

# Results of a survey of Arab, Jewish and Muslim members of the UK Film and TV workforce on their experiences relating to the conflict in Israel and Gaza on and after 7th October 2023

# Foreword

The Film and TV Charity exists to support the mental, financial, and physical health of people working behind the scenes in the UK film, television, and cinema sectors. It does so through the lens of equity, inclusion, and diversity to ensure our services meet the needs of the full range of people working in the industry.

This report adheres to these principles by identifying a specific issue that directly relates to the mental, financial, or physical health of industry workers and ensuring that our work – and therefore the work of our funders – directly relates to the specific characteristics and lived experiences of the people in question.

Almost immediately following the Hamas-led attacks of October 7th and the subsequent Israeli actions in Gaza, the Film and TV Charity started to receive anecdotal reports that the mental health of Arab, Jewish, and Muslim people in the industry was being adversely affected. These anecdotal reports only increased as the ongoing humanitarian crisis began to unfold. There were also high-profile examples of antisemitism at industry events that were having a wider impact on people across the industry and the work environment.

It was imperative for the Charity to build an evidence base to underpin what up until that moment had been reports of “one-off incidents” and “industry chatter”.

To that end we conducted an industry-wide survey to add quantitative data to the growing body of testimony about what was happening to the mental health of Jewish, Arab, and Muslim people working in the industry.

The Charity also facilitated a series of roundtable meetings in which a Muslim and Arab group, and a Jewish group, used early findings from the survey to talk directly to senior industry leaders and bodies, sharing insights about the issues that they believe need to be addressed to ensure a better and more mentally healthy working environment in the industry.

The purpose of this report is of course not to “solve the conflict in Israel and Palestine”. Nor is it to comment on the differing political views on a complex geopolitical conflict which is still unfolding in real time. The report is primarily focused on the mental health of Arab, Jewish, and Muslim people working in the industry. It asks how, following the attacks of October 7th and the ongoing humanitarian crisis, the UK film and TV industry can work directly with these groups to tackle issues that not only came to the fore in the last few months but, in many cases, are also long-standing problems.

With appropriate support from the industry, my colleagues and I at the Film and TV Charity look forward to continuing this work and making the industry a place that ensures everyone feels at home.



**Marcus Ryder**  
CEO, The Film and TV Charity

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# 1. Executive Summary

The results of the Film and TV Charity's survey of UK industry colleagues affected by the Hamas-led attacks on Israel on October 7th 2023, the subsequent conflict in Gaza, and the humanitarian crisis that has followed show that:

- The conflict has damaged the mental health and wellbeing of the vast majority of respondents.
- Few feel supported by their employers.
- For many Arab, Jewish, and Muslim people, the conflict has surfaced a sense of discomfort in the workplace in relation to their community identity and has amplified previous experiences of discrimination.

## Headline statistics include the following:

- 94% of respondents experienced a deterioration in their mental health since 7th October 2023.
- Only 23% felt supported by their employers.
- 51% believe the industry is structurally and/or systemically discriminatory towards their community.
- 57% believe that views and behaviours hostile to their community are common in the industry.
- Only 22% think the industry is safe and welcoming for them.
- 55% have experienced a deterioration in their sense of wellbeing at work since 7th October 2023.

The results of the survey informed a series of recommendations made by the Jewish and Arab-and-Muslim advisory groups. These were shared with senior leaders from UK broadcasters, streamers, studios, production companies, newsroom executives, industry bodies, and organisational EDI leads in a series of five roundtable meetings held

in February 2024. The recommendations were also partially revised orally, in light of and during these conversations. The recommendations are outlined in full towards the end of the report, but a summary is included here.

## Recommendations common to the two advisory groups:<sup>1</sup>

- Industry-wide training on both antisemitism and Islamophobia, and in religious and cultural literacy.
- Antisemitism and Islamophobia each to be recognised within EDI programmes and unconscious bias training.
- Approaches to industry diversity monitoring to be updated. The Arab and Muslim advisory group recommends monitoring religious identity; the Jewish advisory group recommends including Jewish identity in ethnic diversity monitoring.
- Employers to adopt a zero-tolerance approach to antisemitism, Islamophobia, and anti-Muslim/Arab hate.
- Facilitation of staff networks for Arab, Jewish, and Muslim people with an Executive sponsor from outside the relevant communities.
- Recognising key moments in the Jewish and Muslim calendars. The Arab and Muslim advisory group advocates that these key moments should be recognised in programming; the Jewish advisory group focused on the importance of recognising the significance of these moments to staff.
- An independent review of news coverage of the Israel-Gaza war, primarily in terms of its impacts on the mental health of staff with a stake in the conflict.

