

OPEN SOURCE

- UK SCRIPTED FILM & TV- DIVERSITY, EQUITY & INCLUSION DIRECTORY JANUARY 2023 v2

ABOUT

This is an open-source directory intended to centralise contacts and organisation supporting inclusive recruitment, broadening networks and positive working culture, within UK Scripted Film & TV Production.

The mission is for this to be a practically engaged with for both employers and those seeking opportunities – so that we can together build an industry reflective of the highest values of equity. It's also a celebration of all of the energy and enterprise existing to support this cause!

Imperfect but hopefully useful, I bring this together in my own personal time: if you have any updates, errors or omissions, please feel free to email me biancagavin11@gmail.com (no CVs to this address please)

Feel free to share this document with anyone who may find it useful.

*Listings in **Yellow** are new listings, updated since the last issued directory in July 2022.

KEY

CAS: Casting
CNS: Consultancy **(new)**
JOB: Recruitment / Jobs Board
MNT: Mentoring
TAL: Talent Directory
TRG: Training Provider

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CONTACTS & ORGANISATIONS

Access All Areas (London)		CAS / CNS
Web:	http://www.accessallareastheatre.org/train	
Email:	hello@accessallareastheatre.org	
Contacts:	Nick Llewellyn (Artistic Director), Patrick Collier (Executive Director)	
Overview:	Performance Making Diploma and Take Part programme for learning disabled and autistic performing artists, run in association with Central School of Speech & Drama. Also offering consultancy and success support to make casting and filming processes accessible for learning disabled and autistic talent. Consultancy document: https://accessallareastheatre.org/wp-content/uploads/2022/02/AAAConsultancyDocument-1.pdf	
Access VFX (UK, Global)		MNT
Web:	https://www.accessvfx.org/	
Email:	info@accessvfx.org	
Contacts:	https://www.accessvfx.org/contact	
Overview:	Global, industry-led, non-profit comprised 40 leading companies, industry bodies and educators pursuing inclusion, diversity, awareness and opportunity within the VFX, Animation & Games industries.	
DEI:	Offers community, career resources and opportunity listings for internships and apprenticeships. Free Podcasts with industry professionals: https://www.accessvfx.org/podcast Q-VFX an inclusive community for LGBTQ+ staff and aspiring talent in VFX, Animation and Games.	
Andrew Roach Talent (UK)		CAS
Web:	https://www.andrewroachtalent.com/about	
Email:	info@andrewroachtalent.com	
Overview:	Personal Talent Management service to clients in arts, broadcast, entertainment and media with a particular focus on deaf, disabled and/or neurodivergent. Active role in increasing diversity and inclusion and promoting accessibility and intersectionality.	
Arts Emergency (London, Manchester, Thanet, Merseyside, plan for regional expansion)		MNT
Web:	https://arts-emergency.org/	
Email:	info@arts-emergency.org	
Contacts:	Susuana Amoah, Sarah Ayodeji Neil Griffiths (CEO)	
Overview:	Award-winning mentoring charity and network working in London and regions. To help marginalised young people overcome barriers to participation and success in creative and cultural industries. Links with organisations who are able to offer work experience placements and provides mentors. Their newsletter includes monthly requests for support which can range from purchasing an item to support career progression or offering an hour career talk with a young person: https://www.arts-emergency.org/newsletter-sign-up	
DEI:	Supports less privileged young people	

B3Media (London)		MNT
Web:	http://www.b3media.net/	
Contacts:	Marc Boothe, Jeanne Nguyen	
Overview:	Mission to get more diverse voices into the creative industries, by inspiring more young people to get into the industry and helping those in the industry rise higher.	
DEI:	Programmes for diverse talent include: workshops, networking and B3 origin – mentoring and development scheme for film/tv creatives. Talent Lab: Programme for Black, Asian and multicultural creatives supported to develop their creative projects Creative Catalyst: Inspiring the next generation of young, Black, Asian and multicultural creatives to break into the industry with a four day workshop programme.	

Babes in Development (London)		
Insta:	https://www.instagram.com/babesindevelopment/	
Contacts:	Founders Marissa Mireles-Hinds and Adna Ahmed; Co-founder Ruth Hundama	
Overview/	Creative incubator and development space for black female and non-binary writers, directors, producers and creatives to support, enable, collaborate and create stories.	
DEI:	Hosting interdisciplinary creative events, mentorship opportunities and lecture series, and currently based at the Barbican. They collaborate, hire and highlight other Black artists and support them to find work opportunities and grants in film.	

BAFTA (UK, London, Scotland, Wales)		MNT / TAL
Web:	http://www.bafta.org	
Email:	reception@bafta.org	
Regional:	http://www.bafta.org/scotland ; http://www.bafta.org/wales	
Contacts:	Laura Kloss (Fundraising Officer) laurak@bafta.org Tim Hunter (Director of Learning & New Talent)	
Overview:	An independent world-leading British charity that supports, develops & promotes the art forms of the moving image, most famous for annual awards ceremony. Offers grants, competitions and support programmes for new, mid level and established talent. Masterclasses and panel discussions available to view for non-members.	
DEI:	BAFTA Elevate is a well established 12-month programme for talent from underrepresented groups. BAFTA Flare x BAFTA Crew supports LGBTQ+ filmmakers to move towards their first feature film/major broadcast. BAFTA Scholarships awarded to students in need of financial assistance to study courses in film, games or TV. https://www.bafta.org/supporting-talent/scholarships Diversity Pledge: http://www.bafta.org/about/mission/bafta-and-diversity BAFTA (Regional & London) Crew Directory: https://www.bafta.org/supporting-talent/crew-directory-2019-20 Mentoring: http://www.bafta.org/supporting-talent/bafta-crew/bfi-network-x-bafta-crew-mentoring BAFTA Breakthrough: Mentoring/Networking Talent Development programme for next generation creatives.	

BBC 50:50 – The Equality Project (UK) BBC Creative Diversity (UK)		MNT
Web:	https://www.bbc.com/5050 https://www.bbc.co.uk/creativitydiversity/	
Contacts:	https://www.bbc.com/5050/contactus/	
Overview:	50:50 The Equality Project uses diversity monitoring and data to drive cultural change across the BBC and in other organisations.	
DEI:	Impact 2022 Report: https://www.bbc.co.uk/5050/documents/5050-impact-report-2022.pdf Mentoring Project with Media Trust: Reframing Disability https://mediatrust.org/communications-support/training-courses/reframing-disability-in-news/ Inclusion Toolkit: https://www.bbc.co.uk/creativitydiversity/inclusion-toolkit/ BBC Elevate – 6-12 month placements for supporting deaf, disabled and neurodivergent mid-level talent: https://www.bbc.com/creativitydiversity/elevate/	

Beacon Films CIC (Newcastle, UK)		CNS / TRG
Web:	www.beaconfilms.org.uk info@beaconfilms.org.uk	
Overview:	Production and training company of disabled, autistic and neurodivergent filmmakers. Support filmmakers into volunteering and paid employment to challenge stereotypes of disability through their talent and creativity. Offers consultancy to the industry around working with disabled, autistic and neurodivergent talent.	
DEI:		

BEAM & BEATS (UK)		MNT / TAL
Web:	http://wearebeats.org.uk/	
Email:	beatsorguk@gmail.com	
Overview:	Not-for-profit advocacy organisation founded by British East & South East Asians working in Theatre and Screen industry.	
DEI:	Includes directory of writing and directing talent. http://wearebeats.org.uk/ The BEATS Fellowship is a mentoring programme for screenwriters and directors. Offers the Beats Test as a standard for the industry to achieve appropriate representation of British East and South East Asians.	

BECTU (UK)		TRG
Web:	https://bectu.org.uk/	
Email:	info@bectu.org.uk	
Overview:	UK Union representing over 40,000 staff, contract and freelance workers in media and entertainment industry	
DEI:	Offers support and advice via Diversity Hub: https://bectu.org.uk/diversity-bectu/ Drama training programmes in Scotland: https://bectu.org.uk/bectu-vision/ Training programme in Wales: https://cult.cymru/en/ Useful Pages and committees: https://bectu.org.uk/topic/equality-and-diversity/ https://www.bectu.org.uk/equality-diversity Menopause guide: https://d28j9ucj9uj44t.cloudfront.net/uploads/2022/08/2022-00393-Members-guide-The-menopause-a-workplace-issue-Version-25-04-2022.pdf Members Guide to Equality at Work: https://prospect.org.uk/equality-diversity/ Numerous Guides: https://prospect.org.uk/get-support/	

Beyond Brontes, Screen Yorkshire (Yorkshire)		MNT / TRG
Web:	https://www.screenyorkshire.co.uk/training-skills/beyond-brontes/	
Email:	info@screenyorkshire.co.uk	
Contact:	Sam Fray (Programme Manager) sam@screenyorkshire.co.uk	
Overview / DEI:	<p>Beyond Brontes supports young people from a diverse range of backgrounds and circumstances to overcome obstacles that may have prevented them from entering the screen industries, providing training, masterclasses and support to launch their careers.</p> <p>NEXT LEVEL (Jan-May 2023): Free mentoring programme to step up to HOD level in West Yorkshire.</p> <p>Screen Yorkshire Trainee Hub, Mentoring Etc: https://www.screenyorkshire.co.uk/skills-and-talent/</p>	

BFI & The BFI Film Academy (UK, Regional)		TRG
Web:	www.bfi.org.uk https://www.bfi.org.uk/bfi-film-academy-opportunities-young-creatives	
Email:	filmacademy@bfi.org.uk	
Overview:	Open to young people from anywhere in the UK and from any background, the BFI Film Academy offers a real chance for talented 16-19-year-olds to develop new skills and build a career in the film industry. Offer specialist courses.	
DEI:	<p>BFI Diversity Standards: Contractual requirement for all BFI funded film projects, which also shaped Oscar diversity standards. Also required for BAFTA Awards submissions. https://www.bfi.org.uk/inclusion-film-industry/bfi-diversity-standards</p> <p>BFI Action List for Prevention of Bullying, Harassment & Racism: https://www.screenskills.com/media/4312/bfi-action-list-film-tv-industries.pdf</p> <p>Supported Changing Faces campaign #iamnotyourvillain not to use scars or other visible differences to represent villainy in film: www.changingfaces.org.uk/get-involved/campaign-with-us/i-am-not-your-villain/</p> <p>Press Reset - BFI's campaign to inspire authority figures in film & TV to reset practices involving Disabled people. https://www.bfi.org.uk/supporting-uk-film/diversity-inclusion/press-reset</p>	

