

REVS - Reopen Every Venue Safely

ABOUT

Reopen Every Venue Safely (REVS) is the grassroots music venue (GMV) sector response to the Covid 19 Crisis, and specifically deals with the process by which circa 700 GMVs within the Music Venues Alliance (MVA) might emerge from current restrictions on opening and trading to normality while fully protecting the public. This proposal creates a National REVS Plan which can be implemented at a local level with an Individual REVS Plan that is designed to meet the specific circumstances of each individual venue member of the MVA. REVS requires that the GMV sector and HM Government (HMG) work together to achieve its purpose.

AIMS

- To protect the public from Covid 19
- To Reopen Every Venue Safely within best practice measures at the appropriate time to do so
- To ensure that workers in this sector are protected during any period of closure and able to return to work at the appropriate time to do so.

OPTIONS FOR HMG

1. To set a date on which it believes the entire GMV sector can reopen and provide the financial support or liability removal measures required between 1 June and the proposed date calculated at £524,000 per day.
2. To adopt a phased approach to reopening which permits parts of the sector to open as and when it is safe to do so and to provide the financial support or liability removal measures required while that process proceeds - MVT can supply information to HMG to enable the ongoing financial cost of this option to be considered at each phase of the emergence from current restrictions.

OVERVIEW

- GMV sector is committed to opening when it is safe, practical and economically viable to do so
- GMV sector is organised within the MVA with good information, evidence and representation
- GMV sector is able to quickly respond to any measures announced by HMG and address both the deliverability of conditions and provide feedback on the economic outcome of HMG decisions
- Variations in trading models, premises design, staffing and event content mean that the date of any opening is widely variable within the sector; the GMV sector cannot be addressed as a single collective entity or within any broader music industry wide settlement by HMG because of these factors
- GMVs will require a specific sector settlement
- The sector is able to be closed entirely or individually for the necessary amount of time to contain the virus if the cost is met by that settlement. HMG support to date has not achieved this purpose
- Full closure of the sector costs £524,000 per day
- This amount can be significantly reduced by:

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- HMG action on liabilities, specifically action to support Landlords to provide rent free periods which would eliminate 62% of these liabilities - £324,880 per day
- Gradual reopening of GMVs using the NREVS plan as and when each GMV is able to meet the required public health standards within a deliverable economically viable model - impact on financial cost to be assessed on release of HMG recommendations on containment measures
- Adoption of mixed economy models of activity between physical events and virtual audiences to address the economic viability issues - deliverability to be assessed on release of HMG recommendations on containment measures.

PRIMARY STAKEHOLDERS FOR NREVS INITIATIVE

HM Government (HMG)

(Including devolved governments) - Government bodies responsible for public health and needs to ensure the containment of Covid 19. HMG has the responsibility to consider the measures required to contain Covid 19 and to bring those forward to business and industry, including to the GMV sector

Public Health Officials (PHO)

Advise HMG on matters to ensure maintenance of public health and the ongoing containment of Covid-19.

Music Venues Trust - (MVT)

Charity body that represents MVA and its members as central voice for liaison with HMG, PHO and other industry professionals to ensure the safe reopening of venues and their ongoing security

Music Venues Alliance (MVA)

Represents and supports its circa 700 members of Grassroots Music Venues providing them with good information, evidence and representation

Grassroots Music Venues (GMVs)

Venues across the country which feature Member professionals with extensive crowd control, health and safety, and premises management experience

GMVs within the sector exhibit a wide range of characteristics, many of which are unique within the hospitality sector and the music industry.

SECONDARY STAKEHOLDERS

General Public

Other Industry Bodies - AIM - The Ivors Academy - BPI - FAC - The MMF Music Publishers Association - The Music Producers Guild - The Musicians Union - PPL - PRS for Music - UK Live Music Group - Independent Venue Week

Other Funding Bodies - Arts Council England - Creative Wales - Creative Scotland - Arts Council NI - PRS Foundation

Local Government

Artists

Promoters

Booking Agencies

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Crew

Tech Providers - Crowdfunder - Other Fundraising Platforms - Live Streaming Services

