



Checklist of recommendations for GUILDS, STANDARDS & SCHEMES

- ✓ Include monitoring of parents and carers – including the extra costs of caring responsibilities – in the diversity data monitoring processes led by Project Diamond.
- ✓ Develop a framework that exposes the impact of employment diversity and inclusion on onscreen representation and audience figures. This would be a longitudinal measure that can be incorporated into Project Diamond's data monitoring process.
- ✓ Key stakeholders across film and television, including funding bodies, broadcasters, exhibitors, distributors, guilds and trade unions, must engage with agencies such as Acas, Investment in People, Working Families, and Carers UK to develop a sector-specific response to the wider call for greater clarity on employment legislation in the modern economy (see Taylor 2017; TUC 2017). We urge collaboration on a declaration outlining the sector's response to the issues of:
 - ✓ workforce security;
 - ✓ progression and training;
 - ✓ balance of rights and responsibilities;
 - ✓ representation;
 - ✓ and the opportunities available for under-represented groups as currently highlighted and being investigated.
- ✓ Develop a standardised Human Resources code of practice and/or toolkit that all companies and productions can access. This should include detailed and scalable guidance on employment rights, open recruitment policies, support during pregnancy, parental leave, family friendly policies, anti-discrimination policy and how to develop a clear system of accountability and procedure for those with employment grievances.
- ✓ Provide more HR training and support to individual producers, line producers and production managers, linked to the toolkit described above, so they are informed about wider employment legislation and can apply it on their own productions.
- ✓ Training and mentoring courses for under-represented groups should include financial support for the hidden costs of training attendance. This could include childcare, transport, accommodation, etc. Exposing the hidden costs to training and recruitment responds to the socio-economic barriers that operate within the industry.
- ✓ Foster close links with higher education institutions and industry-specific courses to ensure that the wider issues of diversity and inclusion – including the questions of work-life balance, the hidden costs of seeking employment, individualised career management within the gig economy – are openly discussed and presented to early entrants.