BIFA (British Independent Film Awards) (UK)		CNS / MNT / TRG
Web:	https://www.bifa.film/	
Overview / DEI:	<p>Aims to promote and support talent in the British Independent Film landscape.</p> <p>BIFA Springboard: https://www.bifa.film/news/2022-springboard-cohort-announced/</p> <p>Programme for emerging writers, directors and producers including mentoring.</p> <p>BIFA also delivers trainings in</p> <p>Unconscious Bias: https://www.bifa.film/event/unconscious-bias-training-2022-23/</p> <p>Antibullying & Harassment: https://www.bifa.film/event/anti-bullying-and-harassment-training-2022-23/</p> <p>Fair Recruitment/Inclusivity in the Workplace: https://www.bifa.film/event/fair-recruitment-and-inclusivity-in-the-workplace-training-2022-23/</p>	

Big Creative Education (London)		TRG
Web:	https://bigcreative.education/	
Email:	https://bigcreative.education/contact/	
Overview / DEI:	<p>Largest creative college in London, for 16-18 year olds, adult learners and apprentices. Courses include VFX, Animation and Post Production.</p>	

Birds Eye View (BEV) (UK)		MNT / TRG
Web:	https://www.birds-eye-view.co.uk/	
Email:	mail@birds-eye-view.co.uk	
Overview:	Not-for-profit that centres the female perspective in film and campaigns for gender equality in all film spaces.	
DEI:	Spotlights and celebrates new and classic films created by women and non-binary filmmakers through the #ReclaimTheFrame project (RTF), funded by the BFI Audience Fund, and support those who identify as women or non-binaries working in film through advocacy, investment, mentoring and events. Filmonomics is a filmmaker training programme, including coaching sessions.	
The Black Costume Network (BCN) (UK)		TAL
Insta:	@theblackcostumenetwork	
Email:	theblackcostumenetwork@gmail.com	
Overview/	BCN is a cohort creating an open and safer space for black and mixed race creatives in the costume industry, in the UK (and beyond). A place for often underrepresented voices to be heard, whilst focussing on positivity, progression, action and support. Maintains a functioning database of members.	
DEI:		
The Black Sound Society (BSS) (UK)		TAL
Web:	https://www.blacksoundsociety.org/members	
Overview/	Professionals working across all grades in production and post production film & television sound, providing members with a network for advice and support. Database of members, resource page and recommended actions.	
DEI:		
Black Women in Post Production (BWIPP) (UK)		JOB / TAL
Web:	www.bwipp.co.uk	
Email:	hello@bwipp.co.uk	
Overview/	Talent directory, networking, events and jobs board for black female talent in post production. Talent sign up for free and employers can post jobs for a fee.	
DEI:		
BOA Stage and Screen Production Academy (Birmingham)		TRG
Web:	https://www.boa-stageandscreen.co.uk/	
Email:	info@boa-stageandscreen.co.uk	
Overview/	Free 2 year course for 16-18 year olds in stage and screen. Has purpose built production facilities,	
DEI:		
Bridge 06 (UK)		CNS
Web:	www.bridge06.com	
Email:	info@bridge06.com	
Founder:	Sara Johnson	
Overview/	Working to improve disabled representation for the media and entertainment industries. Consultancy service to help develop creative and strategic solution-focussed problem-solving. In partnership with Julie Fernandez, delivered trainings for Access Co-ordinators with Screenskills support, and manages their placements on productions.	
DEI:		

The BRIT School (Croydon, London)		TRG
Web:	https://www.brit.croydon.sch.uk/	
Email:	info@brit.croydon.sch.uk	
Overview /DEI:	Free school for 14-19 year olds in Music, Film, Digital Design, Community Arts, Visual Arts & Design, Production & Performing Arts.	

The British Blacklist (UK)		JOB / TAL
Web:	http://thebritishblacklist.co.uk/	
Email:	info@thebritishblacklist.com	
Social:	https://www.facebook.com/thebritishblacklist	
Overview:	Online platform which celebrates Black British creative professionals on the Screen and Stage, in Sound and Literature both up front and behind the scenes.	
DEI:	Talent database (<i>planned to be relaunched</i>), events listings, jobs board, reviews and talent showcases.	

British Film Designers Guild (UK)		
Web:	https://britishfilmdesigners.com/	
Email:	info@britishfilmdesigners.com	
Overview:	Guild for skilled creatives, art department professionals and production designers spanning film, TV & commercials.	
DEI:	Links with various education establishments: https://britishfilmdesigners.com/industry/training-education/ Resources and Industry information: https://britishfilmdesigners.com/industry/ Diversity Statement: https://britishfilmdesigners.com/diversity/	

Brixton Finishing School (London)		JOB
Web:	https://brixtonfinishingschool.org/hire-our-graduates/	
Overview /DEI:	Offers free 10 week programme for 18-25 year olds delivering a premium learning experience to pursue careers in advertising, creative and digital/tech industries. Opportunity to share job opportunities with their alumni.	

C Talent at Whalar (UK/US)		
Web:	www.ctalent.org	
Email:	keely@whalar.com	
Contacts:	Kelly Cat-Wells (Founder)	
Overview /DEI:	A Disabled-led Talent Management and Access Consultancy company working to improve both representation and access across Arts, Advertising, Entertainment and Media.	

Call it! (UK)		
Web:	https://www.callitapp.org/	
Email:	kate@callitapp.org	
Contacts:	Not for profit founded by Jules Hussey, Delyth Thomas and Kate Wilson	
Overview /DEI:	App service to empower everyone working in film & TV to monitor, prevent bullying and harassment. An account will give a production company the opportunity to monitor a live dashboard of how workers are recording their daily treatment and note any incidents of workplace bullying and harassment.	

Carousel (Brighton)		CNS / TRG
Web:	www.carousel.org.uk	
Email:	enquiries@carousel.org.uk	
Contact:	Liz Hall (Director) liz.hall@carousel.org.uk	
Overview:	Helps learning disabled artists develop their creative lives and voices.	
DEI:	<p>Oska Bright Film festival – showcasing short films made by people with learning disabilities. Produced, managed and presented by a learning disabled team.</p> <p>Young Oska Bright – cultivating the next generation of learning disabled filmmakers</p> <p>Consultancy service, aimed at venues and organisations.</p>	

Cinemamas (UK)		
Web:	https://www.cinemamas.co.uk/	
Facebook:	https://www.facebook.com/groups/1070546736484703/	
Email:	info@cinemamas.co.uk	
Contact:	Valeria Bullo	
Overview /DEI:	<p>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. Promoting flexible working and job-sharing opportunities, mentoring and ad hoc advice.</p>	

Cine-Sister & Gateway Film Festival(UK)		
Web:	https://cinesisterfilm.com/ ; https://www.gatewayfilmfestival.co.uk/about	
Email:	cinesisterfilm@gmail.com	
Overview /DEI:	<p>Cine-Sister showcases and promotes films made with female-identifying filmmakers through screenings, workshops and events, based in Peterborough. Runs the Gateway Film Festival.</p>	

Coalition for Change (UK)		
Web:	https://www.coalitionforchange.org.uk/	
News:	https://variety.com/2020/tv/global/u-k-coalition-for-change-this-is-the-moment-for-an-industry-reset-guest-column-1234785168/	
Contact:	Adeel Amini	
Overview w:	<p>Broadcasters, SVODs and industry bodies backed coalition, organised by Adeel Amini from the TV Mindset, to improve freelance working practices.</p> <p>Freelance Charter Aug 2021: https://www.coalitionforchange.org.uk/files/ugd/674f59_ca3d66d774374a4590b0a3b94a64f791.pdf</p>	

Comedy 50:50 (UK)		TAL
Web:	https://comedy5050.com/	
Email:	comedy5050@comedy5050.com	
Contacts:	Saskia Schuster (Founder), Emma Barnard (Project Manager)	
Overview:	Initiative to address gender imbalance in comedy.	
DEI:	Includes access to database of female comedy writers (co-hosted by The Talent Manager) and Opportunities page.	

Create Central UK (West Midlands)	
Web:	www.createcentraluk.com
Email:	hello@createcentraluk.com
Overview:	Industry body working with regional partners to create networks to expand the screen sector in the West Midlands.
DEI:	Drawing on developing a regional talent pool, with the most ethnically diverse population outside of the capital. Developing diverse talent via 8 universities in the region as well as delivering industry relevant bootcamps to support existing and new talent.

Creative Access (UK)		CNS / JOB
Web:	https://creativeaccess.org.uk	
Contacts:	Josie (Chief Exec) josie@creativeaccess.org.uk	
Overview:	Dedicated to recruiting underrepresented talent in the creative industries, facilitating paid internships, employer training and sharing opportunities.	
DEI:	Committed to inclusive talent career development with Job Postings, Application and Interview support, continued in-job and ongoing career support. Provides Trainings for employers in DEI, Resilience, Disability Equity, Embracing Neurodiversity, Inclusive Recruitment etc. Important research reports: https://creativeaccess.org.uk/latest/category/research	

Creative Campus Network (UK)	
Web:	www.creativecampusnetwork.com
Email:	info@creativecampusnetwork.com
Overview:	Connecting academia and the creative industries. To support collaborations and create new ways of working with each other, allowing more open pathways for emerging talent.
DEI:	Offering opportunity to develop talent pipelines that are more inclusive and break down barriers to entry.

Creative Diversity Network (CDN) (UK)	
Web:	https://creativediversitynetwork.com/
Email:	enquiries@creativediversitynetwork.com
Contacts:	Deborah Williams OBE (Executive Director)
Overview:	Purpose is to enable the UK Broadcasting industry to increase diversity and inspire inclusion.
DEI:	Resources available for fair and inclusive recruitment. Project Diamond – UK's online system to obtain consistent diversity data on the shows commissioned by broadcasters; resources and reports available via CDN website Doubling Disability initiative signed up by key broadcasters, provides resources for employers and disabled people. https://creativediversitynetwork.com/doubling-disability/ CDN Awards every two years acknowledging the achievements of on and offscreen talent.

Creative Industries Project (CIP) (London)		TRG
Web:	https://www.opportunities-shp.org.uk/arhouse	
Email:	opportunities@shp.org.uk	
Overview / DEI:	Run by Arthouse and Single Homeless Project (SHP), CIP aims to enhance the connection between training course, employability support and work placements to support people moving further along their employment within the creative industries in London – including filmmaking. Seeking work placement providers via production companies.	

Creative Mentor Network (UK)		MNT / TRG
Web:	https://www.creativementornetwork.org/	
Contacts:	Katie Thomson-Greene (MD) katie@creativementornetwork.org (media enquiries) Lewis Wood lewis@creativementornetwork.org (partnerships manager) https://www.creativementornetwork.org/contact for further contacts	
Overview / DEI:	Mission is to make the creative world of work more inclusive. Offering a range of mentoring programmes helping those from lower socio economic backgrounds find career opportunities, and helping businesses access more diverse talent. Break The Wall: New programme 2022 to focus specifically on TV industry.	

