

Paul W Fleming
General Secretary
Equity
Guild House, Upper St Martin's Lane
LONDON, WC2H 9EG

03/09/2025

Dear Paul

Whilst I welcome today's judgement from the High Court in the case brought against Spotlight by Equity, it gives me little personal satisfaction. Not only have I proudly served both organisations in my career, but Spotlight and Equity have long cherished a productive relationship, which has been severely tarnished by this unnecessary action.

Since our founding, the distinction between Spotlight and a talent agency has been clear, and widely accepted, including by Equity. Despite this, Equity launched expensive legal proceedings against Spotlight with the objective of damaging its oldest ally. My public calls for dialogue went unheeded; instead Equity doubled down on court proceedings.

In the process, the union has continually misled its members about the nature of the case, claiming that this action was over subscription fees, whereas in reality the High Court was asked to rule on whether Spotlight is an employment agency.

Myself and my colleagues at Spotlight are more than prepared to put in the work necessary to restore the relationship between our two organisations. I ask now that you commit to that same undertaking.

I look forward to hearing from you.

Yours sincerely



Matt Hood
Managing Director