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Film London's Equal Access Network in partnership with Bectu

Breaking the Glass Ceiling: Development Programme

supporting London's Diverse Future Leaders within London's Film & TV Industry

Film London's Equal Access Network (EAN) is proud to relaunch the Breaking the Glass Ceiling programme with the support of Bectu. Two years ago, this successful pilot programme supported 10 mid-level ethnically diverse professionals' development into successful leaders in the Film and TV industry. This project has been made possible thanks to support from the Mayor of London.

Once again, we are looking for 10 outstanding individuals who we will coach and mentor to become future leaders and department heads within the Film and TV industry. We will build a complimentary group of participants from a range of industry backgrounds and skills who want to become inclusive leaders, develop excellent communication skills be supportive and empathetic team players, with a flexible approach and an openness to new ideas. If you are looking to become that leader and rise to the next level, this programme is for you! You must have a keen interest in self-development and have at least 5 years' experience in the creative industries.

Why do we need this Programme?

This OFCOM's 2019/20 Diversity Report states that:

"Minority ethnic people – and particularly Black colleagues – are under-represented in senior management across the industry: 8% of those employed by TV broadcasters in senior management roles are from a Minority Ethnic Group (MEG) compared with a national workforce average of 12% (which increases to 35% in London and 31% in Manchester). Black colleagues are more underrepresented in senior management than other minority ethnic groups, at 1% (compared with 3% of the working population)." (Ofcom Nov 25 2020)

We have seen evidence to suggest that the creative industries are struggling to retain and promote talent from ethnically diverse backgrounds from entry level to mid-level positions to senior executive roles, despite diversity being a strategic priority for most companies.

The Programme

This programme has been designed together with leading industry coach, Jill Tandy, to address these challenges and barriers to progression and retention. We aim to promote and support the leadership development of a diverse group of 10 participants. The selected participants will have already (*Ofcom Nov 25 2020 * https://www.ofcom.org.uk/__data/assets/pdf_file/0022/207229/2019-20-report-diversity-equal-opportunities-tv-and-radio.pdf)



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established some success in the creative industries including: film, television, games or animation. To actively address the lack of representation and advancement of these groups in the creative industry, we will be looking to support professionals from an underrepresented background who are committed to developing an inclusive leadership style. The 10 chosen participants will participate in group coaching, training and networking from top industry speakers as well as being given an industry mentor, who is invested in helping to advance their career. At the end of the programme, we will introduce the participants to their own mentees, chosen from the Equal Access Network and will work with them to ensure that they have the tools and support needed to be a great mentor.

There will be 5 London-based, one-day training sessions between November 2021 to April 2022 that will be compulsory for all the chosen participants to attend. Each session will be led by Jill Tandy (Executive Coach, and independent business advisor to the creative industries) with top industry speakers from across Film and Television. We will ask that the participants meet with their chosen mentor for 3 x one-hour meetings across the programme and with their chosen EAN mentee for 2 x one-hour meetings (post the programme). Mentor and mentee matches will be made once each participant's core objectives have been set.

Application Process

If you are interested, please apply via email, including an up-to-date CV, two industry referees and a cover note explaining why you would benefit from being on this programme and why the industry would benefit from its commitment to you (no more than 800 words please). Please send CV and cover note with the subject line "Breaking the Glass Ceiling + Your Name" to equalaccess@filmlondon.org.uk no later than 20th September, 2021. We will then invite shortlisted candidates to interview from the end of September.

FAQs

What is the Equal Access Network?

The EAN was set up to help people stay in, get in and return to the Film and TV industry with support from the Mayor of London. We work with industry to help it reflect the dynamic and diverse population of London.

Why is this aimed at people from ethnically diverse backgrounds?

This initiative is addressing a very important concern in the Film/TV industry - the lack of progression, the pay gap and the need to find role models for ethnically diverse professionals working in our industry.

How much experience should I have had before applying?

We are looking for people who have at least 5 years in the screen industry from a range of backgrounds. Our first edition of Breaking the Glass Ceiling programme included participants experienced in Casting, Film Production, TV Production, Screenwriting, Entertainment Legal, Finance and Content Producers. This year, we are also extending participation to current Heads of Department and technicians within the film and television industry hoping to step up to this level within the next year.

What is involved?

We will ask you to attend 5 full days of sessions between October- April. You must commit to and be



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able to attend all 5 sessions of the programme. (Session dates and times to be discussed during the interview process.) We will also assign you a personal mentor who we will ask you to meet for 3 x one-hour meetings over the 7 months.

Can you explain more about being a Mentee AND a Mentor?

Every participant will be given a mentor who they will meet for 3 x one-hour meetings during the initiative (it will be up to the participant to arrange these meetings with their mentor). We will then assign a mentee from the EAN to each participant. The aim of the programme is to create role models for future EAN members.

Do I have to pay?

No. This is a free of charge training course, thanks to the investment from the Mayor of London.