
EQUALITY IN FOCUS

TRAINING FRAMEWORK,
ACTION PLAN AND RESOURCES
FOR FILM AND TELEVISION CREW

Equality In Focus is a framework that helps production and crew to understand and overcome inequality, contributing to creating a fairer and more representative film & TV industry for all, through action not words.

Signposting you to the right training to take, initiatives to join and resources to read, *Equality In Focus* acts as a comprehensive guide for individuals and organisations working on film and TV productions to make real change happen on and off set.

Equality In Focus is split into three stages:

Stage 1: Prep – Learning about inequality and tracking your progress (pages 4 – 7)

Stage 2: Action – Practical actions to take to create a more diverse and inclusive industry (pages 8 - 25)

Stage 3: Post – Partners and initiatives to link up with to support change long-term (pages 26 - 61)

Something we would like you to remember throughout

This work may be hard and uncomfortable, but it is vital you take part. Inequality is a huge issue, with an unthinkable number of people and groups being negatively impacted by it. There is also a vast and inspiring network of people and organisations already working hard to tackle this issue in our industry, and anything you personally can contribute to supporting their work and taking your own actions is valuable and important.

Equality In Focus is designed to give you the facts, to help you use any influence and opportunities you have to help others, and to form a positive, inclusive and action-driven group of like-minded people who can help make the industry a better place for all, for good.

We believe in action not words.

At any time during your training you can get in touch with questions or ask for further guidance by contacting Kate Rolfe from Digital Orchard's Foundation team who coordinate *Equality In Focus*.

You can ask anonymous questions [via this link](#).



kate@digitalorchardgroup.com

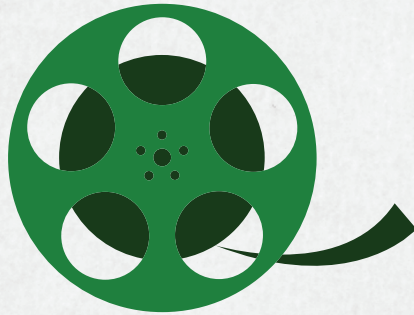
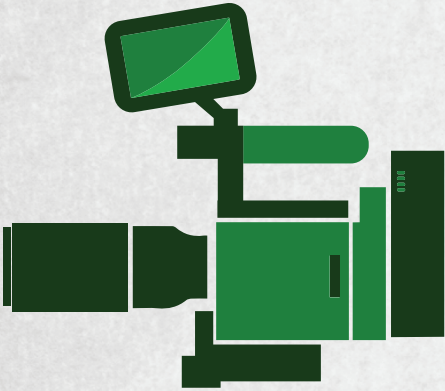
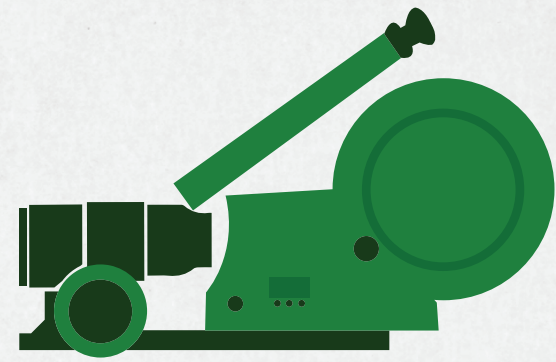
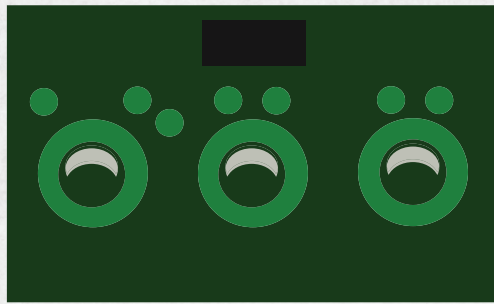
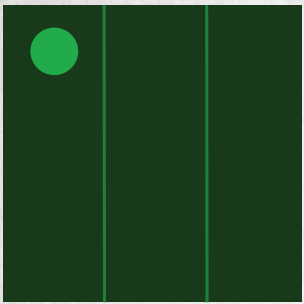


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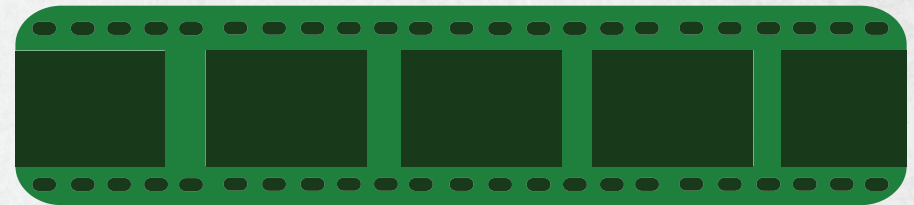
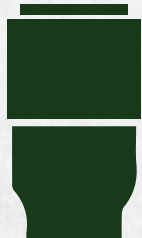
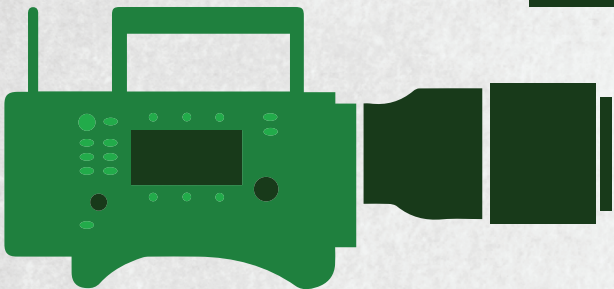
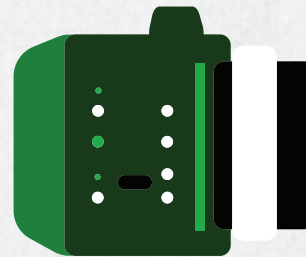
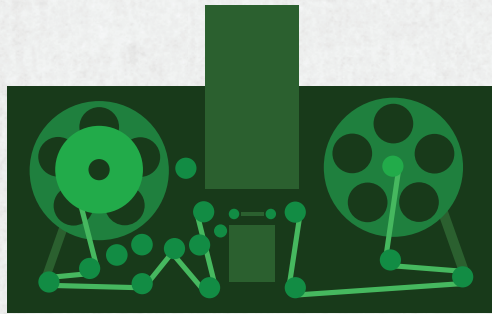
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Thank you to [Dr Dom Jackson Cole](#) for his contributions to this guide,
as well as everyone who shared examples and insights from their experience to build this framework.



EQUALITY IN FOCUS

STAGE ONE: PREP



STAGE ONE: TRAINING

By following the training plan below, you will:

- Be better informed about the issue of unconscious bias and its relationship to inequality/inequity.
- Understand more about behaviour and language and the impact this can have, including the impact on mental health.
- Receive both expert and peer-to-peer advice about practical actions you can take in your role to help improve the industry.

In total, this initial training programme should take you between a half or a full day to complete and can be split across a few different days, working around your other commitments. We recommend you find somewhere quiet to work through the training, so that it gets your full attention and you have time to reflect. It is also important to come back to this work throughout your career as you will learn new things each time.

Click the links below:

<u>The Harvard Project Implicit Test</u>	15-30 minutes, online, self-guided, free
<u>Screen Skills Tackling Harassment E-Learning Tutorial</u>	30 minutes, online, self-guided, free
<u>Screen Skills Unconscious Bias</u>	30 minutes, online, self-guided, free
<u>In-Depth Unconscious & Implicit Bias Training</u>	1.5-3 hours, online, tutor led, £0-35
<u>6ft From The Spotlight Managing and Promoting Positive Mental Health in a Film/TV Production</u>	3 hours, online, tutor led, £75

STAGE ONE: ADDITIONAL RESOURCES

The following list is a starting point for additional reading and viewing you may find useful and thought-provoking. Add to this with your own research and share with us what you find!

Watch: [What is Unconscious Bias](#)

Read: [Me and White Supremacy](#)

Follow: [Reni Eddo-Lodge](#)

Watch: [Bias in the Media - Riots vs Protests](#)

Watch: [Andi Peters on Good Morning Britain](#)

Watch: [Hollywood Whitewashing](#)

Watch: [White Fragility](#)

Follow: [Everyday Sexism](#)

Read: [Disability Movies Forbes Article](#)

Watch: [Racial Diversity in British Period Dramas](#)

Watch: [Five Tips for Being an Ally](#)

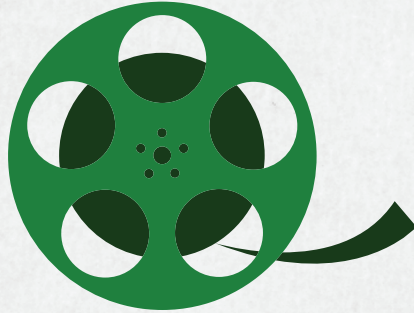
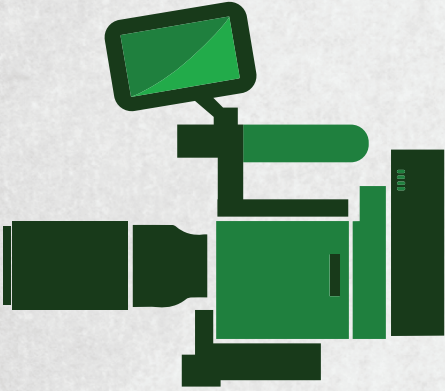
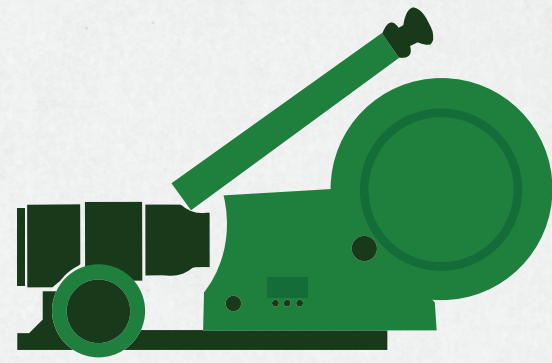
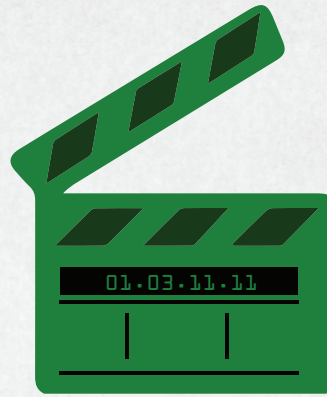
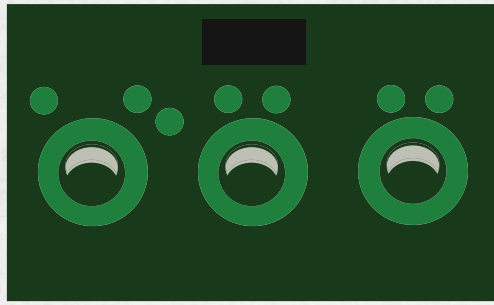
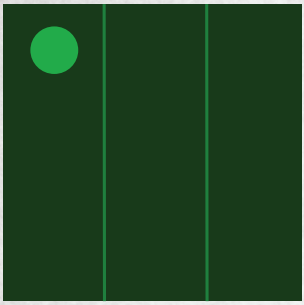
Read: [Guide to Allyship](#)

Browse: [Racial Equity Tools](#)

As part of your training, we encourage you to keep a video or written diary of your experiences. This will help cement the learning in your mind and be a personal reference tool to go back to throughout your career.

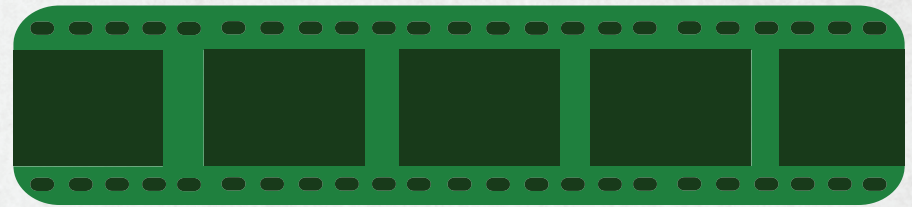
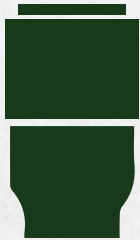
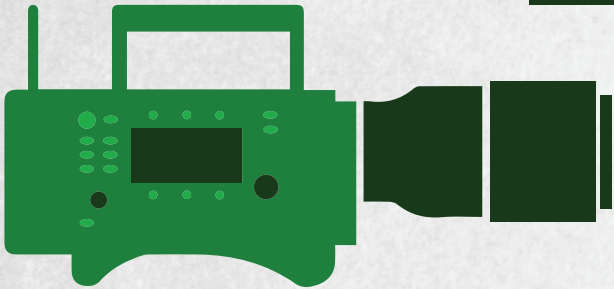
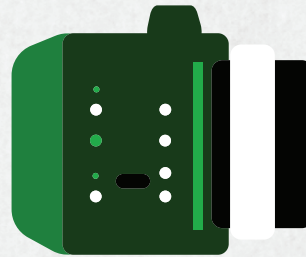
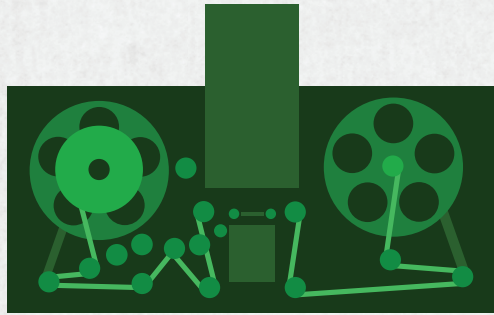
Monitor and add to this checklist throughout your training:

- I understand and am aware of implicit and unconscious bias – in the industry and in myself
- I can identify the nine protected characteristics identified in the 2010 Equality Act
- I know the difference between Positive Action and Positive Discrimination
- I can identify bullying, harassment and victimisation and know what to do if I see or experience this
- I understand what microaggressions are and know what action to take if I see or experience them
- I appreciate the relationship between mental health and diversity
- I know how to identify and support mental health issues in myself and others
- I understand my legal responsibilities in regards to equality and my rights in the workforce
- I know which organisations represent me and those working to improve diversity and inclusion
- I know who to listen to so I can better understand the lived experience of those from underrepresented groups in the industry
- I know where I can go to support new and established diverse talent to progress in the industry
- I know what I need to watch out for on future jobs to help make the industry more inclusive and diverse
- I feel confident and willing to talk about this subject



EQUALITY IN FOCUS

STAGE TWO: ACTION



An action plan for what you can do next.

Having completed Stage One of *Equality In Focus* you are in a better position to make change happen around you, proactively making a positive impact on the film and television industry.

Stage Two is a practical guide designed to help you take action, having learnt the theory. Compiled from diversity experts and your peers in the industry, this is an action plan of steps that you can integrate into your daily life, from quick-wins through to huge industry shifts.

This guide covers how to:

Raise Awareness	page 10
Continue Your Training	page 12
Be Part Of The Solution	page 14
Use Your Hiring Power	page 16
Support The Next Generation	page 19
Support Equal Progression	page 22
Contribute To A Positive Culture	page 24

Digital Orchard Foundation and their numerous diversity partners will keep adding the latest policies, tips and advice to this action plan to keep you up-to-date. You will discover new things too, and so we welcome all new examples, ideas and best practice from you that we can then add to this framework.



RAISE AWARENESS



Tell your networks: Share your commitment to change via your personal and professional networks, signposting the training and initiatives offered by organisations who are proactively helping to tackle inequality.

Change through exposure: Talk widely about the positive examples and benefits of a diverse crew. Proactively include individuals from underrepresented groups in any coverage of your productions to ensure they get the credit they deserve. This is especially important for younger generations from underrepresented groups who need to be inspired by the success of others.



Overcome fear: Reinforce the idea that unconscious bias is not necessarily someone's fault but that it is their responsibility to change. Remember that people are often fearful of this topic (knowingly or unknowingly) so it is important for everyone to listen, learn, and demonstrate best practice.

Make a public pledge: Pledge your support to the existing diversity policies for the industry, and encourage senior managers to do this also. Announce this commitment via social media, press releases and internal communications channels. Then go further – contribute to policy-making, using your experience and networks and demanding that action is taken. Collaborate where possible and support existing schemes (to avoid 'scheme fatigue' and to make best use of resources, time and effort).



CONTINUE YOUR TRAINING





Know your terms: Use the reference guide in *Stage 3: Post* resources to stay informed about terminology, language, and behaviour. Then go one further, think about terms you use when talking about your job/sector that might be exclusive if you don't know them, and consider how you can use more inclusive language.

Know your rights: Learn what your rights are (when working both as a freelancer and on - payroll) – you may be surprised by what you find! The organisations listed in *Stage 3: Post* include those with information on the acts and policies that are in place to protect you, as well as bodies that are available to support you when these are breached.



Watch yourself: Keep notes on any actions you take in order to have a deeper understanding of your own unconscious biases. For example, do this when you are hiring people, choosing competition winners, programming industry talks, writing industry articles, sharing news about productions on social media, or dealing with colleagues on set. Keep looking around you and asking 'who is missing' and 'who is not being heard?'

Keep up-to-date: Stay informed by following the news and stats provided by organisations working in this area, listening and learning from those in-the-know. Start by following all those listed in *Stage 3: Post* on social media.



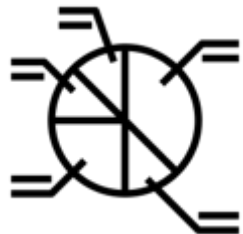


BE PART OF THE SOLUTION



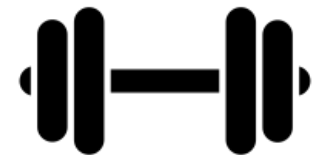
Equality training : Ask productions to set up equality training for all teams before each shoot, including bullying, harassment, employment rights, mental health awareness and unconscious bias training, especially for those in a hiring position (and ideally all).

Watch out for hidden loopholes : Ensure that the funding for a production is itself not impacting diversity (for example, requiring certain roles to have experience on high budget productions, which might inadvertently give those who have historically had more opportunities on those productions an advantage.)



Set KPIs and share your stats : Make a commitment to diversity by establishing target KPIs (as opposed to quotas) for all areas you are responsible for. Contribute stats you collect on diversity to organisations collating this data for the industry overall.

Avoid assumptions: Many production roles can be hands-on and physical, and it can be tempting to assume certain individuals cannot do certain tasks due to their physical attributes. Be careful to avoid assumptions like this.



USE YOUR HIRING POWER





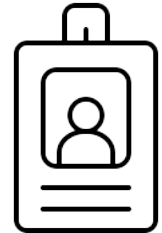
Seek out diverse talent from the start: Funding for projects can (and should!) require a representative and diverse team in place, so remember this from the start of a project to save time and distress later down the line, and being especially mindful of avoiding tokenism (see **Stage Three: Post**). There is a lot of evidence that having a diverse team has numerous creative, social and financial benefits alongside being the right thing to do.

Make time : Request that additional time is planned into production scheduling for you to widely promote a job opportunity beyond your own direct network, making use of the organisations listed in **Stage 3: Post** to reach new people. Use inclusive language on the application materials and be open to those transferring in who may have different experience to what you usually ask for, but who are skilled and would add value to a team. Fully assess each applicant individually on merit and take time to run interviews. Be aware that unconscious biases affect how you respond to applications/CVs and interviews, so always allow time to refresh your training before recruitment. Be respectful of the time of those applying and go out of your way to help create opportunities, doing this between productions so you are better prepared next time you need to crew up.



Blind assessment : Consider requesting that applications have identifiable characteristics removed, judging someone on experience alone. Before doing this, follow guidance on positive action to support those from underrepresented groups who are applying, and remember that blind assessment overcomes unconscious biases but not the bigger issue of societal biases and therefore blind assessment must be managed carefully.

Make reasonable adjustments: Remember to be open to reasonable adjustments to a role when working with someone new, including allowing job shares to be accommodating of those with caring responsibilities or specific health requirements.



Rates and kit : Remember that all technicians working at the same level should cost the same overall, no matter if they have their own kit or not. Bear in mind that often if someone has their own kit they work a lot – give someone new a break and help them get the experience they deserve, even if this means working with them to rent the right kit.

Employers responsibilities : It is your responsibility to provide a safe, dignified and equal workplace for all. As a leader you need to stay informed and to act, resolving any disputes or misconduct. Familiarise yourself with the Equality Act, Protection from Harassment Act and the Health and Safety at Work Act (which includes mental health). Consider the legal ramifications of NOT taking action or making yourself and your teams aware of inequality and the issues related to it. If you are top of the hiring chain, remember to be supportive of your team when they hire new people, removing any fear or uncertainty they might have about taking on someone they do not know.



SUPPORT THE
NEXT
GENERATION

DIGITAL ORCHARD
PRESENTS

NEW
TALENT
BAR

IN PARTNERSHIP WITH



illuminatrix

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IMAGO
INTERNATIONAL FEDERATION OF CINEMATOGRAPHERS

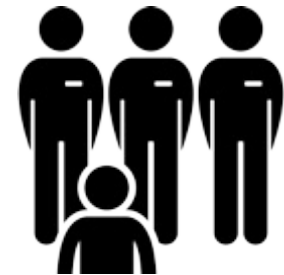
thebritishblacklist.co.uk

Start young : Support organisations who teach children and young people about the opportunities available to them in film, offering your time and money towards their work. See your Stage 3: Post resources for information on where to start.



Help younger people imagine themselves working with us : Access to this industry can be extremely difficult for young people who don't have family connections, financial security, careers training or similar sources of support that help others to be aware of and secure roles in film and television. When speaking with young people, be realistic with them about competition for jobs but try to avoid making the industry seem unattainable; for some, simply the idea of the industry being unwelcoming or hard to crack will be enough to stop them pursuing this opportunity. Direct young people to organisations and individuals who can coach them on how to apply for roles, and then support them once in post as they progress in their careers.

Trainees : Request budget to be allocated for trainees in all your individual departments, placing talented individuals from underrepresented groups into these trainee positions and supporting equal access to the industry. Budget should extend to ensuring the trainees are paid sufficiently for their work, for their subsistence, and for their travel to and from home. Ensure that trainees are not expected to pay any production expenses out of their own money before they are reimbursed. Importantly - remember to treat your trainee like a full member of crew.





Apprentices : For those working in organisations, proactively seek out apprenticeship schemes to bring new talent into your own team, or alternatively into teams elsewhere by co-funding apprentices at other smaller organisations, thereby using your budget to help people get experience where there is capacity to train them.

Talks and mentoring : Get involved in events and initiatives that give advice and support to those starting out. Get in touch with the Digital Orchard Foundation to talk about becoming an ambassador for the *Talent Bar* initiative that tours industry events (online and live). Don't forget to ask your old school too! See more about mentoring opportunities and advice in the **Stage Three: Post** resources.



Welcome those transferring in : The industry should welcome new applicants from underrepresented groups transferring from other industries. Talk to us at Digital Orchard Foundation about offering your time to advise individuals on how to make this move, and work with the production to let them shadow you on set.

Role names : Remember to avoid historically sexist terms such as 'cameraman', using specific job titles instead to be inclusive and help people imagine themselves in those roles.





SUPPORT EQUAL
PROGRESSION

Shadowing & Stepping Up : Request that productions allow colleagues to shadow one another, learning new skills that will enable them to progress. Advocate that these shadowing opportunities should be advertised widely through industry networks, giving everyone an equal chance to practise, develop their skills and get experience on larger shows. In addition, proactively encourage ‘stepping up’, giving crew opportunities to gain experience on the job.



Sponsorship & endorsements : If you know someone who you feel does their job well who has a protected characteristic that is underrepresented in the industry, ask them about their experience of inequality, listen to their insights, and (where they welcome it) work with them to proactively endorse them to others. Go one further and set up a sponsorship scheme for proactive support of colleagues’ progression in the industry.

Networking and peer-to-peer support : Attend careers networking events, get involved in peer-to-peer mentoring and make introductions to those you know, proactively helping those from groups that are underrepresented in the industry to secure new opportunities.



CONTRIBUTE TO A POSITIVE CULTURE



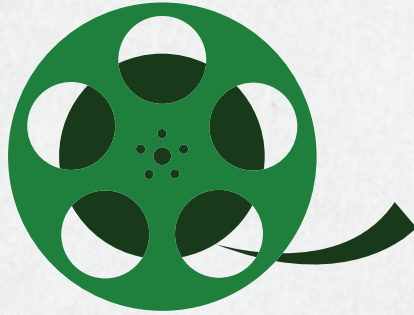
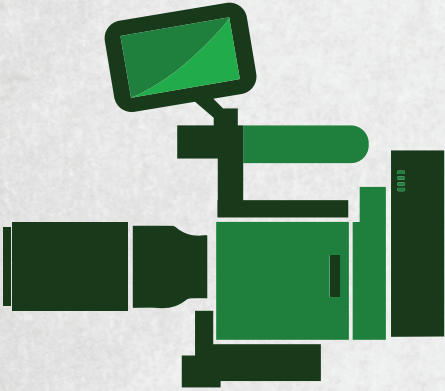
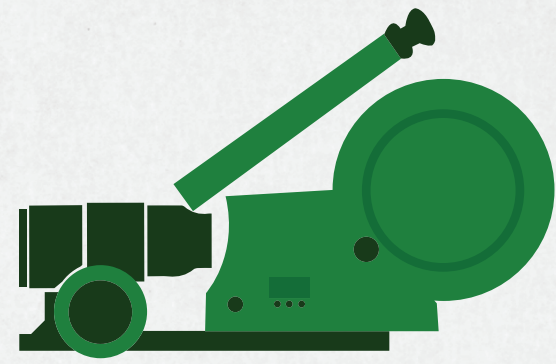
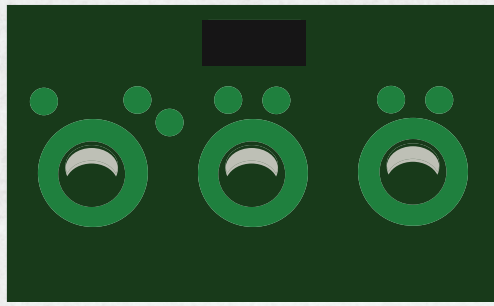
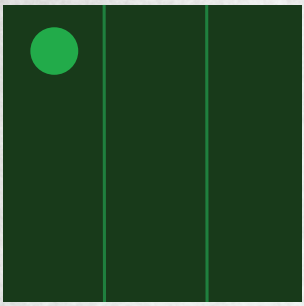
Look out for each other : Remember that even if you are not offended by someone's language or behaviour someone around you may be, and it could be impacting their ability to do their job, their career development and their mental health. Look out for language and behaviour that might be experienced as harassment, bullying or victimisation (even if these are seen as jokes) and help to do something about it, including approaching senior members of the production team if the language or behaviour is coming from someone senior to you. Take on the role of 'active bystander' when you witness an inappropriate situation unfolding and take steps to intervene, stop the behaviour and/or report bullying & harassment. Also, go out of your way to involve those who are more introverted, new on set or having a tough time for any reason.



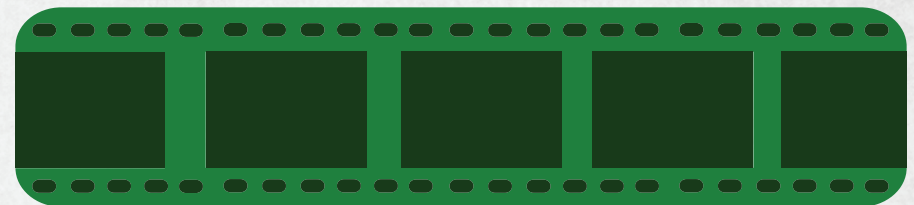
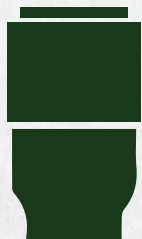
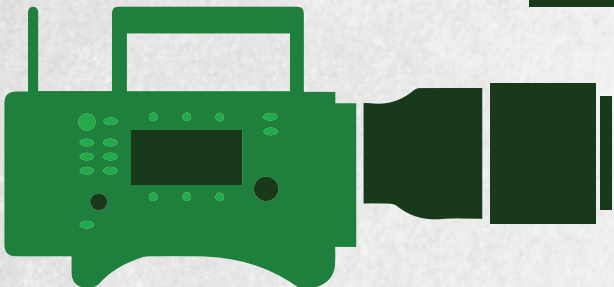
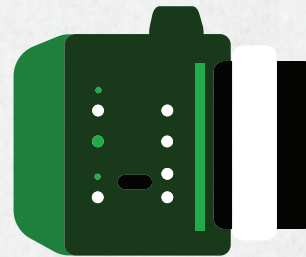
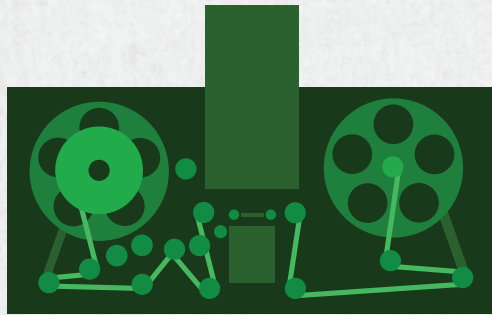
Who's in charge : Avoid making assumptions about the role and seniority of people working on a production based on their gender, race, age, and other protected characteristics. Take time to find out who's who and treat everyone with the same level of respect as you would your Head of Department.

Be aware of mental health : Watch out for the signs of mental health problems in those around you, which research has shown affects ethnic minority, LGBTQ+ and disabled individuals disproportionately more on set (read more about this research from the [Film & TV Charity](#) and take the [6ft From The Spotlight](#) training to know what to look out for). Leaving these issues unattended can negatively impact a person's relationship with their career and cause people to leave the industry who might not have otherwise. Encourage those you are concerned about to talk to their Head of Department, family, or the Film & TV Charity 24-hour support line.





EQUALITY IN FOCUS
STAGE THREE: POST



TERMINOLOGY, DEFINITIONS AND ADVICE.

Protected characteristics.

The following are protected by the Equality Act 2010. Read more on the [Equality and Human Rights Commission](#) website.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Talking about characteristics.

Sexuality and gender.

Best practice is to use the terms that a person uses about themselves and to avoid making assumptions. Read a full list of accepted terms for sexuality and gender on [Stonewall](#), and take a look at [Gendered Intelligence's resources](#).

Race.

Best practice is to use the terms that a person uses about themselves. A general term to use when talking about underrepresented, minoritised groups could be 'ethnic minority individuals or groups' or 'global majority'. Remember that 'race' is a sociological rather than a biological construct.

RESOURCES

Disability.

Following the social model of disability, people have physical impairments or are neuro-diverse, but they are disabled *by the society*. For example, a person in a wheelchair has a mobility impairment but the only reason why they are disabled is because humans built buildings with stairs instead of ramps.

The following is accepted terminology for different disabilities:

Wheelchair user / Physically disabled

Blind / Visually impaired / Person who is blind or visually impaired

Person with a speech or communication impairment

Deaf or Hard-of-hearing / Person who is deaf or hard of hearing

Neuro-diverse / Person with a learning difficulty/ Person with a psychiatric impairment / Emotionally disabled

Illness or assault survivor / Someone “living with” a specific illness (e.g. “someone living with cancer”)

Socio-economic.

The following is accepted terminology for an individual’s socio-economic status:

Economically disadvantaged

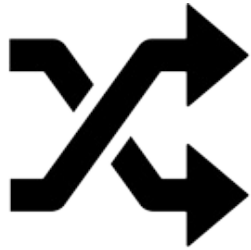
From an economically deprived area

Low income

Privilege (*antonym*)



Equality, Equity and Justice: Equality is the concept of everyone getting exactly the same benefits or support. Equity accounts for individual requirements that may need to be accommodated to give individual people or groups specific benefits or support in order to create a level playing field, allowing for differences between people. Justice is a collective action to achieve everyone's individual rights, removing all systemic barriers.



Positive discrimination (illegal): The act of giving unfair advantage to those groups in society that are often treated unfairly because of their race, sex, etc. solely based on that characteristic. Please note that occupational requirements (e.g. hiring only women for women's shelter) and reasonable adjustments (adjustments that allow a disabled person to perform their work, e.g. ergonomic keyboard for someone with wrist tendonitis) are legal. [Read more](#) about different types of discrimination.



Positive action (encouraged): Action to make education, employment, etc. available to members of groups who have traditionally been treated unfairly, for example because of their race or sex. For example, a paid internship for an ethnic minority group, a mentoring scheme for women, advertising jobs in publications with a very specific readership. [Positive action](#) has to be based on evidence of underrepresentation.

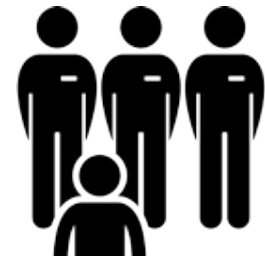
Harassment and bullying: Behaviour that makes someone feel intimidated or offended, aimed at violating someone's dignity. The term bullying does not exist under the Equality Act 2010, but heavily overlaps with the definition of harassment which is in the Equality Act 2010. Read more about [workplace bullying and harassment](#).



Victimisation: Treating someone badly because they have done a 'protected act' (or because you believe that a person has done or is going to do a protected act). Read more about [victimisation](#).

A 'protected act' is:

- Making a claim or complaint of discrimination (under the Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that you or someone else has breached the Act.
- Doing anything else in connection with the Act.



Microaggressions: A small act or remark that makes someone feel insulted or treated badly because of their race, sex, etc., even though the insult may not have been intended, and that can combine with other similar acts or remarks over time to cause emotional harm. Although the term does not exist in the law, microaggressions can amount to harassment, which is a legally recognised term. Stay up to date on plans to tackle microaggressions in the industry by following [Times Up, Primetime and Era 50:50](#).



Unconscious bias: This is bias that happens automatically and is triggered by our unconscious brain making quick judgements and assessments of people and situations.



Implicit bias: The assumptions about the society that we take as normal, derived from our background, cultures, institutions and personal experiences.

Tokenism: The practice of making only a perfunctory or symbolic effort to do a particular thing, especially by recruiting a small number of people from underrepresented groups in order to give the appearance of equality within a workforce (*Lexico.com, 2020*)



White privilege: The privilege, upper hand and ease of mind that stems from being racialised/perceived as White (*McIntosh, 2003*). White privilege doesn't mean that your life hasn't been hard, it just means the colour of your skin isn't one of the things that makes it harder. White privilege undermines the notion of meritocracy (*Gillborn, 2008*).

White fragility: A state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. White fragility results in feelings of anger, fear and guilt, and behaviours such as argumentation, silence, and leaving the stress-inducing situation. This in turn acts to preserve the status quo. (*DiAngelo, 2018*).

INDUSTRY DIVERSITY POLICIES.

The BFI Diversity Standards.

These are standards to work to for recruitment and to support career progression. [Screen Skills](#) provides useful guidance on how productions can then implement these standards on set. Read the [Standards](#).

The Future Film Skills Action Plan.

A plan to demystify getting into film, provide bursaries and apprenticeships, create a careers information service, offer professional development, connect industry with young people to share knowledge and provide mentorship. Read more about the Future Film Skills [Action Plan](#).

The CIC Diversity Charter.

The charter outlines useful commitments for all creative industries including collecting data, helping mid-level individuals and creating guidance. Take a look at the [Charter](#).

The Film Diversity Action Group.

A group focusing on use of tax credits to incentivise diversity on productions, as well as looking at diversity data being a prerequisite for film certification. Read more about the [FDAG](#).

ORGANISATIONS WHO HELP UNDERREPRESENTED GROUPS IN THE FILM AND TELEVISION INDUSTRY.

KEY

ORGANISATIONS FOCUSING ON GENDER & SEXUALITY

ORGANISATIONS FOCUSING ON DISABILITY (VISIBLE & NON)

ORGANISATIONS FOCUSING ON SOCIO-ECONOMIC EQUALITY

ORGANISATIONS FOCUSING ON ETHNIC MINORITY GROUPS

GENERAL SUPPORT FOR THOSE WORKING IN THE INDUSTRY

PROGRAMMES FOR SCHOOLS & YOUNG PEOPLE

POLICIES, RIGHTS AND DIVERSITY DATA

JOB LISTINGS/ CREW DIRECTORIES



RESOURCES



104films.com

Production company and training provider focusing on disability.



6ftfrom.org

Emotional health and wellbeing support for film, TV and music crew.



accessvfx.org

An industry-led, non-profit comprised of 40 leading companies, industry bodies and educational establishments in the VFX, animation, and post-production industries. It focuses on actively pursuing and encouraging inclusion, diversity, awareness and opportunity under its four pillars of Inspiration, Education, Mentoring and Recruitment.



theaco.net

Representing Camera Operators, the ACO delivers mentoring for underrepresented groups with the BSC and Screen Skills.



anewdirection.org.uk

Non-profit generating opportunities for children and young people to unlock their creativity and pursue careers in the creative and digital industries (via Change Jobs).



RESOURCES



anxietyinthearts.org.uk

A community interest project based in Lambeth helping women aged 16+ from BAME communities in the creative workforce across London & the UK & those suffering from anxiety and panic disorders.



arts-emergency.org

Mentoring charity that helps marginalised young people overcome barriers to participation and success in higher education and the creative and cultural industries.



a-p-a.net

The trade body for production companies, animation, VFX, immersive, sound design, music & editing companies making commercials; host the Good Karma campaign and the Wellbeing Directory.



b3media.net

Makes connections between Britain's multicultural communities and UK's creative industries to get their stories seen and heard.



bafta.org

In addition to its Awards ceremonies, the British Academy of Film and Television Arts has a year-round, international programme of learning events and initiatives offering workshops, master classes, scholarships, lectures and mentoring schemes.