PRINCIPLES

- HMG is responsible for public health and needs to ensure the containment of Covid 19
- HMG has the responsibility to consider the measures required to contain Covid 19 and to bring those forward to business and industry, including to the GMV sector
- The GMV sector consists of MVA member professionals with extensive crowd control, health and safety, and premises management experience
- GMVs within the sector exhibit a wide range of characteristics, many of which are unique within the hospitality sector and the music industry. This position results in the need for a collective NREVS plan which is implemented in a bespoke manner by individual GMVs. Those characteristics are:
 - Variable event usage - wide range of entertainment from international touring musicians to spoken word and poetry nights
 - Variable premises usage - operating as multi-function spaces providing live entertainment, beverages, catering, community uses
 - Variable capacities - smallest venue containing just 29 seats, largest venue 3000 standing
 - Variable premises design - from single entrance small corridor premises to multi entrance and exit, multi room spaces
 - Variable economic models - from 90% programme reliance upon touring musicians to 90% locally based artists
- In response to any measures announced by HMG at any time, MVA members will consider what practice is deliverable across the sector collectively, and/or individually within their specific premises, which might meet the standards for public health required by HMG
- Where it is possible for any part of the sector or any part of the operation of any GMV to meet the standards and procedures set by HMG and achieve operations which are both safe and economically viable, MVT will report those GMV premises and/or operations able to comply HMG and deliver a report which outlines the measures that can be delivered
- On receipt of this report, HMG will decide if it considers that the proposed standards and procedures for all or any part of sector and/or operation are adequate to meet the public health criteria they require
- Where it is possible for any part of the sector to meet the standards and procedures set by HMG and achieve operations which are safe but which are not economically viable, MVT will report those premises' ability to comply to HMG and indicate what financial support would be required to meet public health standards
- Any part of the sector that finds itself unable to be open, or finds the cost of delivering public health standards results in operation of the premises that are not economically viable, will require financial assistance or other support to be brought forward so that it can financially justify opening or meet its liabilities during any closure period

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- MVT will provide ongoing reports to HMG which describe the financial cost of opening any part of the sector and continuing to maintain the closure of that part of the sector which remains unable to trade. These financial costs will include, but not be limited to:
 - Loss of income or additional expenditure arising from compliance required to deliver containment measures, including but not limited to:
 - Limitations on capacity
 - Limitations on behaviour
 - Public health standards compliance
 - Additional staffing costs
 - Ongoing liabilities from ownership or lease of a premises, including
 - Rent
 - Mortgage
 - Rates
 - Maintenance
 - Licensing
 - Ongoing protection of income for workers in the sector, including but not limited to:
 - Salaried income - production, bar, event and programme staff
 - Self employed income - production, bar, event, programme staff, touring crew and touring musicians
 - Venue owner/operator income - directors/PAYE
- Financial support for the sector should be sufficient so that the aim to Reopen Every Venue Safely remains achievable and that premises and workers in the sector are protected until such time as all GMVs are able to open to an economically viable model
- In consideration of the specific circumstances and practices required within this sector, financial support from HMG should be designed as a GMV sector specific support package
- This process to be repeated until such time as the entirety of the sector is able to be open and trading as normal.

METHOD

- Inform GMVs on best practice to protect the public from Covid 19
- Set out the needs of the GMV sector to HMG relating to
 - Information
 - Guidelines
 - Timelines
 - Economic support
 - Sector support
 - Public Health demands
- Create a National REVS Plan - NREVS - by responding to HMG information and guidelines with a specific sector plan that reflects the economic, social and cultural elements of the GMV sector
- Enable an Individual REVS Plan to be created by each GMV - establish the tools and support necessary for each GMV member of the MVA to deliver an Individual REVS (IREVS) management policy that is specific to their venue and meets the demands of the NREVS Plan

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- Monitor GMVs' ability to comply with public health demands on an ongoing basis as and when restrictions on opening and trading are varied
- Consider the totality of IREVS Plans created and detail the economic, social and cultural impact of compliance with NREVS Plans to HMG at each phase of the removal of restrictions to ensure full compliance with restrictions on opening and trading
- Ensure that the full cost and administration of NREVS is fully understood and planned for by HMG within any restrictions on opening and trading necessary to protect public health
- Communicate clearly with the public that GMVs are compliant with an NREVS Plan which ensures their safety
- Consider any other support, including financial stimulus, which might be required from any source in order to deliver the purpose.

