



Dr Anna Bull
Lecturer in Social Justice and Education
Department of Education
University of York
University of York, York, YO10 5DD, UK
anna.bull@york.ac.uk

Study Title: Addressing sexual harassment in the UK film and television industries

Ethics Committee Ref No: FC22/4

Researcher: Anna Bull

For information about **General Data Protection Regulation (GDPR)** please follow [this link](#)

I am inviting you to participate in a research project examining people's experiences of sexual harassment and reporting sexual harassment in the UK film and television industries. If you have experienced something that you think might have been sexual harassment since January 2018, or you attempted to report sexual harassment at work since January 2018, then I would like to speak to you.

I am a lecturer in social justice and education at the University of York, and I have been carrying out research on sexual harassment since 2017, as well as activism in this area since 2015. Most of my research has been on sexual harassment in higher education, through my work with campaign and research organisation [The 1752 Group](#).

This study is funded by the Screen Industries Growth Network at the University of York, through Research England.

About the study

This study will examine workers' and students' recent experiences of sexual harassment in the film and television industries in the UK, including in higher education and on placements, as well as approaches to handling sexual harassment from production companies, unions, and other sector organisations. Interviews will be carried out with two groups:

- people working or studying in any area of the film and television sector in the UK who have experienced or attempted to report sexual harassment or violence at work/study since 2018
- staff in production companies, unions, higher education institutions, and any other organisations in the sector who have been involved in addressing sexual harassment within the industry

The study aims to shed light on patterns of sexual harassment; experiences of reporting or attempting to report; and impacts of sexual harassment, as well as challenges and ways forward for the industry to tackle this issue.

The study has been reviewed by the University of York's Department of Education ethics committee.

The interview process

If you choose to participate in this research, you will be interviewed over Zoom at a time that is convenient for you.



I will carry out the interviews myself. However, **if you are trans*, non-binary or gender queer and would prefer to be interviewed by a non-cisgender person**, then my transmasculine colleague - who is experienced in carrying out interviews with trans*, non-binary and genderqueer people who have experienced sexual harassment/violence - can carry out the interview if you wish.

If you are from a racially minoritised group and you'd prefer to be interviewed by another person of colour, my colleague Adrija Dey from the University of Westminster can carry out the interview if you wish. She is also experienced in carrying out interviews with people who have experienced sexual harassment/violence.

If you have any accessibility needs that will help you to participate in the interview (for example, an in-person interview, a sign language interpreter, or other needs) please email anna.bull@york.ac.uk with a description of what you need.

We will agree a maximum amount of time for the interview in advance. This will allow you to plan for some support after the interview, if you wish to. You are welcome to have someone with you during the interview for support if you would like.

In the interview, I will ask you to give as much detail as you feel comfortable with about what happened to you, and the impacts that your experiences have had on your work as well as your life more generally. It will be up to you how much of your experience you talk about; you do not have to share anything that you'd rather not talk about.

It is very important that you do not name the person/people who carried out the harassment during the interview, as it is possible (although highly unlikely) that legal authorities will request the research data. Instead, I will ask you to describe your experiences without giving any details that might identify the person/people responsible.

You are very welcome to take a break or stop the interview at any point, and the interview will be a non-judgemental space. I have included information about support and advice services below. Prior to the interview, we will have time to discuss any concerns you might have.

The interview will be audio and video recorded then the video recording will be deleted immediately after the interview. If you prefer not to be recorded, then I will take notes during the interview. After the interview, I will send you a copy of the transcript or notes from your interview, so that you can check over what you said and amend or remove anything.

Who can participate?

In order to be eligible to participate in this study:

- **You need to have been working (on a paid or voluntary basis) in the film or television industry in the UK** when you experienced (or think you may have experienced) sexual harassment, violence, or misconduct from someone at work
 - If you were a student on placement you are also eligible
 - If you were working on a UK-funded production but outside the UK, you are also eligible
 - You can be working in any role at all
 - If you're not sure whether what you experience counts as sexual harassment, then please do participate – the 'grey' areas are important
- **This experience (or part of it) needs to have happened since January 2018.** This is because I am particularly interested in what – if anything – has changed in recent years, since #MeToo



- If the harassment happened before 2018 but you attempted to report or get someone to take action after Jan 2018 then you are eligible to participate

- **You need to be aged 18 or over**

I would like to speak to people of all gender identities and sexualities. I am particularly interested to hear from people from marginalised gender/race/class identities or other people who are marginalised in any way.

Risks and benefits of participation

There is no direct advantage to you for participating in the research. However, you may wish to participate in order to use your experience to feed into recommendations for the film and television sector in dealing with this issue.

The risk of participating is that it may be difficult for you to talk about experiences that may have been very distressing. You will have as much control and choice as you need over the interview process in order to minimise any distress it may cause. However, if you think that participating in this research might adversely affect your mental health, then it would be best if you do not volunteer to participate in this study but instead wait for other opportunities to share your account when you feel ready.

Confidentiality

I know that confidentiality is an extremely important concern for many people who have experienced sexual harassment or violence. All identifying details will be pseudonymised in this research. This means that a pseudonym will be used instead of your name in any data that might identify you. This will be applied to any details that might make you identifiable such as names of employers or place names. After the interview, we will discuss which details you would like to be removed to ensure that you cannot be identified.

The pseudonymised transcript of your interview will not be shared with anyone and will only be accessible to me and any researchers working under my direct supervision. The transcript will be analysed and publications from the data may include themes or (if you give permission) direct quotes from interviews. However, I will ensure that any quotes do not include information that might enable the interviewee to be identified.

This research will not disclose publicly the name of any perpetrators of sexual harassment and we would also ask you not to name any perpetrators, or specific information relating to incidents (eg dates, times) during your interview. This is because if I receive specific disclosures I would have an ethical duty of care as a researcher to report this to avoid risk of further harm to yourself or others.

Your details will be kept confidential. The in-app option for recording interviews on Zoom will be used. Recordings will be saved directly from Zoom to the interviewer's institutional Google Drive, which is a secure location. Recordings will be securely sent to a third party for transcription (however if you do not want your interview shared with a transcriber, then just let me know and I can do the transcription myself). After this, I will go through the transcript and remove any identifying features. Your name and contact details will be stored separately to the transcript and will only be accessible to myself. The audio files will be deleted after the data analysis is completed (by August 2023), or, if they contain any identifying details, immediately after transcription. The transcript of your interview (which will not contain any personal details) will be retained in secure storage for twenty years, as will your contact details so that you can be informed of publications coming out of the research (unless you chose to opt out of further communications).

Addressing sexual harassment in the UK film and television industries. Information and consent form group one, v.4, Feb 2023



The consent forms will be retained securely for 20 years from completion of the study. If you prefer not to put your name on a consent form, you may give verbal consent on the audio recording using your chosen pseudonym.

Publishing and disseminating the research

Your interview will form part of the data for peer-reviewed academic journal articles and a public report. I may also use this data in talks given to people working in the screen industries sector and at academic conferences. If you give permission, I may use pseudonymised quotes from your interview as part of this.

Support and advice services

It is possible that this interview will be distressing for you as you may choose to recount experiences that have been difficult. If this is the case, I would recommend the following support and advice services:

- **Legal advice for women:** Rights of Women have a free legal advice helpline for women in England and Wales experiencing sexual harassment at work
<https://rightsofwomen.org.uk/get-advice/sexual-harassment-at-work-law/>
- If you are in Scotland, the Scottish Women’s Rights Centre can give legal advice if you are experiencing harassment at work:
https://www.scottishwomensrightscentre.org.uk/helpline/#rslider_1
- **Sexual violence/harassment support for women:** Rape Crisis national helpline. You can call anonymously and confidentially to discuss any experience of sexual harassment or sexual violence.

12:00-14:30 and 19:00-21:30 every day of the year

Monday to Friday 15:00-17:30

Phone number 0808 802 9999
- Some local Rape Crisis centres offer free counselling or other support services. You can find your local Rape Crisis centre here: <https://rapecrisis.org.uk/centres.php>
- **Sexual harassment/violence support for all genders:** The Survivors’ Trust also have information about local centres that offer counselling and other support services, including advocacy. You can find your local centre here: <http://thesurvivorstrust.org/find-support/>
- **Galop helpline for LGBT+ people experiencing harassment or abuse:**
<https://galop.org.uk/get-help/helplines/>
- **Specific industry support:** The Film and TV Charity have a 24/7 Support Line on 0800 054 0000 to talk through professional or emotional issues.
 - Please note, this is not a specialist sexual harassment service

Funding for this study

This study is funded by Research England through the Screen Industries Growth Network.

