

**Read out: Bullying, Harassment and Discrimination (BHD) in the Creative Industries Working Group
LABS Hogarth House, Thurs 13 July 2023 10:00-12:00**

Attendees:

Creative UK (C:UK), CIISA, Time's Up UK, DCMS, UK Music, Equity, BECTU, ISM, SOLT, PMA, ACAS, Advertising Association, Film & TV Charity, BFMA, BPI, Music Managers Forum, Musician's Union, Keychange Foundation, British Fashion Council

Agenda:

1. Updates

- C:UK updated on the key aims of the Roundtable established to tackle bullying, harassment and discrimination in the Creative Industries: Protect, Prevent, Monitor. Under 'Monitor', the group agreed the need to improve the alignment between disparate monitoring work already happening across sectors. Aiming for shared baselines, and tracking both cross sector and sub-sector means both the broad and sector-specific picture can be monitored. Attendees confirmed they were happy to share their data.
 - Phase 1 (from Autumn 2023) - Analysis of what is already happening, analyse and collate data reports.
 - Phase 2 - Identify best practice with examples and case studies. What is working and why, and how can we replicate it in other sectors?
 - Phase 3 - Develop coordinated data sets and benchmark.
- Under 'Prevent', C:UK updated that the e-learning module on BHD is in beta testing, and will be available online in August. It includes written & audio content and provides resources, helplines and guidance for survivors of BHD.
- Under 'Protect', CIISA updated on their set up: funding will be committed over summer, Sept-April will shape and build the foundation, and recruitment for their Board and additional staff will begin next year (subject to budget approval). The aim is to be fully operational by early 2025.

ACTION: C:UK to progress fundraising to resource the monitoring work.

ACTION: All stakeholders to provide final, high level feedback to C:UK on BHD e-learning module by 20 July - COMPLETED

2. C:UK Working Group governance

- The C:UK BHD Working Group considered its own ToR, roles and responsibilities, secretariat and membership profile considering CIISA will be operational shortly and will lead on the Protect work.

ACTION: All to review our current membership and to consider sectors not currently represented, such as radio, publishing, architecture etc. and make suggestions for discussion at the next meeting.

ACTION: DCMS and Creative UK to discuss roles and responsibilities, including secretariat and ownership of any material such as minutes/readouts in time for the next meeting in September.

ACTION: Resolve how we ensure survivor voice and experience remains front and centre of our work.

3. FOIs

- There have been FOI requests for information relating to discussions held at the roundtable. The group agreed they were happy for minutes of the meetings to be available as public record. Any sensitive information would be redacted.

ACTION: C:UK to build a web-page on their website with an overview of the work undertaken to date by the Roundtable and minutes from meetings in the future.

4. AOB: Review of Actions from previous meeting:

- *DCMS to identify officials at DBT and discuss licensing for agencies* - Completed
- *Explore use of social media may enable reach to freelancers to collect information on experience of BHD* - Ongoing, rolled to specific agenda item at next roundtable
- *Explore the idea of organisations requiring preconditions on BHD codes before applicants are awarded grants or similar benefits* - Ongoing, rolled to specific agenda item at next roundtable
- *Group to pick up discussions around definitions of worker/employee/freelancers and maintain a watching brief on the progress of the Worker Protection (Amendment of Equality Act 2010) Bill* - Ongoing: The bill is at committee stage in July 2023 - update at next roundtable