

**UNDER EMBARGO UNTIL 06:00 (LONDON) 14 FEBRUARY 2018**

**SCREEN INDUSTRIES UNITE AROUND NEW  
ANTI-BULLYING AND HARASSMENT PRINCIPLES**

**INDUSTRY COMMENTS**

**Gerry Morrissey, Head of BECTU, BECTU Sector of Prospect**

"If these Principles are adopted by industry this will be a step-change for our screen sectors, and the creative industries more broadly. We're immensely proud of the work and the workforce but we also know that more time, commitment and leadership are needed to create a working environment which says no to bullying and harassment. We're very encouraged by these Principles and the Guidance and we'll be playing our part to ensure that they are understood and upheld."

**Seetha Kumar, CEO of Creative Skillset**

"It's essential that we work together to stamp out any bullying and harassment which prevents people developing and using their creative skills and talent on and off screen. Creative Skillset's Skills Passport, launching in March, seeks to professionalise recruitment, training and skills development across the screen industries. We are proud to include the BFI's anti-harassment and bullying Principles and Guidance as part of this project, highlighting the importance of training and awareness in this area."

**Andrew Chowns, CEO of Directors UK**

"This is a positive first step but there is more to do to effect a dramatic cultural shift within the industry. Victims and witnesses to bullying and harassment need to feel able to come forward without the risk of retribution and with confidence that, if their complaint is upheld, appropriate action will be taken. We look forward to continuing to work with our industry partners in the coming months."

**Lisa Campbell, Festival Director, Edinburgh International Television Festival**

"The abuse of power in the TV industry is sadly widespread – of the 300 people completing our recent bullying and harassment survey, a shocking 71% said they had experienced such behaviour. The TV Festival's subsequent panel debate unearthed some disheartening stories of intimidation, particularly among freelancers and junior production staff. With some 65% also reporting a lack of faith in employers to deal with issues, it's clear that positive change can only come from the top. A clear set of guidelines, supported by cross-industry organisations in this way, is a vital and hugely encouraging step towards the cultural shift needed. We'll be continuing to put the spotlight on the issue at the Edinburgh International TV Festival in August."

**Barbara Broccoli, Producer, Eon Productions**

"I wholeheartedly welcome and support these Principles and Guidelines. This is a major step towards creating a workplace culture of respect and equality for everyone within our industry."

**Christine Payne, General Secretary, Equity**

"Equity warmly welcomes the BFI's anti-bullying and harassment principles. The union was pleased to work with the BFI in their creation and believes it is a positive development that projects seeking to benefit from BFI funding will be required to sign up to these Principles. The leading organisations in the entertainment industry must stand together if we are to eradicate bullying and harassment."

**Paul Reeve, CEO, Into Film**

"Anti-bullying is an issue as pertinent and pressing for schools and young people as it is for the film industry. As a film education organisation, Into Film has been involved for several years in educating children and young people on issues around bullying and harassment; using carefully chosen films, for instance, to stimulate discussion about the nature and impact of unacceptable behaviour. There is a real

opportunity for us to make links between that work and the new Principles and Guidance. This can enrich young people's knowledge and understanding, which will help strengthen the work of both the film industry and the education sector in tackling bullying and harassment, and establishing a positive culture of respect."

**Alison Owen, Producer, Monumental Pictures, (*Suffragette, Saving Mr. Banks, Jane Eyre*)**

"The Principles enshrine what should be obvious - that's what makes them so important. It's vital to use this key moment in our culture to make things concrete and tangible, so there can be absolutely no doubt that bullying and harassment will not be tolerated. I hope the Principles will contribute to making people feel safer and more secure in the workplace."

**John McVay, Chief Executive of Pact**

"Pact supports and endorses the Principles, and welcomes the Guidance as a step in the right direction, as the industry ensures that everyone who works in it can achieve their very best in a culture that has no place for bullying or harassment."

**Alison Small, Chief Executive, The Production Guild**

"At The Production Guild we recognise that crew across departments and at all levels in our industry can be at risk of inappropriate behaviour. In a predominantly freelance industry, it can be difficult to challenge bullying and harassment when it happens, for fear of getting a reputation as a troublemaker, which carries the obvious risk of damaging one's career."

"I hope that the Guidance will give confidence to crew to challenge inappropriate behaviour as and when it happens. With the addition of the new film and TV support line which the CTBF will be launching, freelancers and permanently employed members of our industry will have an independent place to go to discuss issues and seek help, so that problems can be dealt with in a time sensitive manner. We are proud to be supporting the CTBF in this endeavour in memory of one of our late members, Michael Harm."

**Rebecca O'Brien, Producer, Sixteen Films (*I, Daniel Blake, The Wind that Shakes the Barley*)**

"In our industry we absolutely need to stamp out any abuse of power and these principles provide a starting point for doing that. It's essential for us to be pro-active in terms of confronting bullying and harassment and to change the culture so that all our workers feel safe and secure."

**Dr Jo Twist OBE, CEO of Ukie and BAFTA Games Committee member**

"These Guidelines and Principles are an important step in ensuring that everyone, no matter what screen sector they are part of, can enjoy and flourish in safe working environments. The games industry is made up of businesses from the very large to the very small, so having guidance that companies can include in their existing policies or use as their standard policies is incredibly helpful. Our creative businesses need to be inclusive and welcoming to all, in order to continue to succeed in what we create."

**Neil Hatton, Chief Executive, UK Screen Alliance**

"UK Screen Alliance fully endorses the BFI's Set of Principles on bullying and harassment. The workforce in the film, TV and commercials industry must reflect fully the composition of the UK population, so policies that promote an inclusive, safe and welcoming working environment are vital. We will be encouraging our member companies from across the screen sector supply chain to adopt the Principles, to share best practice and to ensure dignity and respectfulness in the workplace for all."

**Kate Kinninmont MBE, Chief Executive, Women in Film & Television (UK)**

"We will always have bullies and abusers, but we can change the culture that tolerates them. These Principles and Guidelines, developed in collaboration with so many organisations across our industry,



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point the way to a better future. The Principles make clear what acceptable standards should be. And the Guidance will help support women (and men) who are being unfairly treated. We have a world-class industry. Let's all adopt decent work practices and keep it that way."

**Ellie Peers, General Secretary, Writers' Guild of Great Britain**

"Industry bodies and trade unions have put their differences aside to work together to eradicate bullying and harassment in the UK film industry. This is remarkable, and illustrates how serious this issue has become. We have worked collaboratively on producing this set of Principles and Guidance. This is a positive start, but it is only the beginning. The end game has to be when people working across our industry feel confident to report bullying and harassment without fear of reprisals, that they will be treated with dignity and respect and that effective action is taken against perpetrators. This is all achievable if we continue to work collaboratively to eradicate bullying and harassment."