Consent form and withdrawing from the study

Addressing sexual harassment in the UK film and television industries. Information and consent form group one, v.4, Feb 2023

You will be asked to sign a consent form indicating that you agree to take part in this research (see sample consent form below). If you change your mind about your participation at any point up until April 30, 2023, you can email me on anna.bull@york.ac.uk to say that you wish to withdraw from the research. It is important that you feel comfortable and safe about your participation in this research, so if you decide that you wish to withdraw, I can assure you that it is perfectly fine for you to do so. If you withdraw from the study your data will be destroyed immediately.

It's also fine if you change your mind about participating in the research during the interview. If you decide you no longer wish to participate in the research, we will stop the interview immediately and move straight onto a debrief session and your data will be deleted immediately after the debrief.

Questions or concerns

If you have any questions about this participant information sheet or concerns about how your data is being processed, please feel free to contact Anna Bull by email on anna.bull@york.ac.uk, or the Chair of Ethics Committee via email education-research-admin@york.ac.uk. If you are still dissatisfied, please contact the University's Data Protection Officer at dataprotection@york.ac.uk

How to participate:

Thank you for considering participation in this study. **If you would like to participate, please email me to express your willingness to participate on anna.bull@york.ac.uk.** Please feel free to email me if you have any questions or concerns, as well. If you are eligible to participate, then I'll send you a link to an version of the consent form to fill out online (you can an example version below).



EXAMPLE OF CONSENT FORM

Title of Project: Addressing sexual harassment in the UK film and television industries

Name and Contact Details of Researcher: Dr Anna Bull, anna.bull@york.ac.uk

Ethics Committee Reference Number: FC22/4

This consent form should be read together with the information sheet above.

- 1. **I confirm that I have read and understood the information sheet** above (version 3) for the above study. I have had the opportunity to consider the information, ask questions and have had these answered satisfactorily.
- 2. **I understand that my participation is voluntary** and that I am free to withdraw up until 30 April 2023 by emailing anna.bull@york.ac.uk without giving any reason.
- 3. **I consent for my interview to be audio and video recorded.** The video recording will be destroyed immediately after the interview, and the audio recording will be transcribed and analysed for the purposes of the research after which the recording will be destroyed (by August 2023). The transcript will be stored securely at The University of York for 20 years.
- 4. **I understand that data collected during this study *could* be requested by legal authorities,** for example through a court subpoena, in which case I will be informed by the researcher via the email address below. I give my permission for any authority, with a legal right of access, to view my data. Information that could identify specific perpetrators will not be stored.. Any audio recordings that contain identifying details will be destroyed after transcription (Please ask if you have questions about this point).
- 5. I understand that the results of this study may be published and/or presented at meetings or academic conferences, and may be provided to the research funder, Research England/Screen Industries Growth Network. **I give my permission for my pseudonymised data, which does not identify me, to be disseminated in this way.**
- 6. I consent to verbatim quotes being used in publications where the researcher deems there is no risk that I will be identified. **If you prefer that quotes from your interview are not used in publications, then leave this box blank.**
- 7. **Limits to confidentiality:** I understand that whatever I say in the interview is confidential unless I tell the researcher that I am in immediate danger of serious harm. If that happens, the researcher will raise this with me during the interview and tell me about what could happen if I continue to talk about it and explore how I would prefer to deal with the situation. The researcher will encourage me to seek support from my GP and/or specialist sexual violence organisations to help me make the situation safer. If the researcher feels unsure that I will go and get support, they will talk to me about what they need to do and what might happen next. In an extreme case where you are at serious risk, and you choose not to seek help/advice the researcher has a duty to disclose this to the relevant agencies.
- 8. I agree to take part in the above study.

Method of consent:

You can choose to either give verbal consent on the audio recording, or sign your name below.



Name of Participant:

Date:

Signature:

Name of Person taking Consent:

Date:

Signature:

Email address: