

****EMBARGOED UNTIL 10AM 25th AUGUST 2021****

An introduction to The Freelance Charter

To the industry,

We believe it's time to work together for lasting change in the British television industry.

The Coalition for Change's Freelance Charter is aimed at improving the working life of freelancers throughout the television community but in doing so, addresses the working practices, behaviours, and culture of people across the industry.

We believe it's vital to

- Create a culture of mutual respect and equality on every British television production and in the organisations that support and transmit them
- Eradicate bullying and harassment, ensuring that there is a consistent approach to whistleblowing across the industry, so that everyone is empowered to speak up without fear of recrimination or disadvantage
- Improve recruitment practices so that roles are filled on a fair and equal basis, ending cronyism and the perpetuation of hiring in your own image
- Diversify the make-up of our industry so that it is fully representative of British society and the rich variety of cultures, narratives, and opinions within it
- Encourage regular training at all levels of the industry to combat unconscious bias and promote allyship
- Support better skills development and paths to promotion and make sure that freelancers know what opportunities are open to them
- Improve the mental health of our production teams. We believe the statistics around mental health in the industry are shocking and unacceptable

The Charter is not a panacea but is instead designed to be a platform from which we can build over time. To that end we will meet after 6 and 12 months, and thereafter annually, to revisit and improve the Charter with the help of feedback from freelancers, broadcasters, producers, and other industry bodies.

This Charter is not legally binding. It does not confer employment rights or alter the contractual relationship between producer and freelancer in any way. Instead, it is built on the principle of collective responsibility. It requires each of us to affect the sort of change

that we want to see, and this document gives us all, both as organisations and individuals, a public commitment by which we can operate and also be held accountable.

The origins of the Charter

This first Charter has been created with the input of around a hundred people throughout the industry, including broadcasters, producers and freelancers, as well as other training bodies, professional associations, and charities. These organisations make up the Coalition for Change Council, chaired by Adeel Amini, which has met quarterly to pool our understanding of the issues and discuss solutions.

For the second version of the Charter, which will be released in early 2022, we welcome wider feedback and will be engaging with other organisations, unions, and individuals to make sure that it represents the collective views of as many in the industry as possible.

Coalition Membership

The Coalition members are all those who sign up to operate by and champion the Charter's principles – that includes broadcasters, producers, and other industry unions and bodies.

To sign up, please visit the following link:

<https://forms.gle/J1TyHyqyjiEyyv6B7>

A kite mark logo is being developed to allow all signatories to show their commitment to the Charter.

We ask organisations to display the Freelancers' Charter logo where possible, to aid its promotion within the industry and to demonstrate their commitment. The contribution of freelancers is vital too and we ask them to adopt the individual principles within it.

Measuring success

Measuring progress is vital in determining where we need to strengthen the language in the charter or take more direct action as an industry. Whilst there are many pieces of ongoing research commissioned by different organisations, and will no doubt be more in the future, these tend to look at only one individual area within the Charter.

We believe it's important to have a more focussed way of measuring success across all the different elements of the charter, and a consistent way in which we can measure that over multiple years. With that in mind, Broadcast, which already publishes its Indie Survey, has agreed to conduct an independent freelancer survey on behalf of the Coalition. The first iteration of the annual Coalition survey will take place in the autumn and will be used to feed into the second version of the charter in early 2022.

We'd like to ask as many freelancers as possible to use this opportunity to be heard on all of these issues, which affect their health, wellbeing and the ability to do their best work. We feel strongly that we are already part of an exceptional industry but one that will achieve greater happiness and creative success by dramatically improving the working lives of freelancers throughout the UK.

Adeel Amini

Richard Watsham

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