## Additional recommendations from the Arab and Muslim advisory group include:

- Targets on the numbers of Arab and Muslim staff.
- Guidance on use of social media.

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1. Whilst some recommendations were common to both groups, we would stress the importance of not conflating antisemitism and Islamophobia and recognising the specific needs and challenges faced by each group.

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- Guidance on taking part in marches.
  - The formation of a pan-industry Arab and Muslim group.
  - Ring fenced money to deliver programming that marks key moments and beliefs in the Muslim religious calendar, as well as programming to counter ignorance about Muslim people's beliefs and Muslim and Arab cultures.

**Additional recommendations from the Jewish advisory group include:**

- Active bystander training.
- Recognising that being Jewish can be a matter of race, ethnicity, identity, or religion.
- Messaging that antisemitism is a form of racism, and that Jewish people are an ethnic group which faces discrimination.
- Ensuring that Jewish staff have the confidence to report antisemitic incidents, by creating or updating employee guidelines on antisemitism, communicating reporting mechanisms, and following the same escalation and reporting process for antisemitism as for any other form of racism.

## 2. Introduction

The Hamas-led attacks on Israel on October 7th 2023, the subsequent conflict in Gaza, and the unfolding humanitarian crisis that has followed have impacted many colleagues in the film, TV, and cinema industry – especially those who identify as Arab, Jewish, Muslim, or are otherwise connected to the Middle East.

In order to understand the experiences, needs and concerns of people affected – whether personally or in the workplace – the Film and TV Charity conducted a survey of Jewish, Arab, and Muslim UK-based film and TV workers across December 2023 and early January 2024.

We acknowledge that the current conflict has a complex historical context and that not all of those impacted identify as Muslim, Jewish, or Arab.<sup>2</sup> In accordance with our Charitable Objects we aim always to be inclusive and impartial. But in order to meet our objectives we decided to focus on immediate history and to prioritise questions which would help us understand the circumstances of those who identify as Jewish, Arab, or Muslim.

The survey questions focused on establishing the impact of the attack and subsequent conflict on respondents' mental health, while also seeking to understand prior experiences of discrimination.

This research was conducted as part of an urgent project to examine how the Film and TV Charity and other industry organisations could best support people of Jewish, Muslim, Arab, or related heritage. Specifically, we wanted to be able to do the following:

- Better support the mental health of colleagues impacted by the conflict in Israel and Gaza.
- Understand and address systemic inequalities brought to the fore by the conflict.
- Empower Muslim, Arab, and Jewish industry colleagues to connect with industry leadership so they can address their concerns.
- Equip organisations with the tools to better support individuals in the short, medium, and long term, and better address systemic discrimination.

The results of the survey were used to inform discussions with senior representatives of the film and TV industry in a series of facilitated roundtables held in February 2024. These discussions helped shape a series of recommendations and requests to the industry which are described at the end of this report.

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2. We also acknowledge that the conflict and its impacts extend beyond Israel and Gaza. We focused on Israel and Gaza because these are the primary sites of the current conflict, and not, for example, by way of judgment about any Palestinian aspirations to independent statehood.

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### 3. Methodology

The Charity's research fieldwork took the form of an online survey, entitled "Survey of industry colleagues affected by the conflict in Gaza and Israel". It was open between 11th December 2023 and 7th January 2024.<sup>3</sup> The advertised purpose of the research was to provide an evidence base for a series of five roundtables conducted in February 2024 with groups of key industry stakeholders, but it was also indicated that we might use the data in other public-facing contexts. Respondents were explicitly asked for permission to share data with the roundtable audiences and in other public-facing contexts and could withhold either or both permissions. All responses were submitted anonymously.