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PHASE 1 - Current Phase (commencing 20 March and until further notice)

GMV Sector Actions required

- GMVs to be closed to the public to protect public health - DELIVERED
- Music Venue Trust (MVT) to organise the members of the MVA into groups based on geographical locations and to establish coordinators to lead each group - DELIVERED
- MVT to consult with members on the impact of Covid 19, and to evidence that impact across all contributing factors such as Rent, Mortgages, Rates, Loans, Services, Staffing, other Liabilities - DELIVERED
- MVT to present to HMG detailed information on the impact of Covid 19 on the sector - DELIVERED
- MVT to analyse all HMG support announced and to deliver an analysis of that support for its efficacy to HMG - DELIVERED
- MVT to establish public facing PR campaign that communicates to general public the importance of the GMV sector (#SaveOurVenues campaign) - DELIVERED
- MVT to detail to HMG any challenges to accessing that support or additional areas of support that might be required to achieve the REVS purpose - ONGOING
- Creation of the NREVS Plan to establish a process by which IRVES Plans will be delivered - ONGOING.

HMG and Public Health Official Actions required

- Announce the current restrictions on GMVs required to meet current demands for the protection of the public - DELIVERED
- Consider the evidence provided by MVT - DELIVERED
- Lay out financial support plans to protect the GMV sector from closures during Phase 1 so that the NREVS Plan is deliverable - NOT DELIVERED
 - £35 million in total support was offered against £48 million of liabilities
 - HMG financial support for the sector expired in total value on Monday 27 April
 - 556 GMVs consequently face imminent closure
- Consider all factors that are a risk to public health - ONGOING
- Deliver information about the process for measuring when those factors have changed sufficiently to enable a change to the conditions of Phase 1 - ONGOING
- Set out a timeline for when that process might reasonably indicate a move to phase 2 - ONGOING
- Conclude Phase 1 by setting a date at which Phase 2 will commence - ONGOING.

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PHASE 2 - Emerging from full restrictions

Initial HMG and Public Health Official Actions required

- Set out the control measures required for protecting public health during Phase 3, which might include best practice measures such as:
 - Physical Distancing
 - Generally
 - Within premises
 - Use of PPE
 - For customers
 - For staff
 - Separation of tables, queues, etc
 - Single use glassware etc
 - Cleaning regimes for premises
 - Limiting capacities
 - Prior bookings
 - Limited entry to patrons under specific criteria
 - Tested negative/Immunity
 - Temperature checks or other assessment processes
 - Service processes
 - Limitations on physical activities, such as touching, singing, dancing, use of equipment
 - Entrance and exit controls
- Announce a future date at which Phase 3 would commence - for this sector this should ideally be at least 28 days prior to the commencement of Phase 3
- Announce a timeline for the ending of Phase 3 and likely dates for the commencement of Phase 4, 5 and beyond.

GMV Sector Actions required

- MVT to consider the Control Measures announced for a general position within the sector on Phase 3 measure to assess if any of its venue members can deliver the required public health safety measures
- MVT to consult with its venue members for their responses to Phase 3 Control measures
- In the event Phase 3 conditions are undeliverable by GMVs as a collective;
 - MVT to consult with members on the impact of Phase 3 restrictions, and to evidence that impact across all contributing factors such as Rent, Mortgages, Rates, Loans, Services, Staffing, other Liabilities
 - MVT to present to HMG detailed information on the impact of Phase 3 on the sector and to request a specific sector support package so that NREVS purpose remains deliverable
 - MVT to communicate to the public that it remains unsafe for GMVs to be open on the basis of the protection of public health

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- In the event Phase 3 conditions are deliverable by any of its venue members on an individual basis:
 - MVT to work directly with all qualifying venues to meet all control measures announced by HMG
 - Venues able to deliver Phase 3 control measures to deliver an IREVS Plan which addresses public health control measures on the basis of elements specific to their premises, location and content
 - Each IREVS Plan to consider the full cost of delivering control measures and administration of the protection of public health
 - MVT to collate these IREVS Plans into a Phase 3 NREVS Plan and deliver the National and Individual Plans to the relevant agencies within HMG, local government and public health to ensure they comply with the announced Phase 3 control measures
 - MVT to present to HMG detailed information on the impact of Phase 3 on the qualifying venues able to participate and to request appropriate economic support to deliver the standards required so that NREVS purpose remains deliverable
 - MVT to consult with venue members unable to participate in Phase 3, and to evidence that impact across all contributing factors such as Rent, Mortgages, Rates, Loans, Services, Staffing, other Liabilities
 - MVT to present to HMG detailed information on the impact of Phase 3 on the sector and to request appropriate economic support so that NREVS purpose remains deliverable
 - MVT to communicate to the public how IREVS are being delivered, which venues are delivering them, and how public health is being protected.

