

**Bullying And Harassment Roundtable
Summary Minutes and Actions**

Date: 28th November 2023

Location: Department for Digital, Culture, Media & Sport (in-person with video link for virtual attendees)

Chair: Caroline Norbury OBE, Creative UK (CN)

Secretariat: Edward White, Creative UK (EW)

Attendees:

Sir John Whittingdale, Minister for Creative Industries DCMS (SJV)
 Philippa Childs, BECTU (PC)
 Josephine Iredale, Independent Talent (JI)
 Joe Frankland, PRS Foundation (JF)
 Faye Law, ACAS (FL)
 Sharon Lloyd-Barnes, Advertising Association (SLB)
 Sarah Gregory, Creative UK (SG)
 Christina Hazboun, Keychange (CH)
 Stuart Darke, ISM (SD)
 Naomi McCarthy, ISM (NMC)
 Rebecca Ladbury, Ladbury PR (RL)
 Jen Smith, CIISA (JS)
 Heather Rabbatts, Time's Up UK (HR)
 Anneliese Harmon, The MMF (AH)

Marcus Ryder, FTVC (MR)*
 Dan Conway, Publisher's Association (DC)
 Victoria Holbrook, Advance HE (VH)
 Leane Maskell (LM)
 Hailey Willington, BPI (HW)
 Tom Kiehl, UK Music (TK)
 John Horner, Models1/BFMA (JH)*
 Lucy Tallon, FTVC (LT)*
 Michelle Major Butler, SOLT/UKT (MMB)

Part Attendees:

Rt Hon Lucy Frazer (SoS DCMS)*
 John Shortell, The MU (JSH)*

Apologies:

Cathy Sweet, Equity (CS)
 Kate Buckley, Company 42 (KB)
 Naomi Phol, The Musicians Union (NP)

* = Attending Virtually

ACTION SUMMARY
1. Minutes to be published online for transparency following each meeting.
2. ALL to support e-learning module on websites and social media, with SG to provide assets and links.
3. CN to discuss Advance HE support for monitoring research with VH , including provisions for the convention of an advisory group.
4. SG to see if supporting research for the bullying and harassment module can be uploaded to the Creative UK website.

ITEM and MINUTES
ITEM 1: Welcome and Introductions
<p>CN outlines changes to the agenda.</p> <ul style="list-style-type: none"> ▪ Agenda changes reflected in the order of items on this document.
ITEM 2: Information Requests
<p>CN confirms that minutes will be published on the Creative UK website following meeting.</p>
ITEM 3: CIISA Update and Next Steps
<p>JS outlines the progress made in the convention of the Creative Industries Independent Standards Authority (CIISA).</p> <ul style="list-style-type: none"> ▪ CIISA has been overwhelmed with support, receiving pledges for funding support from the BBC, Sky, Channel 4, Channel 5, Amazon, and Paramount, among others. ▪ CIISA will be based in Manchester, with a national vision. ▪ An interim COO will be recruited to oversee advice and dispute resolution, reporting for bad practice, and investigation for serious cases. ▪ A permanent chair and 4 non-executive directors will be appointed in January. <p>Discussion:</p> <ul style="list-style-type: none"> ▪ SJW affirmed his support for the initiative. • SoS DCMS framed the issue of bullying and harassment within the creative industries as ‘critical’, noting that the issue has been repeatedly raised through various channels (including select committees, APPGs, and direct contact). SoS DCMS expressed an awareness of greater parliamentary interest and reaffirms her own support. ▪ CN confirmed that the next deliverable of the Roundtable will be to benchmark bullying and harassment levels to ensure we are keeping abreast of whether industry initiatives are working to reduce levels of bullying, harassment and discrimination. ▪ SoS DCMS and CN to continue ongoing discussions, including on producing benchmarks to measure the impact of interventions in reducing bullying and harassment.
ITEM 4: Recap on Work of Roundtable and Progress Made Across Industry
<p>CN leads discussion on how sub-sector initiatives are tackling bullying and harassment.</p> <ul style="list-style-type: none"> ▪ Provides context that industry representatives are gathered at the roundtable as part of regular consultation on how to reduce bullying and harassment by discussing specific measures designed to prevent cases of bullying and harassment, how to protect victims of bullying and harassment, and how to monitor and report progress. ▪ Introduces each sub-sector representative and invites them to present their progress. <p>SLB – Advertising</p> <ul style="list-style-type: none"> ▪ Conducted a survey with approximately 90k respondents. ▪ The survey asked 38 questions tracking behaviours in office, in addition to demographic questions. ▪ Key findings include a reduction in sexual harassment rates from 3% to 1% for women and from 2% to 1% for men.