The survey consisted of eleven questions about respondents' backgrounds and their personal and professional experience in relation to the attacks and subsequent conflict. These questions combined quantitative elements (typically asking people to rate their experience on a scale or by selecting from a preset range of options), and the option to elaborate on that experience in free-text answers. There were an additional five questions intended to establish respondents' professional identity and some basic aspects of their demography.

Because of the highly sensitive nature of the subject matter and relatively small proportion of the film, TV and cinema industry workforce with a direct stake, we adopted an approach which combined elements of "purposive" and "convenience" sampling, rather than sampling randomly.<sup>4</sup> In other words, the survey was sent to targeted audiences rather than promoted openly. Distribution was through professional contact networks of key staff and consultants working on the project, a closed WhatsApp group for Jewish film and television industry workers, promotion from EDI leads at broadcasters and production companies, and a mailing through the industry recruitment platform Talent Manager.

We acknowledge that this approach raises questions about the representativeness of the respondent cohort and therefore the degree of certainty that can be placed on our results.<sup>5</sup> However, as many of the results are so stark, we can attach a reasonable degree of confidence to most findings. The small sample size does however mean that we have chosen not to break down results by characteristics beyond religious, ethnic, and cultural identity, as the results produced with further segmentation are insufficiently robust.

The number and personal nature of the routes of survey distribution means that it is not possible to describe comprehensively how the survey was marketed, and we acknowledge that this may also have affected selectivity of respondents. (Requests for participation that came from the Charity were sent under the heading "Survey of industry colleagues affected by the conflict in Gaza and Israel" and were worded as follows: "...the Film and TV Charity has just launched a survey trying to understand the impacts that the conflict in Gaza and Israel is having on affected members of the industry workforce. This is intended to provide the evidence base to shape an urgent three-month project examining how the Charity can best support Arab, Arab-British, Jewish, and Muslim colleagues. The project will lead to the production of educational resources, recommendations for industry organisations and a review of mental

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3. We accept that presenting the survey to respondents in this way may have biased the sample from the outset by inviting responses explicitly and exclusively from those who have been affected – potentially deterring engagement from those who have felt no impact. While that is a reasonable point, the survey title did not privilege those who had felt extreme effects (or for that matter weak ones). Therefore, we would argue that this potential dimension of bias in the sample selection does not detract from the significance of the clear skew in the results to more severe impacts.

4. Purposive sampling (also known as 'purposeful sampling') consists in deliberately selecting participants based on their characteristics, knowledge, experiences, or some other criteria. Convenience sampling, by contrast, consists in recruiting individuals primarily because they are available, willing, or easy to access or contact on a practical level. Our approach was purposive in the sense that we sought respondents who were Arab, Jewish, Muslim or otherwise had a stake in the conflict in Israel and Gaza, but at the same time one of convenience in its dependence on specific contact networks. We acknowledge the selectivity which may have resulted.

5. Given the number of responses received we estimate a margin of error of around 5% for Jewish respondents and up to 7% for Arab, Arab-British, Muslim, and other related respondents. Another way of putting this is that when a result has a margin of error of  $\pm 5\%$  we can be 95% confident that the true figure lies up to 5% either side of the survey result. So, for a question asked of all respondents in a given group where the survey result was 50% (for example) we could be 95% confident that the true figure was within the range 45% to 55%.

health needs, to try to ensure that communities affected are appropriately supported.”) We would argue however that as with the challenges that come with convenience sampling, similar kinds of selectivity are likely to have applied among the different communities surveyed, so that while it is sensible to be cautious about overstating the representativeness of the data, we are nonetheless reasonably confident that they are comparable between communities.

The quantitative data was processed and analysed within the Charity. Respondents also shared some 92,000 words of testimony in response to free text questions. This was used to inform discussions in the roundtable conversations. However, systematic analysis of that amount of data will require significant further work, and we have decided to treat it as being beyond the scope of this report in order to be able to share quantitative data in as timely a manner as possible. We may publish a separate report on the qualitative data in due course.

## 4. Sample Profile

A total of 406 completed responses to the survey were received. Nine of these were discounted from analysis on the grounds that the respondents had no connection to the communities directly involved in the Israel-Gaza crisis. Analysis is based on the remaining 397 responses.

