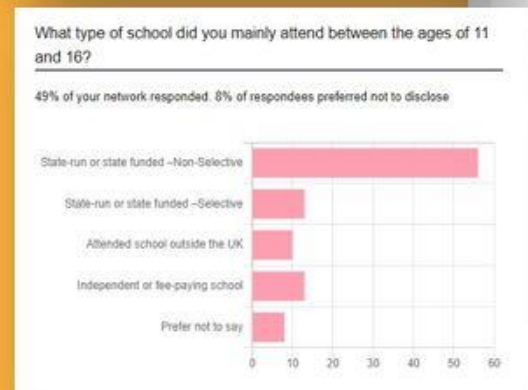
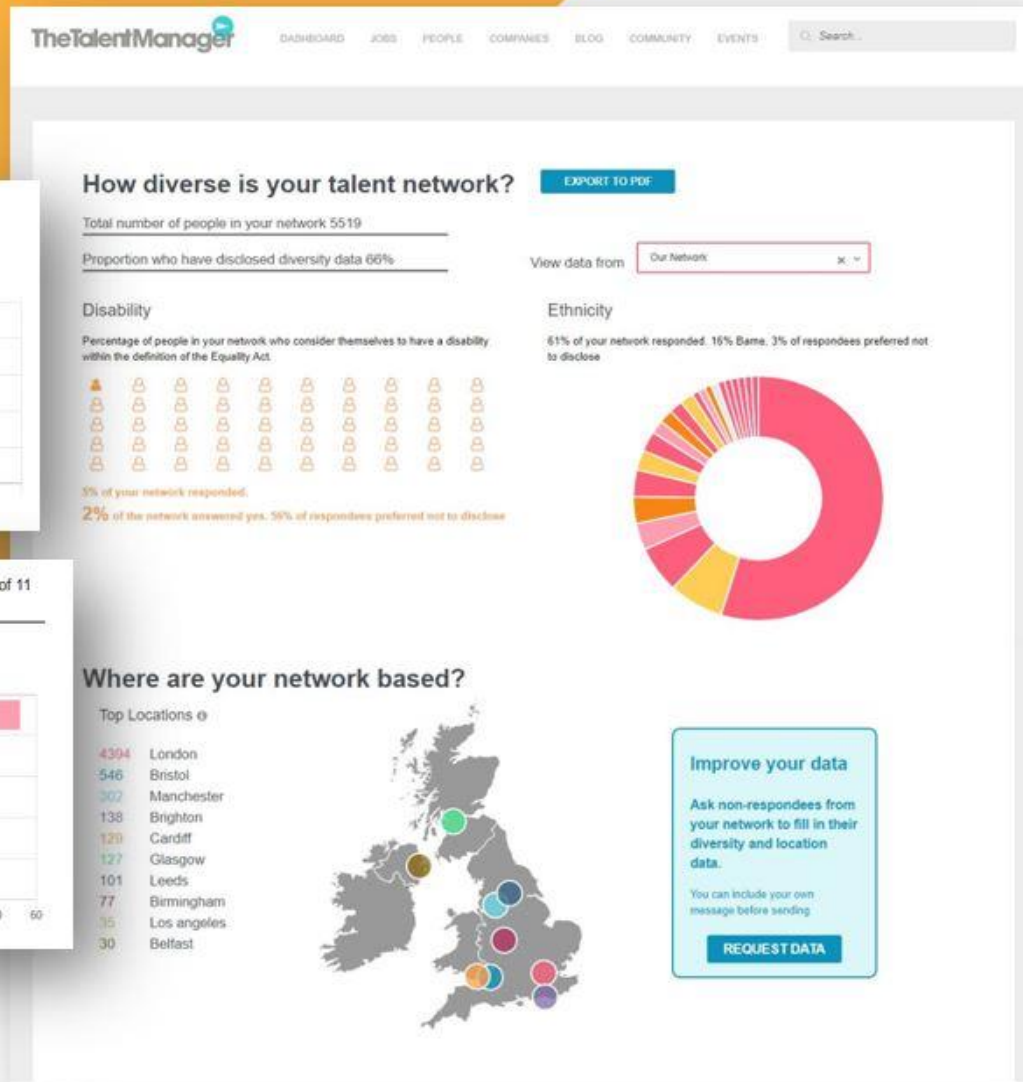


## 1. DIVERSITY DASHBOARD

Make your production teams truly inclusive, using The Talent Manager's suite of 'diversity' recruitment tools.

The 'Diversity Dashboard' gives recruiters detailed reporting on the make-up of their talent networks (eg by productions or role), by Protected Characteristics plus socio-economic background.

Use the data to review your recruitment processes and address areas of under-representation.



