



Casting Policy

Introduction

The Artistic Director of Theatr Cymru and the Director of the production, with the support of the Production Team, are responsible for casting Theatr Cymru's productions and workshops.

We promote diversity in all its forms within our casting processes and are committed to creating a safe and supportive audition environment where performers are empowered to do their best work.

We are committed to ensuring equal opportunity and fairness for all performers, without discrimination based on age; disability; gender; marital status; pregnancy or parenthood; race or ethnicity; religion or belief; sexual orientation; or economic background.

We understand the importance of visibility and representation on stage, and we are passionate about reflecting the diversity of Wales in our work.

Process

Most of our casting is determined by auditions, which are held in fully accessible venues.

Our aim is to meet the widest possible range of Welsh-speaking performers during the casting process. We use a variety of casting tools, directories and agencies, including Spotlight, and invite individual approaches on a non-discriminatory basis. Performers are welcome to send their details to creu@theatr.com, especially those who are self-represented, and we always respond and share the information internally.

You can learn about upcoming productions in our season announcements on our website and social media channels. We believe that specific project-focused casting sessions are more valuable to artists and directors, so we rarely hold open auditions, but if we do, these will be advertised on our social media channels.

Everyone attending an audition will be sent an access form and content warnings, so that we can respond to any entry requirements. We also encourage performers to share their pronouns if they are comfortable doing so.

We are able to offer alternative means of auditioning (for example, online) and to offer flexible times (where possible).

We always send extracts from the script (if there is a script) for the auditions in advance of the audition, and we aim to do this at least a week before the audition date.

We cover individuals' travel costs for callbacks, but not for initial auditions or introductory meetings. We are committed to facilitating arrangements to work with individuals' care responsibilities and any arrangements already in place.

We work in accordance with the UK Theatre Toolkit, the Casting Director's Guild [Audition Guide](#) and Equity's advice on auditions. This means that, as a minimum, performers will:

- ❖ Get plenty of time to prepare, wherever possible.
- ❖ Know who they will meet, and what will be expected of them at the audition.
- ❖ Have any access needs or requirements met.
- ❖ And their agent will receive the latest information throughout the casting process in terms of decisions, next steps and/or callbacks.

Performers will always receive at least a 'yes' or 'no' response following Theatr Cymru auditions. We offer feedback to all performers after an audition on request. Due to workload and time constraints, this feedback may be sent some time after the audition.

Equality and Diversity

We prioritise lived experience in our casting process and believe that the actor who is cast should reflect the character's personal characteristics, wherever possible – especially if those characteristics are protected characteristics. We also consider artists from diverse backgrounds for each role, not just for roles written with specific characteristics.

Theatr Cymru is committed to increasing diversity within our productions and helping to improve equality practice across the theatre industry. We also cast without prejudice as to the educational background or training of individuals (e.g. individuals who have not received formal training).

It is important to consider the implications of a particular casting or creative choice. For example, if we cast an actor whose identity includes visible features (e.g. race, sex or disability), how does this affect the character they are portraying and the narrative of that character? This approach to casting recognises and celebrates, rather than trying to ignore, the influence and impact of an actor's characteristics on the process of character development and on audience perception.

Theatr Cymru has an ambition to increase the number of performers with protected characteristics that we will employ over the next five years. The measurable objectives of increasing the diversity of our freelance workforce, which includes cast and production crew, and the diversity of the work we develop, can be found in our Strategic Equality Plan (to be published online soon).

The Welsh language

Developing people's confidence to use the Welsh language in the arts is hugely important to us, and we support Welsh speakers and Welsh learners/new Welsh speakers to develop their confidence and improve their Welsh language skills at every opportunity. Examples of this support include: referring artists to general courses for learning Welsh and to specific ones for artists

through the Arts Council of Wales Welsh Language Enabler; facilitating one-to-one sessions with a Welsh language tutor and/or facilitating sessions with a voice director; facilitating group conversations held through the medium of Welsh, with the presence of simultaneous translation; and having discussions in advance to offer support that meets the need.

Information for performers: Contact us

As a team, we see many productions each year, which include drama school productions and 'showcases'.

If you would like to invite us to see your work, please e-mail creu@theatr.cymru with the details, and if one of the team can be present, we will be in touch. We are aware of our environmental impact, so please don't post hard copies of CVs, headshots or invitations to the office.

Our [Drws Agored](#) [Open Door] programme offers open sessions for artists to meet members of our team, and actors are welcome to register for these sessions.