FRESH FILM

DIVERSITY & INCLUSION ACTION PLAN 2026-2028

01
PURPOSE AND GOVERNANCE

PURPOSE

This action plan turns Fresh Film's Diversity & Inclusion Policy into specific, measurable activity for the two-year period 2026-2028. It applies across governance, employment, programming, participation, partnerships, procurement and communications.

OUR APPROACH

Fresh Film will promote fairness, respect, equality, diversity, inclusion and engagement throughout its work. This is a proportionate plan for a small organisation and is designed to strengthen existing practice rather than create a separate administrative system.

ACCOUNTABILITY

The Company Manager coordinates implementation using existing organisational records and processes. The Artistic Director leads the programming, creative opportunity and participation commitments. Programme staff support delivery within their existing roles. The Board approves the plan and reviews progress at the midpoint and end of the period.

PLAN PERIOD

September 2026 to August 2028. A short midpoint review will take place in September 2027 and a final review in August 2028. The plan may be adjusted if staffing, resources, feedback or organisational priorities change.

STATUS KEY

ONGOING	PLANNED	REVIEW
Part of existing practice	One action during this plan	Checked at midpoint or end

02

LEADERSHIP AND GOVERNANCE

ACTION	LEAD	WHEN	SUCCESS MEASURE	STATUS
Board formally approves the policy and this action plan, and records oversight in Board minutes.	Board Chair / Company Manager	Q3 2026	Approval recorded; documents published and shared internally.	**Completed**
Keep diversity and inclusion in mind when making significant staffing, programme and partnership decisions.	Company Manager / Artistic Director	Ongoing	Significant decisions consider access, representation and potential barriers.	**Ongoing**
Share suitable diversity and inclusion learning opportunities with relevant staff and Board representatives where appropriate and available.	Company Manager	By Q4 2027	Relevant learning opportunities are shared with staff and Board representatives as appropriate.	**Ongoing**

EVIDENCE TO RETAIN

Board minutes and any training record already retained.

03

ACCESS AND PARTICIPATION

ACTION	LEAD	WHEN	SUCCESS MEASURE	STATUS
Review the main programme and application information for clear, inclusive language as it is updated.	Programme / Comms Team	As updated	Main public information is clear and avoids unnecessary barriers.	**Ongoing**
Invite applicants and participants to tell Fresh Film about access needs and provide reasonable accommodations where practicable.	Programme Leads	Ongoing	Access needs raised are considered and responded to appropriately.	**Ongoing**
Continue using existing school, regional, community and partner networks to broaden access to Fresh Film opportunities.	Artistic Director / Programme Team	Ongoing	Opportunities continue to be shared through Fresh Film's established networks.	**Ongoing**
Use existing surveys, debriefs, advisory activity and the National Youth Film Council to hear the views of young filmmakers.	Artistic Director / Programme Team	Ongoing	Relevant feedback informs programme discussions and changes where feasible.	**Ongoing**

EVIDENCE TO RETAIN

Existing programme information, records of access needs addressed, surveys, debrief notes and participant feedback.

04

PROGRAMMING AND CREATIVE OPPORTUNITY

ACTION	LEAD	WHEN	SUCCESS MEASURE	STATUS
Use clear criteria and fair selection processes for awards, commissions, mentoring and other opportunities.	Artistic Director / Panels	Each selection cycle	Criteria and selection decisions are documented through existing processes.	**Ongoing**
Seek a reasonable range of perspectives and expertise when appointing juries, mentors and speakers.	Artistic Director / Programme Leads	As appointed	The mix of contributors is considered when appointments are made.	**Ongoing**
Support a broad range of stories and creative voices while protecting each filmmaker's ownership of their work.	Artistic Director / Mentors	Ongoing	Mentors guide rather than direct creative choices.	**Ongoing**

EVIDENCE TO RETAIN

Existing criteria, panel records and programme feedback.

05

PEOPLE, PARTNERS AND PROCUREMENT

ACTION	LEAD	WHEN	SUCCESS MEASURE	STATUS
Use fair and transparent recruitment and contracting practices, with requirements based on genuine need.	Company Manager	As roles	Clear role information and normal recruitment records are retained.	**Ongoing**
Ask about and respond appropriately to access needs during recruitment and when working with staff and contractors.	Company Manager	Ongoing	Access needs raised are considered and responded to where practicable.	**Ongoing**
Make the policy available to new staff, key contractors and mentors as part of normal onboarding.	Company Manager / Programme Leads	From 2027	Policy is included or linked in relevant onboarding information.	**Planned**

EVIDENCE TO RETAIN

Normal recruitment, contracting and onboarding records.

06

MONITORING, REPORTING AND REVIEW

ACTION	LEAD	WHEN	SUCCESS MEASURE	STATUS
Give the Board a short update at the midpoint using existing feedback, minutes and programme records.	Company Manager / Artistic Director	September 2027	A brief progress item is recorded in the Board minutes.	**Review**
Review and update the Diversity & Inclusion Policy during the 2026–2028 Action Plan period.	Company Manager / Board	During 2027	Updated policy is approved, dated and published with a new review date.	**Planned**
Review this plan at the end of the period and agree a proportionate successor plan.	Company Manager / Artistic Director / Board	August 2028	Completed and continuing actions are identified in a short end review.	**Review**

EVIDENCE TO RETAIN

Board minutes and the approved updated policy and plan.

07

APPROVAL AND PROGRESS RECORD

This document should be reviewed alongside Fresh Film's Diversity & Inclusion Policy and relevant welfare, complaints, employment and data-protection procedures.

Document status	Approved by the Board
Plan period	September 2026 - August 2028
Midpoint review	September 2027
Next full review	August 2028

BOARD APPROVAL

Approved by: Fresh Film Board

Date: 10 September 2026

PROGRESS NOTES