



Screen South Equal Opportunities Statement

Screen South strives to ensure that all sections of society has access to all areas of its own and related activities. We aim to support a range of activities aimed at ensuring the full and fair participation of marginalised or under-represented groups arising from discrimination, disadvantage and other barriers to participation.

We aim to identify and tackle the barriers that lead to exclusion and under-representation in the industry and encourage people from all communities to access and enjoy film culture.

Screen South encourages employers from all communities to adopt the best possible practices and policies to achieve an industry that reflects and serves the diversity of the society we live in. We encourage skilled and talented individuals from all communities to progress their careers and remain involved at all levels of the UK film and TV industry, across the value chain. Screen South works to develop and adopt internal equality and diversity policies and practices

Themes

Screen South seeks to celebrate and take steps to promote and increase on-screen diversity by encouraging filmmakers to explore social issues of disability, cultural/ethnic diversity and social exclusion through the content and range of individual projects.

Marketing

Screen South will run publicity campaigns through local press and radio as well targeting groups who are currently under-represented in the film industry through a web and direct contact campaign. We will work with the region's specialist networks to encourage the widest possible participation.

Open Access

By providing free workshops we hope we will break down barriers to application, by dissemination of guidelines and application forms in direct and accessible manner. We will continue to hold group workshops and a series of one to ones. Open workshops are particularly useful for those who may not normally have access to this targeted application support.

Consultation

Screen South will draw on previous experiences and other experts to ensure that no one is excluded from taking part in any aspect of the Screen South activities ensuring that the appropriate support and access is made available to all.

- **Diverse talent development:**

working with our clients and partners to provide support and development to the South East's diverse communities to aid in their progression, promotion and success in UK's film and media industries.

- **Diverse audience development:**

reach the diverse communities in all the 9 Counties through outreach, education and events programmes.

- **Access to diverse stories, content and imagery:**

support the South East's communities to tell and watch their stories through the support of digital platforms for production and exhibition.

Main areas of intervention/priorities:

- Deliver staff training to ensure that diversity and equality of opportunity are understood and embedded across the organisation's work.
- Establish a Screen South working group to ensure that diversity is integrated and prioritised across the development and delivery of all our policies and projects.
- Review Screen South's award selection process, recruitment policies as well as communications and marketing strategy to ensure we target and reach under-represented communities (disability and BAME) and that our schemes are inclusive.
- Develop a support strategy for industry partners and clients, including ITPs, commercial companies and education providers and festivals.
- Support young people from under represented backgrounds through our company internship programme and develop new training partnerships in this area.

Partnerships:

Screen South will be working closely with a range of partners to deliver diversity across the region. These include the BFI, Creative England, North Sea Screen Partnership and The region's Independent Training Providers, Skillset and the NFTS, and other cultural agencies in the South East.

Milestones for the year:

All projects are being developed and promoted with diversity policy drivers and targets in mind; examples of how our commitment to diversity will be demonstrated through evaluation of our schemes.

- To increase applications from filmmakers from BAME and disability communities across all our programmes by 10%.
- To strengthen and develop existing relationships with a range of communities we are currently working with.
- To reach through all schemes communities that have not been participating in and / or supported by Screen South's work to date.
- To measure the impact of the Screen South's initiatives through a summative evaluation, providing quantitative and qualitative data to be used to inform future planning.