

INKSLINGER PRODUCTIONS LIMITED
EQUALITY, DIVERSITY AND INCLUSION POLICY



Adopted: October 2026

InkSlinger Productions Limited recognises that equality, diversity and inclusion are vital to creativity, innovation and the continued success of the UK television and broadcasting industry. We are committed to fostering a working environment where equality is championed, inclusion is the norm and all forms of discrimination are actively challenged.

As an independent, writer-led production company, we want the projects we create and develop, the people we work with and the stories and characters we put on screen to reflect the diversity of contemporary society.

As InkSlinger grows and works with production partners, freelancers, cast, crew and other creative collaborators, we are committed to creating an environment in which everyone is treated with dignity and respect and has the opportunity to contribute and thrive.

1. POLICY PURPOSE AND SCOPE

This policy provides a framework to ensure equality, fairness and inclusion across InkSlinger Productions' activities.

It applies to everyone who works with or for InkSlinger, including directors, employees, freelancers, writers, performers, consultants and other creative collaborators, whether working on a full-time, part-time, freelance, temporary or permanent basis. It applies to both on-screen and behind-the-scenes activity.

Where our projects are produced in partnership with other production companies, we will seek to work with partners who share these principles and meet the applicable diversity and inclusion requirements of broadcasters and commissioners.

We are committed to ensuring that our employment, recruitment, commissioning and working practices are free from unlawful discrimination on the basis of:

- * Age
- * Disability
- * Gender and gender identity
- * Gender reassignment
- * Marriage or civil partnership
- * Pregnancy and maternity
- * Race, ethnicity or ethnic origin
- * Nationality or national origin
- * Religion or belief
- * Sex
- * Sexual orientation

We recognise that diversity also encompasses differences in socio-economic background, geographical background, education, lived experience and other circumstances that can affect access to and progression within the television industry.

2. OUR COMMITMENT TO FAIRNESS AND INCLUSION

At InkSlinger Productions, we will treat everyone who works with us with fairness, dignity and respect.

We will make recruitment, hiring and engagement decisions based on aptitude, ability, potential and the requirements of the role, while seeking to ensure opportunities are accessible to the widest possible range of people.

We will provide equal access to appropriate development and progression opportunities and encourage everyone working with us to realise their potential and contribute fully to our creative work.

We value the different experiences, perspectives and ideas that people from diverse backgrounds bring to the development and production of television drama.

We will not tolerate bullying, harassment, victimisation or unlawful discrimination in our workplace or on our productions.

3. OUR EQUALITY, DIVERSITY AND INCLUSION ACTIONS

As InkSlinger develops and produces its projects, we will:

- * Seek to increase the representation of people and groups currently underrepresented in UK broadcasting, both on screen and behind the camera.
- * Consider diversity and inclusion from the earliest stages of the development process, including the creation of characters, stories and fictional worlds.
- * Seek inclusive casting that reflects contemporary society while remaining appropriate to the individual story and characters.
- * Work with our production partners to encourage inclusive recruitment and access to opportunities across production teams.
- * Review recruitment and engagement practices to ensure they are fair, transparent and capable of reaching the widest possible pool of talent.
- * Expand and diversify our professional and creative networks so that we engage with talent from a broad range of backgrounds and communities.
- * Make reasonable adjustments wherever required to support the inclusion and full participation of disabled people in our work.
- * Promote a respectful and inclusive working culture free from bullying, harassment, discrimination and intimidation.
- * Support appropriate opportunities for the development and progression of staff, freelancers and emerging talent.
- * Consider accessibility and inclusion when developing content and determining how audiences will engage with it.

4. TARGETS AND ACCOUNTABILITY

InkSlinger Productions is currently a small, writer-led company. At this stage, we do not believe that fixed percentage targets for our permanent workforce would provide a meaningful measure of our progress.

Instead, we will apply the commitments in this policy to each project as it develops, taking account of its scale, subject matter, production requirements and commissioning broadcaster.

Where appropriate, we will agree measurable diversity and inclusion objectives with our production partners and commissioners and will monitor progress against those objectives.

We will also consider diversity and inclusion when selecting creative collaborators and production partners and when making decisions concerning casting, recruitment and opportunities for emerging talent.

InkSlinger Productions is committed to adhering to the BBC Diversity Commissioning Code of Practice on projects commissioned by or developed with the BBC and to meeting the relevant diversity and inclusion requirements of our other commissioning and production partners.

Responsibility for overseeing the implementation and review of this policy rests with:

Julian Unthank
Director, InkSlinger Productions Limited

5. MONITORING AND REVIEW

InkSlinger Productions will review this policy annually to ensure that it remains effective, relevant and appropriate as the company grows.

As projects move from development into production, we will work with our production partners and commissioners to monitor relevant diversity and inclusion commitments and identify areas where improvements can be made.

We recognise that equality, diversity and inclusion require continuing attention rather than a one-off commitment, and we will update our approach as industry practice and the needs of the people with whom we work evolve.

Next scheduled review: October 2027

6. POLICY GOVERNANCE

This policy is fully endorsed by the directors of InkSlinger Productions Limited.

Everyone working with or for InkSlinger is expected to uphold the principles set out in this policy. Any concerns relating to discrimination, harassment, bullying or other breaches of this policy will be taken seriously and dealt with appropriately.

Where InkSlinger is working with a production partner, broadcaster or other organisation, we will also comply with any applicable equality, diversity and inclusion policies, codes of practice and reporting requirements governing that production.

InkSlinger Productions is committed to creating and developing television in which a broad range of people can participate, contribute and see themselves represented.

Signed:



Julian Unthank
Director
InkSlinger Productions Limited

Date: 17/10/26

InkSlinger Productions Limited
17 The Ryde
Staines upon Thames
TW18 2SL
United Kingdom

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Company No. 14859388