

# Supporting Trans Professionals in the Screen Industries - Guidance Document

## Training for Producers and Production Companies

## Introduction

A fully funded training course for producers and production companies, taking place across one in-person full day and two follow up online sessions.

Over the course participants will:

- Gain a broader understanding of gender identity
- Gain an understanding of the issues faced by those who are trans, non-binary or gender non-conforming within the screen industries
- Gain tips and best practice guidance for ensuring their teams are or workplace is trans inclusive
- Leave the course with confidence to share learning and change and challenge behaviour
- Build peer networks to continue learning outside of course

There are 16 places available. All of these are fully funded.

## What will the programme cover?

### Session One

Led by Nim Ralph and Cat Marshall, session one will be an in-person full day and will cover:

- What does it mean to be trans?
- Understanding Gender identity and language
- Case Studies and a Q&A; looking at common problems faced in the screen industries by trans individuals.
- Considerations in pre-production, production and post-production.
- Practising intervention
- Creating an action plan for the individual's work

### Session Two

Session two will be a self-led and will involve working with a 'buddy' (who will be assigned in session one) to look at your action plan and work through how you have done so far, what you need to work on and where you might need support.

### **Session Three**

Session three will give time for reflections on the course, your learning and your action plan. We will look at 'what next?' and accountability; and explore wider industry barriers and intersectionality. This will be an online two hour session.

## **When does the programme run?**

The training will run at the end of February and through March, on the following dates:

- 1 x in person training day – Monday 20 February – location TBC, likely London.
- 1 x 1 hour online check in session with buddy – Monday 6 March
- 1 x 2 hour online session – Monday 20 March

## **Meet the Trainers**

Nim and Cat met on the feature film *Everybody's Talking About Jamie* (2019) and, after realising how little resources there were in the screen industries around gender identity, have been working on creating best practice guidance and training for the industry for the past three years.

### **Nim Ralph (they/them)**

Nim is a community organiser, and freelance trainer, facilitator and writer with 15 years work in a number of sectors delivering equity, inclusion and justice work. Their experience is rooted in a feminist, queer, abolitionist and decolonial analysis, which developed whilst working in and alongside marginalised communities for organisations such as MOSAIC, Runnymede Trust and Drake Music. They are currently delivering cutting-edge training for communities at Campaign Bootcamp, NEON Movement Builders and Working On Our Power.

Nim has held instrumental leadership positions within various social justice movements. They co-founded QTPOC London, Purple Rain Collective and are an inaugural member of the Edge Fund. Previous to this they co-founded and directed So We Stand; an organisation linking environmental, social and racial justice in the UK. This won Nim an Olive Morris Memorial Award for activism and was named a Guardian "Youth Climate Leader". Most recently they mobilised large scale engagement in the Gender Recognition Act Consultation 2018, and they continue this work as a trans activist in multiple spaces.

### **Cat Marshall (she/her)**

Cat is a Yorkshire based producer working in film and high-end TV.

She was Associate Producer on the feature film adaption of the hit west end musical, *Everybody's Talking About Jamie* (2021, Amazon Studios) directed by Jonathan Butterell, which was nominated for the BAFTA for Outstanding British Film in 2022. She has most recently produced *MARS* for Mercury Studios and Interscope Films, a short film from an original idea by Yungblud, written by Chris Bush and directed by Abel Rubinstein.

Previously, Cat was with the multi award-winning production company Warp Films for over nine years, working in production across their slate. Highlights include Shane Meadows' *The Virtues* (Channel 4) and *This Is England '90* (Channel 4); *The Last Panthers* (Sky Atlantic); and feature films *YARDIE* (StudioCanal) '71, (StudioCanal) and *Ghost Stories* (Lionsgate). She is currently developing her own slate of film and tv projects, including feature film ULA selected for Edinburgh Talent Lab Connects 2022.

## Who can apply?

Due to the content of this course, participants should be:

- Currently working for or with a UK production company, ideally at decision making or management level

or

- A producer working in the screen industries

## How do I apply and what are the next steps?

The deadline for submissions is **5pm on Friday 13 January 2023**.

Please complete an [application form](#). If you require the application form in a different format, please don't hesitate to contact [enquiries@screen-network.org.uk](mailto:enquiries@screen-network.org.uk). The form should take about 10 minutes to complete.

Applicants will be notified by Monday 23 January as to whether they have been successful.

*The course costs are fully funded by SIGN. Whilst we cannot guarantee any financial support to enable your attendance on the programme, such as assistance with travel costs, please indicate in your application if you feel, due to personal circumstances, this would be beneficial.*