

POLICY

Equal Opportunity Policy

Adopted 15 October 2026 · Next review October 2027 · incolor.film/policies/equal-opportunity/

How In Color gives everyone a fair chance to work with us, and a safe, respectful place to do it.

Our commitment

In Color gives everyone a fair chance to work with us and a safe, respectful place to do it. We do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics under the Equality Act 2010), or on background, class, caring responsibilities or where someone lives.

Who it covers

Staff, freelance crew, cast and contributors, job applicants, clients, suppliers and anyone on our sets, recces or premises. It applies from first contact, whether a job brief or a casting call, to wrap, payment and beyond.

Hiring and crewing

- ♦ Roles are filled on skill, experience and suitability for the job.
- ♦ We look beyond word of mouth, using open briefs, diverse crew lists and new-entrant routes, so the same circle isn't hired by default.
- ♦ Where budget allows, productions include trainee or new-entrant placements.
- ♦ Rates are set by role, not by who is asking, and freelancers are paid promptly within agreed terms.
- ♦ Casting briefs describe what the work needs and avoid characteristics that aren't essential to it.

Access and adjustments

We make reasonable adjustments for disabled people and those with long-term conditions, from application to set: accessible venues and unit bases where possible, flexible schedules, written as well as verbal briefings, and quiet space when needed. People are asked privately what they need before the job starts.

Bullying and harassment

Bullying, harassment and sexual harassment are not tolerated on In Color productions. We take reasonable steps to prevent sexual harassment, as the Worker Protection Act 2023 requires: every production briefs crew on expected behaviour and how to raise a concern, and on larger jobs names a point of contact other than the producer.

Raising a concern

- * Speak to the producer, or write directly to Jonny Kight at jonny.kight@incolor.film.
 - * Concerns are handled promptly, confidentially and fairly, and no one is penalised for raising one in good faith.
 - * Independent, confidential support is also available from the Film and TV Charity's free 24-hour support line.
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Monitoring and review

Where a client or broadcaster requires it, we collect anonymous, voluntary diversity data, for example through Diamond for UK broadcasters. The Director reviews this policy every year and after any complaint, and it is shared with crew at the start of each production.

Approved by Jonny Kight, Director, In Color Productions Limited, 15 October 2026.

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