Creative Sparkworks (London)		TRG
Web:	https://creative-sparkworks.org/	
Email:	info@creative-sparkworks.org	
Contacts:	Sylvia Edwards (CEO), Sam Edwards (Creative Director) Sasha Handover (Partnerships & Business Development)	
Overview:	Arts Charity who facilitate a wide range of free skills and employability training in film and media for young people not in education, training or employment, for a range of ages, backgrounds and abilities – including paid work experience opportunities	

Creative UK (UK)		TRG
Web:	https://www.wearecreative.uk/	
Overview:	Aims to champion, connect, support & invest in creative people and businesses.	
DEI:	Breakout: Funding scheme partnered with Netflix for emerging filmmakers to support a genre project: https://www.wearecreative.uk/support/film-tv/breakout/ Post reflection on the scheme: https://www.wearecreative.uk/breakout-reflecting-on-the-assessment-process/?utm_campaign=Collective%20Newsletter&utm_medium=email&_hsmi=238862223&_hsenc=p2ANqtz--lvzHB6uN02MgnZ4-C4ZMgfWjSyHVci_FCWC1Jw33XGZD5gpxzu6-NgsqcdioLOKip-R2KoXsEbo4PIrPBtiFKCMQffe_yp79WlVg8vNI8MtYIK6A&utm_content=238862223&utm_source=hs_email	

DANDI & TriForce Creative Network (UK)		JOB
Web:	https://dandi.org.uk/thetcn.com	
Contacts:	Minnie Ayres, Fraser Ayres (Co-Founders & Joint CEOs)	
Overview:	TriForce Creative Network was built on a strong ethos of inclusion and access, 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. DANDI is a one stop support for diversity and inclusion for the Entertainment Industry.	
DEI:	Triforce hosts workshops, monologue slams (for diverse actors), writers slams and Triforce Short Film Festival, a showcase for diverse emerging talent. TCN Incubator develops writing talent. TCN Productions has produced unscripted productions led by diverse talent. DANDI offers full recruitment services for production companies for both inhouse and freelance roles across all departments, from a huge network of diverse candidates.	

Deaf & Disabled People in TV (DDPTV) (UK)		JOB
Web:	https://www.ddptv.org/	
Facebook:	https://en-gb.facebook.com/groups/1693347897634099/	
Overview /DEI:	<p>Disabled led organisation made up of people who work in the industry. Their focus is on elevating off-screen Deaf, Disabled and Neurodiverse talent within the TV industry.</p> <p>DDPTV connects Deaf, Disabled and Neurodivergent off-screen TV professionals with indies, broadcasters and other stakeholders. Their network is extensive.</p> <p>Jobs can be submitted to be posted to the forum: https://www.ddptv.org/jobs</p>	

Deaf Talent Collective (UK)		CNS
Web:	https://www.deaftalentcollective.com/	
Email:	hello@deaftalentcollective.com	
Contacts:	Tobi St Clair and Aimee Campbell-Nottage (Founders)	
Overview /DEI:	<p>Aiming to make casting deaf actors and telling deaf stories as seamless as possible.</p> <p>One stop shop for all things related to deaf talent. Offers script consultancy, assistance in hiring deaf crew, deaf consultants and BSL interpreters, facilitating specific tailored Deaf Awareness Training.</p>	

Digital Orchard Foundation (UK)		TRG
Web:	https://digitalorchardgroup.com/HOME/FOUNDATION/	
Email:	kate@digitalorchardgroup.com	
Contacts:	Kate Rolfe (Foundation Director) kate@digitalorchardgroup.com ; Sam Margaritis (MD)	
Overview:	<p>Funding body, lobbying group, advice & networking facilitator, the Digital Orchard Foundation is designed to both pump-up and streamline the incredible work to support underrepresented groups happening in film and television, as well as to fill the gaps in current provision through new events, advocacy and training.</p> <p>Digital Orchard also takes on camera and post production trainees.</p>	
DEI:	<p>Offers free downloadable resource, including to tackle inequality: https://pdfhost.io/v/3.gd9ddFq_Equality_In_Focus_Stage_Three_Post.pdf</p> <p>'Equality in Focus' training aimed at those in a hiring position to overcome inequalities.</p>	

Directors Charitable Foundation (UK)		
Web:	https://www.directorscf.org	
Email:	office@directorscf.org	
Overview:	To support and help directors in need, and to inspire young people from all backgrounds to consider a career in directing.	
DEI:	Get Directing! is an education initiative to inform and inspire storytellers of tomorrow – particularly from underrepresented groups – by running classes, workshops and mentoring projects.	

Directors UK (UK)		MNT / TAL / TRG
Web:	https://www.directors.uk.com/	
Email:	info@directorsuk.com	
Overview:	Represents over 7,000 UK Directors, as a lobbying group and to regulators, broadcasters, industry bodies and the media. Work with industry to offer career development and training support to enhance the careers of directors.	
DEI:	<p>https://www.directors.uk.com/about/committees - Access & Inclusion Committee</p> <p>https://directors.uk.com/campaigns/directors-of-colour - written two studies exposing inequality. https://www.directors.uk.com/campaigns/gender-equality-in-uk-tv - gender inequality studies and report on female representation</p> <p>https://directors.uk.com/campaigns/bullying-and-harassment Handbook for Directors.</p>	

Disability Arts Online (UK)	
Web:	https://disabilityarts.online/about/
Overview:	Organisation, led by disabled people, to give disabled artists a platform.
DEI:	Directory for film & TV contacts supportive to the disabled community: https://disabilityarts.online/directory/?category=art-forms&term=film-and-television

Divergent Talent Group (UK)		CAS / CNS / TAL
Web:	www.divergenttalentgroup.co.uk	
Email:	tom@divergenttalentgroup.co.uk	
Overview / DEI:	UK's first talent management company providing specialist representation for neurodivergent actors, writers and creatives. Divergent Consultancy is a subsidiary, raising the understanding of neurodivergent creatives.	

Diverse Cymru (Wales)	
Web:	www.diverseecymru.org.uk
Email:	info@diverse.cymru
Overview:	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.
DEI:	Developing pioneering research report exploring the barriers to entry in our industry, developing practical and affordable solutions to diversify the workplace. https://www.diverseecymru.org.uk/diversity-film-tv/?doing_wp_cron=1603042222.1685678958892822265625 Additional Wales Support listed here: https://www.diverseecymru.org.uk/diversity-film-tv/support/

The Diverse Squad (UK)	
Web:	https://thediversesquad.wixsite.com/home
Email:	contactthediversesquad@gmail.com
Overview / DEI:	Collective of diverse agents working together in the TV & Film industry to continue ongoing conversations and efforts regarding racial diversity in the industry. Created as a resource for fellow agents in the PMA (Personal Managers' Association) as the first port of call to discuss any sensitive issues around race that may arise.

The Diversity Standards Collective (UK, Worldwide)	
Web:	www.thedsc.org.uk
Overview / DEI:	Cultural insights, guidance and validation from people across the globe, providing consultancy, review and audit of previous or new work. Hub for relevant diversity reports: https://thedsc.org.uk/diversity-reports-library

EAST (UK)	
Web:	https://easttv.org/
Overview:	Non-profit supporting the development and progression of British East and South East Asians (ESEA) in creating scripted TV, launched September 2022
DEI:	EAST network consists of writers, directors, producers and distribution executives, as well as agents and those working in development. The initial focus will be starting with the development side of scripts. Network events will include regular meetups and talks. Members join here: https://members.easttv.org/

Elstree Screen Academy (Hertfordshire, London)		MNT / TRG
Web:	https://esaacademy.org/	
Email:	chris.mitchell@esa.ac ; julia.sanderson@esa.ac	
Contacts:	Chris Mitchell (Principal), Julia Sanderson (Placements and Pipeline Manager & Careers Lead)	
Overview / DEI:	<p>ESA is an industry school specialising in creative media arts, performance and production technologies. It offers young people from 14-19 a free education in creative subjects. They are also partnered with ScreenSkills as the Centre for Screen Excellence: Elstree and offer traineeships to 18-19 year olds in Grip, Production Assistant, Hair and Make-Up, Art Direction and Prop Making, Costume, Editing, with other courses planned in Sound and Lighting. They can offer trainees for 6 week placements and alumni students ready to go into entry level positions.</p> <p>Supports 14-19 year olds with creative education, experience and opportunities. ESA offers diverse talent from a wide range of backgrounds and from a wide catchment area.</p>	

Equal Access Network (c/o Film London) (London)		JOB
Web:	https://filmlondon.org.uk/the-equal-access-network/equal-access-network-initiatives	
Email:	equalaccess@filmlondon.org.uk	
Contacts:	<p>Rebecca Baker rebecca.baker@filmlondon.org.uk</p> <p>Rebecca is happy to hear from all diverse talent looking for work, as well as those with work to offer them and training organisations.</p>	
Overview / DEI:	<p>Alongside its regular free masterclasses and 1-2-1 support, EAN runs a range of specialised programmes and schemes to support new entrants, returners and under-represented talent in the industry.</p> <p>Breaking The Glass Ceiling is a leadership programme supporting black, Asian and minority ethnic mid-level professionals in film/TV.</p> <p>Shares job opportunities with their wide network.</p>	

The Equity List (UK)		MNT / TAL
Web:	https://theequitylist.co.uk/	
Email:	equitylistcontact@gmail.com	
Overview / DEI:	<p>Mentoring scheme open to POC who aren't connected to the industry.</p> <p>Offers registration for POC working in the film industry for crew database not yet published.</p>	

Era 50:50 (UK)		
Web:	https://www.era5050.co.uk/	
Contacts:	Lizzie Berrington and Polly Kemp (Co-Founders)	
Overview:	A movement set up by actresses, Era 50:50 wants to see women represented on screen in television and theatre in equal numbers to men.	
DEI:	<p>Campaign organization; offers suggestions and interesting reading list</p> <p>https://www.era5050.co.uk/our-campaign/</p>	

Film Access Scotland (Scotland)		
Web:	www.filmaccess.scot	
Email:	info@filmaccess.scot	
Overview / DEI:	<p>Collective of members to provide opportunities across Scotland, especially to those experiencing disadvantage or exclusion, to engage with film. Film Access Scotland supports and champions its members, ensuring the impact of their work is recognised and valued by policy makers.</p>	

The Film & TV Charity (formerly Cinema and Television Benevolent Fund) (UK)	
Web:	https://filmtvcharity.org.uk/
Email:	info@filmtvcharity.org.uk
Contacts:	Helpline: 0800 054 0000 (available to include on callsheets and email signatures etc) Alex Pumfrey (CEO)
Overview:	Provides 24/7 help to people in all corners of the industry through a range of support services and talent development programmes, as well as research, surveys and reports to support a healthy and well workforce.
DEI:	Offers awards for financial support, supporting those in need of immediate support, to support creative development and training, support for carers and support for travel expenses. 24/7 Helpline operated with free access to workers in film & TV: 0800 054 0000 Whole Picture Fund: 2 year programme to improve mental health in UK film, TV & cinema. https://filmtvcharity.org.uk/news-event/2-year-programme-for-better-mental-health-in-film-tv-and-cinema-kicks-off/ Wholepicture Toolkit: https://filmtvcharity.org.uk/leading-change/the-whole-picture-toolkit/ DEI Commitment: https://filmtvcharity.org.uk/leading-change/diversity-equity-inclusion/

Film Buddy (UK)		MNT
Web:	https://filmbuddy.uk	
Email:	https://filmbuddy.uk/contact-us/	
Overview:	Offers bespoke mentoring and online services to inspire and assist students directly into work experience placements and employment within Film, TV and Media.	
DEI:	Nurtures new and emerging talent; to nurture the next generation of diverse talent.	

