

NFTS Anti-Racism Commitments Action Plan

On the 7th July 2020 the School published its Anti-Racism Commitment. The commitments are summarised in the graphic below:



An action plan for each commitment has been developed and Management sponsors have been attached to each commitment. Updates for each action as at July 2023 are provided.

Commitment made in 2020	Baseline 2020	Actions taken from 2020-23	Target December 2025	Sponsor
Ensure that the diversity of Staff and Visiting Tutors keeps pace with the increasing diversity of the student body.	8% of VTs are BAME. Target set of 16%	<ul style="list-style-type: none"> Supported HoDs in increasing the number from an ethnically diverse tutors. In 2023 the number of visiting tutors from an ethnically diverse background is 14%. Collection of data from all visiting tutors to ensure we capture the diversity of all staff. 	In line with the 2021 census data, we have set a new target of engaging 18% of visiting tutors from an ethnically diverse background.	JW/GC

Review how and where we recruit staff.	19% of our external hires are BAME. 6% are Black	<ul style="list-style-type: none"> • We reviewed all roles advertise to ensure we use a range of jobsites both national and local to ensure we reach a diverse candidate pool. • We tried different methods of recruitment to attract candidates from different backgrounds. • We amended our Inclusive employer wording, included in all job adverts and make reference to our anti-racism commitments. • As of January 2024, 13% of permanent employees are from an ethnically diverse background. • In 2023, 11.5% of permanent appointments were from an ethnically diverse background, a decrease of 3.5% in 2022 (15%) 	Set target once figures are finalised in January	GC
See student diversity targets as a minimum not a maximum	15% of applicants are BAME and 5% are Black	<ul style="list-style-type: none"> • Communicated ambition to HoDs • After the creation of the “NFTS For You” student recruitment campaign, we interrogated the application data of ethnically diverse students and tracked their progress. Applicants who failed to progress were invited to attend the “NFTS For You” open day event” so they can 	<ul style="list-style-type: none"> • Maintain our increased number of ethnically diverse and black students. In 2023, 41% of MA students were ethnically diverse. • Incorporate our “NFTS For You” initiative in all marketing events both in person and online 	JW/IA

		<p>improve their application next year.</p> <ul style="list-style-type: none"> • Applicants who did progress amounted to 28% ethnically diverse of which 17% Black • JW approved final selection lists • Resulted in increase of 29% ethnically diverse students and 7% Black students 		
<p>We will work hard to ensure that students from diverse backgrounds feel welcomed, encouraged and supported during their application, interview and enrolment stage.</p>	<p>15% of applicants are BAME and 5% are Black</p>	<ul style="list-style-type: none"> • Advertised and promoted the school in a range of diverse channels and networks. • Supported /Applicants and HoDs through the interview process • Created the “NFTS For You” campaign with content from ethnically diverse alumni and students to use as part of Outreach program and application, interview and enrolment stage. • Ensured our news stories on our social media channels and website reflected diversity within each piece regardless of whether the focus was on inclusivity. • Ensured that the application form and website states that applicants from ethnically 	<ul style="list-style-type: none"> • Continue to work and develop new initiatives with our partners on specific scholarship opportunities for diverse students. • Ensure our news stories, social media channels and website reflect our increased diversity. • Hold annual Black and Asian Alumni mixer events ensuring that current ethnically diverse students also attend. • Develop the Black & Asian society with the student union and Student Rep for Black and Asian students. 	<p>IA</p>

		<p>diverse backgrounds were encouraged</p> <ul style="list-style-type: none"> • Ensured that all tutors and staff involved in the selection process received guidance and that selection panels were balanced • We started to work and promote with our partners on specific scholarship opportunities for diverse students. This includes the Netflix scholarship for one Black British Female cinematographer and the IMG scholarship for Sports Production, both of which are in its second year 		
<p>Our current students have committed to introducing a student-led mentoring scheme for BAME applicants.</p>	N/A	<ul style="list-style-type: none"> • Created the NFTS Black & Asian Society and Student Rep for Black and Asian students. The society welcomed the increased number of diverse 1st year students via a number of events; introductory mixers, Black Society Cinema club events, workshops with external guest speakers. • Organised a range of external events and activities for students including an excursion to 'Black Fantastic' in London, 	<ul style="list-style-type: none"> • Work with the SU and the Black & Asian Society to further develop the "NFTS For You" buddy scheme 	IA/RA

		<p>mixer events, a new student welcome and regular monthly meetings.</p> <ul style="list-style-type: none"> • Current diverse students attend the Black and Asian Mixer with ethnically diverse alumni in September/October each year. 		
<p>If a Black and minority ethnic person applies and needs financial assistance, we will ensure we match them with a scholarship donor to help make it affordable to join the NFTS.</p>	<p>£220k spent supporting BAME students via scholarships to attend the NFTS</p>	<ul style="list-style-type: none"> • Where an applicant’s financial circumstances are a barrier to applying to the School, we have offered support with application and workshop fees with approx. £250k spent providing support to BAME students via scholarships . • Launch of the Netflix Black British Woman Cinematographer Scholarship Award where two black female cinematographers were awarded scholarships in 2023. 	<ul style="list-style-type: none"> • Continue to secure scholarship funding to support BAME (and specifically Black) students. • Continue to work with partners to support under represented groups with funding. 	<p>JW</p>
<p>We will ensure our AccessNFTS Outreach Programme and our work with the Ghetto Film School and BFI Film Academy continue to create viable entry routes into the School for Black students.</p>	<p>15% of applicants are BAME and 5% are Black</p>	<ul style="list-style-type: none"> • 45% of attendees of our outreach program came from ethnically diverse backgrounds. • Outreach program, Access NFTS, is promoted to participants of schemes such as Ghetto Film School, BFI Film Academy and others • The Access NFTS Brand offers a suite of set events running throughout the year; On site events, ‘Discover’ (targeted at secondary schools, 	<ul style="list-style-type: none"> • Launch the Access NFTS Outreach strategy 2024 which will include plans to improve entry routes into the School for Black British students. • Continue to work with our partners to promote a range of “upskill” events, workshops and taster sessions targeting people from disadvantaged backgrounds • Support the new “Into Film Career Education Programme” • Develop our “Summer Sessions” program to target 18+ year olds 	<p>IA</p>

