



**FILM+TV
CHARITY**

We help with life
behind the scenes

**Confidential,
independent
support
for everyone
in film and TV**

Our research found that 4 in 5 people working behind-the-scenes in UK film, TV and cinema have experienced or witnessed bullying or harassment. Anyone can be the target of bullying, whether it's deeply personal criticism, abusive behaviour or micro-aggressions. Types of harassment and discrimination also include racism, homophobia, sexism and ableism at work.

Our range of support services have been designed to empower you, offering independent, completely confidential support when you need it.

Bullying Advice Service

First-of-its-kind support for everyone who works in our industry, available for free through our Support Line 0800 054 00 00.

An appointment with an industry specialist advisor gives you the chance to talk through your thoughts and experiences and receive industry-focused guidance to help you decide what to do next. Counselling, seeking legal advice, raising the issue at work or through broadcasters' and commissioners' own whistleblowing procedures, are just some of the next steps to consider. Our advisor will help you understand your options and how to navigate them.

The service will also help you to understand what other industry bodies can do if you bring a complaint to them.

Spot

A digital tool accessible via our website, Spot will help you create a safe, private record of any instances of bullying or harassment that you've experienced or witnessed.

The tool will ask a series of questions to help you capture key details, organise your thoughts and keep all of the details in one place.

It could help you to identify a pattern of behaviour or handle a sensitive conversation in the future, or give you something to refer to later. If and when you're ready, you can share the record by emailing it as an attachment.

Anti-Bullying Directory

Whether you're experiencing bullying or discrimination, or trying to prevent it at work, there's a wealth of industry resources available — and many organisations that can help with incidents of bullying, harassment or abuse — but knowing where to start can be difficult.

Our website makes navigating existing information as simple as possible.

Let's keep looking out for each other.

Speak to someone today **0800 054 00 00**, visit filmtvcharity.org.uk/bullying or send us a message [@filmtvcharity](https://twitter.com/filmtvcharity)