

ROUGH



MAGIC

GENDER EQUALITY POLICY

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GENDER EQUALITY POLICY

1. Introduction

Since its foundation in 1984 Rough Magic has built an organisation based on three core values: artistic excellence, an egalitarian approach to the creative ensemble, and an ethic based on pluralism. This policy has been instigated as an assertion of the company's commitment to maintaining gender equality across its organisation.

This policy will outline the aims of the company, its commitments to gender equality, and will publish the most recent statistics with regard to the representation of women in its productions.

Gender equality is in Rough Magic's bones; gender-balanced from the outset in its artistic leadership, and in the composition of the core collective. What began as an instinctive ethos has been refined over time into a considered position that this policy will further establish.

This policy has been written in the context of the #WakingTheFeminists movement and in response to the research project *Gender Counts*¹.

This policy is fully supported by senior management and the Rough Magic Board of Directors.

¹ #WakingTheFeminists' GENDER COUNTS: AN ANALYSIS OF GENDER IN IRISH THEATRE 2006-2015 (published 7th June 2017). Researchers Dr. Brenda Donohue, Dr. Ciara O'Dowd, Dr. Tanya Dean, Ciara Murphy, Kathleen Cawley & Kate Harris with the support of Irish Theatre Institute and the Centre for Drama, Theatre and Performance at NUI Galway. The report was funded by The Arts Council/An Chomhairle Ealaíon

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2. Company Aims

Rough Magic is committed to encouraging gender equality and eliminating potential discrimination across the organisation. The company will do this by continuing to take into consideration gender balance across our casts, creative and technical teams, as well as on our board and internal staffing structures.

The company aims to:

- Provide gender equality, fairness and respect for all in our employment, whether temporary, full-time or part-time.
- Uphold the provisions of the Employment Equality Acts, which outlaw discrimination on nine grounds.
- Oppose all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of employment, dealing with grievance and disciplinary processes, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

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3. Company Commitments

Rough Magic commits to:

- Continue to produce plays that feature challenging roles for women, and to use an approach of gender-blind casting when such roles are not readily offered.
- Continue to implement gender balance across the organisation and to support equality and diversity in the company's structure.
- Continue our practice of an equitable pay scale.
- Review employment practices when necessary and to update them, and this policy, when taking into account changes in the law.
- Create a clear channel of communication throughout the company, having appointed of a member of the Rough Magic board to deal with any issues regarding gender equality should they arise.
- Take seriously complaints of bullying, harassment, sexual harassment, victimisation and unlawful discrimination in the course of our work activities. Such acts will be dealt with as misconduct under Rough Magic's grievance and disciplinary procedures, and appropriate action will be taken.
- Ensure that this policy, and its progress in meeting the commitments set out herein, is part of Rough Magic's Board meeting agenda.
- Make this policy document available online on our website and through introduction on the first day of rehearsals for all productions

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4. Gender Statistics

In the study *Findings Report of the Irish Playography: Gender Breakdown, New Play Repertoire 2006-2015*²; it was found that between 2006 and 2015, only 33% of single-authored new plays produced were written by women; only 39% of new plays premiered were directed by female directors and that the average cast of new Irish plays premiered featured 2 female and 3 male actors.

In similar findings the *Gender Counts* study, which was an overall analysis of gender in Irish Theatre between 2006-2015, stated women to be underrepresented in every role except Costume Design. However the study reported Rough Magic to be in the top three companies with overall female representation. Women were most represented by Rough Magic, Dublin Fringe Festival and The Ark which each showed overall totals of 47%³.

The research presented in *Gender Counts* focused on 7 roles in the theatre sector, and does not account for female Producers or Stage Management members, both of which are roles in which Rough Magic has achieved gender-balanced employment.

Following the role format of the *Gender Counts*⁴ research, below are percentages for Rough Magic's female representation in the years 2016-2021.

² *Findings Report Editors: Siobhán Bourke & Jane Daly, and researcher: Claire Keogh.*

³ *#WakingTheFeminists' GENDER COUNTS: AN ANALYSIS OF GENDER IN IRISH THEATRE 2006-2015 (published 7th June 2017). Researchers Dr. Brenda Donohue, Dr. Ciara O'Dowd, Dr. Tanya Dean, Ciara Murphy, Kathleen Cawley & Kate Harris*

⁴ *#WakingTheFeminists' GENDER COUNTS: AN ANALYSIS OF GENDER IN IRISH THEATRE 2006-2015 (published 7th June 2017). Researchers Dr. Brenda Donohue, Dr. Ciara O'Dowd, Dr. Tanya Dean, Ciara Murphy, Kathleen Cawley & Kate Harris*

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Year	Director	Author	Cast	Set	Lighting	Sound	Costume	Overall
2016	100%	33%	56%	100%	100%	33%	100%	65%
2017	60%	60%	61%	80%	60%	25%	100%	62%
2018	50%	0%	50%	100%	100%	0%	100%	61%
2019	75%	50%	55%	100%	100%	0%	100%	62%
2020	50%	50%	59%	100%	80%	25%	100%	62%
2021	25%	44%	44%	66%	100%	66%	66%	52%

Percentage of female representation in Rough Magic productions 2016-2021

In 2021 Rough Magic launched its new artist development programme COMPASS which commissioned 6 writers (3 female and 3 male) and awarded bursaries to 8 theatre makers (4 female and 4 male). As part of COMPASS, Rough Magic brought on 4 SEEDS apprenticeships which is also gender-balanced in its composition.

5. Review Process & Monitoring

As noted throughout this policy, the success of its objectives will be reviewed and reported on an ongoing basis at Board level. Where it is beneficial or necessary, processes will be evolved to ensure effective achievement of the policy's objectives.

Rough Magic has agreed to take part in the Irish Theatre Institute's pilot phase in drafting a Code of Behaviour for Irish Theatre and will be providing a short evaluation report in the post-production period.

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