



## TAP Activator Commitments

Core principles for Production Space businesses and organisations to adopt to support the drive to full inclusion by 2030.



### ATTITUDE

To create a working environment that anticipates, proactively initiates and embeds access:

- Prioritise access and adopt **The 5As** principles of *Anticipate, Ask, Assess, Adjust, Advocate* as well as a social model mindset, to set the tone so disabled people are not 'the problem'.
- Prioritise disability training to help embed **The 5As** into the specific business environment
- To encourage open, honest and non-judgemental dialogue / feedback between all parties.
- To appoint an **Access Lead** / a champion, point of contact to ensure ALL users have their accessibility needs met.
- To understand that clients and / or anyone on the team – cast, crew, suppliers, freelancers, staff – may have access needs.
- To understand that access is everyone's responsibility.

### INFRASTRUCTURE

To ensure that access is embedded into production spaces:

- To review accessibility and inclusion standards and policies by participating and publishing sector relevant **TAP Checklists / TAP Self-Assessment templates** on website and adopting **TAP Planning tools and Protocols**.
- Create & publish a **roadmap to full inclusion by 2030** (quick fixes v longer term change). NB. Improvements may be appropriate, reasonable and proportional to each company, but all will aim to uphold a higher and improving standard of accessibility, beyond statutory compliance.
- To provide the production best estimate information so that at the point of greenlight the TAP Member commissioning teams and others can ensure that adequate funding / resources / training has been allocated.
- To ensure these are reviewed by disabled people with different lived-experience to adapt / update as necessary.
- To prioritise Disabled talent pipeline and participate in industry drives with ring-fenced places for Disabled talent.

### FUTURE

To commit to continual review, amongst peers, industry colleagues and Disabled-led organisations to keep developing practical and attitudinal improvements on access.

- All policies around access, facility operation and attitude will frequently be reworked and reviewed and based on lived experience.
- Seek regular feedback from the lived experiences of Deaf, Disabled and Neurodivergent people.
- Prioritise 5As / Disability training for new employees and refresher training for existing staff.
- Proactively recruit / nurture Disabled employees.
- Annual update of **roadmap to full inclusion by 2030** with realistic staging points. NB. There is no centralised roadmap; each company should define their own "company determined contribution" roadmap and build it into their yearly business plan to hit the 2030 deadline.