Of these 397 respondents, 257 identified as Jewish and 143 respondents identified as Arab, Arab-British, Muslim, or as members of another relevant community (mostly of Middle Eastern heritage).<sup>6</sup> Three respondents identified as Jewish and Arab or Arab-British, and in one case as Jewish, Arab-British and Muslim. The 143 individuals who comprise the cohort of Arab, Arab-British, Muslim and related ‘Other’ respondents claimed 168 identities between them, with a significant number identifying multiply, for example as Arab and Muslim.

Because respondents were not limited to describing themselves in terms of a single identity, the number of identities which respondents claimed (425) is greater than the sample size (397). For this reason, the sum total of the percentage of respondents identifying as Arab, Arab-British, Jewish, Muslim and Other exceeds 100%.

The breakdown was as follows:

Identity	Number of respondents identifying as	% of respondents identifying as
Arab	31	7.8%
Arab-British	42	10.6%
Jewish	257	64.7%
Muslim	90	22.7%
Other (related) <sup>7</sup>	5	1.3%

Data from the England and Wales 2021 Census, indicates that 1.2% of the film and TV industry workforce in England and Wales is Jewish, compared with 2.5% who identify as Muslim.<sup>8</sup> This would suggest that Jewish respondents are significantly overrepresented in our sample relative

6. Although Arab, Arab-British, Muslim and related ‘Other’ respondents have been counted separately here to aid understanding of the composition of the sample, they have been combined in subsequent reporting of results. This is because of the small size of most of the subgroups and also because the respective subgroups came together for the purposes of the roundtable conversations.

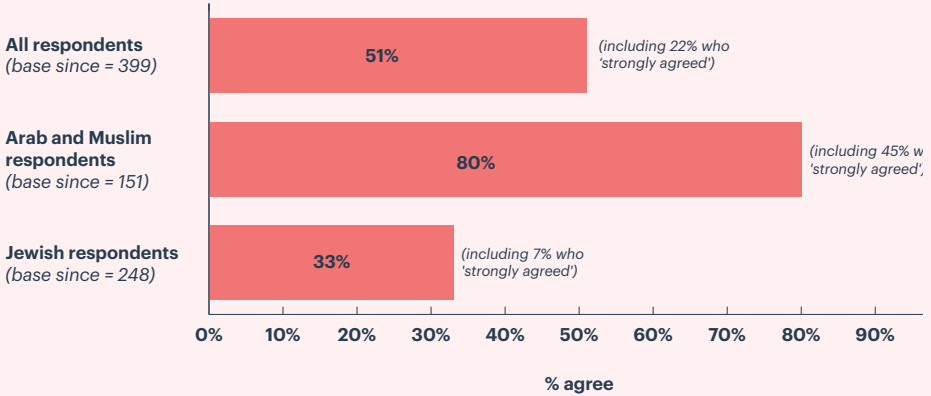
7. As noted above, those who identified as ‘Other’ were mostly of Middle Eastern heritages, predominantly Iranian.

8. See Office for National Statistics, Census 2021 (21 March 2021), table CT21\_0024 (created on 11 May 2023): <https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/adhoc/1171ct210024census2021/ct210024census2021.xlsx>. © Crown Copyright 2023. Note that one of the two Standard Industrial Classification (SIC) codes on which these statistics are based (SIC 59) includes video production, sound recording and music publishing activities, and therefore extends beyond film, TV and exhibition. However, the proportion of the overall sample made up of these extraneous industries is small, so we may be confident that the figures are broadly reliable.



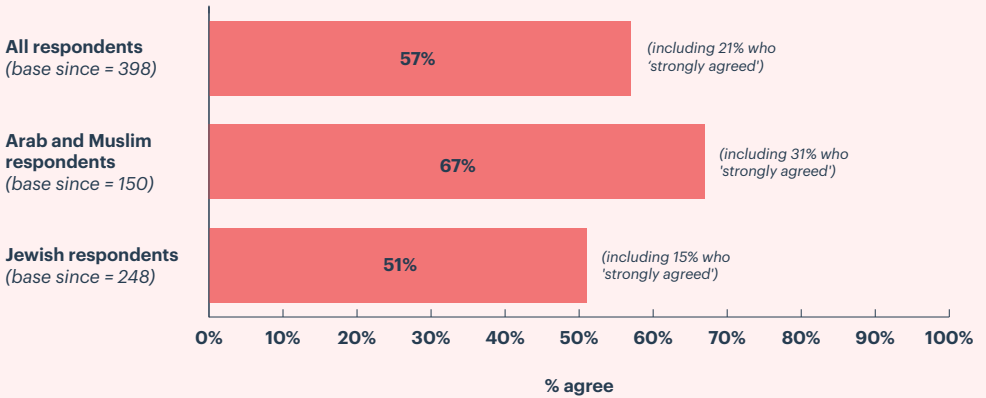
**The film, TV, and cinema industries are structurally and/or systemically discriminatory towards my community.**

