



## **Robin Hood Casting – Diversity/Equal Ops Reporting**

### **Casting Call & Roles**

Off Book and the Wirral Festival of Firsts 2017, were casting four actors to be part of a production of *Robin Hood* for the Festival. Once the script was adapted the director, Martin Williams chose to put out two of the roles as gender specific (Marion as a female and Little John as a male). The other two roles were non-gender specific. The script was written with the need for accessibility in the forefront. As a result, the roles could be age and ethnicity blind. In writing our casting call we made sure to highlight the following phrase:

*'We welcome applications from any actor regardless of their background, education, gender or any other factors. All we are interested in is how capable an actor someone is. To view our equal opportunities policy visit our website: <http://offbook.co.uk> and click on the 'policies' link.'*

Our hope in adding this phrase was to encourage applications from a diverse range of actors.

### **Application Analysis**

We took applications for auditions through Casting Call Pro, E-mail and Stage Castings. For every actor offered an audition we also asked them to consider filling an equal opportunities monitoring form. Sadly, we did not receive any at this stage. We also included on every e-mail confirming audition appointments the following line:

*'In the event you cannot make the audition, or have any access requirements please contact [info@offbook.co.uk](mailto:info@offbook.co.uk) or call 07745 989568'*

Our hope in adding this phrase was to encourage actors to allow us the opportunity to put in place any adaptations that would be reasonable and allow actors to show themselves at their best in audition.

Of the 214 actors who applied we had two actors inform us of access needs. We would like to make note of Hamida Ali at Equity who gave our director, Martin Williams advice on helping to make a reasonable adjustment for one of the actors in question.

### **Equal Ops Forms**

Following our auditions, we employed an admin assistant who would be separate from the audition panel to compile data from the equal ops forms. We offered auditions to forty-two actors, thirty-two actors accepted auditions, and twenty of those actors attended auditions. Of those just fourteen completed equal opportunity monitoring forms. The following is the data in tabulated form:

