

SAFE TO SPEAK UP?

Sexual harassment in the UK
film and television industry
since #MeToo

Summary Report

Anna Bull

University of York



UNIVERSITY
of York

SAFE TO SPEAK UP?

Further information

This is the full-length version of the report. [A two-page version, summary version, industry briefing, and policy briefing are also available.](#)

The following support and advice is available for those experiencing sexual harassment and violence in the UK screen industries.

For all genders:

- [Film and TV Charity Bullying Advice Service.](#)
- **For emotional support for sexual violence/harassment, support is available from the [Survivors' Trust](#) or for LGBT+ people, [Galop](#).**
- **Time's Up UK [Guide to Working in Entertainment](#)**

For women:

- **Legal advice for women experiencing sexual harassment in the workplace, you can contact the [Rights of Women helpline](#).**
- **For emotional support for sexual violence/harassment (including for bystanders), [Rape Crisis England and Wales](#); [Rape Crisis Scotland](#); or [Rape Crisis Northern Ireland](#).**

INTRODUCTION

This report asks: is it now safe to speak up about sexual harassment and violence in the UK film and television industry?

It focuses on experiences of sexual harassment and violence that have occurred since the 2017 #MeToo movement, drawing on interviews with 17 women and one man who have experienced and/or spoken up about sexual harassment and violence at work since December 2017. Interviewees worked across different genres including high-end television and film, drama, documentary, factual, unscripted, and journalism, and in a variety of roles. It reveals why people are choosing to report their experiences within their workplace, and what happens if they do. It outlines examples of good practice as well as revealing where improvements are needed.

Key Findings

Nearly six years on from the 2017 #MeToo movement, the UK film and television industry is still not fulfilling its legal obligations around preventing and responding to sexual harassment in the workplace.

Gender inequalities – particularly where men are in positions of power, or where roles are segregated by gender – are creating a context that enables sexual harassment and violence to occur.

Sexual harassment and violence are not endemic everywhere in the industry; they are more common in some workplaces than in others. However, they are still occurring; most of the incidents described by interviewees had occurred since 2020.

Impacts of sexual harassment included losing work opportunities, losing jobs or careers, losing confidence, losing networking opportunities, ongoing feelings of shame or self-doubt, and panic attacks.

In many workplaces, interviewees were unaware of any mechanisms to tackle this issue.

There appears to be a strong reliance on informal responses to handle sexual harassment, even when this isn't what reporting parties want.

MeToo has led to some positive changes, but also backlash and coverups. However, some interviewees had been encouraged to speak out about harassment and abuse, but then were punished or victimised when they did so.

PART 1: EXPERIENCES AND IMPACTS OF SEXUAL HARASSMENT AND VIOLENCE

Experiences of sexual harassment, sexual violence and victimisation

The 18 interviewees described in detail 22 instances of sexual harassment, assault or violence experienced at work since December 2017. Most of these incidents were recent, occurring since 2020, and six interviewees described experiences that had happened since 2022. Interviewees were subjected to:

- Sexualised comments, such as sharing unwanted information about someone's sex life, or making comments about someone that involved sexualised scenarios.
- Having unwanted sexualised images shared with them.
- Unwanted sexual or romantic approaches.

For a few interviewees, these behaviours occurred alongside bullying, where the bullying tended to have gendered dimensions.

Five interviewees were subjected to sexual violence including indecent exposure, sexual assault and rape.

Some interviewees were also subjected to victimisation, i.e. being treated less favourably as a result of being involved with a discrimination or harassment complaint. All of those who experienced victimisation worked in journalism. This forced three interviewees out of their careers in journalism.

These incidents occurred in a variety of workplace settings. Particularly risky spaces were work social events; filming on location; and international industry events.

Recognising sexual harassment

It was not always clear to interviewees whether their experiences were in fact sexual harassment. In fact, all of the experiences they described clearly fell within the legal definition of sexual harassment even when interviewees described them as 'mild' or 'low-level'. This suggests that across the industry, people may not be recognising sexual harassment when it occurs, and opportunities for these behaviours to be addressed at an early stage can be lost.

SAFE TO SPEAK UP?

For example, a one-off sexual or romantic approach can constitute sexual harassment; it does not have to be repeated.

However, in this study, most of the situations described by interviewees involved repeated incidents, whether targeted at others or at themselves. For example, Fern described sexual harassment from a colleague while at work:

We'd be having general work conversations. Then he'd start telling me very explicit sexual stories about him with exes. And I'd just be stood there and like, "Wait, what? What is going on?" That sort of thing was happening quite a lot.

These and other incidents recurred over time. Any one of these instances on its own could have constituted sexual harassment. Failing to address such incidents early on can lead to behaviours escalating as well as deeper impacts on those targeted.

Impacts of sexual harassment and reporting

The impacts of sexual harassment and violence could be broad-ranging, affecting interviewees' personal as well as professional lives.

These impacts need to be contextualised within the range of sexually violent or harassing behaviours that many interviewees – particularly women – had previously experienced. Workplace sexual harassment and violence could be triggering of previous experiences.

Emotional impacts

One emotional impact that several interviewees described was ongoing feelings of shame or self-doubt. Fear and panic attacks were also described by some interviewees.

By contrast, four interviewees said that the sexual harassment they were subjected to hadn't had much, or any, impact on them.

Career impacts

Two interviewees had to leave their jobs or careers as a result of what had happened, one had to move to a different area of the industry, and others lost work. Other career impacts included losing skills development and networking opportunities. Some interviewees described the additional labour of dealing with the situation leading to career impacts such as trying to avoid the person who had targeted them or spending time planning how to handle the situation.

Indirect impacts that affected interviewees' careers included feeling wary of men or being unable/less able to network with men. They also described trying to implement stricter professional boundaries at work – a challenge in an industry where 'being friendly' is often a requirement of the job.

Finally, the impacts on confidence were one of the heaviest legacies of sexual harassment for some interviewees. Abby summed up the broad impact of being subjected to multiple incidents of sexual harassment and violence at work as:

heavy, relentless and exhausting. And time consuming. I'd spend so much time thinking and talking about this [...] professionally and personally, it's trashed my confidence a lot of times. It's made me feel very like just disrespected. I feel very disrespected by a lot of people, and it takes a lot of energy and effort to walk back

SAFE TO SPEAK UP?

into the world every day, being like, “I am capable, I do deserve this job, I don’t just have it because they feel bad for me or they fancy me, or they have some sort of weird complex that they need to save me.” I have to every day be like, “I deserve to be here.” And I know for a fact that the men in the company who perpetrate this do not feel like that, and I’m angry.

Interviewees adopted a range of strategies to help them cope with their situations, such as getting support from colleagues, family and friends; therapy or coaching; going to the media; going to the police, or reporting to their workplaces, as explored below.

PART 2: HOW GENDER INEQUALITY WITHIN THE INDUSTRY ENABLES SEXUAL HARASSMENT

Gender inequalities contributed to creating workplace cultures that supported sexual harassment and violence to occur. The workplaces or settings where sexual harassment or violence took place were almost all described as being gender unequal, in different ways. In addition, all of the people described as carrying out sexual harassment or violence in this study were men.

Gender inequalities do not directly cause sexual harassment and violence, but they enable it through creating cultures where sexism, sexualisation of women's bodies, or sexual harassment and violence are normalised and accepted.

Six types of workplace culture relating to gender inequality were identified, as described below. They can be summarised as follows:

- Gendered power dynamics, where men hold the power (e.g. male-dominated management).
- Gendered division of labour (e.g. women doing the admin, men dominating 'creative' roles).
- Gendered harms are obscured, ignored or invisible (e.g. being told 'it's harder to report this than ignore it').
- A supportive culture exists despite clear gendered inequalities (e.g. an understanding boss).
- Other workplaces hierarchies or risk factors cause sexual harassment (e.g. hierarchies between 'talent' and crew).
 - The most common example was 'talent' being valued more highly than other employees. Some interviewees described how sexual harassment carried out by male actors towards crew was minimised and excused.
- The culture is actively anti-sexist (e.g. with clear anti-sexist policies that are workable and implemented).

These workplace cultures enabled – or worked against – sexual harassment and violence in different ways.

PART 3: REPORTING SEXUAL HARASSMENT AND VIOLENCE - BARRIERS AND CATALYSTS

It's often assumed that television and film workers – especially those in freelance roles – don't report sexual harassment. However, in this study, most people did disclose their experiences to someone at work, and some also made – or attempted to make – formal reports. All but one of the people targeted for harassment disclosed what had happened to someone at work, and all but three disclosed to someone in a position of responsibility.

However, some interviewees did not report, and others had previously decided not to report then only later did so.

Reasons for not reporting

Sexual harassment was normalised or tolerated in the workplace.

This could include harassing incidents occurring in public. If the person/people to whom the incident would be reported were present during incidents of sexual harassment and did not react, if they were visibly friendly with the harasser, or if they themselves were carrying out the harassment, interviewees tended to assume there was no point in raising concerns.

- **Believing that nothing would be done and/or they wouldn't be supported in reporting.**

For several interviewees, their knowledge of how previous incidents had been dealt with in their workplace affected their decision not to push for a formal report.

- **No information was available about reporting or there was no-one to report to.**
- **Interviewees had previously experienced and/or reported sexual harassment/violence.**

This could mean that interviewees were primarily focused on trying to cope with this trauma response rather than thinking about next steps, or that their credibility would be in question if they reported further incidents.

- **Interviewees felt complicit; that it was their fault; or that it wasn't serious enough to report.**

This could be a particular risk at industry events where alcohol was involved.

SAFE TO SPEAK UP?

- **Their workplace had wider discrimination issues, a toxic culture, or difficult working conditions.**

These wider issues within the workplace made it more difficult to report sexual harassment, and to get action taken if concerns were raised.

- **Interviewees feared losing their job, losing work or damaging their reputation if they reported.**
- **Interviewees were blocked or dissuaded from reporting.**

Six interviewees tried to make a formal report, only to have it handled informally, or to be blocked or dissuaded from reporting. This could sometimes indicate that any potential complaint was going to be covered up, as in Sarah's experience:

I look back and I realise probably even that informal phone call to [my bosses to raise concerns] was a mistake because they turned around to me and said, "Oh look, it would be very bruising if you raised this formally. You know that, right?" And I said, "Oh ok," and I kind of read between the lines, [and] didn't raise it formally [at that point].

Reasons for reporting

However, as noted above, most interviewees in this study did report or at least tell someone at work what was happening. Understanding the reasons why people speak out about sexual harassment or violence can help to create an environment that supports this. The main reasons that interviewees gave for reporting or telling someone at work were:

- **To protect others, for example if the interviewee knew that others had been targeted as well as themselves.**
- **Because there was a culture or norm of speaking out in the workplace.**
- **To be able to continue in their role/job, or to get help handling a difficult situation.**
- **Because someone asked, noticed, or was available.**

Four interviewees spoke to the harasser directly and asked them to stop the behaviour or explained why the behaviour was problematic. None of these efforts were effective in getting the harassment to stop or getting him to understand why his behaviour was problematic.

PART 4: EMPLOYERS' RESPONSES TO REPORTS OF SEXUAL HARASSMENT AND VIOLENCE

Interviewees were asked what responses they would have liked to have seen from their workplaces. These were as follows:

- **To take their concerns seriously. This could include an acknowledgement that what has happened is unacceptable and shouldn't have been happening.**
- **For the person they report to having appropriate knowledge and training to enable them to respond safely and effectively.**
- **Never to have to see or work with the person responsible again.**
- **For the harasser to know the impact of his behaviour on the person/people targeted.**
- **For the harasser to be rehabilitated, to take responsibility, and/or to resign.**
- **For there to be consequences for people who behave in this way.**
- **To receive an apology from those who let this happen or who victimised them, and to be thanked for coming forward.**

Overall, interviewees wanted structures and staff in place who had an understanding of how to handle sensitive situations safely. This would mean that when they raised concerns, these would be taken seriously, acted on, and if necessary recorded, with ongoing patterns of behaviour identified and addressed. However, for the most part, employers' responses did not meet this standard.

Employers are also obliged to have in place 'an appropriate procedure for reporting harassment, protecting victims of harassment and taking action if harassment occurs'.¹ As the rest of this section outlines, such procedures did not appear to be in place, or effective, in many workplaces.

How did employers handle reports of sexual harassment and violence?

In eight cases, informal action was taken.

1. EHRC (2017). Sexual Harassment and the Law. Guidance for Employers. London: Equality and Human Rights Commission. <https://www.equalityhumanrights.com/sites/default/files/sexual-harassment-and-the-law-guidance-for-employers.pdf>.

SAFE TO SPEAK UP?

In four cases, the person responsible for harassment/violence was not rehired.

In four cases no action was taken.

In two cases, no information shared with reporting party about actions taken.

The most common type of action taken to address reports was therefore informal action. Informal actions, such as talking to the person responsible for the harassment about their behaviour, can be appropriate if this is what the reporting party wants and if there is no risk to others. However, sometimes informal actions were taken where interviewees had wanted a formal response. Furthermore, most of the informal actions taken were not adequate to address the situation, and/or created further discrimination.

For example, in two cases, after a sexual harassment or violence report, employers arranged for the harasser to only work with male crew/staff. In a third instance, women crew members refused to work with a male actor who had been sexually harassing women. Such instances where arrangements were made so that harassers only worked with other men created further discrimination, which could amount to victimisation.

Satisfaction with how employers dealt with reports

Half of those who reported were wholly dissatisfied with the response from their employer; only three interviewees felt their workplace had responded well.

Notably, freelancers were slightly more satisfied than those on permanent or ongoing contracts with the response from their workplace. In addition, freelancers were slightly more likely than non-freelancers to report or disclose sexual harassment or violence at work. This finding needs to be seen in the context of previous research that found freelancers are more likely than permanently-employed staff to be subjected to sexual harassment.² Freelancers are also more likely to face the issue of trying to report sexual harassment that has occurred in a previous (rather than current) workplace. Nevertheless, these findings show that many freelancers are speaking out about their experiences; this may be a shift in recent years due to changes in culture.

Good and poor practice with handling reports

There was evidence of good practice in handling reports or disclosures. For example:

- Being told that the harassing behaviour is unacceptable.
- Interviewees being given clear options and asked what action they would like.
- Reaching out to others to ask anyone to come forward with concerns (this can be done without naming the accused party).

However, there were also many problems arising in informal handling of sexual harassment reports:

2. Wilkes, M., Rebecca Florisson, & Heather Carey. (2020). The Looking Glass: Mental health in the UK film, TV and cinema industry. The Film and TV Charity. <https://filmtvcharity.org.uk/wp-content/uploads/2020/02/The-Looking-Glass-Final-Report-Final.pdf> p.19.

SAFE TO SPEAK UP?

- Those handling reports sometimes minimised the sexual harassment, failed to take it seriously, and/or failed to recognise that sexual harassment/violence is unlikely to be a one-off incident but may recur.
- Those handling reports sometimes relied on ‘rape myths’ and ‘himpathy’ in handling reports. ‘Rape myths’ are false beliefs about sexual violence shaped by sexism and other prejudices that deny downplay or justify sexual violence (and sexual harassment). ‘Himpathy’ is a form of misogyny that involves ‘the excessive sympathy sometimes shown towards male perpetrators of sexual violence’ which ‘contributes to insufficient concern for the harm, humiliation, and (more or less lasting) trauma they may bring to their victims’.³
- Those handling reports failing to draw on specialist advice where needed.
- Reporting parties were sometimes dissuaded from making a formal complaint to the employer, or dissuaded from reporting to the police.
- Employers sometimes failed to take action on receiving a report.
- In at least one case, the employer attempted to handle reports individually, even when there were multiple people targeted.
- Some interviewees described a lack of support/advice during the reporting process and/or lack of communication.
- Where HR staff were in post, they often lacked expertise to tackle this issue, or in some cases were actively involved in covering up the issues raised.

However, there were some examples that included good practice. An example of a response to a report that appeared to follow good practice guidance closely came from John, the only male interviewee in the study. When he reported his experience of sexual assault at a work social event, he described how:

I felt very heard. [My employer] took their time. They made sure I was ok and was comfortable talking about it. I never felt pressured in any way.

Notably, John reported to his employer after his contract had ended, and they still took it seriously and acted on it. This is particularly important for freelancers, who may often find themselves in the situation of having to report behaviour that occurred on a contract that has ended, and should be standard practice.

The positive response that John received was perhaps enhanced by the fact that, for him, this experience was a one-off. It was not part of a longer history of being subjected to sexual violence and harassment that many women interviewees described.

3. Manne K (2017). *Down Girl: The Logic of Misogyny*. New York, NY: Oxford University Press, p. 197, 201.

PART 5: INITIATIVES TO ADDRESS SEXUAL HARASSMENT AND CHANGES SINCE #METOO

What's changed since #MeToo?

Interviewees described some positive changes since #MeToo, but also new risks and backlash.

In general, positive changes included changes in attitudes, in that people know that this behaviour is not ok anymore; more confidence to speak out; and in some workplaces a sense that concerns are more likely to be taken seriously.

However, interviewees' perceptions of new risks and backlash included harassers becoming more discreet; a backlash in some workplaces; ongoing misogynistic attitudes in some parts of the industry as well as significant gender inequalities still in place. Furthermore, the initial momentum behind #MeToo appears to have died down.

Finally, a small group of interviewees identified the risk that people are being encouraged to speak out about harassment and abuse, but then are punished or victimised when they do so. This makes the industry more dangerous than prior to #MeToo. As Chloe described:

From my point of view, it felt like what [#MeToo] did was made [companies] scared and maybe want to hide stuff. It didn't have a response of, "Oh, we need to change things," it just made women more confident in coming forward, but there was no change in [supporting women when they came forward], no, no, absolutely not.

This trend was particularly commented on by interviewees in the news industry, where news organisations were hunting out stories about sexual harassment in other sectors or industries, while failing to address the harassment occurring in their own organisations.

Overall, interviewees described a contradictory picture with some positive change, but also backlash, and new risks emerging. Around half of interviewees thought that little has changed in the industry since #MeToo in addressing sexual harassment, despite increased support in place to address mental health issues.

Perhaps the overall change in culture can be summed up as people feeling a greater sense of responsibility for speaking out about harassment when it occurs to other people, i.e. as a bystander.

Workplace mechanisms to tackle sexual harassment and violence

SAFE TO SPEAK UP?

Employers have legal obligations to take reasonable steps to prevent sexual harassment occurring.⁴ However, half of the interviewees said that across all of the workplaces they had worked in since 2017, they were unaware of any mechanisms or processes in any, or most, of their workplaces to tackle this issue.

For example, Roz, who worked in factual entertainment, said that ‘I’ve had quite a few contracts since [MeToo] and I’ve never seen [sexual harassment] as part of a contract or as part of a sort of introduction meeting or I’ve never come across any kind of protocol ever’.

Common approaches for tackling sexual harassment include wellbeing facilitators, training, helplines, and policies.

- **Staff representatives and wellbeing facilitator roles were not perceived as being effective.**
- **Six out of the 18 interviewees had taken part in training to address bullying and harassment or said that this issue had been mentioned in general health and safety training.**
- **One commissioning channel had an anonymous helpline in place.**
- **The three interviewees who were in line management roles had not had any support, training or guidance on how to handle sexual harassment.**

One area where interviewees were not aware of any mechanisms in place to address sexual harassment and violence were large international industry events. Screen industries events organisers need to assume that sexual violence and harassment are occurring on a regular basis at their events and implement a strategic approach to preventing and responding to it (as outlined in the full report).

4. EHRC (2017). Sexual Harassment and the Law. Guidance for Employers. London: Equality and Human Rights Commission. <https://www.equalityhumanrights.com/sites/default/files/sexual-harassment-and-the-law-guidance-for-employers.pdf>.

CONCLUSION

Ten years on from the BBC's Respect at Work review, and nearly six years on from the #MeToo movement, the UK film and television industry is still not upholding its legal obligations around preventing and responding to sexual harassment in the workplace. Legal obligations should be the minimum; to effectively prevent sexual harassment and support those targeted would go beyond this. But this minimum standard is not even being met. As a result, it is still not necessarily safe to speak up about sexual harassment for employees working in film and television.

In discussing these findings, it is important to bear in mind that more than half of the sample were white middle-class women. The experiences outlined in this report are, therefore, likely to constitute the best possible outcomes for those who speak up about sexual harassment and violence. There is more work to be done to listen to the voices of working-class people, people of colour, trans and non-binary workers, and disabled people.

Resources to change culture and practices, most notably The Film and TV Charity's 'Listen, Acknowledge, Act' framework⁵ and their Bullying Advice Service (which also advises on sexual harassment)⁶ are helping make change from the grassroots. But alongside this, regulatory oversight is also needed for broadcasters and commissioning channels to incentivise them to take more responsibility for sexual harassment on productions that they have commissioned, as outlined in the recommendations.

