

NATIONAL THEATRE OF SCOTLAND CASTING POLICY

CULTURE:

National Theatre of Scotland seeks to employ the very best available talent for every role. We have a responsibility to consider and cast where possible (and appropriate) native Scottish and Scottish based performers, and we are committed to the development of those individuals based in Scotland and beyond.

DIVERSITY/INCLUSIVE CASTING:

The National Theatre of Scotland believes in including artists from diverse backgrounds and cultures (on the basis of gender, ethnicity, disability, sexual orientation, and whether they are drama school trained or not) in all its work. Where we are casting for a role that is culturally specific, we are committed to casting a performer from that culture. However we consider artists from diverse backgrounds for *every* role, not just those written with specific personal characteristics in mind. We aim to ensure that in five years' time, the number of performers with protected characteristics within our casts will have significantly increased. We cast without prejudice against the background/path performers have followed into the industry. We operate an inclusive approach to the casting of all roles, and ensure that casting sessions take place at fully accessible venues.

AUDITIONS:

The casting requirements of all productions are advertised on Spotlight. Breakdowns are sent to all UK agents and on occasion are distributed internationally. In the event that we are looking for more specialised performers, breakdowns are advertised on the Spotlight link board and other relevant avenues.

For every production the Casting Director arranges sessions in Scotland, and frequently in other UK locations and internationally, in order to see a wide range of actors. Where casting for a co-production is undertaken, the same rules apply regardless of the location of the director and company co-producing. For Scotland based actors travelling to casting sessions out-with Scotland we provide a contribution towards travel costs and operate this policy for actors travelling to Scotland for a casting, if no other option is available. In exceptional circumstances we will cover the full cost of return travel.

INTRODUCTORY MEETINGS:

The Casting Director holds regular general meetings, and in addition each year there will be at least one full day where new graduates and actors who haven't previously met will be able to introduce themselves and show a sample of their work, if appropriate. On occasion these meetings are advertised via Spotlight. At other times we will prioritise those performers who have made personal contact with the company. If you wish to be considered for a general meeting, please either ask your agent to contact us, or email directly to casting@nationaltheatrescotland.com.

WORKSHOPS:

The Casting Director, sometimes accompanied by other National Theatre Scotland staff/ associates will hold several workshops a year at Rockvilla. These will be free of charge and actors whom we have not previously worked with/ do not have a relationship with, will be invited to apply for places which will be allocated on a first come, first served basis. These will be designed to promote a positive and proactive approach towards a career in the performing arts. The content will introduce

new skills and enhance and improve those already attained. There will also be a focus on mental and physical health and nutrition (possibly with a guest speaker on these topics). Each workshop will have a different focus to suit performers of all different ages and experience.

ATTENDANCE OF SHOWS:

As a priority the Casting Director and National Theatre Scotland staff attends shows throughout Scotland, the rest of the UK, and internationally, where possible, in order to see and meet performers and have an in-depth, current working knowledge of the industry. This includes festivals, drama school/college showcases and productions.

CONTACT:

The preferred method of contact is via email to: casting@nationaltheatrescotland.com

When writing you should include your Spotlight link only if you are on Spotlight, and a headshot and CV under 1MB in size if not.