To support a positive, inclusive and robust production, adequate resources are required. This may come through budget lines and also inhouse HR support, training schemes via broadcasters etc.

We recommend the following items are considered as potential budget lines and that HOPs/Producers/LPs discuss this with financiers/broadcasters/streamers at the earliest stages of budgeting, to ensure any given production has appropriate measures in place.

Whilst every production may not require budget lines for each of these, we encourage PGGB/DIAG members to use this an agenda for a DEI Budget Meeting to ensure there is proper support in place for inclusive recruitment and training as well as wellbeing support for all cast and crew.

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| **ITEM** | **DETAIL** | **Notes** |
| **RECRUITMENT**  **& CONSULTANCY** | **Recruitment Partners** | Using full recruitment support or individual fees for role advertisements with inclusive talent organisations *(eg Dandi, Mama Youth, The TV Collective)* |
| **Access Coordinator** | Role to ensure access and adjustments are provided (New training for this role began this year via Screenskills, delivered by Bridge 06) |
| **HOD Additional Prep Time** | To allow for broader recruitment planning |
| **Wellbeing and/or Inclusivity Risk Assessment** | Project specific risk assessment to be drawn up in pre-production to ensure appropriate measures are in place and adhered to. |
| **TRAINING** | **DEI/Bias Training** | Numerous consultancies offering relevant training either as a workshop or online module. |
| **Leadership, Management, Resilience Training** | Delivered via Screenskills or HR consultants |
| **Disability Awareness Training** |
| **Skills Development Trainings** | Broadly to include on the job training for those who are stepping up grades or still developing their skills base. |
| **PERSONNEL** | **HR Consultant** | Using freelance consultant(s) to work on specific project(s) depending on available internal HR resource. |
| **Wellbeing Facilitator** | On set/remote support to be considered (can possibly be combined with HR consultancy) |
| **Mental Health First Aider** |
| **PLACEMENT PROGRAMMES** | **Step Up/Shadow Placements (eg Director/Producer)** | Create meaningful roles to help support upskilling emerging talent, especially from underrepresented groups |
| **TRAINEES** | **Sufficient number of trainees or work placement roles across the departments** | Consider grades less often provided with trainees (eg electrical, script supervisor).  Placements may come from a variety of sources – for example if Screenskills are primary and then other providers may help for secondary or shorter placements |
| **ADJUSTMENTS**  **& BURSARIES** | **Reasonable Adjustments budget line to support disabled talent** | Consider a placeholder line inserted only to be cashflowed according to needs. This will ensure talent who would normally not be considered due to geography/low socio economic background have better opportunities, especially when HODs informed some funds exist. |
| **Relocation budget for regional or diverse talent** |
| **Bursary or Loan for those without the means – eg for travel expenses when in an obscure location** |