## 2. DIVERSITY SEARCH ENGINE

SHOWING 3,220 RESULTS | VIEW 10 20 50 RESULTS/PAGE IMPORT CONTACT POST A JOB

ALL **DIVERSE MATCHES (3220)**

Displaying results within diversity groups:  BAME  DISABLED ADVANCED FILTER

United Kingdom asian/asian british - bangladeshi asian/asian british - chinese SELECT ALL  
asian/asian british - indian asian/asian british - other asian/asian british - pakistani black/black british - african  
black/black british - caribbean black/black british - other mixed - other mixed - white/asian mixed - white/black african

**Obe Lulat Joshua** AVAILABLE

AP (self Shooting)	BBC 1	BBC Studios	Punjabi United
Assistant Producer	BBC 2	Label 1	Hospital
Assistant Producer	BBC 1	BBC Studios - The Docu...	The Family School
Researcher	Channel 4	Ricochet	Finding Me A Family

CONTACT DOWNLOAD CV ADD NOTE ADD TO LIST

**Vanessa Singh** UNKNOWN

Senior Producer	Online	Camelot UK Lotteries LTD	Content producer director for Camelot
Senior Producer	Online	Fast Company and Inc (...	Fast Company and Inc
Producer	A&E Networks	Optomen	Employable Me USA
Casting Producer	Channel 4	Optomen	When I Grow Up (Working Title)

CONTACT DOWNLOAD CV ADD NOTE ADD TO LIST

**Ashney Chawla** AVAILABLE

Assistant Producer (AP)	Online	Verizon Media	Tailgate - Sports
Casting Researcher	ITV	ITV Productions	The Jeremy Kyle Show
Shooting Researcher	Channel 4	Freeform Productions	A Place In The Sun
Researcher	E4	Lime Pictures LTD	Celebs Go Dating Series 3

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**Juan Ángel Hernández** AVAILABLE

AP (self Shooting)	Channel 4	Freeform Productions	A Place In The Sun
AP (self Shooting)		Freeform Productions	A Place in the Sun

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The Talent Manager's unique algorithm allows you to find the best talent to match your production needs.

The diversity tab then highlights those 'best match' candidates from underrepresented groups – specifically people from BAME backgrounds and those with disabilities.

Use this tab to broaden your recruitment

ALL RESULTS

DIVERSE TALENT



BAME



DISABLED

The law allows employers to search for, and create shortlists of, talent based on the "protected characteristics" of ethnicity and disability, as long as one of the following is true:

- You're not limiting your search only to people with those characteristics
- You believe people with the 'protected characteristic (s)' are underrepresented among your staff or face disadvantage applying for work
- You believe it's a requirement of the job for them to have a specific protected characteristic, and this can be justified

[Find out more information on the guidelines](#)

I UNDERSTAND - CONTINUE

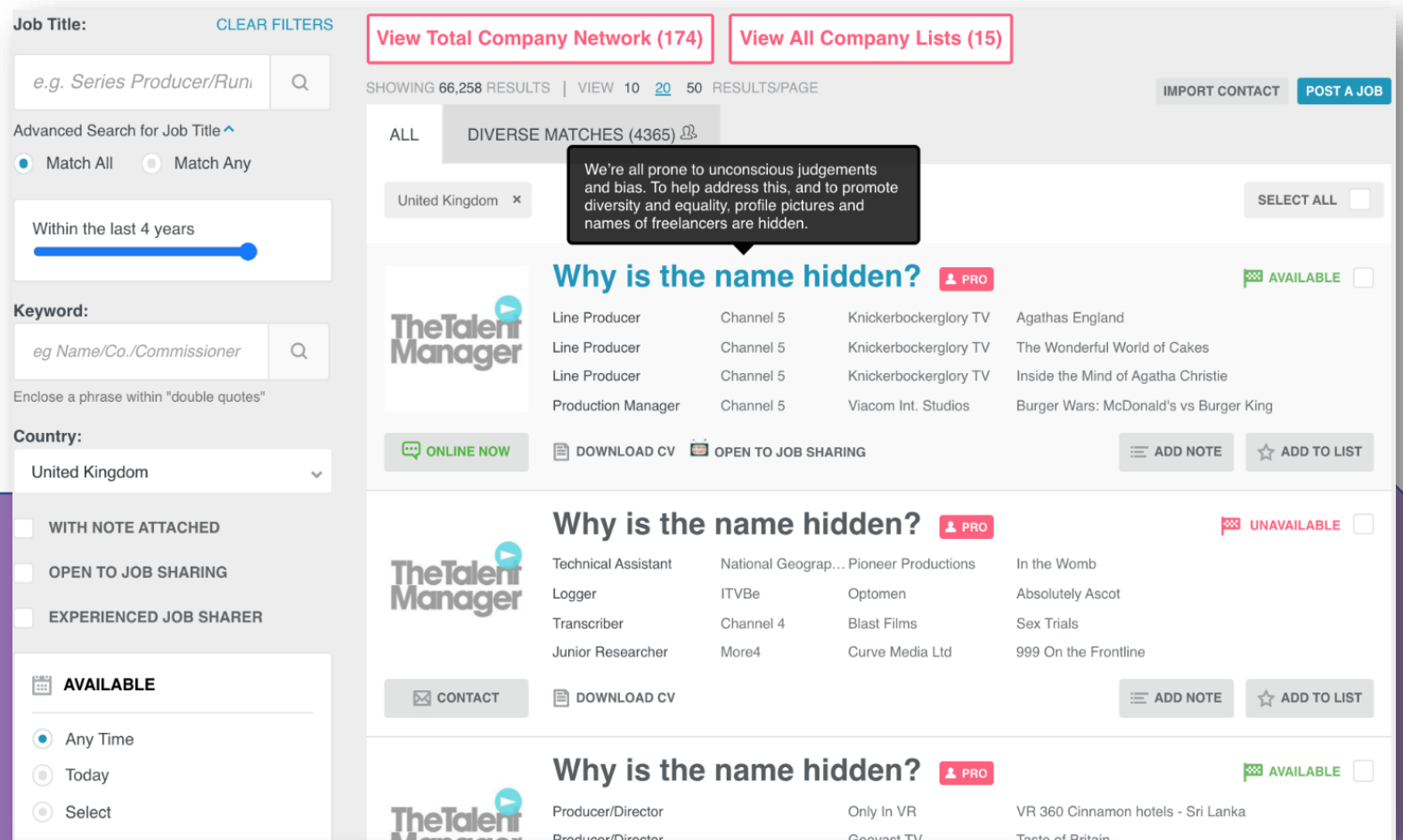
## 3. KEEP YOUR RECRUITMENT GDPR COMPLIANT

