CIISA Standards

Overview

7th February 2025

Niyi Akeju, Head of Standards Development

What are the CIISA Standards?

The purpose of **CIISA** is to uphold and improve standards of behaviour across the UK's creative industries and to prevent and tackle all forms of bullying and harassment, including behaviour of a discriminatory nature.

The **CIISA Standards:**
- Provide a framework for a single, unified vision of professional standards of behaviour.
- Illustrate what a good working environment, that treats people with dignity, looks like.

Standards Progress & Timeline

![CIISA - The Creative Industries Independent Standards Authority]

Standards Development Timeline

Indicative timings

1
Engagement & analysis of existing best practice
(ongoing)

2
Steering/Advisory Networks
(From July)

3
Consultation on Draft Standards
(Dec-Jan)

4
Final Design
(Jan 25)

5
Publication & Promotion
(Feb 25 onwards)

CIISA proposed services

Phase 1
(by Spring 2025)

Phase 2
(in 2025-26)

Phase 3
(from 2025-2026 onwards)

Industry Standards

Reporting & Data/Insight

Support & Intervention

- Developing professional Standards
- Single vision & accountability for best practice
- Securing funding for next steps

- Confidential/safe space to report to CIISA
- Building insight picture
- Sharing data and analysis
- Initial signposting & support
- Developing guidance & training based on our Standards

Phasing of services:
- Early Dispute resolution
- Mediation
- Arbitrations/Investigations
- Recommendations
- Assurance reviews
- Systemic Reporting

CIISA
The Creative Industries
Independent Standards Authority

![CIISA - The Creative Industries Independent Standards Authority]

Standards Advisory Committee

CIISA

Association of British Orchestras

Attitude is Everything

BAFTA

BBC

Bectu

Black Lives in Music

The Film and TV Charity

Freelancers Make Theatre Work

Help Musicians

ITV

The Musicians' Union

National Theatre

Pact

The Production Guild of Great Britain

The Royal Exchange Theatre

Royal Shakespeare Company

Sony Music

TV Industry Human Rights Forum

Warner Bros. Discovery

Freelancer Reps Workshops

Participants:

Music – Feature Artists Coalition (FAC), Attitude Is Everything, Music Support, Tonic Music, ISM, RSM, AFEM, and Music Guardians, We Are The Unheard

Film & TV - Film & TV Charity, PGGB, WFTV, TV Access Project (TAP), The TV Mindset, Directors UK, 6ft From The Spotlight, Can't Buy My Silence, ICO, Raising Films

Theatre & Various - Conduct Change, Creu Cymru, Theatre and Dance NI, Freelancers Make Theatre Work, Parents & Carers in Performing Arts (PiPA), Children's Production Support Hub (CPSH), Injury Prevention Consultancy (IPC), Casarotto Ramsay & Associate's Access Team

Key themes:
- Relatability
- Scalability
- Taking action
- Unlawful behaviour, particularly around reasonable adjustments
- National legislation (Northern Ireland)

The Consultation

www.ciisa.org.uk/standards

Closed 10am Monday 27th January 2025

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CIISA is not yet open to take cases or receive reports of harmful behaviour.

Details of organisations that can help if readers are affected by any of the content in the Standards can be found here: ciisa.org.uk/finding-help/

CLICK HERE TO DOWNLOAD THE CIISA STANDARDS CONSULTATION DOCUMENT

CLICK HERE TO DOWNLOAD THE CIISA STANDARDS CONSULTATION EASY READ

If you have any problems accessing

What are the CIISA Standards?

The CIISA Standards ('the Standards') are a set of expectations that set out the minimum standards of behaviour expected across the UK's creative industries to enable safe and inclusive working environments. This includes preventing and tackling of all forms of bullying and harassment, including bullying and harassment of a discriminatory nature.

The Standards provide a framework for a single, unified vision of professional standards of behaviour within the creative industries. They aim to illustrate what a safe and inclusive working environment, which treats people with dignity, looks like, and are scalable to any size of organisation, production or project.

