



**2021**

**ROH  
APPRENTICESHIP  
SCHEME**

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# INTRODUCTION

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# Who are we?

**The ROH is a historic theatre in Covent Garden, which stages world class productions on the main stage and in the smaller Linbury Theatre.**

**There are more than 800 staff working at the ROH! Behind the scenes we have hundreds of staff who are responsible for making sure that the show starts on time each night and that the audience can enjoy a fantastic theatrical experience. These include our staff in lighting, sound, costume making, set building, scenic art, stage engineering, props, marketing, finance, box office, IT and fundraising and more.**

The passion and energy of our staff is reflected on the stage with dynamic and ground-breaking performances. Our theatres are in London's Covent Garden but our work is accessed and experienced across the UK and globally through touring partnerships, cinema programmes, free outdoor screenings, radio, TV and live-streaming.

Life at the ROH is varied, exciting and no two days are ever the same!



# What is an apprenticeship?

**The ROH has been offering apprenticeships in backstage production, technical and other departments since 2007, and our apprentices have gone on to develop exciting careers in theatres and venues around the world.**

Apprenticeships combine practical on-the-job training with undertaking an apprenticeship standard at a college or with a training provider. Through this combination of hands-on and classroom-based learning, apprentices gain job-specific skills and a recognised qualification.

College attendance is required either on a day release or block release basis, and all apprentices receive ongoing support from a college tutor or assessor, departmental manager and the HR team.



# Will I get paid?

**Yes! All of our apprentices get paid the equivalent of the national living wage in their first year. This then rises by 2.5% in the second year.**

For example our Technical Theatre apprentices are on 42.5 hour per week contracts so earn £19,691 per year, which is £379 per week before tax.

Our Social Media and Events apprentices are on 40 hour per week contracts and earn £18,533 per year, which is £356 per week before tax

Check on the job description of the apprenticeship that you wish to apply for to see if it is 40 hours or 42.5 hours per week.

You will also get 5.6 weeks paid holiday a year.

# Life as an apprentice at the ROH

**The ROH is a large and complex place to work but the HR team, departmental managers and other apprentices are always available to provide plenty of support and guidance.**

Each year we take on a number of apprentices across various departments of the ROH. All apprentices start in early September, and spend a week together where you will be introduced to the life at the ROH - the buildings (the theatres in Covent Garden and the workshops in Purfleet), and most importantly the people. There are also several occasions over the year where all of our apprentices get together for team building days or to work on special projects.



As well as your departmental managers, you will meet regularly with a member of the HR team who will help to guide you through your apprenticeship and provide you with support and advice.

The ROH is committed to the success of our apprentices and we will be working with you to achieve your goals.

# Life after the ROH

**All of our apprenticeships are fixed term contracts lasting two years. We do not guarantee employment at the end of the apprenticeship, but don't worry, there is a big exciting creative world out there, as many of our past apprentices have discovered!**

In recent years our apprentices have moved on to start careers with the Royal Shakespeare Company, the National Theatre, Roundhouse, cruise ships, various West End theatres in London, and on European and World theatre tours. Some have even gone on to start their own businesses within the creative industries. There are also many past apprentices who have stayed at the ROH and you will see many of them around the theatres and workshops.



# Equality, Diversity and Inclusion

Our staff are as varied as the jobs they do and we think this is one of our greatest strengths. The one thing we all have in common is a commitment to the highest standards. So although we are all different, we all respect each other no matter if we are electricians, apprentices, armourers, wig-makers, ushers or performers.

We ensure that we operate a fair selection and recruitment process. Promoting equality, diversity, inclusion and access is essential in our role as a leading arts organisation. We are committed to creating a diverse and inclusive environment in which everyone can thrive. We welcome applications from those who are currently under represented in our workforce; in particular those who are ethnically diverse and/or disabled.

Everyone who works at the ROH in any role, is expected to commit to upholding the following values through their behaviour:

Treat everyone with <b>Respect</b>	Embrace and celebrate the different contributions that we all bring to the ROH
Be <b>Open</b>	Take a fresh look - be open minded, share, engage, learn and question - and empower others to do the same
Value the <b>Highest standards</b>	We all play an important part to deliver extraordinary experiences

# Health and Safety



Your health and safety at work are of the utmost importance to us and we are constantly reviewing the way we work to ensure the highest standards and safe working practices and a positive approach to safety.

As an employer, we are required by law to take reasonable steps to protect our employees, and others, from harm.

Assessing risk is just one part of the overall process used to control risks in our operations. To manage our work in the context of COVID-19, a specific risk assessment has been undertaken and measures identified that will help us to reduce the risk to as low as reasonably practicable.

We will continue to be led by the advice coming from Government and Public Health England. As the Government advice on COVID-19 changes, we will adapt and update our protocols to reflect these.

**Where  
are we?**

**ROH,  
Covent  
Garden**

**The following apprenticeships are based here:**

Costume Making • Events - Learning and Participation Team • Hair, Wigs and Make-up • Social Media • Technical Theatre

The ROH is a wonderful and unique building located at the heart of Covent Garden.

<https://goo.gl/maps/sQZ3WJdeszT6uWPY9>



**Where  
are we?**

**ROH  
Workshops  
in Purfleet,  
Essex**

**The following apprenticeship is based here:**

Scenic Carpentry

High House Production Park in Purfleet is home to our Production Workshops, Costume Centre and Thurrock Learning and Participation team.

The sets and scenery for the ROH are built by teams of highly-skilled scenic artists, carpenters, draftsman, and metalworkers along with the help of our apprentices in the Production Workshop.

<https://goo.gl/maps/DbofrFFpNchDX46D7>







## **A final word from one of our apprentices:**

We asked James what he enjoyed most about being an apprentice at the ROH. This is what he said:

“Anything and everything! It’s just exactly what I hoped to be doing in my future career, but actually getting to do it now as I study! Working in one of the greatest theatres, getting a qualification out of it, getting paid while I learn, making amazing contacts, and making amazing friends...”