



the indie training promise

We are committed to developing the skills of our workforce.

We support the goal of transforming the television and digital media production sector into the most skilled and creative in the world.

We believe in the value of training and continuing professional development, both formal and informal, and whether for producers or researchers, PAs or PMs, editors or managing directors.

We think that a well-trained workforce is efficient, cost-effective, productive, safe and creative.

We will endeavour to show this commitment in the following ways:

1. support for all our workforce

We will offer our staff and freelancers training, mentoring or other development opportunities.

2. continuing professional development

We aim to give our teams professional development as required, either on-the-job or off-the-job, at mutually agreed and convenient times.

3. positive induction and mentoring

We will ensure that new staff are offered a proper induction to our company, and if appropriate a nominated mentor (not necessarily their line manager) to support their personal development throughout their time with us.

4. fair access and work experience

We aim to develop structured programmes of work experience where possible, ensuring that we follow best practice and provide industry access for new talent from diverse backgrounds.

5. enabling development through a positive work environment

We believe that a working environment should be supportive and encouraging so people feel they can seek advice and assistance, and innovate without fear of criticism.

The Indie Training Promise will be supported at all levels of our company from Board level down, but there will be a nominated 'owner' of the Promise who will act as champion of our commitment.