

Diversity, Equality, Inclusion, And Community Statement

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Core Purpose

The main purpose of this statement, and related to its actions, is to enable positive **change in the media industry** regarding diversity, equality, and inclusion. As a media recruitment agency, we wholeheartedly believe that change in regard to diversity, inclusion and equality in the media industry needs to happen, and we have a responsibility to be part of this change. We are committed to using our company to ensure we represent diverse skillsets and freelancers. **We stand for DEIC: Diversity, Equality, Inclusion, and Community**, because we believe that being an integral part of the community is essential to understanding and implementing these values.

Introduction

By fostering a culture of inclusion and equality, we strive to create meaningful connections between freelance talent with production agencies, broadcasters, and brands, ensuring every voice is heard, considered and valued. We strive to make sure any initiatives we create have real and meaningful impact and we believe it's a long-term commitment, not a quick fix. Our aim is to integrate these commitments, grounded in our values, not only into our daily interactions with customers, colleagues, and partners, but also within creating a community for the freelancers we represent.

We are committed to ensuring equal opportunities for everyone and will not tolerate any form of discrimination. This includes discrimination based on gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, caring responsibilities, political beliefs, or any other protected characteristic.

Workplace

- We actively promote diversity and inclusion within the communities in which we operate, striving for equal representation across our workforce.
- The TCC team treat customers, colleagues, and partners with fairness and respect at all times.
- We maintain a transparent process for reporting any alleged issues, with a commitment to taking prompt action on any complaints or suggestions.
- We offer workplace flexibility, including provisions for daily prayer, flexible time off for religious holidays, adaptable working hours to accommodate childcare needs, and remote work options.
- Cultivating a healthy work environment and promoting work-life balance are priorities, fostered through a friendly office atmosphere, team-building activities, and respect for work hours.
- As part of our employee appreciation, we grant a day off for each employee on their birthday, and offer an alternative if birthdays fall on non-working days.
- After a successful trial period during Summer 2023, we have decided to continue offering Summer Fridays this year (2024). We introduced Summer Fridays to enhance flexibility in working schedules during the summer months, aiming

to prevent burnout and allow staff to enjoy quality time with loved ones.

- Weekly team meetings provide a platform for open discussion of ideas and concerns, while also fostering a supportive environment for private feedback.
- Management actively creates development opportunities such as workshops, training sessions, conferences, panel discussions, and participation in media-related festivals.
- **Ad hoc shout outs to praise colleagues are fully supported and encouraged by the Management team.**

Education

- All members of the TCC team complete the "[Addressing Unconscious Bias: Basic Training](#)" by ScreenSkills to enhance their understanding of unconscious bias.
- We cultivate workplace awareness by discussing diversity, equality, and inclusion in our meetings and daily interactions. This includes ongoing conversations on how to write emails to freelancers, and clients and how to manage a talent pool with consideration of unconscious bias.
- TCC team members are currently completing the "Introduction to Disability, Access, and Inclusion" training by ScreenSkills, with the aim to complete this by the end of June.
- We have created a comprehensive TCC resource library related to diversity and inclusion.
- Our team participates in panel discussions on neurodiversity, such as the "Neurodiversity in the Film & TV Industry" organised by Percy & Warren in partnership with Women in Film & TV in March 2024.
- All team members actively take part in company events, helping them understand the company values and contribute to the transformative changes we drive in the media industry.
- We have researched and developed a web accessibility statement, which can be found on our website [here](#).

Recruitment and selection

- When building a talent pool for our clients, we ensure that accepting/ declining decisions are based on job-related criteria at every stage of the recruitment process, firmly believing in equality for talent throughout our work.
- Our candidate pool encompasses a combination of new freelancers, those transitioning or re-entering the industry, and individuals from diverse backgrounds including various genders, ages, and races.
- We actively include non-degree holders in our candidate pool, recognising the significance of experience alongside education.
- Each candidate selection is the result of a group decision, allowing us to challenge the notion of 'the ideal candidate' and promote inclusivity.
- We refrain from using age-biased adjectives such as 'vibrant' or 'dynamic' when describing talent.
- Non-UK applicants not requiring work permits are treated equally to UK nationals in our selection process.

- If a TCC Talent Consultant feels that the selection criteria for a desired role is discriminatory, our team will challenge the client to be open to a more diverse candidate pool.
- We reinforce best interview practices when meeting potential new freelancers, including asking candidates about any adjustments needed for a comfortable interview experience, especially regarding disabilities.
- We inform our freelancers on accessing support services such as bullying advice, free legal advice, and mental health resources offered by The Film and TV Industry.
- Candidates have the option to submit their CVs online or in physical format if necessary.
- We include this statement when looking for a candidate: *The Crewing Company strives to promote equal opportunities for all. We welcome applications regardless of age, gender, ethnicity, disability, sexual orientation, gender identity, socio-economic background, religion and/or belief, and an information while talking with a talent: Feel free to ask for ad in a large print or via audible (WA)*

Community

Through creating positive initiatives, putting on networking events, taking part in talks at educational level, giving our freelancers a space where they can be heard, and making sure we are speaking with clients about the initiatives they have in place to support change, we hope to inspire, support and guide freelancers by keeping these conversations moving to make sure the industry is an inclusive place to be.

- In 2022 we launched TCC Rising Talent programme to help bridge the skills gap, provide an opening for people about to embark on their career, and assist in pushing the industry to be more reflective of the diverse society we live in, by utilising our agency and freelancers to create a programme that will nurture talent and guide them through professional practice in their desired role. You can find out more about the programme [on our website](#), and through published articles [here](#).
- Our team don't see themselves as 'typical' recruiters. We strive for something more than just following numbers in our books. As part of the media industry, we aim to shape it positively. Hosting discussion events is one powerful way to drive important conversations and improve our industry. That is why we decided to organise TCC Talks/Media Talks, and so far, we collaborated with The Film and TV Charity, Shiny, ScreenSkills, The Podcast Guys, Zinc Audio, St. James's Place. You can read blogs about TCC talks/Media Talks [here](#) to find out more.
- We give talks and workshops at universities and educational programmes, including Media Trust, University of Westminster, Ravensbourne, Met Film, Staffordshire University and Arts University Plymouth to help understand the media industry and work as a freelancer.
- We publish [interviews with TCC Freelancers](#) to promote their work, and get know more about them; and write articles that we hope can help change the industry, for example about [The importance of the feedback](#) or opportunities for freelancers (grants, free trainings, other support).
- This year (2024), we decided to make our TCC Coffee Mornings even better by turning them into the Freelancer Breakfast Club - a space where our freelancers could meet up, share ideas, and support each other. Widening our network, we decided to collaborate with other companies that are dedicated to the freelancers: Blueberry Creatives, and MainYard Studios. If you would like to find out more about it, [here](#) you can read short article about it.

This document was prepared in June 2024, and will be reviewed on an annual basis