

## **Blink / Outline /Tin Roof**

### **Our equality and diversity policy Revised June 15<sup>th</sup> 2021**

Outline, Blink and Tin Roof recognises that diversity and inclusion help to support creativity and innovation: they are an essential ingredient in a successful television company. We are committed to encouraging diversity and inclusion and to ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected and able to give of their best.

To that end this policy provides a framework of equality and fairness for all in our employment. It expresses our commitment not to discriminate on the grounds of age, sex, disability, gender, gender reassignment, class, marital status (including civil partnerships), race, ethnicity, colour, nationality, religion, belief or sexual orientation. We oppose all forms of unlawful and unfair discrimination.

This policy applies to employed and freelance staff and to people working on and off screen.

All freelancers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment – whether as a member of staff or on a freelance basis - will be on the basis of aptitude and ability. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude and ability. All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the company.

We will:

- Actively champion increasing diversity and diversity awareness in our industry and review how effective this has been annually
- Actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the television industry as a whole, or in particular job roles in the industry.
- Annually Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- Identify and take opportunities to increase the diversity of casting decisions - and share these numbers and decisions after each production.
- Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off screen.
- Actively seek to increase the diversity of our talent networks.
- Create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.

- Ensure every employee and freelancer is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying or harassment.

We have set ourselves the following specific diversity goals at Outline in 2021

We will:

1. Ensure that the policy is known to all employees and if possible, to all applicants.
2. Commit to advertising all roles to help ensure we are reaching out beyond known networks and creating opportunities in the widest group and to share data based on this policy in order to continue to try to improve the diversity of our hiring
3. Start to monitor and measure our workforce, collect the data and report bi-annually on how we are doing to identify any under-represented groups. This will enable us to create a base level to improve from and to keep our focus on the highest priority areas
4. Provide in-house training and guidance for production staff and managers and those involved in selection and recruitment to ensure that they understand their position in law and under company policy.
5. Raise awareness amongst our existing management and senior team and brief new managers and hirers about recognising unconscious bias and how we can combat it
6. Hold a meeting at the start of every production to inform the whole team of the company's and our broadcaster's priorities for improving diversity inclusion in our teams as well as on screen. This will be a chance for the team to offer suggestions on how to deliver on our diversity, inclusion and representation goals, and these suggestions will be recorded and best practice ideas will be shared between teams.
7. Hold debrief meetings at the end of every production to look at how we did on diversity and inclusion and what we could do better – sharing the information on what has been most successful between teams to improve outcomes across the board
8. Cultivate networks of BAME and disabled talent pro-actively to ensure that when we are hiring we are reaching out to the broadest groups and review how effective that has been annually.
9. Celebrate Diversity and Inclusion efforts and improved outcomes regularly among the team and wider group
10. Ensure diversity is a Board priority by including it as an agenda point monthly.

We will monitor the success of this policy regularly and review our progress and procedures and revise our goals once a year. We have developed an action plan to help us implement this policy. This policy is fully supported by the senior management of the company and the Tin Roof Group.