

# THE TV MINDSET

August 2020

## THE TV MINDSET – COALITION FOR CHANGE

A pan-industry group to improve freelance working practices

We the undersigned believe that every freelancer working in our industry deserves decent working conditions and that we should all advocate a culture that promotes respect, professionalism and investment in people.

The best creative content will come from an industry that puts people first, celebrates difference, and enables us all to thrive. Ours is an industry made up of a huge range of different companies, broadcasters and talented people, and we all have a role to play in shaping the way we work.

Today we commit to forming a **Coalition For Change** that will meet every quarter until December 2021, starting in September 2020 with a review 12 months from now.

As part of the Coalition For Change we will aim to discuss issues that impact on the collective workforce including (but not limited to) **employment & recruitment practices, health & safety, workplace culture, race and diversity, bullying and harassment, training and talent progression, new talent, and mental health & wellbeing.**



I confirm that I have read the above statement and commit to my organisation's participation in the Coalition for Change.

Alex Pumfrey,  
Film and TV Charity

Seetha Kumar,  
ScreenSkills

Richard Watsham,  
UKTV

Louise Patel,  
Share My Telly Job

Ben Frow,  
ViacomCBS

Andy Harrower  
DirectorsUK

Charles R. Pheby,  
Disabled People in TV

Bob Shennan,  
BBC

Greg Northfield,  
Viva La PD

Ian Katz, Channel 4

Simone Pennant,  
The TV Collective

Zai Bennett,  
Sky TV Ltd

Jude Winstanley,  
The Unit List

Ade Rawcliffe,  
ITV

Philippa Childs,  
Bectu

Suzanne Burns,  
STV

John McVay, Producers  
Alliance for Cinema and  
Television (PACT)

Caroline O'Neill,  
Disabled People in TV

Elizabeth Tucker,  
Women in Film & TV

Adeel Amini,  
The TV Mindset