chosen the wrong play, or he/she is directing for the wrong company.

It is appreciated that there may be perceived to be a degree of contradiction between our audition policy and our casting policy. However, we have decided to impose restrictions at the casting stage

- ◆ as an assessment as to the continuing commitment can only be made at audition;
- ◆ because any other policy might deter “lifeblood” auditionees by creating an impression of a closed shop [a concept which will be well understood by Equity members];
- ◆ so as to give directors the option of auditioning those in relation to whom they optimistically believe a dispensation will be granted. Frankly and in reality we think it is very unlikely that policy will cause much unfairness as in our experience “professionals” and students cast in the past have in reality been recruited by the director. Furthermore this policy can be disclosed to auditionees.

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CASTING POLICY - RULES

- 1 A director may cast any current member of the Company.
- 2 Subject to the exceptions set out in paragraph 3 below, a director may cast any non-member of the Company provided that –
 - ◆ such person joins the Company immediately upon accepting a role;
 - ◆ such person intends to actively participate in the Company in the future.
- 3 Subject to paragraph 4 below, other than in exceptional circumstances [and in such cases the agreement of the Board of Directors must be sought and granted before the role in question is offered to the relevant actor] a director may not cast either -
 - ◆ a “professional” actor [defined for these purposes as a member of Equity];
 - ◆ a student [drama student or otherwise] pursuing a course of study in the area;
 - ◆ any other person indicating a wish to be cast in that production alone and having no desire to have future involvement with the Company.
- 4 Paragraph 3 above does not apply in any way to any “professional” actor or student who is an established member of the Company. Neither does it apply to any “professional” actor or student expressing what is judged to be a genuine desire to become an active member of the Company after the production in which he/she has been cast has concluded.
- 5 If a director feels unable to cast a part from the membership or from one of the other approved categories listed above then the policy may be waived in relation to that part at the discretion of the Board of Directors.
- 6 When a member of the cast drops out, the director must in all circumstances contact the entire board or at least all members of the board who can reasonably be contacted to gain their approval through the designated board link, or, in the case of the Festival, the Festival Chair to discuss recasting before deciding who should take on the role. Ideally an Everyman member should fill the part. However, if the director feels it is impossible to fill the role from the existing membership the ultimate decision on casting lies with him/her (subject to the above casting policy rules). If time allows, the non-member should meet with the director and the board member/representative for an audition before joining the cast.
- 7 The Board of Directors shall resolve any dispute as to the interpretation of this policy and these rules.

This is the document adopted by the Board of Directors at its meeting on October 2nd 2001 as the company's casting policy and rules. Amended at its meeting on 9 January 2006.