HMG Response required

- Consider the evidence provided by MVT
- Set out sector specific financial support plans to protect GMVs, both those able to participate and those unable to participate in Phase 3, from closures so that the NREVS Plan remains deliverable.

GMV Sector response required

- MVT to analyse all HMG support announced and to deliver an analysis of that support for its efficacy to meet the purpose of REVS to HMG
- MVT to detail to HMG any challenges to accessing that support or additional areas of support that might be required to achieve the REVS purpose.

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PHASE 3 (and onwards for each phase) - Planned relaxation of restrictions

Initial HMG and Public Health Official Actions required

- Set out the control measures required for protecting public health during each phase as it is announced, which might replicate or vary from those already in place
- Announce a future date at which each would commence - for this sector this should ideally be at least 28 days prior to the commencement of each phase
- Announce a timeline for the ending of Phase 3 and likely dates for the commencement of Phase 4, 5 and beyond.

GMV Sector Actions required

- MVT to consider the Control Measures announced for a general position on each phase measure to assess in each phase if any additional number of its venue members can deliver those conditions
- MVT to consult with its venue members for their responses to each phase Control measures
- In the event conditions are undeliverable by GMVs as a collective;
 - MVT to consult with members on the impact of the restrictions, and to evidence that impact across all contributing factors such as Rent, Mortgages, Rates, Loans, Services, Staffing, other Liabilities
 - MVT to present to HMG detailed information on the impact of the required control measures on the sector and to request appropriate economic support so that NREVS purpose remains deliverable
 - MVT to communicate to the public that it remains unsafe for GMVs to be open on the basis of the protection of public health
- In the event the conditions are deliverable by any of its venue members on an individual basis:
 - MVT to work directly with all qualifying venues to meet all control measures announced by HMG
 - Venues able to deliver the control measures to deliver an IREVS Plan which is specific to all elements of their premises, location and content
 - Each IREVS Plan to consider the full cost of delivering control measures and administration of the protection of public health
 - MVT to collate these IREVS Plans into a an updated NREVS Plan and deliver the National and Individual Plans to the relevant agencies within HMG, local government and public health to ensure they comply with the announced control measures
 - MVT to present to HMG detailed information on the impact of delivering the control measures on the qualifying venues able to participate and to request appropriate economic support so that NREVS purpose remains deliverable
 - MVT to consult with venue members unable to participate in each phase, and to evidence that impact across all contributing factors such as Rent, Mortgages, Rates, Loans, Services, Staffing, other Liabilities

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- MVT to present to HMG detailed information on the impact of each phase on the venue members of the sector unable to participate and to request appropriate economic support so that NREVS purpose remains deliverable
- MVT to communicate to the public how IREVS are being delivered, which venues are delivering them, and how public health is being protected.

HMG Response required

- Consider the evidence provided by MVT
- Set out sector specific financial support plans to protect GMVs, both those able to participate and those unable to participate in each phase, from closures so that the NREVS Plan remains deliverable.

GMV Sector response required

- MVT to analyse all HMG support announced and to deliver an analysis of that support for its efficacy to meet the purpose of REVS to HMG
- MVT to detail to HMG any challenges to accessing that support or additional areas of support that might be required to achieve the REVS purpose.

ASSESSMENT CRITERIA

The success of REVS will be assessed against the following criteria:

- That Public Health was protected
- That every venue was able to reopen.

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CASE STUDIES

Option 1

HMG decides that the date of opening will be 14 September, a date at which it believes normal trading can be resumed within limited control measures which place no additional burden or economic restrictions or liabilities on the sector. HMG acts to cover the £55 million cost by:

- removing rent liabilities
- maintaining furloughing
- maintaining self-employed measures
- introducing universal basic income for directors and other workers not covered by existing measures
- extending the deferment of VAT & Income Tax, extends the cancellation of Business Rates

All GMVs open on 14 September.

