



PROGRAMMING POLICY

Policy approved by Board: 1 Dec 2025

Next revision due: Dec 2026

Performing Arts Centre Society is an Incorporated Association that trades under the name The Blue Room Theatre. Performing Arts Centre Society (PACS) have a board of management that governs over The Blue Room Theatre and any reference to Performing Arts Centre Society (PACS) or The Blue Room Theatre (TBRT) are to be considered interchangeable.

POLICY STATEMENT

The purpose of this policy is to provide members, artists and hirers with transparent information on how TBRT programs performance seasons at our venue.

TBRT'S ARTISTIC PROGRAM

We have an artistic program that includes multiple opportunities for artists to present their work throughout the year.

1. Applications and Selection Criteria

Anyone can apply to develop and present their work as part of TBRT's Artistic Program. The Artistic Program is programmed subject to the following:

- Applicants successfully demonstrating they meet the selection criteria
- The overall balance of the season (including diversity of styles of work, career stages of artists, and meeting TBRT's representation targets).

The selection criteria for programmed works may include:

- Creativity (the creative vision, rationale and process)
- Development (of the artistic practice and professional careers of the artistic team)
- Representation (of people from underrepresented communities as artistic leaders of projects and/or within the artistic team)
- Engagement (with an audience or community and how you will connect with/reach them)
- Planning (evidence that the team will be able to deliver the work within the parameters of the opportunity)

Not all selection criteria will be met by each applicant in an equally strong way. TBRT does not require all successful applications to be strong in all areas.

2. External Selection Panelists

At TBRT we have a range of artistic opportunities that are programmed within the selection guidelines by internal staff and external industry panellists, as referenced in our Terms of Reference.

3. Other Selection Processes

After the selection panels have made their decision on which works will be selected, TBRT staff make initial offers to these artist/producers on the date and time of their performances. If the artist/producer no longer wishes to be programmed, TBRT staff will undertake a second round of offers to the projects that were highest ranked outside of the original list of selected works, while still taking into account the overall balance of the season.

On occasion, TBRT staff may approach specific artists or shows and offer them a spot in the program (outside of the application process). All approaches will be made considering the overall balance of the season alongside shows that have applied for the season. At least 75% of any programmed season will comprise of works that have come through the application process.

Opportunities to be programmed at The Blue Room Theatre outside of the structure of our seasons may present themselves. TBRT produces community engagement and responsive programming that supports our season of shows as well as partnerships with other organisations and collectives. These engagement activities are a collaboration between TBRT and the creative teams. In these instances, programming and curatorial choices may be decided by TBRT staff, with the CEO providing the final approval. Equity & Justice goals and the balance of the overall program will guide these decisions.

In the case of cancelled productions TBRT team can directly invite chosen artists/ensemble to present their work within the vacant slot.

4. Conflicts of Interest

In all cases, selection panelists are asked to declare any direct conflicts (eg a partner, someone they live with, or someone they are working with**) and in these cases they are asked not to score the application and to leave the room at any time when the application is being discussed.

External Season Panelists are only appointed if they have no direct involvement on any applications (eg they cannot be in a named role on any application).

TBRT Staff Panellists: TBRT staff are permitted to be in certain roles (producer, marketing/publicity or as a performer) on TBRT applications/productions. In these cases of direct conflict they are asked not to score the application and to leave the room at any time when the application is being discussed.

***TBRT defines 'someone a panelist is working with' as being contracted in a current creative process or position of employment, during the dates of the assessment period, either by or with someone in a named role on an application.*

PERFORMANCE SEASON HIRES

On occasion, TBRT will engage in a performance season venue hire agreement with other organisations and artists. The organisation, artist, performance type and subject matter of all performance season hires are only approved if:

- The hire either aligns with (or does not conflict with) our strategic objectives and values
- The hire does not impact on the resources and support available to our existing programs

- The venue is available and the organisation has the capacity to manage an additional season.

The final decision on all performance season hires will be made by the CEO.

ARTISTIC AUTONOMY & CONTENT WARNINGS

TBRT gives all programmed shows complete artistic autonomy in their work. TBRT has the right to create and communicate content warnings for audiences for any public performance if it deems the artist/organisations content warnings are not sufficiently explicit.