Film City Futures (Scotland)	
Web:	https://www.filmcityfutures.com/
Contact:	Rebecca Thompson (Business Dev Manager) rebecca.thompson@filmcityfutures.com
Overview:	Mission is to create growth for Scotland's screen sector whilst enabling access and entry to the screen industries for all - acting as a catalyst for participation, learning and innovation.
DEI:	Includes short film and feature film schemes, work with community youth organisations, courses to support business leaders/production company startups.

Film Fatales (LA, NY, WW)		TAL
Web:	http://www.filmfatales.org	
Email:	info@filmfatales.org	
Contact:	Leah Meyerhoff (Founder)	
Overview:	Supports an inclusive community of women feature film and TV directors to share resources, collaborate on projects and build an environment to make their films.	
DEI:	Biographies and contacts for members. Parity Pipeline is a programming initiative from Film Fatales that provides a direct pipeline for film festival programmers, production companies, funders and other film industry organizations to connect with directors from underrepresented communities in an effort towards more inclusive programming and hiring practices. https://www.paritypipeline.org	

Film Fixer / Set Ready Training (London)		TRG
Web:	https://filmfixer.co.uk/ https://setready.co.uk/	
Emails:	info@filmfixer.co.uk / info@setready.co.uk	
Overview:	Film Fixer works closely with Location teams and Production Offices to facilitate filming, managing filming on behalf of 14 London Boroughs.	
DEI:	2021 launched Set Ready Training, with industry partners Screenskills, Creative Sparkworks and Fully Focused to deliver employability training.	

Filmbase (UK)		JOB / TAL
Web:	https://www.filmbase.uk/	
Email:	info@filmbase.uk	
Overview:	Filmbase has been set up by members of the Art and Set Decorating departments to provide a central resource for crew working in film &TV in the UK.	
DEI:	Gives crew new to the industry a point of contact to encourage diversity and exploration of new talent. Offers a Juniors forum moderated by more experienced members who offer advice on issues. Offers crew request form (or can email info@filmbase.uk) and job alerts, and operates facebook group. Membership costs are accessible at £20-35 per annum.	

Filming in England (UK, outside of London)		
Web:	https://www.filminginengland.co.uk/about/	
Email:	production@creativeengland.co.uk	
Overview:	Funded by BFI, their national team offer free comprehensive production support to feature and HETV filming outside of London.	
DEI:	November 2022 launched regional filming hubs to provide on the ground data to support investment and growth in the regions, including networking sessions.	

Four Corners Film (London)		TRG
Web:	https://www.fourcornersfilm.co.uk/	
Email:	helena@fourcornersfilm.co.uk ; rozi@fourcornerfilms.co.uk	
Contacts:	Helena Goundry (Training & Arts Manager)	
Overview:	Four Corners is a learning, production and exhibition centre for film and photography. They support new talent to established practitioners, enabling work that challenges and inspires.	
DEI:	Four Corners participants represent a diverse group who may otherwise have had barriers to entry.	

Free The Work (International)		TAL
Web:	https://freethework.com/	
Email:	community@freethework.com	
Overview:	FREE THE WORK is a non-profit organization committed to making equality actionable in media and to creating opportunities for a global workforce of underrepresented creators behind the lens in TV, film, and marketing.	
DEI:	FTW's holistic approach to creating industry-wide change includes efforts to transform hiring practices at brands, agencies, tv & film studios, and a global talent discovery database hosting profiles for directors, DPs, editors, colorists, composers, and screenwriters from historically underrepresented communities (POC, LGBTQIA+, military veterans, creators living with disabilities, female-identifying, and non-binary)	

Fully Focused Productions (London)		JOB / MNT / TRG
Web:	https://www.fullyfocusedproductions.com/	
Email:	hello@fullyfocusedproductions.com	
YouTube:	https://www.youtube.com/playlist?list=PLlWx4ZPpVLcxgwYCgVKoQQav2BpmjJQir	
Overview / DEI:	<p>Fully Focused is the UK's leading, youth-driven production company. Founders of Million Youth Media and the MYM Academy, supporting the next generation of filmmakers and underrepresented talent with free in-depth training.</p> <p>Offers mentorship, masterclasses and set ready training.</p> <p>Shares work opportunities with alumni.</p> <p>Hugely successful YouTube channel offering a platform to emerging talent from underrepresented groups.</p>	

Ghetto Film School (London, NY, LA)		TRG
Web:	www.ghettofilmschool.org	
Overview / DEI:	<p>Non profit, Identifying, developing and connecting emergent diverse talent with the resources they need to advance. Strategic consulting and advisory practice to bridge the gap between business and next generation talent. Trains 18-34 year olds and provides job placements.</p>	

Glasgow Film Festival (Scotland)		MNT / TRG
Web:	https://glasgowfilm.org/glasgow-film-festival	
Overview:	Festival with a long tradition of championing new talent.	
DEI:	<p>New Talent Mentor Scheme for emerging talent from underrepresented backgrounds living in Scotland.</p> <p>https://glasgowfilm.org/glasgow-film-festival/industry/mentorship</p>	

GMAC (Glasgow)		TRG
Web:	www.gmacfilm.com	
Email:	hello@gmacfilm.com	
Contacts:	<p>Paddy Higson (CEO), Karen O'Hare (Interim Creative Dir), Marion Ferguson (General Manager)</p>	
Overview / DEI:	<p>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.</p>	

Graphics Union (UK)		JOB / TAL
Web:	https://www.graphicsunion.co.uk/	
Email:	info@graphicsunion.co.uk	
Overview:	<p>Formed with the aim of representing, championing and showcasing the role of Graphic Designer within the Art Department in film & TV in UK.</p>	
DEI:	<p>Gives crew new to the industry a point of contact to encourage diversity and exploration of new talent. Offers a new entrants directory and job posts.</p> <p>Membership costs are accessible at £10-£50 per annum.</p>	

Gritty Talent (Bristol-based)		JOB
Web:	https://www.grittytalent.tv/	
Email:	team@grittytalent.tv	
Overview / DEI:	<p>Discovers, nurtures and connects talented people from underrepresented groups into the media industry (emphasis on unscripted talent).</p> <p>Represents on and off screen talent and connects them to industry.</p> <p>Useful resource page: https://www.grittytalent.tv/resources</p>	

Guild of British Camera Technicians (UK)		TRG
Web:	https://www.gbct.org/	
Email:	info@gbct.org	
Overview /DEI:	Not for profit membership guild providing framework, advice and support to aid career development of members. Trainee scheme and short courses for camera and script supervisors, with links to grip trainee scheme. https://www.gbct.org/Trainee-Scheme	

Hatch Films CIC (formerly Signature Pictures Academy) (London)		MNT / TRG
Web:	https://www.hatch-films.com/	
Email:	hello@hatch-films.com	
Overview:	Hatch Films breaks down barriers and bridges the gap between diverse young people and their partner organisations in Film, TV and Media. Through free to access outreach, training and support programmes they up-skill young people from low socio economic and diverse backgrounds to find sustainable work within film, TV and creative industries.	
DEI:	Flagship programme: Get Started in Film – 5 day programme including on the job training and mentorship	

London Screen Academy (London)		TRG / MNT
Web:	https://lsa.ac.uk/	
Email:	enquiries@LSA.ac.uk (Fiona McGuire)	
Overview /DEI:	Training academy for students post-GCSE trained to work in Film/TV industry which aims to represent the demographics of London, allowing training to become accessible to those from all backgrounds. Recently rolled out mentoring scheme. Growing initiative to place graduates in industry roles for 6-12 months.	

I Like Networking (UK)		MNT
Web:	https://ilikenetworking.uk/about	
Overview:	Platform aiming to support women and non-binary professionals looking for a career in the creative and cultural industry and those who already work in the field but feel stuck.	
DEI:	Offers international mentoring programme with a focus on broadening networks.	

Iconic Steps (Lambeth, London)		TRG
Web:	https://iconicsteps.co.uk/	
Email:	info@iconicsteps.co.uk	
Contact:	Victoria Ijeh (CEO & Founder)	
Overview:	Iconic Steps produce high-quality videos for companies, and they work with young people to achieve their personal and professional goals using film as a medium. Their programme includes free courses in Documentary, Music Video and Advertising open to 16-25 years old.	
DEI:	A social enterprise supporting local, diverse talent to overcome barriers, build confidence and impact their peers.	

Identity Agency Group - IDSA Talent (London, LA, Online)		CAS / TRG
Web:	https://www.identityschoolofacting.com/idsa-talent/	
Overview /DEI:	IDSA specialises in developing emerging actors that are specifically selected from Identity Agency Group (IAG). Founded with a mission to disrupt the industry with a new, diverse generation of talent. Scholarships available, supported by Netflix and Audible.	

Illuminatrix (UK)		TAL
Web:	https://illuminatrixdops.com/	
Email:	illuminatrices@gmail.com	
Overview:	Illuminatrix is a collective of female cinematographers based in the UK and working internationally.	
DEI:	Illuminatrix Rising – offshoot showcasing the work of emerging talent: https://vimeo.com/illuminatrixrising Mentorship: https://illuminatrixdops.com/ScreenSkills-Mentorship	

Independent Film Trust (IFT) (London)		MNT / TRG
Web:	https://independentfilmtrust.org/	
Overview /DEI:	IFT works to increase diversity and inclusion in UK film, TV and immersive media by amplifying untold stories and championing underrepresented filmmakers. Work includes training, professional film mentoring, industry research and advocacy.	