- Businesses were often surprised to find evidence of bullying and harassment; **CN** notes that data presentation is needed in order to make businesses aware of the extent of bullying and harassment.

TK – Music

- UK Music has provided evidence to the misogyny in music enquiry.
- UK Music is also conducting a biannual diversity survey.
- Voices support for CIISA.

JH – Fashion

- BFMA has launched a best practices guide.
- BFMA has also conducted a world-first survey into the experiences of models, with over 700 responses.
- Key findings indicate that approximately 40% of respondents have experienced some form of abuse in the past 24 months, with 13% of respondents reporting sexual harassment.
- BFMA is in the process of developing an app through which models will be able to send an alert to their agent to launch a call, allowing a model to make a complaint in real time which will then be forwarded to the CEO of their agency.
- This initiative has received support from models, agencies, and the British Fashion Council.

MMB – Theatre

- Expresses a desire to work more closely with unions.
- Voices support for CIISA.

LT – Film and TV

- Launched the Looking Glass initiative to understand mental health of Film and TV professionals; one of the main motivators for this was bullying and harassment.
- As part of this, a survey is conducted every two years; the survey features a rich data set which can be segmented by demographics.
- A key theme of this research is understanding why bullying and harassment cases go unreported, in addition to the capacity of managers to respond to incidents of bullying and harassment.
- Operates a bullying and harassment advice service, directing users to Bectu.

PC – Bectu

- Emphasises that freelancers lack the support network offered to PAYE employees, such as HR.
- Has signposted where support can be found, noting the future role of CIISA as a key resource.
- Identifies that a lack of support and procedures leads to newsworthy bullying and harassment cases as victims feel like they have no other channel to which they can voice their grievances.

LM

- Started modelling at 13, yet only realized that her experiences were illegal once she began to study law.
- A common illegal practice is that agents are given power of attorney, allowing them to take out loans in the name of a model, leaving them ridden with debt and forcing them out of the industry.

- Other common (illegal) practices include: contract entrapment via the use of NDAs, constraining freelance models through the use of contracts, debt bondage, shoot locations in people’s homes, and no channels for complaints.
- Voices support for the app introduced by **JH**, but adds that models and agents need training and that a process for action after reporting must be established.

ITEM 5: E-Learning Module Launch

SG presents key features of the Creative UK and industry developed E-Learning module designed to educate workers about bullying and harassment.

- The module is available on the Creative UK website and is available on partner website (such as UK Music, Time’s Up UK or BPI).
- The module is designed to inform people about issues of bullying and harassment and provide routes to resolutions.
- Press launch scheduled for Friday 1st December 2023. Support on websites and social media requested; assets to follow.

Discussion

- **RL** voices support for the initiative and that she will support it on social media.
- **HW** states that she has already rolled out the module across the BPI and has received excellent feedback.
- **TK** states the same for UK Music.

ITEM 6: BHD Monitoring Research

CN leads discussion on proposed research to develop an industry-wide data set and benchmark successful interventions.

- This research will act as a longitudinal benchmark for tracking progress on culture change within the creative industries.
- **VH** affirms the suitability of Advance HE to help guide this research, in addition to expressing Advance HE’s vested interest in this project as they hope that graduates can experience a workplace free from bullying and harassment.
- **VH** offers research and evaluation consultancy services for the project on behalf of Advance HE, and views this proposal as a starting point for further conversation.
- **CN** affirms the need for financial support for this project
- **TK, PC, and HR** all voice in-principal support. **HR** also emphasises the importance of a unified cross-sector front in addressing bullying and harassment.
- **CN** states that freelance and PAYE experiences will both be tracked, subject to data collection feasibility constraints.
- **MR** highlights a possible methodological flaw with sampling in that if subjects vary, then sampling bias could reflect zeitgeist of people talking about the issue more regardless of their own personal experiences.
- **CN** responds by stating the intention to convene a research advisory group with Advance HE to work out the mechanisms for conducting longitudinal research. The outstanding issue yet to be addressed is how to resource this study.

ITEM 7: AOB

- **LM** asks if research used for the E-learning module can be shared to the Creative UK website; **SG** affirms that this should be possible and asked research originators to share links.
- **SJW** states that ministers will be very supportive of the above proposals, as is he due to a long and abiding interest in the creative industries.

CLOSE