RESOURCES



beaconfilms.org.uk

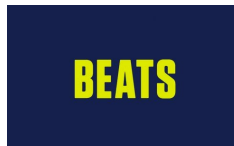
A production and training organisation for filmmakers who have learning disabilities, autism and additional needs. Offer a variety of filmmaking projects for young people and adults, as well as some volunteering opportunities on short film commissions.



BEAM

[facebook.com/groups/britishastasianmedia](https://www.facebook.com/groups/britishastasianmedia)

The aim of this group is to connect and support those who are of East and South East Asian heritage working in the media industry in UK or aspired to work in it (NB. not for actors because there are already other groups dedicated to the representation of actors).



wearebeats.org.uk

A not-for-profit advocacy organisation founded by British East and South East Asians [BESEA] working in the Theatre and Screen industry.



bechdeltestfest.com

A screening collective who present films with a positive representation for women in film.



bectu.org.uk

Broadcasting, entertainment, communications and theatre union. They run the *Move On Up* scheme to support diversity and progression, and their [Black Members' Committee](#) fight racism in the film, broadcasting and theatre industries.





bfi.org.uk

The UK's lead organisation for film, television and the moving image, working with government and industry to make the UK the most creatively exciting and prosperous place to make film internationally. They run the BFI Future Film Festival, BFI Flare Festival, BFI Academy and BFI Future Film Skills Programme amongst many other initiatives. They have also set out [principles](#) to tackle and prevent bullying, harassment and racism in the screen industries.



bifa.film

Awards to celebrate UK independent film. BIFA runs Unconscious Bias training with Screen Skills and Challenge.



birds-eye-view.co.uk

Campaigns for gender equality in all film spaces – not just for women, but for everyone.



BOOTH

iambooth.com

BOOTH is a network of women working across the film industry, from entry-level runners to established directors.



thebritishblacklist.co.uk

Online platform which celebrates African & Caribbean creative professionals on the Screen and Stage, in Sound and Literature – both up front and behind the scenes.





bscine.com

The British Society of Cinematographers is an educational, social and professional organisation promoting and encouraging the highest standards in the art and craft of cinematography. The BSC delivers mentoring for underrepresented groups with the ACO and Screen Skills, and has an active Diversity & Inclusion committee.



thecallsheet.co.uk

Industry jobs listing site.



Carecreatives.uk

A network of Care Leavers and Estranged people who work in Film and TV. Care Creatives is supported by the Care Leavers Covenant and works to ensure that the creative industries represents and supports individuals who are Care Leavers and Estranged.



carousel.org.uk

Working to support the equality of opportunity for learning disabled people in the creative industries.

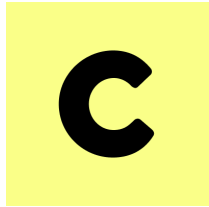


CINE-SISTER

cinesisterfilm.com

Cine-Sister is a Film Programming Organisation focused on promoting films made with female-identifying filmmakers in a leadership role.





cinemamas.co.uk

An online platform for mothers (and all parents) working in the film industry who want to connect and create a positive community built around mutual support.



createcentraluk.com

Launched to turbo-charge the creative content sectors in the West Midlands. Create Central is an industry body whose members comprise some of the UK's most creative thinkers and change makers in film, TV, games and other creative content sectors.



creativeaccess.org.uk

Not-for-profit organisation dedicated to recruiting under-represented talent in the creative industries. **Includes Set Access** – a programme dedicated to promoting a more inclusive workforce in the British film industry.



creativeengland.co.uk/film-tv/

Creative England invest in talent and production for film and TV, with a track record of successful, acclaimed, award-winning content across media and platforms. Frequently provide training programmes, often in collaboration with organisations such as ScreenSkills and Production Guild. Also do annual funding/development schemes (shortFLIX, iFeatures)



thecreativeindustries.co.uk

Set up to be a voice for creative industries, the council focus on areas where there are barriers to growth facing the sector.



RESOURCES



[creative-sparkworks.org](https://www.creative-sparkworks.org)

They offer free, high-quality, film skills and employment training ONLINE for young Lambeth residents (aged 18-25, on low income or NEET).



[wedevelopalent.co.uk](https://www.wedevelopalent.co.uk)

Provide training for television, film and digital media industries. Work with all the key broadcasters and independent production companies. Also run open courses training hundreds of freelance professionals.



[directors.uk.com](https://www.directors.uk.com)

The professional association of UK screen directors.



[disabilityarts.online](https://www.disabilityarts.online)

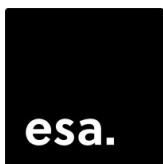
As well as nurturing and showcasing talent, DAO provides information and creates opportunities for disabled artists. They also have an [Access to Work Guide](#) as a resource to help create a more accessible work environment.



[diversesecymru.org.uk](https://www.diversesecymru.org.uk)

Diverse Cymru is working with professionals in the creative industries to explore positive solutions to ensure that anyone with drive and talent has a fair chance to work successfully within a growing industry that represent the true diversity of Wales.





esaacademy.org

Offers learners aged 14 to 19 a different kind of education to mainstream secondary provision. Equip learners to be credible and successful within the creative and cultural industries such as television, film, theatre and digital media productions.



era5050.co.uk/

ERA 50:50 is campaigning for a 5050 gender balance across British stage and screen by 2020.



f-rated.org

The F-Rating is applied to all films which are directed by women and/or written by women. The F-Rating is used like a Fairtrade stamp to highlight films directed and/or written by women. Embraced by around 100 exhibitors across the world to highlight films with female storytellers, the F-Rating has also been added to over 25,000 titles on IMDb.



filmbuddy.uk

Film Buddy was created in 2015 to bridge the gap between education and industry. Film Buddy works to encourage, inspire and assist students directly into work experience placements and employment within the Film, Television & Creative Media Industries.



filmcityfutures.com

Film City Futures is the charity set up by Film City Glasgow to provide training and development opportunities in the film and screen industries in Scotland.





ffilmcymruwales.com

Ffilm Cymru Wales is a development agency for Welsh film dedicated to advancing and sustaining a strong film industry for Wales. Their main priority is to support Welsh born or based talent, predominately writers, directors and producers. They run 'Foot In The Door' - a new entrant scheme for trainees on Welsh projects.



filmdiversity.net

Developing proposals and reports for diversity, fairness and equality in UK film and TV.



filmfatales.org

Film Fatales is a non-profit arts organisation and talent discovery platform which supports a membership community of over a thousand women, trans, genderqueer, and/or non-binary feature film and television directors of all ethnicities, orientations, ages, disabilities and historically marginalized backgrounds.



filmfixer.co.uk

Advises productions on training initiatives and encourages the use of local talent in boroughs they represent.



filmtvcharity.org.uk

Provides 24/7 help to people in all corners of the industry through a range of support services and talent development programmes.





filmlondon.org.uk

The Film London Equal Access Network actively engages with talented individuals from under-represented communities, as well as offering career support and bespoke advice to new starter, mid-level and returning employees.



fourcornersfilm.co.uk

Charity supporting learning, production and exhibition with training and projects for underrepresented and disadvantaged groups within film and TV.



FREE THE WORK

freethework.com

Non-profit organisation with a curated talent-discovery platform for underrepresented creators.



fullyfocusedproduction.com

Fully Focused is a genuine youth led media organisation that uses the power of film to challenge perceptions, raise awareness, change mindsets and transform lives. They offer film / media training and workshops, bespoke social development and employability skills workshops.



gbct.org

Not-for-profit association for camera technicians dedicated to upholding quality and standards in the film, television and related media industries.



RESOURCES



ghettofilm.org

Ghetto Film School is an award-winning nonprofit founded in 2000 to educate, develop and celebrate the next generation of great storytellers. GFS serves individuals, 14-34 years of age.



