



Igniting change and creating equity for the Black and Global Majority

PEER ASSESSOR ROLE DESCRIPTION

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Overview

The Film and TV Charity is currently recruiting a new cohort of paid Peer Assessors for Reel Impact, our grants programme created to support greater equity for Black and Global Majority professionals and organisations working behind the scenes in film, TV and cinema. In simple terms: you'll help us review applications and decide where funding should go. It's thoughtful work, and we're looking for people who can bring their experience of the industry, their values, and their understanding of how racism shows up in our working lives and who want to be part of doing things differently.

You don't need previous grants panel experience, we'll provide training and guidance, however, you do need curiosity, care and a commitment to fairness.

If that sounds like you, here's what's involved.

"I found it rewarding for me because it is the first time I have done something like this, thinking about the barriers I face myself. Felt that having the criteria made a real difference because it stopped me going heart than head, so having that information up front personally really helped in the decision making."

About Reel Impact

Reel Impact was created in 2022 to support the creation of a more inclusive, equitable, and anti-racist industry that properly recognises and values the expertise of its Black and Global Majority members, the crucial contributions they have made and will continue to make.

We also recognise that racism has existed since the dawn of the film, TV and cinema industry and there are many different views about how it should be addressed. We see Reel Impact as one way we can support greater equity in the future of the industry and make sure the expertise of Black and Global Majority professionals is centred in that work.



Reel Impact supports:

- Mid to senior level Black and Global Majority individuals, and
- Black and Global Majority-led production companies and organisations working behind the scenes in film, TV, and cinema.

Reel Impact has been developed from our previously announced [Impact Partnership Programme](#), and has been co-designed with the support and direction of a panel of Black and Global Majority creatives and senior industry figures.

The film, TV and cinema industry plays a key part of the UK and global economy – which is why ensuring equity is so important to the future of society.

In our first two rounds of funding we awarded Reel Impact grants to 9 organisations and 17 individuals – more about this [here](#). We have made significant improvements to the process to ensure we maximise the aspirations from the co-design process and respond to the needs of beneficiaries.

We are committed to a process that is open and transparent and, wherever possible, take **a by and for approach**, which is why we created the paid Peer Assessor roles so that Black and Global Majority professionals can benefit from funding and be involved in the decision-making process.

So... what's involved and who are we looking for?

“I feel like I've been in a bubble being on set. Really good to see what needs to be done and being with people at the coalface.”

“It has been really good. Learnt so much about other places people can go to. Learnt a lot from other people in the room, their experiences.”

If you are interested in becoming a Peer Assessor for Reel Impact then read on.



We are building a network of paid Peer Assessors who will help us make decisions about who should be awarded funding from the Programme. As a Peer Assessor you will help support the assessment process by bringing your lived experience, cultural fluency, values and practices, as well as your understanding of how racism affects Black and Global Majority professionals in the film, TV and cinema industry.

As a group, Peer Assessors, you will take collective responsibility for awarding funds to those Reel Impact is seeking to invest in.

You will be expected to act ethically, ensuring due care and consideration in the decision-making process. This is to ensure that the decision-making process is collective, transparent and based on the principles of equity.

Time Commitment

Peer Assessors will be required to commit to **approximately 5 days over the course of around 4 months**, including **two days in person** at the Film and TV Charity.

Payment and costs

The Film and TV Charity will make a **£1,000 honorarium payment** to those selected for the role, and will cover reasonable access costs, for example travel and any accessibility needs. **We are keen to encourage peer assessors who live outside London.**

For those that are salaried and/or able, we ask that they consider waiving the honorarium payment and funds will be reallocated back into our grant pot.

How the work will happen

You will **work individually in your own time** and **together in groups** to assess applications across two stages of the process. Applications will be submitted online in written or video formats.

To get a better understanding of the application process and the guidance, details from the last round can be found [here](#).

You will receive group training and guidance to prepare you for the role.

Specific aspects of the role

As a Peer Assessor, you will be involved in:

1. Reviewing a batch of first stage and second stage grant applications to suggest which best meet the funding criteria and shortlisting
2. Taking part in a review of all applications to the fund and collectively analysing key trends.
3. Identifying applications to go through to the final stage, based on which most closely align with the funding criteria.
4. Attending the final stage assessment day to agree collectively which applicants will be given awards. **Please note funds will only be distributed to applications that meet our scoring criteria.** If the applications are not sufficiently strong, some or all the available funds may remain undistributed.
5. After the awards are made, attend an online session to review processes, provide feedback and share learnings. This will help us to understand what we want to build on, let go of and re-imagine for any future funding rounds.

Criteria for Peer Assessors – what are we looking for?

To be a Peer Assessor, you will need to:

- Identify as being of Black and Global Majority heritage.
- Have 5 years' experience working in the film, TV and cinema industry in the UK.
- Have experience of working in the UK and have a UK base.
- Have a passion for creating equity and advocating for lasting change.
- Be committed to the values of a Peer Assessor.
- Be able to commit to up to 5 days in the role – more details below.

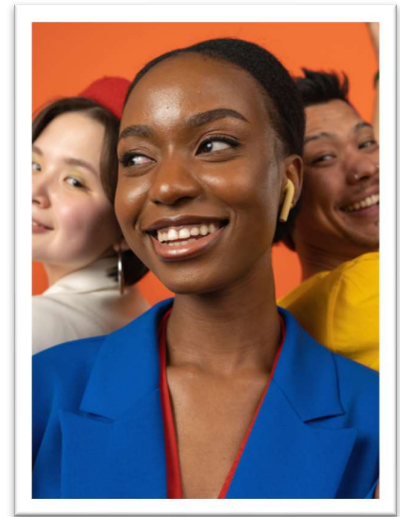
We expect the process to be a blend of flexible reviewing which can be done in your own time, plus at least two hybrid or face-to-face sessions. The initial on-boarding session and final assessment day will be in person, where possible. Please do not make distance a barrier to applying.

Training and support

You do not need previous experience of being part of a grants panel or programme. We will provide training and resources to support Peer Assessors to do this work well.

The training will include:

- Understanding the aims and objectives of Reel Impact
 - How the decision-making process will work
 - Managing conflicts of interest
- ... and more. There will be opportunities to learn together, ask questions and feel supported throughout.



Ways of working – expectations of Peer Assessors

To reflect the diversity of applications we are likely to receive, we are hoping to recruit a diverse group of Peer Assessors with a wide range of experiences across film, TV and cinema. There are some shared values and ways of working we expect everyone in the group to follow:

Peer Assessors will:

- Commit to participating in the full process for Peer Assessors
- Collaborate with other Peer Assessors throughout the process.
- Be open to listening to alternative views and be willing to shift their view if needed.
- Be self-aware of how personal experiences can shape the way we review applications and relate to others.
- Work independently and in groups to review applications.
- Be prepared to review a lot of information in multiple formats (written, audio, visual) and summarise their thoughts on to the relevant grant assessment forms.
- Review applications fairly and objectively, with awareness of any implicit or explicit bias.
- Declare any conflicts of interest to the FTVC team.
- Work confidentially and within data protection guidelines set by the FTVC team.

Please note: Peer Assessors cannot have active applications in this fund. Peer Assessors will not be assigned reviews or take decisions where they have a conflict of interest.

What are the key dates for the Peer Reviewer role?

We are proposing the following dates and times for the peer reviewer and decision-making process:

Stage/Activity	Who	Time commitment	Location/Notes
Stage one applications open	FTVC	17 th March –21 st April	N/A
Onboarding and familiarisation	Peer Assessors	Full day w/c 13th April	FTVC, 22 Golden Square, London, W1F 9AD
Eligibility checks (2 weeks)	FTVC	Ongoing to 1 st May	N/A
Shortlisting of stage one applications and share scores	Peer Assessors	Independently between 5th May to Friday 12th June	Remote Duration: 5.5 weeks
Top scoring to Portfolio Review Outcome: 42 individuals / 42 organisations /14 partnerships	FTVC	Full day w/c 15 th June	N/A
Stage two applications open to top scoring applicants	FTVC	23 rd June to 14 th July	N/A
Shortlisting of stage two applications Outcome: 21 individuals / 28 organisations / 7 partnerships	Peer Assessors	Independently between 27th July to 4th September	Remote
Final assessment day Outcome: at least 8 individuals, 4 organisations, 1 partnership	Peer Assessors	Full day w/c 14th or 21st September tbc	In person FTVC
Review and feedback session	Peer Assessors	2 hours September tbc	Remote

Please note that some flexibility is required. Whilst we will try to keep to these dates, they may be subject to change. Any changes will be discussed and due notice given.

We may also add to these dates where needed (e.g., if we receive significantly more applications than expected) and will always discuss this with the network in advance.

It was really rewarding to contribute to peers to the industry, to make a difference. Helpful to me as someone who might apply for a fund in the future to look at what I should be doing, to see what the gaps are, to look at that detail interesting to view in that way without the pressure to apply.

Still interested?

FTVC are committed to open and transparent recruitment practices that are equitable, simple and accessible to all. We are specifically looking for Black and Global Majority professionals who meet the selection criteria above. We will make reasonable adjustments for you throughout the recruitment process and during your time as a Peer Assessor.

How to apply

If you would like to be considered for the role, please follow this [link](#) to access the Peer Assessor application form, where we will ask for some basic information about you.

We will also ask you to provide some further information, either a couple of paragraphs or a short video or audio (up to three minutes) telling us:

- Why would you like to join the Peer Assessor network, and
- What values, lived experiences and passion you would bring to the role

In addition, you are welcome to send us your CV, LinkedIn profile, website, or social media handle if you think it would be helpful.

Please complete and submit the form by **midday Monday 16th February 2026** (the closing date may change subject to the volume of applications received).

If you have any questions, or if there is anything further, we should consider to support your participation, please contact the Reel Impact Team: reelimpact@filmtvcharity.org.uk.



What happens next?

How will we review applications and make fair and equitable decisions?

All applicants will find out via email whether they have or haven't been shortlisted by **week commencing 23rd February 2026**.

We will arrange to speak to all shortlisted candidates **between 12th and 17th March** – times and exact date tba. This will be an informal conversation. We will make reasonable adjustments to support accessibility and share questions in advance.