Find out how PiPA Partner **Theatre Royal Wakefield** supported two pregnant performers to stay on stage

PiPA Parents & Carers in Performing Arts PLEDGE

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theatre Royal Wakefield

When one of Theatre Royal Wakefield's performers revealed she was pregnant, CEO Katie Town's first response was simple:

"Absolutely delighted."

Her second was to call **PiPA**.

The performer was just weeks away from rehearsals for the theatre's notoriously busy Christmas pantomime — a demanding mix of acting, singing and complex dance.

She had been performing at the theatre since 2021, yet was still nervous about telling them she was pregnant.

For Katie, that was a powerful reminder of why creating genuinely parent-friendly workplaces matters.

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“The pregnant performer had not necessarily assumed that it was going to be a positive conversation.

That sort of broke my heart a bit because it tells me about how hard performers in other places might find it.”

Theatre Royal Wakefield CEO, Katie Town

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Crucially, this wasn't about having all the answers. Katie contacted PiPA because she wanted to make sure that the theatre was doing the right thing.

With PiPA's support, Katie put in place a combination of pregnancy risk assessment, adjusted rehearsal schedules and costumes with flexibility built-in.

And the biggest learning?

It didn't cost them extra money.

It required some time, thought, communication and flexibility — but no additional production spend.

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Theatre Royal Wakefield discovered that supporting two pregnant performers through panto wasn't a special project.

It was simply putting a culture of care into practice.

And that's exactly what becoming a PiPA Partner can help your organisation do.

“We were already doing an awful lot, but what we weren't doing was really systematising it - which is where PiPA supported.”

Theatre Royal Wakefield CEO, Katie Town

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You don't have to start from scratch.

PiPA helps you turn good intentions into consistent practice.

Join the 80+ Arts Organisations making the change today - book a call, link in bio

- Turn ideas into practical action with tailored support
- Gain on-demand access to around 100 industry-specific resources.

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TO RECOGNISE

Carers and parents face real barriers to work in the performing arts.
We seek to recognise those barriers and to address them with informed action.

TO BALANCE

Work-life balance supports wellbeing and powers creativity.
We're building a culture of flexibility grounded in open conversations about how, when, and where work happens.

TO CHAMPION

We champion carers and parents who are integral to our creative strength.
Through leadership and collaboration, we shape inclusive workplaces that respond to their needs.

TO EVOLVE

We're putting care into practice. We continue to evolve, staying relevant by developing adaptable, responsive and supportive policies and practices.

TO CELEBRATE

We celebrate and showcase the exceptional creativity, skills and experiences that parents and carers bring to the performing arts.

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