

## **Big Fish Films NI Ltd - Diversity and Inclusivity Policy**

Ensuring our workforce reflects the diversity of modern society is a key commitment for us, so here at Big Fish, equality in the workplace is just a part of what we do.

That's why, whatever your age, gender, disability status, sexual orientation, gender identity or expression, religion, ethnicity or family circumstances, we make it our business to make sure you're treated with fairness and respect.

Having signed up to the Diamond Project working through the Creative Diversity Network (CDN) we have made a public commitment to improve representation of society both on mic and on screen, and to become more diverse and inclusive behind the scenes too. This commitment underpins our commitment across programme making and production for better representation. At the end of the day we want our workforce to represent the audience we serve.

Though we are a small core company, we will from time to time, when moving from development into full production, expand to become an SPV employing up to a hundred or more people. It is at this point that we make it our business to engage the skills and experience of all our colleagues commissioners, writers, directors, HR managers, interns, casting agents, viewers, business managers, indie managers, on-screen talent, TV executives, lawyers, headhunters, careers advisers, marketing executives, PAs, data rights managers and production assistants. We offer as much support as we can, via those responsible for talent identification, recruitment, training, development, mentoring and more.

Our self-imposed remit asks us to challenge established views and promote alternative views and new perspectives, meaning that diversity of thought and opinion are just as important as other aspects of diversity.

We have also recently made a commitment to good practice in employing people with disabilities. During our application process, we'll ask whether an applicant believes they have a disability as defined by the Equality Act 2010 - the purpose being that to give each candidate the opportunity to shine during application and enjoy the overall candidate experience.

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To ensure that our Diversity Policy is effective, Big Fish Films NI Ltd will:

1. Allocate responsibility for the implementation of this Policy to a senior manager.

2. Make this statement known to all workers and job applicants and display it on appropriate notice boards and provide equality training and guidance as appropriate.
3. Consult with workers about procedures required to make this statement effective.
4. Provide facilities for any worker who believes he/she has been discriminated against to raise the matter through the appropriate procedure.
  - Short-listing for interviews will be based upon job-related criteria. Where appropriate job related tests may be used.
  - Written assessments will be made on each individual interviewed and reasons for acceptance or rejection recorded.
  - All those involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques.
5. Commit itself to keep under review the operation of this Diversity Policy to take account of changing circumstances.
6. Adopt appropriate affirmative action measures including the setting of goals and timetables to ensure proper diversity in Big Fish Films NI Ltd
7. Carry out the statutory periodic review of employment procedures and practices as specified in Section 31 of the 1989 Fair Employment Act.
8. Regard breaches of this statement as misconduct which will lead to disciplinary proceedings.

Signed



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Eoin O'Callaghan, Director