Option 2

HMG decides that GMVs should seek to open as and when they can safely do so within an economically viable model.

The Railway Inn in Winchester is a 200 capacity grassroots music venue with a wide programme of music, comedy, spoken word and acoustic shows. It is currently closed during Phase 1.

At Phase 2, HMG announces that the standards of public health required for Phase 3 are:

- Physical Distancing of 2 metres, applied within the premises and while seeking entry to the premises
- PPE of face masks and plastic gloves for each member of the staff and for customers
- Separation of tables by 2 metres
- Separation of queues by 2 metres
- Physical distancing by limited entry to toilets and other shared facilities
- Single use glassware
- Deep cleaning at the conclusion of each event
- Maximum capacity of 30 people.

The Railway Inn considers its ability to meet these criteria. Based on the physical space available within the building, its programme, the available facilities to meet these measures, the Railway Inn concludes that it cannot meet these standards and must remain closed during Phase 3. MVT reports this position to HMG, together with an analysis of the cost of remaining closed as part of its sector wide report. HMG responds with a package of measures which enable The Railway Inn to remain closed.

At Phase 3, HMG announces that the standards of public health required for Phase 4 are:

- Physical Distancing of 2 metres, applied within the premises
- PPE of face masks and plastic gloves for each member of the staff
- Plastic gloves (but not masks) for customers

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- Separation of tables by 2 metres
- Separation of queues by 2 metres
- Physical distancing by limited entry to toilets and other shared facilities
- Single use glassware
- Deep cleaning twice weekly (rather than after every event)
- Maximum capacity of 50 people (previously 30 people).

The Railway Inn considers its ability to meet these criteria. Based on the physical space available within the building, its programme, the available facilities to meet these measures, the Railway Inn concludes that it cannot meet these new standards and must remain closed during Phase 3. MVT reports this position to HMG, together with an analysis of the cost of remaining closed as part of its sector wide report. HMG responds with a package of measures which enable The Railway Inn to remain closed.

At Phase 4, HMG announces that the standards of public health required at Phase 5 are:

- Physical Distancing of 2 metres, applied within the premises
- PPE of face masks and plastic gloves for each member of the staff
- Plastic gloves for customers
- Separation of tables by 2 metres (no queuing restriction)
- Physical distancing by limited entry to toilets and other shared facilities
- Single use glassware
- Deep cleaning weekly (rather than twice weekly)
- Maximum capacity of 100 people (previously 50 people).

The Railway Inn considers its ability to meet these criteria. Based on the physical space available within the building, its programme, the available facilities to meet these measures, the Railway Inn concludes that it can meet these new standards by operating at 50% capacity and generating virtual online income through broadcast of live events (a mixture of live and virtual audience). Operating in this manner, the Railway Inn is able to open with reduced income. This position is set out in the MVT report to HMG, together with an analysis of the cost of partial opening. HMG responds that it does not believe that the standards can be met, and chooses to respond with a package of measures which enable The Railway Inn to remain closed.

At Phase 5, HMG announces that the standards of public health required at Phase 6 are:

- Physical Distancing of 1.5 metres, applied within the premises (reduced from 2 metres)
- PPE of plastic gloves for each member of the staff (not masks. No gloves for customers)
- Separation of tables by 1.5 metres (reduced from 2 metres)
- Physical distancing by limited entry to toilets and other shared facilities
- Single use glassware
- Deep cleaning weekly
- Maximum capacity of 200 people (previously 100 people).

The Railway Inn considers its ability to meet these criteria. Based on the physical space available within the building, its programme, the available facilities to meet these measures, the Railway Inn concludes

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that it can meet these new standards by operating at 75% capacity and generating virtual online income through broadcast of live events (a mixture of live and virtual audience). Operating in this manner, the Railway Inn is able to open and meet its liabilities on its income. This position is set out in the MVT report to HMG. HMG responds that it believes that the standards are deliverable and the Railway Inn opens.

Across additional phases, as and when HMG decide it is safe to vary containment measures, the Railway Inn adopts the new standards, supported by MVT.