Industry Minds (UK)		
Web:	https://www.industryminds.co.uk/what-we-do	
Email:	info@industryminds.co.uk	
Overview /DEI:	Support and services include: Podcast discussing mental health in the arts Offers low cost and free counselling Counselling and support services to production companies Mental Health seminars and training days for organisations in the arts Graduate Support Programme Industry Minds Award, to raise awareness and celebrate other mental health organisations within the arts industries.	

Jewish Film (UK)		
Web:	https://ukjewishfilm.org/	
Email:	info@ukjewishfilm.org	
Overview /DEI:	Membership charitable organization aiming to develop a culture where Jewish film is recognized and enjoyed by the widest possible audience. Operated annual UK Jewish Film Festival and on demand platform. Provides an Education Programme, which with Film at the core, aims to combat antisemitism and racism, improve dialogue between faith communities, create better awareness of British-Jewish heritage, Jewish roots and identity. Key components include: online resources, workshops for schools, events for city councils, educational screenings and Talks & Q&As with filmmakers and industry experts. Speak Out programme: designed to support teachers and youth workers using film to educate about the Holocaust. Pears Short Film Fund supports the production and exhibition of shorts with themes that engage with British-Jewish life, history and culture.	

Just Runners(UK)		JOB
Web:	https://www.justrunners.uk/	
Email:	work@justrunners.uk	
Overview /DEI:	Sourcing runners from film and media courses who do not already know people in the industry, with a mission to create a fair and equal entry system for talent.	

Kindness in Film Summit (UK)	
Web:	www.kindnessinfilm.com
Overview /DEI:	Championing and fostering a kinder approach to film-making in front of and behind the camera! First summit held September 2021.
Kingdom Drama School (London & Birmingham)	
Web:	https://www.kingdomdramaschool.com/
Overview /DEI:	Part-time drama school, set up by Ashley Walters and Najan Ward, home to a diverse student body who represent a variety of different backgrounds, ethnicities and cultures. Offering industry showcases.
The Kusp (London)	
Web:	https://www.thekusp.co.uk/
Overview /DEI:	Social enterprise to connect and support those underrepresented in Fashion. Film & TV. Aims to level the playing field by building a diverse community of upskilled creatives to access work opportunities and excel in the industry. Offers masterclasses, membership benefits, content creation programme, creative mentorship and registration for job opportunities. Published their Impact Report: https://static1.squarespace.com/static/5fc4f1ce12facd59cec6d50c/t/63aed26f6350f41041d523af/1672401526472/2022+Impact+Report+-+The+Kusp+Limited.pdf
London Screen Academy (London)	
Web:	https://lsa.ac.uk/
Email:	enquiries@LSA.ac.uk (Fiona McGuire)
Overview /DEI:	Training academy for students post-GCSE trained to work in Film/TV industry which aims to represent the demographics of London, allowing training to become accessible to those from all backgrounds.. Recently rolled out mentoring scheme. Growing initiative to place graduates in industry roles for 6-12 months.
Look Beyond the List (UK & Worldwide)	
Web:	https://www.lookbeyondthelist.com/
Email:	talent@lookbeyondthelist.com
IMDB:	https://www.imdb.com/list/ls098824910/
Overview:	Resources site for underrepresented groups working behind the camera in the UK and beyond. Includes talent listed via IMDB, training, support and inclusion tools.
MAMA Youth Project (London)	
Web:	https://www.mamayouth.org.uk/
Email:	info@mamayouthproject.org.uk
Contacts:	Bob Clarke, Cristina Ciobanu
Overview:	MAMA Youth Project (MYP) equips young people from 18-25 years of age with the skills and experience to secure long-term, fulfilling employment in the TV and media industry. One of the most celebrated and successful training programmes focused on talent from challenging background, they produce a TV show which airs annually on Sky Arts.
DEI:	They particularly focus on young people from underrepresented groups and those with limited educational or employment opportunities, including unemployed graduates. Now also offers 2-way mentoring initiative, to help exchange perspectives and improve the understanding of DEI within teams

Mark Milsome Foundation (UK)		MNT/TRG
Web:	https://www.markmilsomefoundation.com/	
Overview /DEI:	<p>Honouring Mark Milsome, camera operator who was killed whilst filming a car stunt, the foundation campaigns for a cultural change within the British Film & TV Industry with the goal that everyone working on a production should be provided with health & safety training.</p> <p>Mark Milsome Film & TV Online Safety Passport (£20): https://mmfonlinetraining.com/</p> <p>Foot In The Door - Mentoring Programme for Camera Trainees who may not have otherwise had the access to training or work experience: https://www.markmilsomefoundation.com/trainees/</p> <p>Mark's Gift: Awards £2,000 gift annually to support someone emerging within the camera department.</p> <p>Foot on the Ladder: Supports other camera department talent, in association with industry partners such as Mission Digital</p>	

Media Parents (UK)		JOB
Web:	https://www.mediaparents.co.uk/	
Email:	admin@mediaparents.co.uk	
Overview /DEI:	Short term, regular hours, job share and part time job opportunities in media, to help freelance working parents or those with other commitments.	

Media Trust (UK)		MNT
Web:	https://mediatrust.org/	
Overview /DEI:	<p>Media Trust works in partnership with media/creative industry to give marginalised groups and young people a stronger voice. They run programmes to encourage young, diverse talent to develop their confidence, passions and talents for the work place. In Partnership with Screenskills, they offer a Emerging Talent Mentoring matching talent with industry professionals.</p> <p>Apply to mentor a young person: https://mediatrust.org/youth-programmes/mentor-a-young-person/</p> <p>Resource Hub: https://mediatrust.org/communications-support/resource-hub/</p> <p>Partners with BBC 50:50 The Equality Project to run Reframing Disability Mentor Scheme: https://www.bbc.com/5050/reframingdisability</p>	

Mediorite (London)		TRG
Web:	www.mediorite.co.uk	
Email:	lucy@mediorite.co.uk	
Contacts:	Lucy Ferguson lucy@mediorite.co.uk	
Overview:	Conducts training in filmmaking for young people, and is a youth led video production company, offering free access to training and development.	
DEI:	Works with a diverse range of young people who are facing barriers to employment. SHIFT – Get Into Film: 6 week training programme for 18-25 year olds based in Hackney & Tower Hamlets.	

MITA (Moving Image Training Alliance) (UK)		TRG
Web:	https://mita.org.uk/	
Overview:	Membership network of independent training organisations in the moving image sector. Includes, news, resources, events and opportunities.	
DEI:	Directory of members: https://mita.org.uk/directory/	

Mouth That Roars (London & limited International)		TRG
Web:	http://mouththatroars.com/about-us/	
Email:	mouththatroars@btconnect.com	
Overview:	Youth Media Organisation to train young people in film production who wouldn't normally have access to media resources. Producing films made by marginalised young people, encouraging them to highlight their own perspective and creating opportunities for them.	
DEI:		

MYM Academy and Fully Focussed Productions (London)		JOB / MNT / TRG
Web:	https://www.fullyfocusedproductions.com/mym-academy	
Email:	hello@fullyfocusedproductions.com	
Overview:	UK's leading youth-driven production company, supporting the next generation of filmmakers and underrepresented talent. MYM Academy provides free, in-depth industry training to young people interested in a career in media, film or TV. Projects include online masterclasses, Level Up Programme (intensive training) and Set Ready Training. Opportunity for industry professionals to engage, meet or mentor the talent. Will help to place alumni with job opportunities.	
DEI:		

National Film & Television School (Beaconsfield, London, Leeds, Scotland, Cymru Wales)		TRG
Web:	https://nfts.co.uk/	
Email:	info@nfts.co.uk	
Contacts:	Jon Wardle	
Overview:	Leading film school, internationally recognised as a model of excellence, with illustrious alumni.	
DEI:	Toledo Scholarship for diverse talent https://nfts.co.uk/toledo-scholarship Other hardship bursaries and sponsorship schemes available. Disney Imagine short film programme with focus on inclusivity. https://nfts.co.uk/disney-imagine-uk-shorts-incubator Huge number of courses on offer.	

Neuropa		
Web:	http://neropa.stieve.com/en/	
Overview:	Neuropa (Neutral Roles Parity) is a Gender & Diversity Tool by Belinde Ruth Stieve.	
DEI:	The method is performed by a steering group of three within a film production who follow a comprehensible, systematic and straightforward procedure, converting gender neutral roles (formerly men) into women.	

New Writing North (North of England)		TRG
Web:	https://newwritingnorth.com/projects/	
Overview:	Established in 1996 to support writers in the north of England to fulfil their creative ambitions. Offers projects, resources and events.	
DEI:	Sky Writes is a talent development programme to nurture TV writers from underrepresented groups and under-served areas of the North.	

Northern Ireland Screen (NI)		MNT / TRG
Web:	https://northernirelandscreen.co.uk/skills/	
Overview:	Supporting the screen industry in Northern Ireland through training, skills, development and funding programmes.	
DEI:	CINE - Creative Industries New Entrants programme to broaden access to the industry and prioritises applicants from underrepresented groups, providing formal training, mentoring and 12-18 month work placements. Also offers Short Film Scheme and Bursaries to support individuals learning and development.	

Open Door (London, Essex, Sheffield, Rotherham, East Midlands)		TRG
Web:	https://www.opendoor.org.uk/who-are-we	
Email:	info@opendoor.org.uk	
Contacts:	David Mumemi (Artistic Director, Founder)	
Overview /DEI:	Non-profit organisation that helps talented young people who do not have the financial support or resources to gain a place at the UK's leading drama schools. Includes support, free travel, bespoke workshops, mentoring, free auditions, tutoring, theatre trips, bursary advice. Supports emerging actors as well as behind the scenes talent. Runs IGNITE, a one day workshop in London, Manchester & Birmingham to showcase careers on offer in film/TV/theatre.	

PACT / Pact Indie Diversity Training Scheme (London and Scotland)		MNT / TRG
Web:	http://diversity.pact.co.uk/indie-diversity-training-scheme.html	
Email:	anjani@pact.co.uk	
Contacts:	Anjani Patel (Head of Inclusion & Diversity)	
Overview:	Aimed at entry level diverse talent to enter into a six month work placement and mentoring. Pact also provides Unconscious Bias training for producers and lists relevant training schemes for diverse talent: http://diversity.pact.co.uk/tool-kit/schemes.html	
DEI:	Also has a very useful resource on their website for disabled talent: http://diversity.pact.co.uk/tool-kit/disabled-on-screen-talent/off-screen-disabled-talent.html and sourcing entry level talent: https://diversity.pact.co.uk/tool-kit/finding-diverse-talent/entry-level-talent.html Inclusion tool for PACT members: https://www.pact.co.uk/latest-updates/news/detail.html?id=5-highlights-from-the-pact-inclusion-tool	

Palette_16 crew (UK)		TAL
Insta:	https://www.instagram.com/palette_16_crew/	
Overview /DEI:	Celebrating & Promoting the skills & talent of African/ Caribbean, Asian & Ethnic Crew in Film and TV, Theatre, Fashion & Editorial. Bios listed and job/mentoring stories added.	