51% of respondents agreed (22% agreed strongly). Of those, 80% of Arab and Muslim respondents agreed (45% agreed strongly), and 33% of Jewish respondents agreed (7% agreed strongly).<sup>12</sup>



**Views and/or behaviours hostile to my community are common among contacts and colleagues in the film, TV, and cinema industries**

57% of respondents agreed (21% agreed strongly). Of those, 67% of Arab and Muslim respondents agreed (31% agreed strongly), and 51% of Jewish respondents agreed (15% agreed strongly).



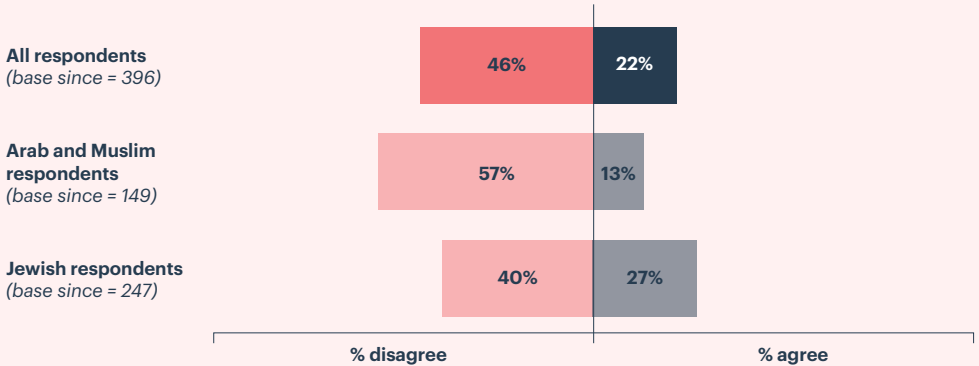
12. In this and the following question "agree" describes respondents who gave scores of 4 or 5, where 1 = Strongly disagree, 3 = neutral, and 5 = Strongly agree.



## The film, TV, and cinema industries are welcoming and safe for my community

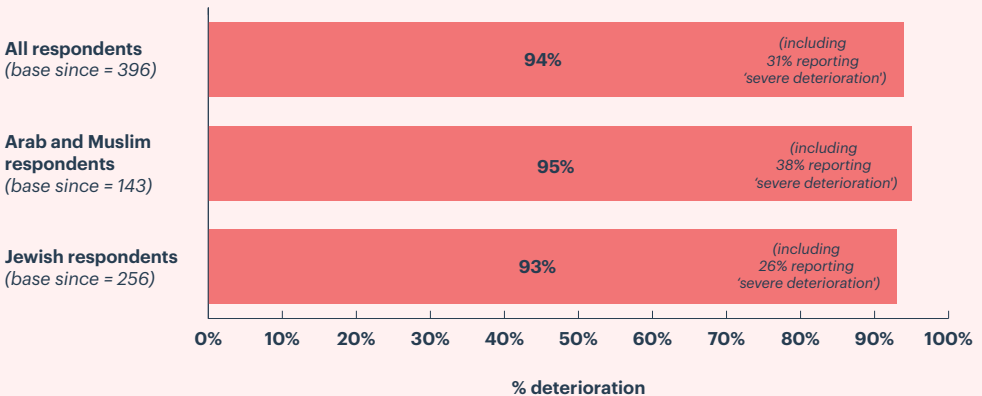
46% of respondents disagreed. Of those, 57% of Arab and Muslim respondents disagreed, and 40% of Jewish respondents disagreed.<sup>13</sup>

22% of respondents agreed. Of those, 13% of Arab and Muslim respondents agreed, and 27% of Jewish respondents agreed.<sup>14</sup>



## How has your mental health and/or psychological and emotional wellbeing changed since 7th October 2023?

94% of respondents reported deterioration (31% severe deterioration). Of those, 95% of Arab and Muslim respondents reported deterioration (38% severe), and 93% of Jewish respondents reported deterioration (26% severe).<sup>15</sup>



13. "Disagree" describes respondents who gave scores of 1 or 2, where 1 = Strongly disagree, 3 = neutral, and 5 = Strongly agree.

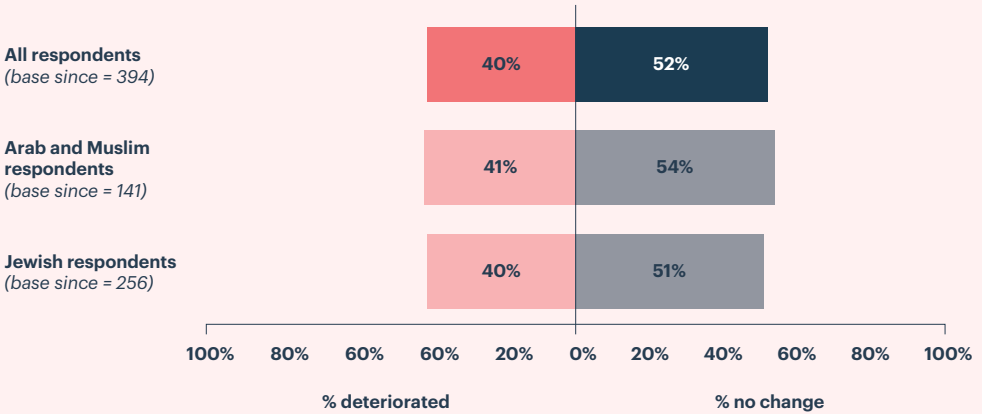
14. "Agree" describes respondents who gave scores of 4 or 5, where 1 = Strongly disagree, 3 = neutral, and 5 = Strongly agree.

15. "Deterioration" refers to respondents who reported that their mental health had "deteriorated badly" or "deteriorated somewhat".

**How have the events on and after 7th October 2023 affected the way you are treated in the workplace by contacts, colleagues, and employers in relation to your community identity?**

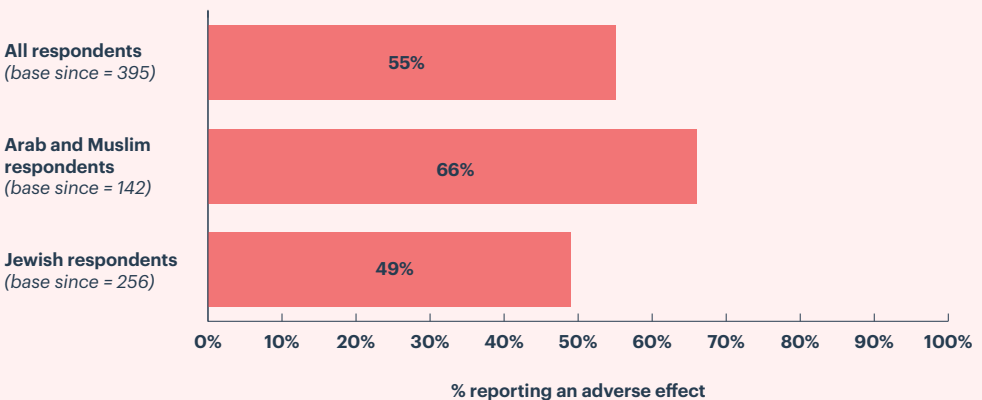
40% of respondents reported deterioration. Of those, 41% of Arab and Muslim respondents reported a deterioration, and 40% of Jewish respondents.<sup>16</sup>

52% of respondents reported no change. Of those, 54% of Arab and Muslim respondents reported no change, as did 51% of Jewish respondents.



