



EVE/Equity Code of Conduct FAQ



What does the Code of Conduct mean for the wrestlers?

EVE and Equity have mutually agreed a Code of Conduct which consists of a few different elements that you need to know about. The first is that there is a set of terms and conditions that EVE will provide you to read and to be aware of prior to agreeing a booking with them.

These terms and conditions were established with input from Equity and EVE. You are able to alter these terms if you wish, as long as it is mutually agreed between you and EVE. If you have any issue with the terms then it is your responsibility to let EVE know before you confirm the booking.

EVE have agreed to issue all the talent they book a written contract. So all the details of your booking are clear prior to the day of the show.

EVE have agreed to a new Dignity at Work policy, this puts in place a process to resolve bullying or harassment issues that happen in your place of work.

What happens next?

The Code of Conduct is going to be trialled for a 6 month period starting from the 1st August 2019. Equity organisers will attend future shows to answer questions and to listen to feedback. Both Equity & EVE wish this to work, but we are conscious that the most important part of this process is you, the talent.

Over the next few months we will be inviting talent to contribute to a workers forum to give feedback on the Code of Conduct. We want to identify what the key issues are for you and how we can improve your working experience.

When we come to review the Code in February 2020 it is Equity's and EVE's hope that the talent will have representatives present to lead the discussion.

Do I have to join Equity?

No you don't, you can continue just as you are. You don't have to be a member to work for EVE, or to use the template contract. All the terms and conditions will apply to you just the same as they would to an Equity member.

Do I have to tell anyone I am a member of a union?

You do not, your union membership is your business and you do not have to disclose this to anyone. Trade union membership is a protected status and you should not be asked this by any promoter or employer, as you could be discriminated against on this basis.

Why formal written contracts?

When you work as a professional wrestler it is very rare to be given a written contract. The template contract is designed to be as simple as possible but also to make clear everything that is expected from you as the performer and more importantly, what you expect from the promoter. Its purpose

is to remove uncertainty and the chance of misunderstanding or dispute between you and the promoter. If there is a problem you will now have documentary evidence of what was agreed and when.

So what will my employment status be if we use these written contracts?

Your employment status will be unaffected. You are and will remain a self-employed artist when you work for EVE, just as you would have been prior to the Code of Conduct being agreed.

What happens if something goes wrong?

By having a written contract and by being able to clearly see the terms of your engagement we hope there is less chance of dispute between you and EVE. If there is a problem, if you are a member of Equity, we will be able to represent you in order to resolve the dispute. If you are not a member while we are not able to help you, you will be in a better position to take legal advice and get support because you will have everything down in writing.

How do I join Equity?

You can join Equity online at www.equity.org.uk, you will be asked to provide evidence of paid professional work of £500 (not just from one booking, so you can use multiple contracts). If you have worked an EVE show previously then we will have an invitation number for you. You can contact Steve Duncan-Rice via email on sduncan-rice@equity.org.uk or on 020 7670 0272 and he will be able provide you with an invitation number or send you an application form, whichever you prefer.

There is a joining fee of £32 and the minimum subscription rate is £132 per year. You can pay your subscriptions monthly via Direct Debit. Direct Debit is also £5 cheaper per year (£127). If you decided to pay monthly you would pay £10.58pcm.

If you show your Equity Card to Emily or Dann in advance or on the day of the show, they will subsidise your membership for that month by adding £10.58 to your fee.

What are the benefits of membership?

Equity members are entitled to free legal contractual advice and support. Even when working for promoters or employers who do not use Equity contracts. Members receive accident insurance, public liability insurance and also backstage property cover. The union also provides legal representation in contractual dispute situations as well as tax and welfare guidance. You will also become part of a union of 47,000 professional artists and will be able to participate in the democracy of the union.

If you have any questions about becoming a member or about any of the above please email Steve Duncan-Rice at sduncan-rice@equity.org.uk and he will be happy to help.

