

Disabled Talent Commitment

As the NFTS continues its commitment in ensuring we are a diverse and inclusive community, we have consulted with a range of industry and sector stakeholders and commissioned industry expert Ally Castle to make recommendations for the distinct way in which we can play a deliberate, strategic role in supporting the greater inclusion of disabled talent within the film, games and television industries. In doing this, we recognise that the School, as the leading film, television and games school in the UK, can be effective in supporting disabled talent and be a catalyst for effective and meaningful change to issues faced by disabled talent within the industry.

As part of our commitment to delivering change in this area, we have developed an action plan of steps we will take to counter the physical, cultural and structural barriers faced by disabled creatives. We recognise that many of our commitments will be ongoing and we will review them on a regular basis to ensure we are making progress.

We have committed to sharing our progress at key junctures, providing greater transparency to our work so that we can continue to be held to account and enact change. We recognise that this is a journey. We regularly discuss our areas of priority and develop our approaches in between the updates we share.

Reinforce the School's Inclusive Culture

- We will adopt the TV Access Project's 5 As (Anticipate, Ask, Assess, Adjust & Advocate) and benchmark our student and staff recruitment practices and policies against these as standard.
- We will continue to deliver regular and relevant disability confident training for all staff, to enable them to support the School's agenda in supporting disabled talent.
- The School will continue to meet regularly with internal and external stakeholders as part of the Anti-Discrimination group to ensure the conversation around anti-discrimination stays current, with a focus on disability inclusion and anti-racism.
- We will support the Students' Union President in establishing a network for disabled students.
- Our Student Support team will provide assistance to students with access needs to try to secure appropriate local accommodation.

Join the Collective Conversation

- The School will appoint a Disability Advocate to help raise the School's profile within disabled creative spaces by participating in and hosting panels and events, actively showcasing our disabled students and their work, and continuing to communicate this to the industry.
- The School will join the TV Access Project as a partner, providing expertise and contributing to the workstreams with the aim of encouraging more partners from across the education sector to follow suit.
- We will actively join and support groups such as DANC, DDPTV, OFS Disabled Students' Commission and NUS Disabled Students and Representation Network.

Embed Disability Inclusion in the School's Current Academic Offer

- The School will consult with current students and recent graduates who identified as disabled, to provide feedback on their experiences in order to identify areas for improvement.
- The School's Disability Advocate will lead on engaging with and representing the School within external groups to ensure we are playing a role in changing the industry's attitude towards disability.

Monitor and improve the number of staff and visiting tutors with a disability

- Data from January 2023 showed that 14% of the School's permanent staff have declared a disability. Of students joining the School in 2022/23, the number of students declaring a disability was 26%. We will review our marketing materials and strategy to ensure that applicants with disabilities understand that the School is accessible to them.
- The School will continue to support applications from disabled candidates and use different methods to advertise roles to attract disabled talent, ensuring the website is user friendly and accessible.
- From January 2023 we are collecting additional information around disability for visiting tutors. We will use to this data to analyse how many tutors represent the disabled community and consider how we can work to improve these in 2024. We will engage the School's Disability Advocate to support with this.

Develop a dedicated long-term support programme

- The School will look to develop a long term support programme dedicated to disabled talent to help develop a pipeline of leaders.

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NFTS

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We have developed an action plan of steps which we will take to counter the physical, cultural and structural barriers faced by disabled creatives. We have committed to sharing our progress at key junctures, providing greater transparency to our work, we also recognise that this is a journey.

For more information and to see our commitment in full please visit nfts.co.uk

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