

**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*<sup>1</sup>.

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

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<sup>1</sup> #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:

- Ensure gender equality and respect for all Rough Magic employees, whether full-time, part-time or temporary.
- Oppose unlawful discrimination in terms and conditions of employment, pay and benefits, leave for parents, requests for flexible working hours, promotion and developmental opportunities.
- Uphold the provisions of the Employment Equality Acts, which outlaw discrimination on nine grounds.

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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 appropriate action on any complaint of harassment, sexual harassment, bullying or discrimination in the course of our work activities.
- Maintain a gender-balanced Board of Directors.
- 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 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*<sup>2</sup>; 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%<sup>3</sup>.

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* research, below are the percentages for Rough Magic's female representation in the intervening years, 2016-2018.

Year	Director	Author	Cast	Set	Lighting	Sound	Costume	Overall
2016	100%	33%	56%	100%	100%	33%	100%	63%
2017	60%	60%	61%	80%	60%	25%	100%	64%
2018	50%	0%	50%	100%	100%	0%	100%	55%

*Percentage of female representation in Rough Magic productions 2016-2018*

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

<sup>3</sup> *#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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Our statistics for 2018 are based on a programme underpinned by gender equality. Two plays, one directed by a woman, one by a man, will be delivered by a gender-equal cast and stage management team. While we have chosen to produce two plays by male authors this year, we address this through gender-blind casting, which offers varied and dramatically satisfying roles for female cast members.

There are areas throughout the theatre sector that need to be addressed, namely the imbalance of predominately male Sound Designers and predominately female Set & Costume Designers. As part of our SEEDS programme we will continue to encourage gender diversity in these disciplines, and will continue to reinforce that principle in assembling our creative teams. Two of our SEEDS graduates in sound design have been female; both have gone on to highly successful professional careers.

In 2018, as part of the SEEDS programme, we are mentoring four women out of five participants in the roles of Playwright, Production Manager, Director and Set/Costume Design; all of whom will contribute greatly to the rebalancing of gender roles within the sector.

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## 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.