**How significantly have the events on and after 7th October 2023 affected your sense of wellbeing at work? This may be psychologically and emotionally, financially and professionally, or in any other way you feel is relevant.**

55% of respondents reported an adverse effect. Of those, 66% of Arab and Muslim respondents reported an adverse effect, as did 49% of Jewish respondents.<sup>17</sup>



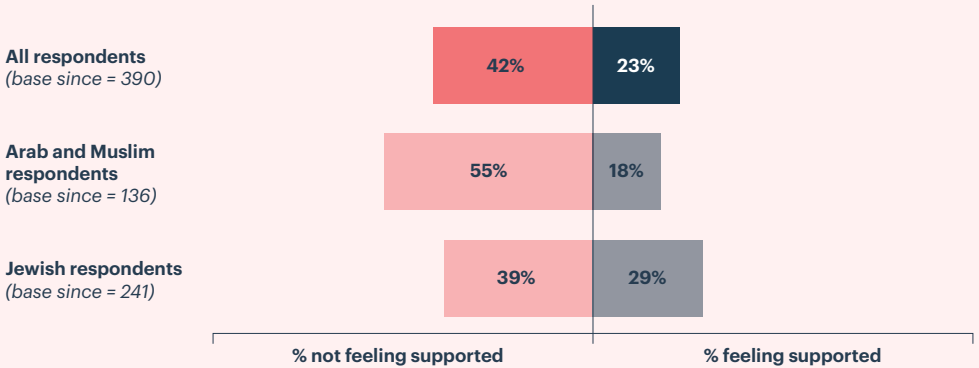
16. "Deterioration" refers to respondents who reported that they had been treated "much worse" or "somewhat worse" by contacts, colleagues, and employers since 7th October 2023.

17. "Adverse effect" refers to respondents who rated the impact at either 4 or 5 out of 5, where 1 = no effect, and 5 = severe effect.

**Do you feel adequately supported by your employer(s) in relation to events on and after 7th October?**

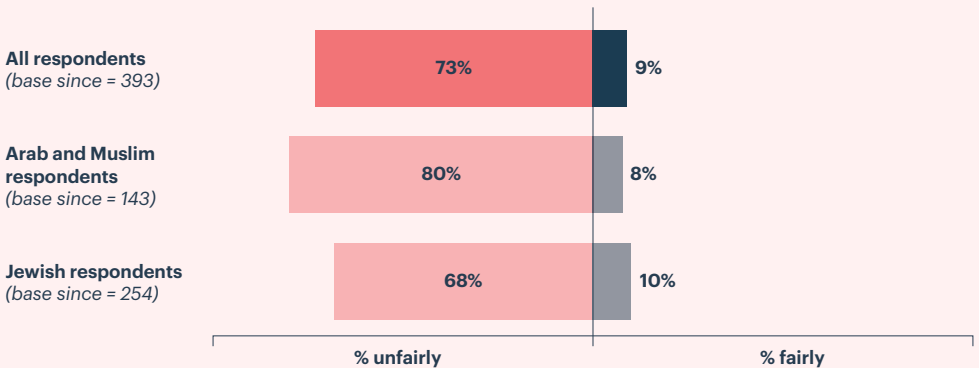
42% of respondents reported feeling unsupported. Of those, 55% of Arab and Muslim respondents reported feeling unsupported, as did 39% of Jewish respondents.<sup>18</sup>

23% of respondents reported feeling supported. Of those, 18% of Arab and Muslim respondents reported feeling supported, and 29% of Jewish respondents.<sup>19</sup>



**Do you feel media organisations in the UK (your employers or others) are treating your community fairly and/or accurately?**

73% of respondents believe that media organisations in the UK are treating their community unfairly and/or inaccurately. Of those, 80% of Arab and Muslim respondents believe their community is treated unfairly. The corresponding figure for Jewish respondents is 68%.<sup>20</sup> Conversely, only 9% of respondents feel that their community is being treated fairly and accurately. (For Arab and Muslim respondents, the figure was 8%, and for Jewish respondents it was 10%).<sup>21</sup>



18. Respondents rating their sense of support at either 1 or 2 out of 5, where 1 = not supported at all, and 5 = fully supported.

19. Respondents rating their sense of support at either 4 or 5 out of 5, where 1 = not supported at all, and 5 = fully supported

20. Respondents rating their community's treatment at 1 or 2 out of 5, where 1 = very unfairly, 3 = neutral/no opinion, and 5 = very fairly.

21. Respondents rating their community's treatment at 4 or 5 out of 5, where 1 = very unfairly, 3 = neutral/no opinion, and 5 = very fairly.

