

# Impact report 2025

## Purpose

The purpose of the [TV Industry Human Rights Forum](#) (TVIHRF) is to understand how TV production 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 is on production 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.

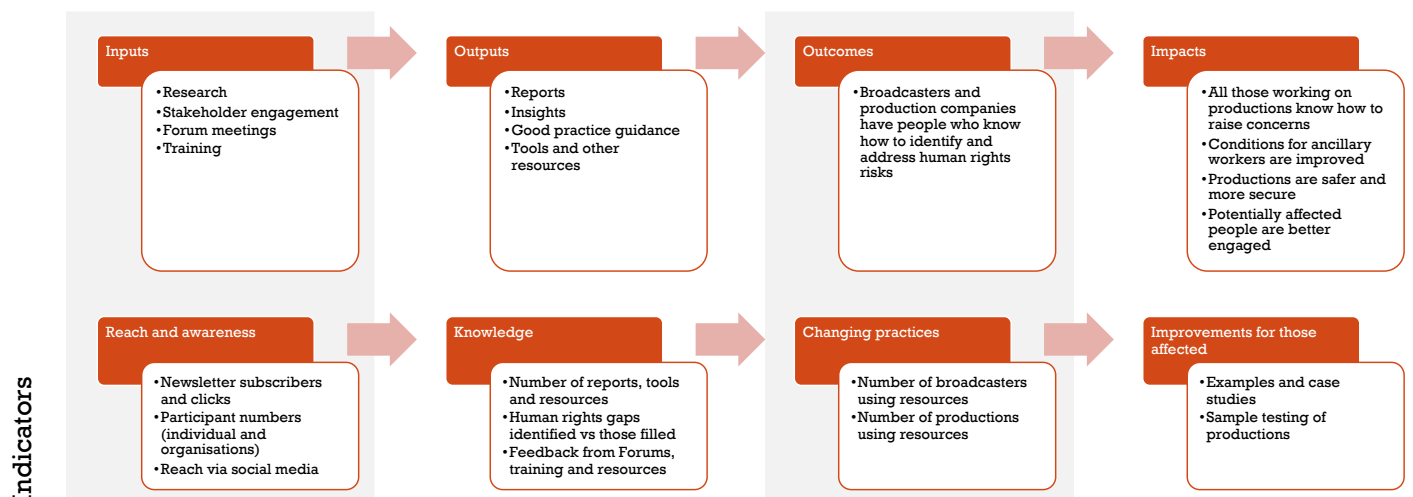
## 2025 objectives

For 2025, we set the following objectives in support of our purpose:

- To establish the Forum as an authoritative voice on human rights issues and TV in the UK and to build the Forum’s reputation internationally, especially among European broadcasters
- To share knowledge and research widely within and beyond the industry
  - To use Forum insights to improve industry recognition for post production and ancillary worker
  - To demonstrate the value of the Forum in helping to address forthcoming legal requirements
  - Widening and deepening reach within broadcasters (esp commissioners) and reaching more production companies
  - Partnering with others to amplify their and the Forum’s impact
- To measure the impact of the Forum’s work
- To source additional funding (grants or new members)

## Our theory of change

To begin measuring the impact of the Forum, we developed a theory of change bringing together our inputs, outputs and the hoped-for outcomes and impacts. We developed indicators to measure these.



## Reach and awareness

The first part of our theory of change is to build the reach of the TV Industry Human Rights Forum and the industry's awareness of our work.

We use a range of inputs to help us develop knowledge (the output section of our theory of change). These include:

1. Research – taking a human rights lens to a range of aspects relating to TV production
2. Engaging stakeholders – including potentially affected groups, production companies, broadcasters and other industry bodies
3. Running Forum meetings – these are opportunities for dialogue, knowledge exchange and workshops that generate new insights
4. Delivering training – providing free short introductory sessions to improve the understanding of a need for better knowledge, practice and impact on human rights in TV production

We measure the effectiveness of our inputs by tracking reach and awareness. In 2025, we delivered a communications plan to improve reach and awareness that included:

- A monthly newsletter to subscribers
- Social media engagement on LinkedIn
- Free introductory online training sessions on 'Human rights and TV production: the basics'
- Speaking engagements at SVG Europe Women Scotland, MPTS 25, Documentary Producers' Alliance town hall (USA), Bournemouth University CEMP speaker series, 'Safe for work?' Symposium at University of Aston and the 'Hopeful Labour' Symposium at University of Nottingham
- Representation on four industry committees
- An interview with the Workwise for Screen podcast
- Stakeholder engagement with individuals and organisations working with the creative industries,
- Close engagement with CIISA and the Centre for Sport and Human Rights

## How we did in 2025

Indicator	Baseline (Jan 2023)	2023 impact	2024 impact	2025 impact
Number of main Forum events (number that were face-to-face)	3 (3)	4 (4)	3 (2)	3 (3) + roundtable
Number of training sessions	0	4	4	4
Number of monthly newsletters	0	12	12	12
Number of subscribers	45	99	219	245
Average open rate for newsletter	63.8%	50.9%	56.5%	40.0%
Invitations to speak at other Forums	n/a	3	3	8
No. of unique participants at Forum meetings and training sessions	n/a	130	96	131
No. of organisations participating	n/a	49	38	48



In 2025, we connected closely with other industry bodies and were invited to participate as follows:

- Creative Industries Independent Standards Authority (CIISA) – Standards Advisory Committee
- BFI Good Work programme – Behaviour change working group and Research working group
- TV Access Project – Locations roundtable
- ReCARE TV project – Annual Advisory Board

Overall, c.85% of those participating in our face-to-face or online events were new to the Forum this year.

# Knowledge

The outputs of the Forum are the collected knowledge that we have developed, in different formats. This year we have focused on partnership working in order to achieve greater impact and leverage the knowledge and insights of others in the industry.

- In January 2025, we published a major piece of research on **human rights risks in post production**, called '**Let's Fix it in Post**'. We conducted this work with support and insight from post production consultant [Emma Butt](#), the [Film and TV Charity](#) and [Creative Diversity Network](#). The research found highly problematic working conditions for many people working in post production and developed recommendations for broadcasters and productions to address the issues. The knowledge was shared via:
  - A closed roundtable with senior representatives from key broadcasters, chaired by the BFI's Sara Whybrew
  - A press release to media with subsequent coverage in Broadcast, [The Observer](#), Advanced Television, Televisual, Red Shark News, C21 Media, and an opinion piece in IBC
  - An open webinar which had 60 attendees
  - Social media engagement, including six LinkedIn articles released monthly and covering different aspects of the findings
  - Workwise for Screen podcast and website resources
  - Bespoke sessions to discuss and interrogate the findings with Forum members
  - Speaking engagements at MPTS 2025 (State of the Nation: Post Production session), University of Aston, University of Nottingham, CEMP at the University of Bournemouth
  - Delivery of a workshop called 'Behind the Edit' aimed at content compliance teams
- In June 2025, we published research into **working conditions for cleaners, caterers, security and drivers** in TV production, called '**Every role matters**'. We conducted this work in partnership with the [Institute for Screen Industries Research](#) at the University of Nottingham and three peer researchers. The research identified key risks and recommendations for broadcasters and production companies in relation to ancillary workers. We shared the knowledge via:
  - A Forum meeting
  - Speaking engagements at the University of Aston and University of Nottingham
  - Coverage in [Mirage News](#)
  - Social media engagement
  - Bespoke sessions to share findings and good practices with relevant teams within Forum members
  - An award application and win for the Innovation Award at the Unseen Business Awards 2025
- We continued to partner with the [Centre for Sport and Human Rights](#) to iterate a set of **common approaches for sports broadcasters** to address human rights challenges they may encounter.



Our Forum meetings focused on gaps in knowledge identified by our Steering Group members and included:

- The evolving legislative environment and what the Corporate Sustainability Due Diligence Directive (CSDDD) means for TV productions
- Conditions for ancillary workers in TV
- Establishing psychological safety in TV productions

The rich discussions and insights shared by participants at all our events led to the following resources:

- Due diligence on post production facilities
- Minimum expectations for ancillary workers
- Establishing psychological safety on TV productions

This brings the total number of resources available online and to the industry to 37.