GIRLS IN FILM

girlsinfilm.net

A community of young female creative in the field of moving image.



GMAC

gmacfilm.com

Based in Glasgow, GMAC's mission is to empower young people, emerging film talent and independent filmmakers to realise their ambitions in film, championing diversity and striving for social equality.



gravycrew.co.uk

Diary management service for camera, lighting, grip, and sound departments.



**HATCH
IDEAS**

hatchideas.co.uk

Providing business and professional development support through a combination of training, mentoring, knowledge transfer, partnership development and access to finance. Project Managers of the Film Crew UK.



hit-the-ground-running.co.uk

Offer intensive training courses in Scotland, aimed at new entrants to film and tv drama.



RESOURCES

Hue-List UK-Europe

[Hue-List](#)

A list of Excellent Film, TV and Commercial Crew from Black, Asian, Arab and Mixed Heritage Diaspora backgrounds. The commitment & purpose of the Hue List is to provide diverse inclusion on film sets, which is **representative** of our society.



[icfcfilm.com](#)

A collective of professional female cinematographers from around the US and the world, who provide each other with community support and industry advocacy.



[iconicsteps.co.uk](#)

Social enterprise supporting young people from diverse backgrounds, aged 16-25 to enter the media industry, producing compelling video and photo content for clients.



[illuminatrixdops.com](#)

Illuminatrix is a collective of female cinematographers based in the UK and working internationally.



[imago.org](#)

The International Federation of Cinematographers, a collaborative, global umbrella for the world's Cinematographers Societies. They have an active Diversity & Inclusion committee.



RESOURCES



inclusivecinema.org

A UK-wide project developed by the BFI Film Audience Network (FAN) designed to support screen exhibitors, celebrating diversity in cinema.



independentfilmtrust.org

IFT Talent Led is a professional development **workshop** series for diverse film and visual arts talent. **They are** bringing underrepresented artists and industry leaders together to advance filmmaker careers and develop new opportunities for diverse narratives to be told through visual art.



intermediauk.org

LGBTQ+ network group for people working across all areas of the media spectrum.



intofilm.org

Develop and deliver professional training programmes that support UK teachers, educators and youth or community centres in using film as a tool for learning with young people.



itsmyshout.co.uk

Training scheme, based in Wales, providing training for all ages interested in gaining experience in Film. Produce short films for BBC Wales, S4C, Welsh Government and Arts Council of Wales.





justrunners.uk

Supplying runners from diverse backgrounds for equal opportunity, inclusive employers in the film industry.



kurious.art

Kurios Arts is an arts incubation and production company, on a mission to support and showcase pioneering creativity in the North.



leonardcheshire.org/

The Leonard Cheshire Disability Organisation helps disabled people get a career in mainstream media. They give organisations access to a talent pool bursting with ability, creativity and insight.



LIGHTHOUSE

lighthouse.org.uk

Guiding Lights is the UK film industry's leading mentoring programme run by Lighthouse in Brighton.



littlewingevents.com

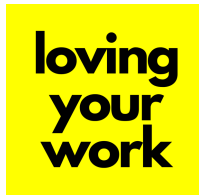
Provide young creatives with the tools and opportunities they need to foster career growth; from a platform for showcasing their work, to education, networking and support.





lookbeyondthelist.com/

Resources site for underrepresented groups working behind the camera in scripted TV and film, primarily focused on the UK. Site includes details of talent lists, support groups, social action links and more to promote inclusivity and equity.



facebook.com/groups/ukfilmjobs/

Loving Your Work is an online private Facebook group for TV and Film employers to post paid jobs and for experienced TV and Film professionals. Entry-level opportunities can also be advertised here. Join the group to advertise an opportunity. UK Specific Page [here](#).



lsa.ac.uk

Founded in late 2019, this London sixth form academy for students aged 16 to 19 years olds was founded by some of the UK's most successful film producers.



mamayouth.org.uk

Provides media and television industry training for young people from under-represented groups and those with limited educational or employment opportunities.



mandy.com

Jobs platform for cast, crew and creative professionals.



RESOURCES



mita.org.uk

MITA is a membership network of independent training providers in the moving image sector.



MODERN  TALES

moderntales.co.uk

Modern Tales exists to support the professional development of diverse (BAME, female and disabled) filmmakers in all creative content creation and in enabling diverse talent to seek opportunities for a sustained career in the media industries. They deliver diversity focused training and professional development opportunities, and offer bespoke craft training for industry entrants, emerging and mature practitioners in off-screen roles.



mvpworkshops.co.uk

Provides personal and social development programs in the creative arts for young people to build vocational skills and to improve self-image.



MY FIRST JOB IN
FILM

myfirstjobinfilm.co.uk

Providing access to jobs, training, industry news and resources to help get people started in the film industry.



NEROPA

neropa.stieve.com/

NEROPA Neutral Role Parity was developed by actress Belinde Ruth Stieve as a method to increase the proportion of women in scripts and plays and to increase the diversity of the cast, as well as to raise awareness among those involved (German-based)





[facebook.com/groups/132862307315963/](https://www.facebook.com/groups/132862307315963/)

No Password Required aims to improve access into the Media Industries for under-represented groups by bridging the gap between individuals, training providers and employers. They provide a free social media portal that offers a safe space for newcomers to find opportunities and for employers to tap into a currently unavailable work force.



northernmedia.org

Support those looking to begin their career working in film and TV with the knowledge and skills to find work. Also supports productions and production companies to confidently recruit those new to the industry.



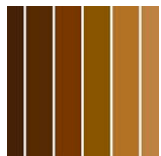
northernirelandscreen.co.uk

Northern Ireland Screen is the national screen agency for Northern Ireland. They offer workshops, placements and training for individuals in NI. Also offer grants to financially support those participating in training or development courses.



pact.co.uk

Pact is the trade association representing the commercial interests of UK independent television, film, digital, children's and animation media companies. PACT run various diversity schemes. They also have excellent resources for supporting D&I [here](#).



[instagram.com/Palette16crew](https://www.instagram.com/Palette16crew/)

Celebrating & promoting the skills & talent of African, Caribbean, Asian & ethnic crew in film and television, theatre, fashion & editorial.



POST SUPER

post-super.com

Post Super is a new venture designed to help Freelancers Post Producers, Supervisors and Coordinators working in Film & High End Television by creating a fully searchable Knowledge Base.



primetime.network/

Primetime is a global vetted visibility platform for all women working above and below the line, campaigning for gender equality across every department in the Entertainment Industry. Primetime provides a practical solution to find inclusive gender-balanced teams.



Production Base

productionbase.co.uk

The UK's Network for TV, Film & Commercial Production Professionals.



productionguild.com

Membership organisation for production crew. Have launched a new Diversity and Inclusion Action Group (DIAG) tasked with shaping an action plan to improve diversity in the UK's film and television production workforce behind the camera.



PROJECT NOIR

projectnoirhub.com

A network and pop-up members club of professionals who work in TV, film and the visual arts, curating events and creating space for people of African, Caribbean and Asian descent.



RA Agency ra-agency.online

The first and only female film crewing agency. RA Agency specialises in representing exclusive female technical crew, in drama led television, commercials and film. From top HOD's to highly skilled operators in the Camera, Sound and Lighting departments.



Raising Films raisingfilms.com

Raising Films aims to bring about change, so people, and in particular women, who want to have a family can continue their careers.



r rarerecruitment.co.uk

A specialist diversity recruitment company with expertise in graduate recruitment and development.



R renaissance-foundation.com

Support young people aged 13 - 19 living with significant life challenges to develop skills and help them enter workforce.