5. The Film and TV Charity (2023). Listen, Acknowledge, Act <https://filmtvcharity.org.uk/your-support/support-for-employers/listen-acknowledge-act/>

6. The Film and TV Charity 'Bullying and Advice Service' <https://filmtvcharity.org.uk/your-support/bullying/>

RECOMMENDATIONS

Six recommendations are prioritised here:

1. Broadcasters have recently announced their funding commitment to the establishment of the Creative Industries Independent Standards Authority (CIISA). The streamers, production companies and studios must now also commit to funding and supporting its establishment.

- This recommendation follows Philippa Childs' call in her letter to broadcasters and PACT (Producers Alliance for Cinema and Television) in September 2023.⁷

2. Training for managers on how to handle reports of harassment should be made accessible to all industry workers, including freelancers, whose role includes responsibility for the wellbeing of others. Senior leaders should also look to recruit, retain and reward line-managers who create positive work cultures and display good people-management skills.

- BIFA (British Independent Film Awards C.I.C.) have developed 'Prevention and Intervention' training. This course gives those in positions of responsibility the confidence and skills to handle incidents, allegations or reports of inappropriate behaviour.⁸
- ScreenSkills offer online training on dealing with bullying and harassment for anyone contracted or freelancing in a managerial position in HETV and unscripted TV.⁹

3. In order to support cultural change across the UK screen industries, all employees and employers should engage with the Film and TV Charity's 'Listen, Acknowledge, Act' resources on addressing bullying and harassment at work.¹⁰

4. New regulatory mechanisms need to be explored and then

7. <https://members.bectu.org.uk/advice-resources/library/3155>

8. For further information and to enquire about availability see: <https://members.bifa.film/form/bifa-edi-training-expression-of-interest>

9. <https://www.screenskills.com/bookings/bullying-harassment-training/e751092c-91a7-4d22-8e5b-575467c66fc3/>

10. The Film and TV Charity (2023). 'Listen, Acknowledge, Act'. <https://filmtvcharity.org.uk/your-support/support-for-employers/listen-acknowledge-act/>

SAFE TO SPEAK UP?

implemented to require broadcasters and commissioning channels to have minimum standards in place for addressing sexual harassment (and other forms of discrimination) in companies they commission.

- For example, new powers for Ofcom could require them to promote equality of opportunity in the commissioning process.

5. Broadcasters, commissioning channels and film studios should take more responsibility for ensuring mechanisms are in place to address sexual harassment on productions that they have commissioned. For example:

- Broadcasters and commissioning channels (and where relevant, film studios) should require minimum standards to be in place within production companies they commission.
- All broadcasters, commissioning channels and film studios should have clear and accessible reporting mechanisms for staff working on productions they have commissioned. They should investigate when a complaint is received about poor handling of a report by a production company, or when anonymous reporting data reveals a problem with workplace culture.
- Where minimum standards are not in place or where company owners/senior managers have upheld findings of harassment against them, they should be disbarred from receiving commissions for a period of time.

6. Industry bodies should support further research to build on these findings, to illuminate particular issues identified.

Further details on these recommendations are available in the [full-length version of this report](#). See the [industry briefing and policy briefing](#) that accompany this report for more details on recommendations and next steps.

SAFE TO SPEAK UP?

SUPPORT AND ADVICE

The following support and advice is available for those experiencing sexual harassment and violence in the UK screen industries.

For all genders:

- [Film and TV Charity Bullying Advice Service](#).
- **For emotional support for sexual violence/harassment, support is available from the [Survivors' Trust](#) or for LGBT+ people, [Galop](#).**
- **Time's Up UK [Guide to Working in Entertainment](#)**

For women:

- **Legal advice for women experiencing sexual harassment in the workplace, you can contact the [Rights of Women helpline](#).**
- **For emotional support for sexual violence/harassment (including for bystanders), [Rape Crisis England and Wales](#); [Rape Crisis Scotland](#); or [Rape Crisis Northern Ireland](#).**

About the author

Dr Anna Bull is a Senior Lecturer in Education and Social Justice at the University of York. She is the author of the report 'Safe to Speak Up? Sexual harassment in the UK film and television industry since #MeToo'. She is also a founder and director of The 1752 Group, a research and campaigning organisation addressing sexual harassment in higher education.

About SIGN

The Screen Industries Growth Network (SIGN) is a unique, business-facing initiative supporting the TV, film and games 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, starting in Summer 2020, and 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.

sign


Screen Industries Growth Network

19

screen-network.org.uk

 [Twitter](#)

 [LinkedIn](#)

 [YouTube](#)