Post Super (UK and WW)		
Web:	https://www.post-super.com/	
Email:	info@post-super.com	
Contacts:	Gemma Nicholson (Founder)	
Overview /DEI:	Free resource for post supervisors and co-ordinators, providing training opportunities, information and tools for streamlining workflows – offering greater visibility and access for a more diverse workforce.	

Production Guild of Great Britain – DIAG (Diversity & Inclusion Action Group) (UK)		MNT
Web:	https://productionguild.com/about-us/diversity-and-inclusion-action-group/	
Email:	pg@productionguild.com	
Overview:	<p>DIAG is tasked with shaping an action plan to improve diversity in the UK's film & TV production workforce behind the camera. DIAG comprises PGGB members working in high level positions in a range of fields including production, accounts, locations, assistant directors, post and VFX. DIAG runs masterclasses and provides resources for PGGB members, completed their inaugural mentoring scheme in 2022, as well as developing frameworks for an equitable industry.</p> <p>Campaigns upcoming include DEI & Wellbeing Budget Checklist and Credits for Childcare.</p> <p>The inaugural Earl of Wessex Award will be awarded in 2023, recognising inspirational talent in film & TV in UK creating new opportunities to help the British screen production workforce become more inclusive.</p>	

Profile Performers (UK)		CAS / TAL
Web:	https://profileperformers.com/	
Overview /DEI:	Video database of deaf and disabled actors for use by casting directors and film/TV professionals in UK. Launched by Spotlight & The National Theatre.	

Primetime (UK)		TAL
Web:	https://primetime.network/	
Email:	hello@primetime.network	
Contacts:	Victoria Emslie (Founder)	
Overview /DEI:	Global visibility platform for women working above and below the line (behind the camera), to provide a practical solution to hire more gender-balanced teams. Provides a network and database of female identifying talent in film, TV and commercials.	

RA Agency (Reel Angels) (UK)		JOB / TAL
Web:	https://ra-agency.online/	
Email:	creative@ra-agency.online	
Overview /DEI:	<p>Reel Angels Agency specializes in representing a broad and diverse range of female film, TV and event technical crew across the UK.</p> <p>Futures Program – a free program providing support to black women working in the camera department, including training workshops, mentoring, shadowing and networking. Directory of current cohort avail here: https://ra-agency.online/drama-camera/#futures-program</p>	

Raising Films (UK)		TRG
Web:	https://www.raisingfilms.com/creating-inclusive-productions-resource/	
Overview /DEI:	<p>Guidelines, solutions and resources to help support inclusive productions for parents/carers. Includes focus on enabling financial assistance for carers, encouraging flexible working, formalising a way to combat discrimination and normalising conversations around caring commitments.</p> <p>Resource for creating inclusive productions: https://www.raisingfilms.com/creating-inclusive-productions-resource/</p> <p>Checklist for inclusivity: https://www.raisingfilms.com/wp-content/uploads/2020/06/Checklist_Employers-scaled.jpg</p>	

Resource Productions (Berkshire)		TAL
Web:	https://www.resource-productions.co.uk/	
Email:	info@resource-productions.co.uk	
Contact:	Dominique Unsworth (Co-director & CEO) https://www.resource-productions.co.uk/team/	
Overview:	Aim to diversify the creative sector, offers free workshops for 11-25 year olds, deliver trainings (many for all ages), develop and support creative talent. Can provide assistance with travel/accommodation costs and child care.	
DEI:	Links to Berkshire Film Office (diverse) talent database. Short courses based around Caribbean storytelling and other themes.	

Rise (UK, North America, APAC)		JOB / MNT
Web:	https://risewib.com/	
Email:	carrie@risewib.com	
Overview:	Rise is an advocacy membership group to support women from all backgrounds working in the broadcast technology sector. Goal is to ensure there is a diverse and gender-balanced workforce in engineering, operations, sales, marketing and business.	
DEI:	Rise Mentoring Programme; Rise Up (schools outreach programme); Events, Rise Awards.	

Royal Television Society (RTS) (UK)		MNT
Web:	https://rts.org.uk/	
Email:	info@rts.org.uk	
Overview:	Educating charity promoting the art and science of television. Holds conventions and conferences nationally, with hubs in all regions of UK.	
DEI:	Three programmes; TV Production & Journalism Bursary, Digital Innovation Bursary and Steve Hewlett Scholarship. Bursaries each year are aimed at students from lower income backgrounds to pursue a career in television. Financial and career support including free RTS membership, networking and mentoring for recipients.	

Sara Putt Associates (London, UK)		JOB / TAL / TRG
Web:	https://saraputt.co.uk/	
Email:	info@saraputt.co.uk	
Contacts:	Nicola Lees (New Talent & Trainees) development@saraputt.co.uk	
Overview / DEI:	High end agent for Heads of Department, also offer new talent training scheme, networking and opportunities. Nicola Lees can be contacted with inhouse or freelance opportunities for emerging talent from diverse backgrounds. Sara Putt Associates Trainee Scheme: professional development programme https://saraputt.co.uk/trainee-scheme/	

Screen Alliance Wales (SAW Training) – and Wolf Studios (Wales)		JOB / TAL
Web:	https://www.screenalliancewales.com/	
Email:	https://www.screenalliancewales.com/contact-us/	
Contacts:	Allison Dowzell (MD), Rhys Bebb (Education & Training Officer)	
Overview:	A gateway between industry and workforce, SAW promotes, talent, crew and services of film & TV industry in Wales	
DEI:	Educate and inspire young people via traineeships, work placements and a hub/network. Raises awareness of opportunities available to young people to work in film & TV, in partnership with Bad Wolf. Creative Industries Pathways Podcast: https://www.screenalliancewales.com/cippcast	

Screen Industry Growth Network (SIGN) (Yorkshire & Humber)		MNT / TRG
Web:	https://screen-network.org.uk/	
Email:	enquiries@screen-network.org.uk	
Overview:	SIGN aims to meet the challenges of a growing industry with talent and skills shortages and a lack of diversity in the workforce. Training and business support will be delivered in consultation with the industry, to create useful knowledge, creative and diverse activities and sustainable growth in the Yorkshire & Humber region.	
DEI:	SIGN supports paid work placements for underrepresented groups, makes bursaries available to cover necessities such as childcare and travel, committed to help support revisions to hiring practices and policies. Projects include Industry Voices – a series of research-led video interviews – Industry Placements and Early Careers Support. College of Experts: https://screen-network.org.uk/project/college-of-experts/	

Screen NETS (Scotland)		TRG
Web:	https://www.screen.scot/skills-and-talent/skills-development/screen-nets	
Email:	c.aitken@napier.ac.uk	
Overview:	On the job training in technical, production and design roles for HETV in Scotland.	
DEI:	Their ethos is to open doors to those who can't break into the industry due to barriers faced, have no friends or family in the business or the financial means to establish themselves as a new entrant.	

Screen Training Alliance, Screen Scotland (Scotland)		MNT / TRG
Web:	https://www.screen.scot/skills-and-talent/supported-programmes/screen-training-alliance	
Email:	enquiries@creativescotland.com	
Overview:	Partnership of industry based training providers with a strategic approach to the skills development of Scotland's screen sector. Provides a directory of resources, regularly updated.	
DEI:	Includes partner initiatives: <ul style="list-style-type: none"> - BBC Now & Next (talent development scheme) - Short Circuit (film talent initiative for Scotland's writers, directors, producers) - TRC Media (broadcast training provider in Scotland) https://trcmedia.org/ - Young Films Foundation (residency for Scotland's writers, directors, producers) https://www.youngfilmsfoundation.co.uk/young-films-foundation - Scottish Film Talent Network (supports filmmaker projects and professional development) http://www.scottishfilmtalent.com/ - STAS Mentoring – https://trcmedia.org/training/stas-mentoring/ Screen Scotland also offers additional wide-reaching support such as the Screen Hardship Fund.	

Screencraft Works (International)		MNT
Web:	https://screencraftworks.org/	
Email:	info@screencraftworks.org	
Contacts:	Emma Butt (Consultant) Rebecca del Tufo (Co-Founder & Director), Elizabeth McIntyre (Co-Founders & Director)	
Overview /DEI:	Connecting underrepresented talent with international mentors, employers and agents. Mentoring programmes for production and post production talent lasting 9 months.	

ScreenSkills (UK)		TRG
Web:	www.screenskills.com	
Email:	info@screenskills.com	
Contacts:	Kaye Elliott Kaye.Elliott@screenskills.com (Director of HETV) Nicky Ball Nicky.Ball@screenskills.com (HETV Snr New Entrant & Progression Manager) Seetha Kumar (CEO) Team: https://www.screenskills.com/industry-partners/high-end-tv-skills-fund/high-end-tv-team/	
Overview:	UK-wide leading skills body offering training and career development in film and TV. Includes support to help disabled talent relocate or expenses for adjustment, delivery of numerous crucial trainings including leadership & management and anti bullying and harassment, deaf awareness, access co-ordinator training, Directory of Training Providers: https://www.screenskills.com/booking-providers/	
DEI:	https://www.screenskills.com/about-us/diversity-and-inclusivity/working-with-the-bfi-diversity-standards/ HETV Leader of Tomorrow, supporting mid level talent progression: https://www.screenskills.com/bookings/high-end-tv-leaders-of-tomorrow/950599be-610c-497f-9243-7973cabf5dd7/	

Set Change (UK)		
Social:	https://www.facebook.com/groups/setchange	
Overview:	Group to support people with transferable skills from other industries who would like a career in the UK Film & TV Industry.	

Shiny Network (UK & Global)		TAL
Web:	https://www.shiny.network/diversity	
Insta:	https://www.instagram.com/shiny.network/	
Overview:	Network connecting the industry to emerging, diverse Directors (primarily commercials and music videos)	
DEI:	Offers directory of useful organisations (primarily commercials) https://www.shiny.network/diversity	

Short Circuit (Scotland)		
Web:	https://shortcircuit.scot/	
Email:	hello@shortcircuit.scot	
Overview /DEI:	Short Circuit is Scotland's hub for for early stage and emerging filmmakers, providing opportunities for professional development. Offers varied events, masterclasses, training, networking and support for shorts and features.	

Signal Film & Media (Cumbria)		TRG
Web:	https://signalfilmandmedia.com/about/	
Email:	info@signalfilmandmedia.co.uk	
Overview /DEI:	Charity providing creative film and digital media tutoring and experience for people of all ages and backgrounds. Regular workshops and screenings. Key projects include BFI Film Academy provider and work with youth.	

Sir Lenny Henry Centre for Media Diversity (UK)	
Web:	https://www.bcu.ac.uk/media/research/sir-lenny-henry-centre-for-media-diversity
Video:	Launch Video: https://www.youtube.com/watch?v=NIjD_0XKm2A
Contacts:	Sir Lenny Henry, Marcus Ryder MBE, Marverine Duffy, Professor Diane Kemp
Overview /DEI:	An independent new body working to achieve accurate representation of all sections of society across contemporary UK media. The centre aims to critically analyse policies in the media industry with a view to increasing diversity & inclusion, improve policy decisions and spreading best practice.

Soho Media Club – Be You Festival (London)	
Web:	https://www.sohomedioclub.com/beyou
Email:	team@sohomedioclub.com
Overview /DEI:	Members Network to advocate collaboration, inclusion & diversity across media production, post production and distribution. Any active media professional can join free of charge. Mission is to cultivate an inclusive media community which has a lasting, positive impact on culture in the media industry. Monthly networking. Podcast: recordings available on their website, discussions focussing on aspects of diversity and inclusion. Be You Festival: July 2022 1 day festival designed to spark conversation about the visible & hidden challenges of D&I, belonging and equity in film & TV.

Solas Mind (Beaconsfield, UK)	
Web:	https://www.solasmind.com/
Email:	contact@solasmind.com
Contact:	Sarah McCaffrey (Founder)
Overview /DEI:	Qualified mental health trainers and therapists providing bespoke therapeutic support services to production companies, studios, crew and creative freelancers. Offers mental health risk assessments, Mental health First Aid courses, well-being co-ordinators and counselling support.

Soul Film Fest (UK)	
Web:	www.soulfilmfest.co.uk
Overview /DEI:	Month-long festival celebrating and supporting Britain's Black, Asian and Minority Ethnic film talent.

Spiral (Lambeth, London)	
Web:	www.myspiral.co.uk
Email:	opportunities@spiralskills.co.uk
Contacts:	Joel Balkwill (CEO) joel@myspiral.co.uk Ben Kahn (Head of Programmes) ben@spiralskills.co.uk
Overview /DEI:	Social enterprise for young diverse talent running film programmes in colleges and masterclasses producing opening scenes modelling what professionals do in the working world. Impact report from their latest project, which was screened at BFI (2018): https://issuu.com/myspiral/docs/future_filmkaers1_4 Invites Industry Inspirers

Spot (International)	
Web:	https://talktospot.com/index
Email:	hello@talktospot.com
Overview /DEI:	Spot offers reporting services for sensitive issues, aiming to improve efficiency and efficacy of HR workflows, reducing bias in internal conversations. Includes harassment training which cover DEI issues, aiming to reduce bias and promote respect in the workplace.

Talking Point (Brighton & Hove)		MNT / TRG
Web:	https://www.talkingpointfilm.co.uk/	
Email:	info@talkingpointfilm.co.uk	
Overview /DEI:	Skills organisation for film & TV drama, offering short courses, events, mentoring, networking and guidance (including CV advice) for entering and rising up in the industry.	

TAPE Community Music & Film (Wales)		TRG
Web:	https://tapemusicandfilm.co.uk/about/	
Email:	https://tapemusicandfilm.co.uk/contact/	
Overview /DEI:	Priding itself on accessibility and inclusivity, TAPE is a charity providing opportunities in creative production. Delivers support to individuals and groups, working with people of all ages and experience, with training, support and opportunities.	

Telly Mums Network (UK)		MNT
Social:	https://www.facebook.com/tellymumsnetwork/	
Overview /DEI:	A space for TV Mums and Mums to Be to connect, share knowledge, advice and wisdom about navigating busy careers and having a family. Partnered with Screenskills to offer Mum to Mum Mentoring Programme 2021. https://www.screenskills.com/bookings/telly-mums-network-mentoring-programme-mentees/?fbclid=IwAR0k2ZBqifYbA4gsFAs2GKYgVM11Nog9AcOvNo-hX9VJ10UEk5aWE_e9Os	

Think Bigger! (UK)		TAL / TRG
Web:	http://www.thinkbigger.org.uk/about	
Email:	enquiries@thinkbigger.org.uk	
Contacts:	Edi Smockum (MD & Trainer)	
Overview:	Talent agency and training provider for disabled talent on and off screen.	
DEI:	Training programmes for disabled talent by Think Bigger! includes: Commissioner's development programmed for CDN Channel 4's Rio Production Training Scheme Nations & Regions Production Training Schemes and Writers Camp Offers a Talent Finder service: https://www.thinkbigger.org.uk/talent-finder	

Times Up UK (UK)	
Web:	https://www.timesupuk.org/
Email:	info@timesupuk.org
Contacts:	Ade Rawcliffe (Uk Director)
Overview:	TIME'S UP UK is an organisation that insists on safe, fair and dignified work for women in film, TV and theatre industries.
DEI:	Partner Organisations: https://www.timesupuk.org/find-help/partner-organisations/ Offers a newsletter, set up a working group and offers resources and tools. May 2022 announced Creative UK & Time's Up to create an independent standards authority to drive greater accountability in film/TV/theatre/advertising/video games/theatre/fashion.

Triple C & Disabled Artists Network Community (DANC) (UK)		TAL
Web:	https://triplec.org.uk/	
Overview:	Regular networking events for established/professional artists (of any kind) that have a disability.	
DEI:	Opening a dialogue with venues and inviting industry professionals to partake, from casting directors, producers, director, agents, CEOs and filmmakers. Offers Talent Finder service. Devised Writers Room Guidelines: https://triplec.org.uk/writers-room-guidelines/ Provides bespoke access, attitude and action training for venues and businesses.	

The TV Access Project (TAP) (UK)	
Web:	https://www.channel4.com/commissioning/4producers/tv-access-project https://www.itv.com/inclusion/articles/broadcasters-back-the-launch-of-tv-access-project https://www.bbc.co.uk/mediacentre/2022/tv-access-project
Overview:	BBC, Channel 4, ITV, Disney+ UK, Paramount, Prime Video, Sky and UKTV, with support from CDN, PACT, DDPTV, TripleCDanc, have formed TAP to improve access provision substantially and permanently across the UK TV Industry.
DEI:	Industry Survey Produced Production Guidelines, 'The Five A's': https://assets-corporate.channel4.com/flysystem/s3/documents/2022-09/The%205%20As_FINAL_230822_0.pdf TAP Studios & Facilities Letter: https://assets-corporate.channel4.com/flysystem/s3/documents/2022-09/TAP%20Studios%20and%20Facilities%20Letter_August%202022_3.pdf

The TV Collective (UK)		JOB
Web:	https://www.thetvcollective.org/	
Email:	simone@thetvcollective.org	
Contacts:	Simone Pennant MBE	
Overview:	Online resource offering information on development, training, networking and job opportunities for people from diverse backgrounds.	
DEI:	Jobs board and opportunities pages are available. Offers careers clinic to community members.	

UK Muslim Film (UK)	
Web:	https://ukmuslimfilm.org/
Overview /DEI:	Champion underrepresented talent and voices, both onscreen and behind the camera. Challenge misconceptions by ensuring authentic portrayals of Muslims on screen. Support the next generation of filmmakers to navigate the entertainment industry.
UK Post Sound Collective (UK)	
Web:	https://www.ukpsc.co.uk/
Overview /DEI:	The UK Post Sound Collective was set up to provide practical industry advice for anyone in the UK who identifies as a woman, is trans or non-binary and/or is Black or from an ethnic minority and is interested in a career in Sound Editing or Sound Mixing for TV and Feature Films. Professionals listed on the site are open to providing direct advice to anyone from underrepresented groups wishing to advance their careers in this area.
Underlying Health Condition (UK)	
Web:	https://underlyinghealthcondition.wordpress.com/
Overview:	Collective of disabled and non-disabled on and offscreen creatives and technical crew working within the industry. Their report Everyone Forgot About The Toilets was instrumentally impactful in leading to TV Access Project (TAP).
Underwire Festival (UK)	
Web:	http://www.underwirefestival.com/
Contacts:	anna@underwirefestival.com
Overview:	UK's largest film festival celebrating female film talent
VisAble People (UK)	
Web:	http://visablepeople.com/
Overview /DEI:	Agency representing actors, models and presenters with disabilities.
Watershed (Bristol, South, South-West)	
Web:	https://www.watershed.co.uk/
Email:	info@watershed.co.uk
Overview /DEI:	Works with groups of young people – including those who can be marginalised – to make sure their diverse, distinct and powerful voices can be heard – through developing their digital skills.
We Are POCC (UK)	
Web:	https://wearepocc.com/
Email:	info@wearepocc.com
Overview /DEI:	Creative membership collective aiming to accelerate equality and equity, for culturally and ethnically diverse people in the creative industries through non-traditional ideas, creativity and activism. Not specifically film/TV, but offers a database of directors with short and long form experience. Offers a job board. Members benefit from POCC Film Club, whatsapp groups, events and opportunities.

Women Behind the Camera (UK)		TAL
Web:	https://womenbehindthecamera.co.uk/	
Email:	wbtc.contact@gmail.com	
Overview	Showcase and database for women working behind the camera on feature films and TV drama.	
DEI:		

Women in Film & TV (UK)		MNT
Web:	https://wftv.org.uk/	
Email:	admin@wftv.org.uk	
Overview:	Leading membership organisation for women working in creative media in UK. Host a variety of events and annual awards, collaborate with industry bodies and lobby for womens interests.	
DEI:	Anti-racism resources: https://wftv.org.uk/anti-racism-resources/ Mentoring dedicated to women, covering all four nations (Eng, NI, Scotland & Wales): https://wftv.org.uk/mentoring/	

Women Who Are Sound (UK & Worldwide)		TAL
Web:	www.wwasound.com	
Facebook:	https://www.facebook.com/groups/917827665064840	
Overview /DEI:	A network of women and gender non-conforming colleagues who are working in, or studying, sound for Film, TV and Interactive Media. The website is a fantastic resource for interviews and general information, as well as an ever expanding network of audio professionals.	

Wonder Women TV (UK)		MNT
Web:	www.wonderwomentv.com	
Overview /DEI:	Podcast and mentoring programme with the purpose of elevating diverse women who want to work in senior leadership position in the creative industries, TV Presenter, Ria Hebden interviews a diverse range of trailblazing women who are leading the way in Film, Tech, Music and Television and discover their top tips for success; how to overcome challenges and how to thrive in your career. Whether you're just starting out, or are at mid-senior level in your career, here is where collective wisdom is shared.	