**The Talent Manager's diversity tools have been developed in consultation with the EHRC, ICO, Ofcom, Bectu and key industry stakeholders.**

**Using the TM means you can keep an electronic audit of your 'diverse searches' to help ensure your company stays GDPR compliant.**

## 4. TACKLE UNCONSCIOUS BIAS

Address 'Unconscious Bias' in recruitment. The TM allows recruiters to hide the names and profile photos of freelancers so they can ensure candidates are being assessed by their skills and experience alone.



**Job Title:** CLEAR FILTERS  
 e.g. Series Producer/Run

**Advanced Search for Job Title**  
 Match All  Match Any

Within the last 4 years

**Keyword:**  
 eg Name/Co./Commissioner

Enclose a phrase within "double quotes"

**Country:**  
 United Kingdom

WITH NOTE ATTACHED  
 OPEN TO JOB SHARING  
 EXPERIENCED JOB SHARER

AVAILABLE  
 Any Time  
 Today  
 Select

SHOWING 66,258 RESULTS | VIEW 10 20 50 RESULTS/PAGE

View Total Company Network (174) View All Company Lists (15)

ALL DIVERSE MATCHES (4365)

United Kingdom

We're all prone to unconscious judgements and bias. To help address this, and to promote diversity and equality, profile pictures and names of freelancers are hidden.

**Why is the name hidden?** PRO AVAILABLE

Line Producer	Channel 5	Knickerbockerglory TV	Agathas England
Line Producer	Channel 5	Knickerbockerglory TV	The Wonderful World of Cakes
Line Producer	Channel 5	Knickerbockerglory TV	Inside the Mind of Agatha Christie
Production Manager	Channel 5	Viacom Int. Studios	Burger Wars: McDonald's vs Burger King

ONLINE NOW DOWNLOAD CV OPEN TO JOB SHARING ADD NOTE ADD TO LIST

**Why is the name hidden?** PRO UNAVAILABLE

Technical Assistant	National Geograp... Pioneer Productions	In the Womb
Logger	ITVBe Optomen	Absolutely Ascot
Transcriber	Channel 4 Blast Films	Sex Trials
Junior Researcher	More4 Curve Media Ltd	999 On the Frontline


CONTACT DOWNLOAD CV ADD NOTE ADD TO LIST

**Why is the name hidden?** PRO AVAILABLE

Producer/Director	Only In VR	VR 360 Cinnamon hotels - Sri Lanka
Producer/Director	Geovast TV	Taste of Britain

## 5. FULLY COMPLIANT DATA COLLECTION

**Diversity on The Talent Manager** Not yet completed [Edit](#)

 Identifying your personal characteristics can help employers attract and retain a diverse workforce. Adding this information is not compulsory but may improve your chances of being found. Employers can search only by 'Ethnicity' and 'Disability'. The other information is for companies' reporting and monitoring purposes. None of your 'Diversity' information is displayed on your published profile.

**Gender**

**Date of Birth**  Prefer not to say

**Ethnicity** ⓘ

**Sexuality**

**Do you identify as trans?**

**Disability**  
 Within the definition of the Equality Act, do you consider yourself to have a disability? ⓘ

**Religion**  
 Please describe your religion or belief

**Users have full control over their data, with a 'two-tick' consent process, with consent regularly updated, to ensure your reporting is fully GDPR**

**Did you receive a degree level education?**

**Did your parents or guardians complete a university degree or equivalent?**

**What type of school did you mainly attend between the ages of 11 and 16?**

**During your school years would you consider yourself from a low income background?**

**What work did your parent/care giver do when you were 14 years old?**

**In which area of the UK did you predominantly grow up?**