We measure the effectiveness of our knowledge-sharing by gathering feedback. In particular, we provide a structured feedback mechanism for our short training session on 'Human rights and TV production: the basics'. We ran the session four times publicly in 2025 and three times for bespoke audiences as 'lunch and learn' opportunities reaching 55 participants in total. Of those who provided feedback:

- We asked participants how useful they found the training overall on a scale of 1-5 where 1 was not at all useful and 5 was very useful. 100% of respondents scored the training as 4 or 5.
- We asked participants the extent to which they learned something new and 88% said that they learned some or a great deal of new information.
- We also asked participants whether they would recommend us to a colleague on a scale of 1-10. The average score was 9.5 and our net promoter score was 83%.

Participant comment: "Really useful snapshot that opens the door for future engagement. Addressed some of my gaps in knowledge which will be really useful in my role. The case studies were really good as they help bring to life the subject matter as well as realign preconceived ideas around human rights risk. All in a lunchtime - fantastic."

For the 'Behind the Edit' workshop, developed in partnership with Fatou Jeng of Kano Media and editor Harfun Li, we had similarly high scores.

On a scale of 1 to 10, to what extent would you recommend this workshop to colleagues

- 100% said 10

To what extent did you learn something new?

- 83% said 'I learned a great deal that was new'
- 17% said 'I learned some new information'

Was there anything you hoped to learn but didn't?

- 100% said 'No'

Participant comment: "We need compliance to be involved right from the onset of projects to avoid costly mistakes down the line. Also, the industry is failing post-production staff and they bear the immense burden of cost-cutting efforts."

We continue to identify knowledge gaps and plan to explore the following areas in 2025:

- Children's rights and TV production
- Child athletes and sports broadcasting
- Gaps in Modern Slavery Act (2015) compliance in the industry

### Standalone tools

At Forum events, we harness the collective brainpower of those attending to develop useful outputs and standalone tools for wider use. This page collates some of those developed so far.



## Changing practices

The intention from the work that we do is that those working in the industry use the tools and guidance we produce to change their practices.

## Influencing for change

In 2025, our human rights focused approach has influenced the work of other industry bodies.

The Forum's contribution to the CIISA Standards helped to ensure that ancillary workers are covered by the definition of the Creative Industries Workforce and that a post production house was included in CIISA's Trailblazing programme. We also shared the methodology that we developed to measure how effectively organisations, productions and departments respect human rights in their approaches in order to support CIISA's maturity assessment, which has now been designed as a survey that can be delivered to any stakeholder.

We developed an e-learning module on human rights and the screen industries in response to a request for Work:wise for Screen, due to be published in 2026 and made widely available.

We have also continued and initiated a wide range of discussions with industry stakeholders, sharing unique insights and ensuring that all rightsholders are considered in industry discussions.

## Prompting new action in post production

Our work on post production facilitated engagement with new organisations and new teams within our members. The Forum directly supported some of those teams to work through recommendations from our research report. For example, ITV's 15 UK Scripted labels contacted all their post production facilities to map the extent to which such work was outsourced to countries with fewer employment rights. The process identified a small amount of outsourcing but also prompted one label to change their contracts to require approval for outsourcing to foreign countries so that it can be flagged if it comes up. Another broadcaster reported working their way systematically through the recommendations to identify opportunities for improvement.

Strategic skills body for the UK screen industries, Screenskills, offered new training in response to the research including:

- Navigating Post Production Work on Traumatic Content - Support and strategies for editors and post teams who often encounter distressing material without much context or preparation
- Post production explained - a series of online learning modules that provides a clear overview of the technical processes in film and television post-production

We also received considerable feedback from those in post production who saw the report and reinforced its findings.

While changing embedded systems takes time, we are confident that the work of the Forum has helped to illuminate some of the issues in post production to audiences previously unaware of them. The work has also started new conversations that we hope will lead to better practices in the long run.

The image shows a screenshot of social media feedback comments. The first comment is from an 'Editor' posted 1 day ago, stating: 'Saw that article last week. Just read the report - I recognise LOADS of the situations cited in there.' It has 2 likes and 1 reply. The second comment is from a 'Freelance Dubbing Mixer. Dialogue, ADR and Sound effects Editor ...' also posted 1 day ago, stating: 'it's probably the most comprehensive report we all have of how bad it is and shows how we've had to normalise nearly all of it because as a department we've been completely ignored by the wider industry'. It has 1 like and 1 reply.

## Prompting new action for ancillary workers

The Forum works to increase the visibility of ancillary workers in the industry and to champion their voices where possible.