YAFTA Talent Agency (Yorkshire)		CAS
Web:	http://www.yafta.tv/ https://www.yafta.co.uk/	
Email:	info@yafta.co.uk	
Overview /DEI:	Yorkshire based talent agency, which includes representation of talent with disabilities, in association with Yorkshire Academy of Film & Television Acting	

Yorkshire Sound Women Network (YSWN) (Yorkshire)		TRG
Web:	https://yorkshiresoundwomen.com/	
Overview /DEI:	Inspiring and enabling women and girls to explore sound and music technology in Yorkshire and beyond through various training initiatives. Also offers corporate inclusivity training.	

Zebedee Management (UK/US)		CAS
Web:	https://www.zebedeemanagement.co.uk/	
Email:	info@zebedeetalent.com	
Contacts:	Laura Johnson	
Overview / DEI:	Talent agency for models, actor and performers for those who have been excluded in the media. Including people with disabilities or alternative appearances.	

104 Films (Sheffield and Regional)		TRG
Web:	http://www.104films.com/	
Tel:	0114 249 3160	
Contacts:	Justin Edgar, Alex Osborne MBE	
Overview:	UK's leading production company and training provider focusing on disability.	
DEI:	Includes: The Neurodiverse Project producing/developing work from neurodiverse filmmakers. Numerous projects each year supporting disabled talent progression, partnering with many industry organisations.	

4Skills / Channel 4 Production Training Scheme (UK)		
Web:	https://careers.channel4.com/4skills	
Overview:	Resources for work experience and training for entry to the industry, as well as apprenticeships based in Leeds or Manchester	
DEI:	C4 Production Training Scheme available for entry level talent in regions (outside London), particularly aimed at those from underrepresented groups. https://careers.channel4.com/4skills/production-training-scheme Annual Inclusion Festival: https://inclusionfestival.channel4.com/	

6ft From The Spotlight (UK)		
Web:	https://www.6ftfrom.org/	
Email:	info@6ftfrom.org	
Contacts:	Directors: Leo Thomas, Michelle White, Laura-Duthie Coupar, Jude Spencer, Camise Oldfield, Founders: Tony Ryan, Stuart Dew, Matt Longley	
Overview:	Mental Health & Wellbeing Support for Film/TV, Theatre & Music Crews. Offers mental health training for crew, and Wellbeing Facilitators. Works to develop mental health policies and risk assessments.	

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FACEBOOK GROUPS / JOB POSTINGS (DEI Focussed)

BEAM Network	https://www.facebook.com/groups/britisheastasianmedia/
Cinemamas	https://www.facebook.com/groups/1070546736484703/
Deaf & Disabled People in TV	https://en-gb.facebook.com/groups/1693347897634099/
Loving Your Work	https://www.facebook.com/groups/lovingyourwork/
No Password required	https://www.facebook.com/groups/nopasswordrequired/
Set Change	https://www.facebook.com/groups/setchange
The TV Collective	https://www.facebook.com/TheTVCollective/
Women in Film & Television	https://www.facebook.com/WFTVUK/

FACEBOOK GROUPS / JOB POSTINGS (General)

thecallsheet.co.uk	https://www.facebook.com/thecallsheet.co.uk/
Crew Me Now	https://www.facebook.com/groups/43111129255/
Film & TV Production Crew UK	https://en-gb.facebook.com/groups/1488896431399686/
People in TV: Jobs.	https://en-gb.facebook.com/groups/peoplewhoknowpeopleintv/
People in TV: Available	https://www.facebook.com/groups/availableforworkintv/?ref=share
TV & Film Jobs	https://www.facebook.com/groups/tvandfilmjobs/
TV & Film Jobs in the UK	https://www.facebook.com/groups/TV.Film.Jobs.in.the.Uk
UK Film Jobs	https://www.facebook.com/groups/ukfilmjobs/
UK TV Runners	https://www.facebook.com/groups/workinginTV/
Working in TV	https://www.facebook.com/groups/workinginTV/

INCLUSIVITY TRAINING & CONSULTANCY

Access All Areas – working with disabled and neurodiverse performers	www.accessallareastheatre.org/consultancy/
Adelina Orfila – Freelance LP & Inclusion trainer	linkedin.com/in/adelina-addie-orfila-394093b1
Beacon Films – Workshop/consultancy working with disabled professionals	https://www.beaconfilms.org.uk/inclusivescreen
BIFA (c/o Challenge Consultancy) – Trainings in Unconscious Bias, Anti Bullying & Harassment and Inclusive Recruitment	hello@bifa.film
Bridge 06 – working with deaf, disabled and neurodivergent talent, offers accessibility training and access co-ordinators	www.bridge06.com
C Talent @ Whalar (Dan Edge) – Accessibility Consultant	dan@ctalent.org
Challenge Consultancy – Unconscious Bias Training & Consultancy	https://www.challcon.com/about.html
Compelling Culture - Consultancy	https://compellingculture.co.uk/
Digital Orchard Foundation – Equality In Focus Training	https://digitalorchardgroup.com/home/foundation/
Divergent Consultancy – Understanding Neurodivergent Talent	https://www.divergenttalentgroup.co.uk/consultancy
EW Group – D&I and Leadership Trainers – <i>works with Challenge Consultancy</i>	www.theewgroup.com
Deaf Talent Collective – deaf awareness training and script consultancy	www.deaftalentcollective.com
Helen Mariner – freelance HR Consultant specialising in TV	http://hm-hr.co.uk/ helen@hm-hr.co.uk
HR Rewired – non-industry specific DEI HR Trainer and advisory	www.hr-rewired.com
Inc Arts – Affinity Bias Training & Consultancy	https://incarts.uk/
Russell Clare Associates – Anti-Racism and Inclusion Training Consultancy for media	https://www.ruscla.com/
Project 23 – Debiasing Recruitment, Inclusive Management, & Consultancy	www.project23works.com
SJA Associates – Exec & Org Coaching from former TV Exec Sam Jukes-Adams	https://www.sjaassociates.co.uk/
The Small HR Company – Bullying & Harassment, Mental Health, D&I (delivered via an app)	www.thesmallhrcompany.com
Spot – interactive e-learning/training on DEI and culture	https://talktospot.com/training
Tell Jane – Bullying & Harassment, HR/EDI Consultant	www.telljane.co.uk
Tilting The Lens – Accessibility Consultancy	www.tiltingthelens.com
Triple C – Bespoke training for working with disabled professionals	https://triplec.org.uk/aaa-training/

GUIDELINES & REPORTS TO SUPPORT A POSITIVE AND INCLUSIVE WORKPLACE

DISABILITY CODE OF PORTRAYAL (*Channel 4*)

https://assets-corporate.channel4.com/flysystem/s3/documents/2022-07/Channel4_Disability%20Code%20of%20Portrayal_July2022.pdf

DISABILITY REPORT 28 NOVEMBER 2022 (*Creative Access*)

<https://creativeaccess.org.uk/wp-content/uploads/2022/11/Disability-Report-28th-Nov.pdf>

DIVERSITY ACCELERATION PLAN 2022 (*ITV*)

<https://www.itv.com/inclusion/articles/diversity-acceleration-plan>

FINANCIAL BARRIERS HINDERING MARGINALISED GROUPS REPORT (*Creative Access*)

<https://creativeaccess.org.uk/latest/financial-barriers-hindering-career-progression-of-creative-industries-talent-from-under-represented-communities>

THE FIVE A'S – GUIDELINES FOR DISABILITY INCLUSION IN UK TV PRODUCTION (*TAP - TV Access Project*)

https://assets-corporate.channel4.com/flysystem/s3/documents/2022-09/The%205%20As_FINAL_230822_0.pdf

GALAXIES OF NEURONS FIRING – Guide supporting working with neurodivergent talent

https://e4fcb1d0-f453-43e2-855e-b8aa632d916c.filesusr.com/ugd/19a1e0_0c3c79091abb49528312c3ac2e66bbe5.pdf

A GUIDE TO DIVERSE HIRING PRACTICES (*Creative Mentor Network*)

<https://www.youtube.com/watch?v=vi1xWxZZ7t0>

HIRING MANAGER SERIES: – free e-learning modules (*Screenskills*)

<https://www.screenskills.com/online-learning/series/hiring-managers-series/>

- INTRODUCTION TO MENTAL HEALTH AWARENESS AT WORK
- TACKLING HARASSMENT & BULLYING AT WORK
- ADDRESSING UNCONSCIOUS BIAS: BASIC AWARENESS IN THE WORKPLACE
- INCLUSIVE HIRING FOR THE SCREEN INDUSTRIES

HOW TO BE HELPFUL TO A COWORKER DEALING WITH A MENTAL HEALTH CHALLENGE

<https://www.forbes.com/sites/nicolelipkin/2021/09/28/how-to-be-helpful-to-a-coworker-dealing-with-a-mental-health-challenge/?sh=159ba16e19c8>

INCLUSIVE WRITERS ROOM GUIDELINES (*TripleC, WBBG, Triforce*)

<https://triplec.org.uk/wp-content/uploads/2021/11/GUIDELINES-FOR-WRITERS-ROOMS-D4.pdf>

INCLUSIVE HIRING FOR PRODUCERS – Addie Orfila's Hub of relevant organisations on one inviting page

https://padlet.com/addie_orfila/p32o8jj4hom6sjuf

WHOLE PICTURE TOOLKIT – The Film & TV Charity's Guide to a mentally healthy production

<https://wholepicturetoolkit.org.uk/>

CREW LISTS - see also listings above marked 'TAL'

Black & Brown / BAME British Behind The Camera Talent – IMDB list	https://www.imdb.com/list/ls098824910/
Diversity in Media – Crew List for UK	https://docs.google.com/spreadsheets/d/1FJqPln0Vf7DeZ8YZDjMEqbtQXDDDX9iSVMMwQYjhXN4/edit#gid=1116403229
The Hue List	https://docs.google.com/spreadsheets/d/e/2PACX-1vT7N_Edu9J2P8sjLwg2KQ1qpszDSU2ZM-yJrZ3u1SlzJ6-AkzTAA2w8D61Ee8gYVQq9MELIB9g-78nh/pubhtml?fbclid=IwAR0ztuRdkwaHFsREISAGZ4xrljUZ9hW9O2d5s4wdrUMUqYfEM0liTymUIWE#
See also:	Listings marked in this directory TAL (Talent Directory)

GENERAL RESOURCES

The Employers Network for Equality & Inclusion	https://www.enei.org.uk/
Inclusive Employers	https://www.inclusiveemployers.co.uk/
Leonard Cheshire – supporting disabled people access learning and live as they choose	https://www.leonardcheshire.org/
Mind Gym	https://uk.themindgym.com/