

The South Devon Players Theatre & Film Company
Non-binary & Transgender inclusion information
for performers & crew

We have a proud tradition of welcoming performers and crew, (and audiences!) of a huge range of demographics in all respects for our projects. If you have been cast or crewed in a show and you may have any access/ inclusion needs which will make it easier for you to perform your role in the coming production, please contact us to discuss how we can help with these. Please email us on southdevonplayers@gmail.com or message Laura on 07855 090589.

We welcome performers and crew of any gender identity.

If you have a question, not covered in this policy, please contact Laura (she/her) about it so that we can make sure you are covered and included.

Bathrooms/ changing rooms

Our rehearsal base at Chestnut Community Centre, has non-gendered bathrooms/ changing space. It should be noted that as we are a touring theatre company and some venues that we visit for performances, may operate with “traditionally” gendered bathrooms/ changing space as required by their management (over which we have no control), in which case all performers and crew are encouraged to use the bathroom/ changing space, which most fits with their gender identity, with our full organisation support, and with no questions from us.

Pronouns

We may ask early on in the rehearsal process if you have a preferred pronoun to use (eg “he, she, they”, etc). Normally we call people by their name as stated to us, on a day to day basis and in programmes and promotional material. You are also encouraged at any time to let us know if you prefer to discuss it later once you come to know the rest of the team.

Non-gendered casting and crewing

We operate on a gender-blind casting process for as many roles as possible. In all of our shows, this covers the vast majority of roles – we will also push it as far as possible.

We specialise in shows based on classical literature, or historical events,

and there may be some roles, which because of the culture they are depicting, need to portray a specific gender identity; however, these roles are heavily in the minority. For an easily identifiable example, in our non-musical production of Les Miserables, we have cast Inspector Javert, to great effect, as female.

Our audition information packs clearly list whether a character is being cast as gender-blind or a specific gender. If it is a character stated as gender-blind, as most are, then any gender identity is equally welcome and equally considered for the roles.

Conduct in the team regarding gender identity

Everyone in the cast and crew is expected to be accepting of anyone's gender identity.

If a mistake is made, regarding someone's pronoun, please apologise and work on remembering next time. If someone makes such a slip regarding yourself, please feel free to remind them, and do not be embarrassed about reminding them. If you have any concerns about this, please come to Laura Jury or your stage manager to address it with the relevant person, on your behalf.

People's gender identity or pronouns are not to be used as a point of "humour" or derision.

If any "humour" or derisory comments/ actions occur with a member of staff or volunteer of a hosting performance venue, please let our show admin team know, so that this can be officially raised as a concern with the venue management or any other relevant body.

If you need to discuss or raise anything not covered here, please do not hesitate to contact us