PREVIEW OF THE CONSULTATION RESPONSE FORM

RESPOND TO THE CONSULTATION

CIISA Standards
for good and safe

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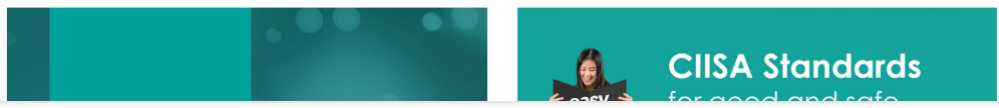
Have you come here to find help?

Thank you for finding us.

Please note that we are not yet open to take cases. If you need help now, we can guide you to a series of resources.

- BECTU

- Black Lives in Music

- Equity

- Film & TV Charity

- Help Musicians

- The Musician's Union

- Rape Crisis

- Rights of Women

- Sexual assault referral centres

- Sexual harassment: know your rights

- Time's Up UK survivor support directory

- Victim Support

- Spotlight

Consultation Document
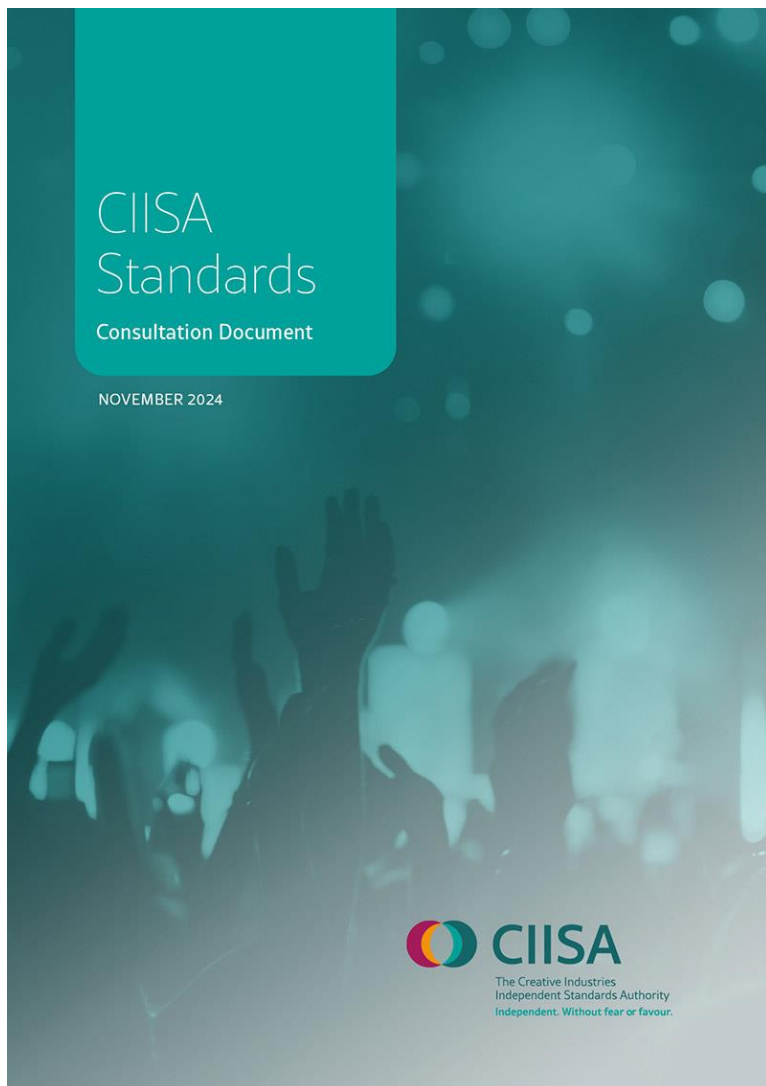
How the workforce will feel when the Standards are used

