

Inclusive Teams Training

Guidance and FAQs

Introduction to the course

The [Screen Industries Growth Network](#) (SIGN) is a unique, business-facing initiative supporting the TV, film, games and digital industries in Yorkshire and the Humber. SIGN aims to make this region the UK's centre for digital creativity, and a model of diverse and inclusive activity. In order to do this, SIGN connects companies, support agencies and universities through a programme of training, business development, research and evaluation.

SIGN is a £6.4M project funded by [Research England](#), [the University of York](#), and its partners.

The University of York leads the initiative, working with [Screen Yorkshire](#) and [eight other Yorkshire universities](#). An extensive network of collaboration ensures that SIGN is equipped to deliver maximum impact across the region.

Course Overview

The Inclusive Teams Labs are delivered by our training partner IVE. IVE will deliver interactive training, equipping teams and leaders to embed a positive process of reflection and improvement. This in turn will facilitate an inclusive organisational culture. The workshops will provide you and your team a chance to increase your awareness of issues impacting performance and daily working lives.

You will have the chance to reflect on your current approaches and how to co-create a vision for change.

Why do it?

With enhanced diversity and inclusion comes:

- The ability to better reflect and respond to staff, client and customer needs
- A greater sense of every team member being valued which leads to more engaged employees and, generally, a happier and more productive work environment
- Improvements to the perception of the business as being fair, having integrity and promoting positive values
- A greater understanding and appreciation for existing and potential key stakeholders

Who is it for?

This course is for staff, teams and leaders in the screen industries based in Yorkshire and the Humber who want to develop their understanding of inclusive cultures and how to embed Diversity and Inclusion fully into their organisation. The training is appropriate for everyone in an organisation.

Course Delivery and Content

The course will be delivered online via Zoom to allow businesses to embed this training into daily working commitments. There may be the opportunity to meet after the final session for a face to face event with the SIGN Skills team in the Creativity Lab at the University of York.

Training will be split over three two-hour workshops, delivered in a structured mix of direct presentation including PowerPoint and video, discussion and small group activities.

There will be a one month gap between each workshop in which participants are required to complete developmental tasks and activities both individually and as a whole group. The course will run from October to December 2022.

Workshop 1

- Drivers of Inclusion
- The Equality Act
- Unconscious Bias
- Key Concepts of Inclusion

Workshop 2

- Organisational Culture and Inclusion
- Stages of Transformational Change
- Auditing Organisational Culture
- Visions of Inclusion

Workshop 3

- Agreeing a Shared Vision of Inclusion
- Strategies to Make Change Happen
- Action Planning

Eligible Organisations

- Participants in the course must be no larger than a [Small to Medium Enterprise \(SME\)](#) and must be eligible to receive 'minimal financial assistance' under the [UK Subsidy Control Bill](#)
- SMEs must be a screen industries company (TV, film production, animation or games) active and based in the Yorkshire and Humber region
- SMEs must be willing to engage in evaluation activities associated with the training
- SMEs must be willing to explore how to improve diversity and inclusivity in their working practice

- SMEs must be willing and able to contribute time and resources to the training and fully participate in all aspects of and by attending the workshops

How to Apply

Fill out an [expression of interest](#) form - this should take no more than 10 minutes to complete.

Please note: on successful placing on the course, we will require you to complete a learner agreement.

For any queries or assistance please, contact: enquiries@screen-network.org.uk.