RESOURCE PRODUCTIONS resource-productions.co.uk

Offers training programmes, work placements and commercial production opportunities. Support local diverse candidates who struggle to access industry.





saraputt.co.uk

Leading independent UK agency for film and television heads of department. They run a trainee scheme designed to support trainees working behind the camera in High End TV drama and film.



scenetv.co.uk

SceneTV aims to promote the inclusion of diverse talent and stories in television and film by showcasing short films and web series, profiling up-and-coming actors, writers and directors and highlighting training and support.



screenalliancewales.com

Screen Alliance Wales is the gateway between the industry and its workforce. It grows and promotes the talent, crew and services of the film and TV industry in Wales.



screen.scot/skills-and-talent/supported-programmes/screen-training-alliance

The Screen Training Alliance partnership of industry based training providers with a strategic approach to the skills development of Scotland's screen sector. Screen Scotland also offers a Screen Hardship Fund to support freelance screen practitioners working in all parts of Scotland's screen sector and commercial photographers who are experiencing immediate financial hardship.



screen-network.org.uk/

Provides a comprehensive range of training and development schemes, designed to create a larger, more diverse, more creative and more entrepreneurial screen industry workforce in Yorkshire.



RESOURCES



[screenskills.com](https://www.screenskills.com)

Industry-led skills body for the screen industries, providing insight, career development and other opportunities to help grow and sustain the skilled and inclusive workforce.



**SCREEN
YORKSHIRE**

[scenetv.co.uk](https://www.scenetv.co.uk)

Offers industry training, placement opportunities, outreach programmes, careers links and new routes through education. Also deliver upskilling programmes and shadowing for experienced crew to develop their careers and provide networking opportunities for creative talent. (including Skill Up, Beyond Brontes & Centre of Screen Excellence)



sgilcymru

[sgilcymru.com](https://www.sgilcymru.com)

Sgil Cymru offer three different types of creative and digital media apprenticeships as well as bespoke courses for industry professionals looking to upskill or step up to a new role in Wales.



SharpFutures

[sharpfutures.org.uk/](https://www.sharpfutures.org.uk/)

Supports diverse talent into employment in the creative digital and tech sectors through Courses, Apprenticeships, Work Experience and Volunteering. Includes 'Framed', a channel showcasing original content made by Manchester's budding young filmmakers.



[shiny.network](https://www.shiny.network)

Network connecting the industry to emerging, diverse directors.





shootingpeople.org

Community of independent filmmakers connecting and collaborating to get films made and seen.



signalfilmandmedia.com

Charity providing creative film and digital media activities, based in Barrow-in-Furness. Helps people of all ages and backgrounds to access free facilities, professional tutoring and hands-on experience in film and creative digital media.



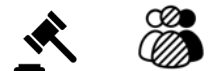
signaturepictures.co.uk

A social enterprise production company, partnered with Jobcentre Plus and the Prince's Trust to provide training and work experience opportunities to unemployed and at risk young people in every department of its film productions.



bcu.ac.uk

SIR LENNY HENRY CENTRE FOR MEDIA DIVERSITY –
An independent body drawing on the work and experience of media professionals and academics to track the progress of media diversity in the UK.



skillsdevelopmentscotland.co.uk/

The national skills body for Scotland. Supports with film and TV training within this, works alongside Screen Scotland to help drive training initiatives for the screen sectors through partnership with industry.





solasmind.com

A go-to mental health company in Film and TV, combining in-depth knowledge of the industry with accredited psychotherapy training. Solas Mind specialise in providing film and tv productions with bespoke packages of mental health support. Training wellbeing champions or mental health first aiders and supporting productions with a professional counselling service and guidance.



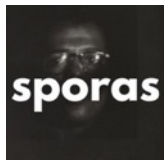
soulfilmfest.co.uk

Celebrating and supporting Britain's Black, Asian and Minority Ethnic film talent.



myspiral.co.uk

Tackle youth unemployment by breaking down barriers and bridging the gap between the diverse young people and partner organisations, offering cross-industry training programmes, workshops and employment opportunities to young people in Lambeth.



sporas.com

A collective of cinematographers and film technicians dedicated to supporting and uplifting film workers of colour around the world.



blueprintforall.org

(Previously The Stephen Lawrence Charitable Trust). Work with young people from disadvantaged backgrounds aged 13 to 30 to inspire and enable them to succeed in the career of their choice.



RESOURCES



STEPHEN FOLLOWS stephenfollows.com
FILM DATA AND EDUCATION

An established data researcher with reports on the film industry.



Talent Circle Talentcircle.co.uk

Talent Circle launched in May 2003 with the simple aim of trying to help people working in film achieve more.



TALKING POINT.
TRAINING THE FILM INDUSTRY

talkingpoint.uk.net

A film and television industry training provider, running a wide range of courses and programmes for those wanting to work in the industry and those who are already established in their department.



tapemusicandfilm.co.uk

Provides high-quality inclusive, supportive, person-led opportunities. From 1-hour taster sessions and film screenings to commercial contracts and feature film production, Tape's delivery offers people the chance to explore and develop their creativity. Tape's delivery supports both individuals and groups, working with people of all ages and experience levels, ensuring that they are centrally involved in the creative process.



thekusp.co.uk

The Kusp provides a gateway for diverse creative from underrepresented and marginalised communities to excel within the fashion/film/television industries.



RESOURCES



Prince's Trust

princes-trust.org.uk

Gives 11 to 30 year-olds the chance to embrace exciting opportunities by given them the tools and confidence to try free courses and start careers. Run 'Get Started With Film'.



thetalentmanager.co.uk

Connects TV production freelancers with the latest TV jobs.



thetcn.com

Opening doors to the industry to people from all walks of life and providing a trusted and viable avenue for the industry to discover diverse talent.



theunitlist.com

The Unit List is an online talent database which advertises paid production roles for all levels across the media industry in addition to providing helpful, downloadable industry tips and general advice.



timesupuk.org/

TIME'S UP is an organisation that insists on safe, fair and dignified work for women of all kinds.



RESOURCES



UK SCREEN ALLIANCE ukscreenalliance.co.uk

A trade body that represents British companies working in the film, TV and commercials industries with campaigns, resources and directories.



UNIVERSITY OF LEICESTER le.ac.uk

University of Leicester CAMEo is an interdisciplinary research institute that focuses on the dynamic relations between culture, media and economy.



UNIVERSITY OF LIVERPOOL liverpool.ac.uk

University of Liverpool has a partnership with FilmBuddy which offers a bespoke, one-to-one mentoring service to encourage, inspire and promote students directly into work experience placements and employment within the Film and Television production industries.



underwirefestival.com

Underwire is the UK's only film festival celebrating female filmmaking talent across the crafts.



WATERSPRITE FILM FESTIVAL watersprite.org.uk

Watersprite discovers and champions emerging filmmakers from around the world. The festival inspires and empowers young film talent, providing an inclusive space which nurtures future award-winning collaborations. They also have a Black Lives Matter Action Plan [here](#).





wearepocc.com

Pocc exists to accelerate equality and equity for culturally and ethnically diverse people in the creative industries and beyond.



wftv.org.uk

Membership organisation for women working in creative media.



womenbehindthecamera.co.uk

Database of many women working behind the camera in the UK feature film and TV drama of the industry.



Film schools.

Consider working with film schools and university programmes on initiatives for their students, as well as supporting their outreach to schools/young people. Find out about all film schools online with Careers In

Film: <https://www.careersinfilm.com/film-schools-united-kingdom/>

We believe in action not words.

Continue to refer to this guide and your training notes as you head back on set, working with those around you to make positive changes that overcome inequality and injustice.

Get in touch with any questions, feedback or for advice about what more you can do - contact Kate at Digital Orchard Foundation and we'll be happy to help. Thank you for taking ***Equality In Focus!***



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