5As training materials

What is The TV Access Project (TAP)?

Officially launched in August 2022, TAP is an alliance of ten of the UK's biggest broadcasters and streamers who have pledged to work together to create a substantive and permanent structural shift to ensure access provision for Disabled talent.

Its vision is to see full inclusion by 2030 – that is to say, a television industry where no Disabled talent is ever excluded because barriers have been removed and equity created. TAP members have committed to the principles of TAP and contribute by providing senior leadership to participate in workstreams and provide funding for key work.

Members	
BBC	Paramount
Britbox International	Prime Video
Channel 4	Sky
Disney+ UK	STV
ITV	UKTV

Associate Member	
A+E Networks	S4C
BBC Studios	Sky Sports
BSLBT	Sky Studios
ITV Studios	STV Studios
Netflix	Universal International Studios

What are the 5A's?

The 5As provide guidelines for disability inclusion in UK television production, and can be applied to all areas of the industry, both behind and in front of the camera. All members of the TV Access Project are signed up and committed to implementing the 5As.

1. ANTICIPATE

We fully expect to work and continue to work with Disabled people on a regular basis. So, we will keep ahead of the game and ensure our structures, processes and environments are - and remain - inclusive. We will engender confidence among Disabled talent, by actively communicating and demonstrating how we are inclusive. In doing this, we will always seek expert advice and stay up to date with best practice.

2. ASK

We avoid assuming anything, of anybody. So, sensitively and as standard, we will regularly approach every team member - whether they have a condition or impairment that is immediately apparent or not - to invite them to discuss any adjustment needs or access requirements they have in order to fulfil their role. In doing so, we will focus on access and adjustments, not conditions or impairments and we will let Disabled people own those conversations.

3. ASSESS

We value self-reflection. So, we will be clear and transparent about how accessible we are, ensuring that Disabled talent can easily find out about our access provision and support without having to ask. We will consistently sense-check that we have created a working culture where everyone feels open, confident and safe to communicate their access needs, bringing in specialist expertise when needed. We will also regularly evaluate and improve our inclusion policies and practices.

4. ADJUST

We deliver what is needed. So, we will consistently and well ahead of time, put in place any reasonable adjustment to ensure the full inclusion as well as the physical and emotional wellbeing of Disabled talent during involvement with us. This includes during recruitment and the onboarding process. We will do so with the support of relevant experts and ensuring we have sufficient funding in place.

5. ADVOCATE

We set high standards for everyone. So, we will celebrate what Disabled talent bring and actively champion them. We will not tolerate any inappropriate behaviour, language or attitudes and we will think long-term to consistently support the progression of Disabled talent into senior roles.

An in-depth guide for the 5As can be found on CDN's website.

Why should I incorporate the 5As into my training?

The TV Access Project's vision is to see full inclusion in the industry by 2030 and the 5As were developed to support a pro-active approach to ensuring all practises and processes are inclusive. The 5As can be developed to every area of the industry and we all have the opportunity, no matter our role or experience, to ensure access provision for Disabled Talent.

How should I incorporate the 5As into my training?

Here are some suggested ways to incorporate the 5As into your training opportunity.

The 5A animations
We have produced a series of animated videos which explain each of the 5As, which can be sent to attendees in advance, played during the training session, and sent as a resource once training is complete. You can access all the videos here.

Training slides
We have provided template training slides which can be used to share the 5As and provoke discussion or activities. They can be downloaded here.

Group activity and discussion

- Put training attendees in groups or online break-out rooms and allocate them an 'A'. Ask the groups to work through how they might apply that 'A' to their role and work environment.
- Use a whiteboard, or interactive whiteboard such as Jamboard, to share and feedback to the group how to incorporate the 5As into their work environment

How can I implement the 5As in my training practises?

You can also implement the 5As into your own training to ensure that you are creating an accessible learning environment.

1. ANTICIPATE

Fully expect that you will have Disabled people attend your training and incorporate accessibility from the very beginning, ensuring applications, training material, and learning environments are – and remain – inclusive. Engender confidence among Disabled talent by actively communicating and demonstrating the accessibility of your training, and seek expert advice and stay up to date with best practice.

2. ASK

As standard practice, create opportunities for every individual taking part in your training to disclose their access needs, and invite them to discuss any adjustments they may need to fully participate in the training opportunity. Focus on access adjustments, not individual conditions or impairments, and let Disabled people own those conversations.

3. ASSESS

Be clear and transparent about the accessibility of your training, ensuring that Disabled talent can easily find out about your access provision and support without having to ask. For example, whether you incorporate breaks into your training, what physical spaces training might take place in, or whether you'll be using any specific technology or engagement. Regularly evaluate and improve your inclusion policies and practises.

4. ADJUST

Ensure access requirements of attendees are consistently delivered in a timely manner to ensure Disabled individuals participating in your training can do so from the very beginning. This includes during the recruitment period and making outreach and applications accessible.

5. ADVOCATE

Have high standards for everyone working within your organisation, and ensure everyone is empowered to deliver on accessibility. Ensure these standards are communicated to other trainers, and attendees of the organisation and be clear that inappropriate behaviour, language or attitudes are not tolerated in your learning environment. Take a long-term approach to consistently supporting the upskilling of Disabled talent.

Further resources:

[The 5As in depth](#)

Videos:

[How do the 5A's Apply: When leading a team?](#)

[How do the 5A's Apply: When casting people?](#)

[How do the 5A's Apply: When hiring people?](#)