- **Knowing the Standards** – "I have a clear understanding of what the CIISA Standards cover, and therefore what I should expect to see and experience, and the behaviour expected of me in the course of my work in the creative industries and in work-related environments."
- **Recognising a breach** – "I know what a breach of the CIISA Standards looks like."
- **Considering next steps** – "I know where to go to raise a concern, whether related to a current or previous role, on my own behalf or on behalf of someone else and feel safe to speak up as I know my concern will be taken seriously and I won't be stigmatised for doing so."
- **Raising a concern** – "I feel that the process of raising a concern is easily accessible."
- **Staying informed** – "I feel listened to and that my concerns are being handled by individuals empowered to resolve them."
- **Fair outcomes** – "I feel my raising a concern resulted in an outcome reached in a fair manner and appropriate action was taken."
- **Reflecting on experience** – "I would feel empowered to raise a concern in the future and I would recommend others to do the same."
- **Being the subject of a concern** – "If a concern is raised about my behaviour, I know that I will be treated in a way that is fair and appropriate, with due process that protects my rights."

![CIISA - The Creative Industries Independent Standards Authority]

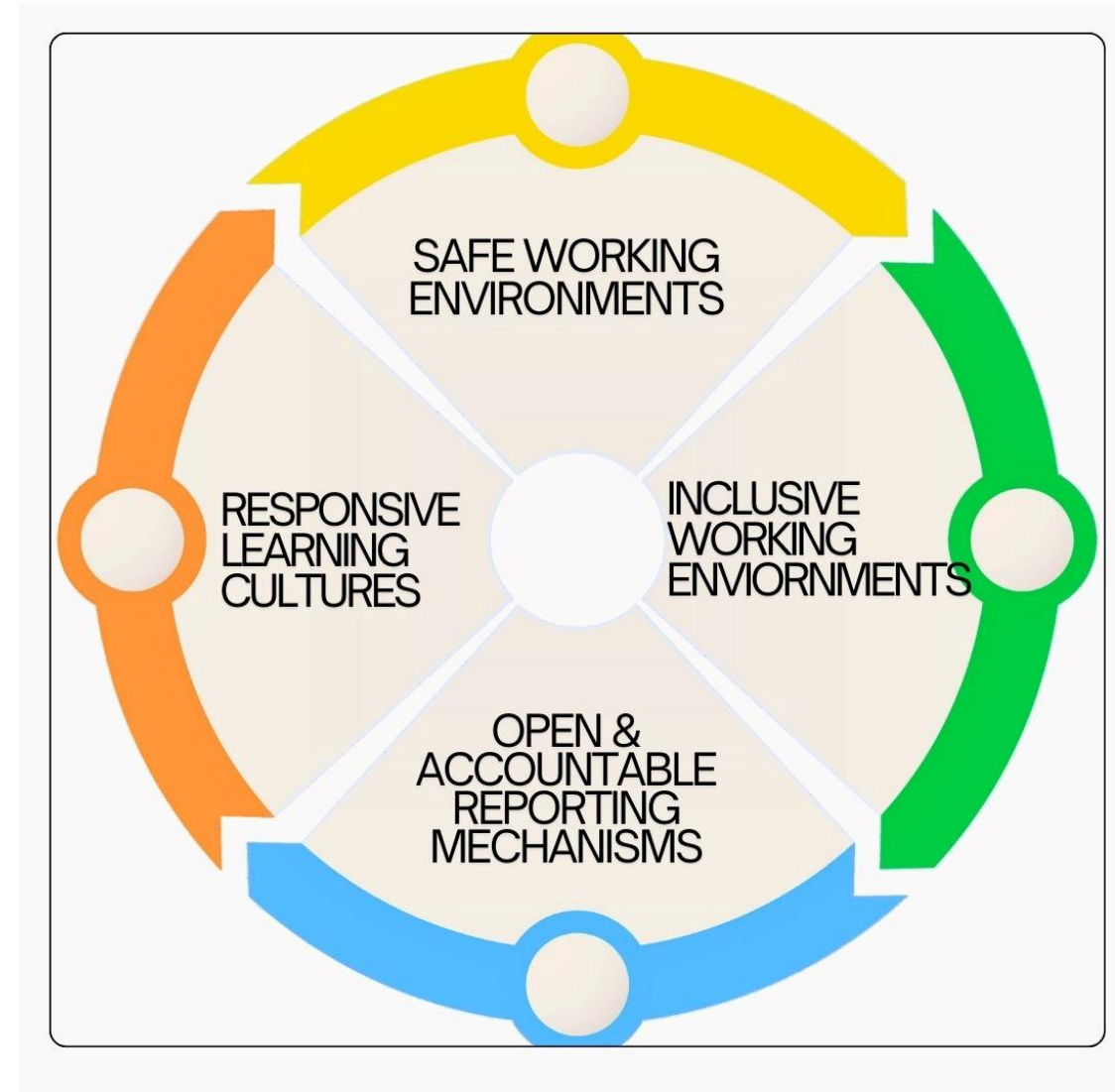# The CIISA Standards at a glance

(Consultation Draft)

What the Standards cover

Four proposed areas of focus:

1. Safe Working Environments

2. Inclusive Working Environments

3. Open & Accountable Reporting Mechanisms

4. Responsive Learning Culture

Standard 1: Safe Working Environments

In the context of the CIISA Standards, a safe working environment is one where:

1. **Individuals in the creative industries workforce** – regardless of their role, seniority or employment status – know what a safe working environment looks like and act accordingly. They understand the behaviours that are harmful and unacceptable in the working environment, including all forms of bullying and harassment, and ways in which to prevent them.

2. **Senior leaders** set a culture where the welfare of the whole workforce, regardless of seniority or employment status, is protected and respected. They take measures to prevent bullying, harassment and other harmful behaviour and to safeguard the wellbeing of their workforce.

3. **Managers** set the tone by promoting and embedding a culture where the welfare of the workforce is protected and respected.

Standard 2:
Inclusive Working Environments

In the context of the CIISA Standards, an inclusive working environment is one where:

1. **Individuals in the creative industries workforce** – regardless of their role, seniority or employment status – know what constitutes discrimination, including harassment of a discriminatory nature, looks like. They understand that this behaviour is not acceptable and act accordingly.

2. **Senior leaders** promote a culture of inclusivity, treating people fairly and equitably, valuing everyone's differences, and empowering and enabling each member of their workforce to thrive, regardless of seniority or employment status. They take preventative measures to ensure that their workforce do not face discrimination or disadvantage in the working environment.

3. **Managers** set the tone by promoting and embedding a culture of inclusivity, treating people fairly, valuing everyone's differences, and empowering and enabling each member of their workforce to thrive.

Standard 3:
Open & Accountable Reporting Mechanisms

Open and accountable reporting mechanisms are ones where:

1. **Individuals in the creative industries workforce** – regardless of their role, seniority or employment status – know they have the right to report harmful behaviour, and they know the procedures for doing so.

2. **Senior leaders** take responsibility for ensuring their workforce is empowered to raise concerns in a safe setting (and anonymised if appropriate) and know the process for doing so. They recognise their accountability as senior leaders and take ownership of addressing concerns and resolving them appropriately.

3. **Managers** foster a culture of speaking up, where no one is victimised, retaliated against, ostracised or belittled for asking questions, challenging the status quo or pursuing their rights.

Standard 4:
Responsive Learning Culture

A responsive learning culture is one where:

1. **Individuals in the creative industries workforce** – regardless of their role, seniority or employment status – are able to provide and receive feedback around their experience of harmful behaviour and, where appropriate, understand how their experiences may contribute to positive change in the future.

2. **Senior leaders** embed a culture of continuous improvement and monitoring progress. They ensure that action is taken to learn from concerns raised, the impact of these concerns, how they were dealt with, and the impact of any actions taken to deal with them.

3. **Managers** take on board learnings and apply them to their work.

Next Steps

Late Jan - Early Feb 2025
- Discuss outcome of the industry consultation
- Review and approve revised Standards

Feb 2025 onwards
- Publish the CIISA Standards
- Develop and collate industry-specific guidance

We welcome your support in promoting the Standards

www.ciisa.org.uk/standards

Questions?

info@ciisa.org.uk

www.ciisa.org.uk/standards

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Thank you for your support

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