

Diversity, Equality and Inclusion Policy and Strategy 2024-2025

Diversity, Equality and Inclusion Policy Statement

access>CINEMA is dedicated to encouraging a supportive and inclusive culture amongst its workforce, members and stakeholders. access>CINEMA strives to ensure and promote diversity, equality and inclusion in all areas of work undertaken and to afford equal opportunity to all sections of society despite social background, disability, tradition, ethnicity, gender or sexual orientation.

Diversity, Equality and Inclusion Policy

Policy aims

- To encourage equality of opportunity and to address under-representation within the organisation.
- To create an environment in which individual differences and the contributions of all employees and members are recognised and valued.
- To create a working environment that promotes dignity and respect for every employee.
- To promote diversity, equality and inclusion in the workplace and network.
- To actively encourage members and stakeholders to adopt a diversity, equality and inclusion policy to be implemented throughout the network.
- To embed inclusivity in our daily work practices, reflected across the Board, staff, volunteers and members.⁷

Policy actions

1. Programming actions

1.1 To continue to produce and promote a diverse programme of film which is representative of a multi-cultural and diverse society.

1.2 To identify areas of underrepresented sectors in film making, behind and before the screen, and to advocate accordingly.

1.3 To develop our network by extending our reach to overlooked communities.

1.4 To recognise that increased diversity in programming engages a wider audience who benefit from hearing and seeing different perspectives and experiences

1.5 To recognise the need for parity of the diverse human experience to be represented in creative talent and screen content.

This policy is a living document, subject to regular monitoring, evaluation and updating.

Last reviewed & updated: March 2024

2. Company actions

2.1 To conduct a review of current employment and recruitment policy to ensure all employees, part-time, full-time, temporary or volunteers, are supported and valued based on merit.

2.2 To ensure that all future applicants for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

2.3 To identify areas in the recruitment process that can be improved upon to encourage diversity in the organisation.

2.4 To consult with employees and members about procedures to improve diversity, equality and inclusion across the network.

2.4 To provide facilities and procedures of recourse for all employees and members who feel discriminated against.

2.5 To commit to reviewing the Diversity, Equality and Inclusion policy on a regular basis in line with best practice.

3. Employee/Member actions

3.1 Employees, members, stakeholders and Board members must familiarise themselves with the Diversity, Equality and Inclusion policy.

3.2 Employees must strive to incorporate awareness in their day-to day work practice.

3.3 Employees, members, stakeholders and Board members are encouraged to research and take Diversity, Equality and Inclusion training including anti-racism and unconscious bias training.

3.4 Employees are encouraged to identify areas in the organisation that can be improved upon to promote the policy in the workplace and across the network.

3.5 Members are encouraged to develop a Diversity, Equality and Inclusion policy to be implemented in their own organisations.

access>CINEMA will inform all employees, members, stakeholders and Board members that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace. The policy will also be drawn to the attention of funding agencies and future job applicants.

Our policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted in the workplace.

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Last reviewed & updated: March 2024