

## NFTS Disabled Talent Commitments Action Plan

On the 27<sup>th</sup> July 2023 the School published its Disabled Talent Commitment. The commitments are summarised in the graphic below:

## Disabled Talent Commitment

The NFTS will continue its commitment in ensuring we are a diverse and inclusive community, in which we can play a deliberate, strategic role in supporting the greater inclusion of disabled talent within the film, games and television industries.

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](https://nfts.co.uk)

## NFTS

- 01 Reinforce the School's Inclusive Culture
- 02 Join the Collective Conversation
- 03 Embed Disability Inclusion in the School's Current Academic Offer
- 04 Monitor and improve the number of staff and visiting tutors with a disability
- 05 Develop a dedicated long-term support programme

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	Actions 2023	Update January 2024	Sponsor
Reinforce the School's Inclusive Culture	<ul style="list-style-type: none"> <li>We will adopt the TV Access Project's 5 As (Anticipate, Ask, Assess, Adjust &amp; Advocate) and benchmark our student and staff recruitment practices and policies against these as standard.</li> <li>We will continue to deliver regular and relevant disability confident training for all staff, to enable them</li> </ul>	<p>We continue to adopt the 5As in our work across the School.</p> <p>We have invested in a new online trainer provider and will be inviting all staff to complete a variety of</p>	GC/EW

	<p>to support the School's agenda in supporting disabled talent.</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• We will support the Students' Union President in establishing a network for disabled students.</li> <li>• Our Student Support team will provide assistance to students with access needs to try to secure appropriate local accommodation.</li> </ul>	training to support the School's agenda.	
Join the Collective Conversation	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• We will actively join and support groups such as DANC, DDPTV, OFS Disabled Students' Commission and NUS Disabled Students and Representation Network.</li> </ul>	<p>Hamish Thompson was appointed in June 2023 and has built relationships with a number of support groups.</p> <p>Hamish has written a letter to Parliament and has been invited to meet the Shadow Minister for Disabled People on 23<sup>rd</sup> January to discuss upcoming changes and challenges facing the disabled community.</p>	HT/GC

Embed Disability Inclusion in the School's Current Academic Offer	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>		EW/HT
Monitor and improve the number of staff and visiting tutors with a disability	<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul>	<p>Data from January 2024 shows that 18.5% of permanent staff have declared a disability, an increase of 4.5% as at January 2023. Approximately 30% of students have declared a disability.</p> <p>We continue to support applications from disabled candidates.</p> <p>25% of visiting tutors have declared a disability. This is the first year we've collected this data.</p>	GC

Develop a dedicated long term support programme	<ul style="list-style-type: none"> <li>The School will look to develop a long term support programme dedicated to disabled talent to help develop a pipeline of leaders.</li> </ul>		JW
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