		<p>Experience' (for Post 16 Colleges/Sixth Form groups)</p> <p>Online events, 'In Conversation' and 'Creative Careers Clinics'</p> <ul style="list-style-type: none"> • 27% of those attending our "Summer Sessions" programme, a range of free workshops offered to those aged 11-16 during school holidays, identified as non-white British. 		
<p>Increase the representation of film, television and games practitioners and scholars in all areas of film development, teaching and learning to ensure films screened, texts studied etc better highlight diverse stories and storytellers.</p>	N/A	<p>Course Handbooks and reading lists have been comprehensively reviewed and learning materials updated accordingly.</p> <p>Ensuring that the curriculum was refreshed where necessary was a key part of the Periodic review of the MA in 2022.</p> <p>Screen Arts has retained its commitment to diversity in the range of speakers invited to contribute, and in the films screened. 23% of contributors are now from culturally diverse backgrounds and in the screening programme 29% of the work is from filmmakers of colour. One of our Screen Arts</p>	<ul style="list-style-type: none"> • Ensure that recommended learning resources are reviewed on a regular basis, and that HoDs maintain the currency of their curriculum. • Screen Arts will continue to reflect the full breadth of our students' cultural diversity. 	EW/JW

		<p>tutors Dr. Kulraj Phullar, has been working with the HoD on decolonising the curriculum, delivering teaching around Black cinema on the MA Curation course, as well as contributing to the selection of students and assessment of graduation projects.</p> <p>A wider range of e-resources has been made available through the Library which includes a wider range of topics and authors including those from ethnically diverse backgrounds.</p>		
<p>We will continue and expand annual diversity training for all staff and students, and we will make sure that our training remains current and meaningful.</p>	<p>Ad hoc Optional Staff Development</p>	<ul style="list-style-type: none"> • All staff received diversity and inclusion training as part of their induction upon joining the school. • We review training needs for staff on an annual basis to ensure our staff are educated appropriately in diversity and inclusion standards e.g. unconscious bias training, understanding white privilege and anti-racism. • All students have unconscious bias training during their first weeks at the School. 	<ul style="list-style-type: none"> • Introduce a new online learning management system so we can provide additional learning resources to support all learning and development across the School for both students and staff. • Continue to provide any relevant training to support the diverse and inclusive culture at the School. 	<p>GC/EW</p>

		<p>We also run annual Active Bystander training sessions for all staff.</p> <ul style="list-style-type: none"> All staff and tutors involved in the selection and recruitment process undertake Unconscious Bias training. 		
<p>We will re-examine how power exists and is exercised at the School, including aspects such as financial spend and curriculum setting, to try to ensure that people feel they are equally represented throughout the School and have agency over their lives.</p>	N/A	<p>A review was undertaken in conjunction with students and staff. As a result:</p> <ul style="list-style-type: none"> all teaching staff were reminded that it is crucial that students are encouraged to tell their story, and of the value to the industry of diversity of thought. training is being delivered in casting for diverse productions, and in the areas of lighting, hair and make-up training is provided to staff and tutors involved with student selection The Students' Union has launched a celebration of diverse cultural festivals, including Holi, and provides a greater range of more inclusive social events and activities. 	<ul style="list-style-type: none"> We will continue to encourage storytelling that reflects students' experiences and backgrounds. The Students' Union will continue to be supported to be the voice of students, including through the election of the first BAME Student Representative. 	EW

<p>We will reinforce our policies and procedures so that any reports of discrimination and other forms of unacceptable behaviour can be made with increased confidence.</p>	<p>N/A</p>	<ul style="list-style-type: none"> • A mechanism for anonymously reporting incidents of discrimination, bullying and harassment was implemented in September 2020 • Where appropriate, we will encourage the use of mediation in the resolution of complaints about discriminatory behaviour • We will ensure that all students and staff are made aware of how to formally raise issues about discrimination and are fully supported through the complaints or grievance process • We produced a new Student Code of Conduct and Social Media Policy which make it clear that any forms of racial harassment will be dealt with as misconduct. • Our Bullying and Harassment Policy has been renamed the Bullying, Harassment, Sexual Misconduct and Racism Policy. • Students are made aware during their induction process that harassment or discrimination of any sort will not be tolerated, and are advised on how to report any issues. 	<ul style="list-style-type: none"> • Continue to promote the use of Support + Report • Regularly review and update student and staff policies 	<p>EW/GC</p>
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		<ul style="list-style-type: none"> • HoDs have been provided with training on conflict resolution. • The School has used mediation successfully to resolve issues arising from alleged discriminatory behaviour. 		
We will offer personalised support to graduating students to help them find industry allies and partners to enable them to achieve their full potential.	N/A	<ul style="list-style-type: none"> • Write to graduating BAME students in Jan 2021 and offer tailored support as they leave the School 	<ul style="list-style-type: none"> • Tailored support 	JW