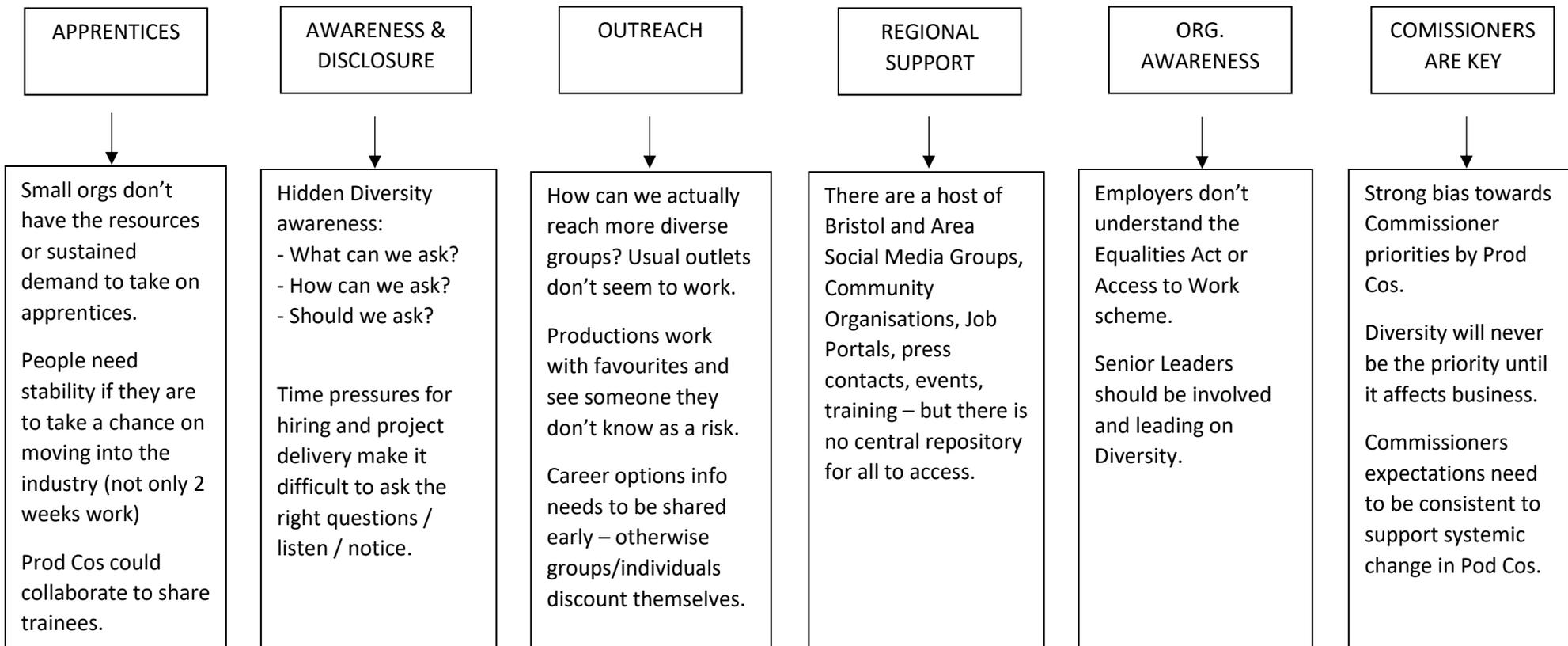


BRISTOL | 28 JANURARY 2020

ACCESS IN ITS BROADEST SENSE



Together we identified the below categories as some of the biggest issues we are currently facing around broadening access on our sets an in our organisations in the West of England.



Using the discussion and outcomes of the session as a guide we have put together the below lists of things to do and things to think about, which we hope you will find useful in your future work.

Identified solutions and notes:

- RTS West of England to develop and maintain a live, sharable document of known local Social Media groups, training opportunities, schemes, useful contacts and Prod Cos open to collaboration to support apprentices and interns.
- Make use of employee resource groups where available. Many larger organisations have already established them. Smaller organisations may find it useful to engage with regional and national operators such as unions and industry organisations.
- Where possible, enhance understanding of other perspectives by providing staff with access to training on subjects such as Unconscious Bias, Micro-Aggressions and Power Imbalance.
- Proactively consider barriers and reasonable adjustments that can be made to working environments and recruitment, rather than only when asked eg. Traveling to attend short first stage interviews can be a barrier for disabled people or anyone with care responsibilities, with an option to undertake initial interviews by Skype an easier alternative.
- Consider the accessibility of your website, and where applicable, job site portals, during the design phase.
- Engage with industry bodies and Unions for advice and guidance, eg. BECTU on [Neurodiversity](#) and Equity on [Fair Casting](#).
- Form partnerships with those that have more knowledge than you, and you can turn to for information and help. Look to companies that have infrastructure for long-term support such as agents, screen agencies, initiatives or groups such as Film London's Equal Access Network
- Form partnerships with schools to ensure engagement with potential future talent from a young age.
- Consciously advertise jobs in a wider number of outlets than has been the norm for your organisation – if those channels were bringing you the diverse range of candidates you want, it is unlikely you would be reading this.
- Advertise jobs publicly and build the recruitment process into your timelines, ensuring time is allocated for genuine outreach, rather than a ring around.
- Employers wanting to make a conscious and active change in who they hire should not be afraid to flag that they're wanting to recruit people that represent the diversity of the UK.
- Actively research and physically go out and talk to people within the communities you are trying to reach, being told there are jobs *for them* will help prevent self-deselection and imposter syndrome. Build local networks and perhaps organise meet and greets during quiet periods to continue engaging with as wide a range of people as possible.
- Mentor all employees that may not know their way around yet, offer support and check in regularly. Put in a little extra effort to nurture those who may feel out of place and offer feedback and

assurance, they may not have families or friends who know the industry and can do this. Ask all new crew/staff how to get the best out of them and remove barriers for all.

- Build a reputation as risk taking and word will spread, meaning an increased volume of applications from underrepresented backgrounds
- Decision makers to receive training to help with their understanding around achieving true diversity

Things to think about:

- As an organisation, is hiring a diverse staff and contractor team a priority?
- Is enough invested into ensuring all levels of the organisation have a basic and increasing understanding of Diversity as an employment area?
- Could access to jobs be based on potential and not just experience?
- Don't be scared of the conversation: have a constant dialogue to ensure the diversity agenda is a constant conversation.

Further resources:

BECTU on [Neurodiversity](#)

Equity on [Fair Casting](#)

[The Equalities Act 2010: Legislation.gov](#)

[World Health Organisation: Video – I had a black dog, his name was Depression](#)

[Diversity in Practice: Resources from CDN](#)