A cornerstone of the 2025 research project on ancillary workers was the use of three **peer researchers**: a cleaner, a driver, and a security operative with direct experience of the issues under investigation. Their insights shaped the research design, ensured trust and access to a typically hard-to-reach population, and directly informed data collection and analysis. They were also involved in industry dialogue to interrogate the recommendations and ensure they were fit for purpose, presenting lived experience perspectives to sector stakeholders and leading discussions on good practice. These peer researchers were recruited through an open process, supported in their role and paid for their time.

The project won the innovation award at the [Unseen Business Awards 2025](#) with the judges calling it, “a powerful example of true partnership in action”. It also received a piece of press coverage which included the statement that, “This project is a landmark in providing greater understanding of both the strengths and weaknesses in this often unseen and overlooked part of the television industry supply chain. Ancillary workers work incredibly hard often in difficult circumstances. While many report satisfaction with their work, there are a range of issues that need to be addressed. Exploring these through a human rights lens allows us to clearly identify what needs to be done to ensure fairness and dignity in the sector.”<sup>1</sup>



Our research on ancillary workers prompted Sky to use the findings immediately to inform a set of minimum expectations for ancillary workers. These were applied to an unscripted production; representatives from Sky then monitored the implementation of the requirements throughout. In addition, ITV has explicitly included references to the treatment of ancillary workers in its onboarding for crew and freelancers, that covers conduct on bullying, harassment, protected characteristics and behaviour on set.

The quantitative elements of the survey provided a baseline against which the industry can measure its progress, with plans for a follow up survey in future. We also learned more about the barriers to accessing these hard-to-reach workers that will inform future research in this area.

## Encouraging behaviour change

Anecdotally, Forum members are starting to notice a shift in understanding that TV productions can cause human rights harms and that organisations involved in productions have a responsibility to address harms that they cause or contribute to in their operations and supply chains. Certainly, the Forum is now proactively invited into more industry discussions than previously, although we still see significant gaps at production-level and within commissioning, both in understanding and in use of tools and resources.

We also track pledges to take action following our short training course, delivered four times in 2025. Of the participants providing feedback, none said they would take no action.

- 100% of people providing feedback said they would talk to their colleagues about human rights
- 67% said they would try out Forum tools and resources

In 2026, our focus on children’s rights could prove another landmark in terms of new knowledge for the industry.

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<sup>1</sup> <https://www.miragenews.com/research-uncovers-human-rights-risks-in-tv-1484892/>

## Improvements for those affected

The ultimate goal of the Forum's work is to improve the experiences of those whose human rights are adversely impacted by TV production. Our focus is on people and issues that we believe are currently under-addressed and a significant amount of our work to date has concentrated on those in ancillary roles who provide low paid but essential support to TV productions, including cleaning, security and driving. In 2024, we added post production workers as a separate category of people at risk of adverse impacts from TV production and we hope our focus here will lead to change for many of these workers.

With the resources we currently have, it is not straightforward to measure improvements to affected groups or be able to attribute any progress to the Forum's work. However, the survey of ancillary workers could act as a baseline against which to understand whether the situation in future is improving or not and we hope to run the research again in 2027 or 2028. We will also continue to collect case studies from our members and from individuals working in the sector.

## Final remarks

The TV Industry Human Rights Forum began in 2017 when a group of individuals working for different broadcasters identified a significant gap in understanding of the human rights risks related to TV production and began meeting informally. Since then, the Forum has become more established, undertaken and published several pioneering pieces of research, shared insights through white papers, expanded our work internationally and developed a wide range of practical tools and resources for those working in and on productions.

This is the third Impact Report that we have developed as we aim to measure our efforts to improve respect for human rights across the sector as a whole. We welcome feedback and continued dialogue from all stakeholders in this project.

## Acknowledgements

We are incredibly grateful to our members for their support and engagement in the Forum's work and would particularly like to acknowledge the contributions of Jeremy Mathieu (ITV), Charlotte Brierley (Sky), Sophie Edwards (BBC), Kim Collins (BBC), Mandip Gill (BBC Studios), Ian Hawkins (NBC Universal) and Katharine Roberts (Channel 4) in 2025.

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[www.tvhumanrights.org](http://www.tvhumanrights.org)



NBCUniversal

