



# Membership 2024

## Purpose

The purpose of the [TV Industry Human Rights Forum](#) (TVIHRF) is to understand how the TV industry impacts on human rights and to create positive change by proactively addressing human rights issues in the operations of the member companies and wider TV industry.

The emphasis of this group is on members' own operations and supply chains rather than on TV coverage of human rights. Within this, the Forum will prioritise the most vulnerable and those most at risk.

The Forum achieves its purpose by:

- 1) Sharing information, processes, approaches and challenges
- 2) Commissioning research into human rights risks in aspects of TV production
- 3) Developing tools and guidance to promote good practice
- 4) Seeking opportunities to maximise impact through collaboration
- 5) Communicating to the wider industry the importance of respecting and protecting human rights
- 6) Seeking out cross-sector collaboration opportunities

There are three ways that organisations can engage with the TV Industry Human Rights Forum:

1. Full members
2. Associate members
3. Non-members

## What the members say

*"Membership in the TVIHR Forum has enabled BBC Studios to support and engage in work that provides valuable insight into the human rights risks linked to television production. The Forum offers a collaborative and positive space where we can work alongside our industry colleagues to understand and address these risks in a way that will influence the industry as a whole and establish future ways of working. I continue to be impressed by the quality and scope of the work delivered by the Forum under the stewardship of Amelia Knott and am excited by what the future holds for the group. And finally, as a participant in a number of different membership organisations, I can attest to the unmatched value for money and genuine benefit that membership in the TVIHR Forum provides to our business." **Claire Brown**, Ethical Trading Manager, **BBC Studios***

## Membership structure 2024

	Expectations	Benefits
<b>Full members</b>	<ul style="list-style-type: none"> <li>• Commit to upholding the <a href="#">Forum principles</a></li> <li>• Attend 6 steering groups and 3 Forum meetings per year</li> <li>• Use and provide feedback on tools to ensure their continued iteration</li> <li>• Invite colleagues to attend relevant meetings and engage with the Forum outputs</li> <li>• Annual financial contribution of £6,000</li> </ul>	<ul style="list-style-type: none"> <li>• Lead pioneering work on human rights in the sector</li> <li>• Decide on the research and activity priorities for the Forum</li> <li>• Participate fully in special projects</li> <li>• Access at least one deep-dive assessment per year on a topic of your choosing</li> <li>• Contribute to research and development of tools and guidance</li> <li>• Arrange bespoke briefings for colleagues on research findings, tools and other aspects of the Forum’s work</li> <li>• Access support for commissioned productions in implementing tools and guidance</li> <li>• Access ad hoc human rights advice</li> <li>• Access additional consultancy at a discounted rate</li> </ul>
<b>Associate members</b>	<ul style="list-style-type: none"> <li>• Commit to upholding the <a href="#">Forum principles</a></li> <li>• Use and provide feedback on tools to ensure their continued iteration</li> <li>• Invite colleagues to attend relevant meetings and engage with the Forum outputs</li> <li>• Annual financial contribution depending on size of organisation (£500-£3,000)</li> </ul>	<ul style="list-style-type: none"> <li>• Receive credit for contribution towards pioneering work on human rights in the sector</li> <li>• Contribute to research and development of tools and guidance</li> <li>• Arrange bespoke briefings for colleagues on research findings, tools and other aspects of the Forum’s work</li> <li>• Access support for commissioned productions in implementing tools and guidance</li> <li>• Access ad hoc human rights advice</li> <li>• Access additional consultancy at a discounted rate</li> </ul>

### Non-members can

- Access main Forum events, bitesize sessions and training
- Access research reports, tools and guidance via [www.tvhumanrights.org](http://www.tvhumanrights.org)

### What the members say

*“ITV has found participation in the TVHRF a vital way of learning and sharing knowledge on working practices in our particular field. It is an essential part of our anti-modern slavery work.”* **Susie Braun**, Director of Social Purpose, ITV

## Plans for 2024

### Four main Forum events – two in person and two online

The Forum events are open widely to those working in the industry and are an opportunity to explore topics in depth, share insights and develop industry-relevant outputs. In 2024, we aim to cover the following topics:

- Human rights risks to contributors
- Sustainability and human rights – identifying a common agenda
- Human rights risks in the use of artificial intelligence in TV production
- Location due diligence

Members can suggest or provide speakers to Forum events

### Conduct major research projects

- Human rights risks in post-production (global focus), including analysis of:
  - Labour practices and working conditions
  - Health and mental health
  - Privacy
  - Environmental impacts
  - Discrimination and diversity
  - Bullying and harassment
- A survey of working conditions for ancillary workers to TV productions in the UK (subject to funding), covering:
  - Cleaners
  - Caterers
  - Security guards
  - Drivers

### Deliver regular opportunities to engage with outputs and issues

- An online programme of monthly ‘human rights bitesize’ sessions
- A quarterly training webinar on human rights and TV production: the basics
- Short reads that summarise topics of interest or recent insights
- A monthly newsletter to keep stakeholders up to date on the Forum’s work

For any questions or if you would like to speak directly to other members to find out more, please contact Amelia Knott – [amelia.knott@tvhumanrights.org](mailto:amelia.knott@tvhumanrights.org)

### What the members say

*“As founding members of the TV Industry Human Rights Forum, our participation has helped Sky identify and build understanding throughout our production teams of the potential human rights and modern slavery risks within production supply chains. Conducting research collaboratively has been an effective use of resources and we see the role of TVIHRF growing in importance for us with the ever evolving regulatory requirements on human rights due diligence.”* **Charlotte Brierley**, Senior responsible business manager – human rights and reporting, **Sky**

### Continue to build and develop insights on our existing body of work:

- Considerations for TV productions of country-level human rights contexts
- Worker engagement
- Meaningful stakeholder engagement
- Inclusive security practices
- Working through intermediaries, local producers and ‘fixers’
- Response and remedy for human rights incidents
- Implementing mandatory human rights due diligence

### Work towards changing industry practices

- Collaborate with industry partners to amplify their work and ours
- Support members to embed and use tools and resources
- Support members to measure their own progress
- Measure the overall impact of the Forum’s work