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## 6. Roundtables and Resulting Recommendations

In February 2024, the Film and TV Charity held five sets of roundtable discussions with senior leaders from UK broadcasters, streamers, studios, production companies, newsroom executives, industry bodies, and organisational EDI leads. Each roundtable consisted of two sessions, one led by representatives of the Jewish community working in the film and TV industry, and other led by representatives of the Arab and Muslim communities.

The two groups each discussed the qualitative and quantitative data from the Charity's survey, combined with their own personal experiences. Each group also called on the industry to take action to address serious concerns around discrimination and the impacts on mental health following the attacks of October 7th, the conflict in Gaza, and the resulting humanitarian crisis.

Their recommendations and requests were presented both formally in writing, and orally, arising from the discussions during the roundtables, and can be found below.<sup>22</sup>

### Arab and Muslim recommendations

#### • Counselling and training:

- Culturally aware counselling to be available to all staff who require it.
- Mandatory, bespoke, industry wide training on Islamophobia and anti-Muslim/Arab discrimination. (The Film and TV Charity could work with the industry to develop a training plan and recommendations on this and other points below.)
- Religious and cultural literacy training to be mandatory for senior management,

and provided as a separate and bespoke training module, with the understanding that religious identity and cultural literacy are important on their own terms. This insight should then be cascaded downwards.

- EDI and unconscious bias training to include sections on Islamophobia awareness.
- **Representation:**
  - Diversity monitoring conducted by broadcasters, streamers, studios, super indies, and industry organisations to include religion.
  - Strategy to deliver more senior Arab and Muslim representation, on and off air and across all sectors of the industry.
  - Proactive diversity schemes focused on Arab and Muslim communities to encourage more of this underrepresented group to join and feel welcome within the industry.
  - Targets on numbers of Arab and Muslim staff to be set out and published annually by broadcasters, streamers, studios, super indies, and industry organisations.
  - The need for Muslim/Arab groups to be set up within (and, where appropriate, between) broadcasters, streamers, studios, super indies, and industry organisations. These should be able to represent staff, meet regularly with senior leaders and have a senior non-Muslim and non-Arab executive as sponsor.
- **Communications and support:**
  - Clear guidance on the right to join organised police-sanctioned marches and/or to post on social media from news sources with established verification procedures (e.g. BBC and Sky). These points of guidance should be accompanied by a guarantee that those who abide by them will not be

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<sup>22</sup> Each advisory groups' recommendations emerged from a combination of online and in person discussions held between December 2023 and February 2024 (i.e. prior to the roundtable meetings and reflected in the decks presented by members of the advisory groups) and later discussion with external participants in the roundtable meetings themselves. The Jewish advisory group consisted of approximately 10 people and the Arab and Muslim group around 14 people, representing different views from within their communities. All advisory group members have backgrounds working in behind-the-camera roles in film and television.

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subject to disciplinary action, workplace discrimination, or accused of their actions being 'hateful'.

- The creation of a pan-industry Arab and Muslim group to act as a voice for people who currently feel disenfranchised and voiceless, especially given the lack of visible senior Arab and Muslim figures within the industry workforce. Representatives of that group to meet with senior leadership across broadcasters, streamers, studios, super indies, and trade bodies on a regular basis to address issues of representation, bias, and mental health.
- Comms and (lack of) support: a lack of leadership from the top is a common theme among survey respondents. An acceptance of this and a commitment to better understand the feelings of staff and address them is essential to rebuild damaged relationships and trust between Muslims/Arabs and senior leaders across the industry.
- **Editorial:**
  - While it was not within the purview of the roundtables to directly explore editorial content, it was acknowledged that editorial content can have a direct effect on employees' mental health. For this reason, we believe there should be an independent review of news coverage of the Israel-Gaza war across all broadcasters and of how it impacts on the mental health of staff with a stake in the conflict. (Please note that this view was also held by the Jewish advisory group.)
  - Despite a lack of robust statistics on Arab and Muslim workforce representation and on-screen representation in television, in the opinion of the Muslim and Arab advisory group the limited data available suggests a serious under-representation in both areas.<sup>23</sup> We believe that this directly relates to feelings of isolation,

exclusion, and not being valued, which in turn – we believe – result in poor mental health and poor levels of social wellbeing. To foster better representation and balance in output it is essential that there is ring fenced money across all platforms to deliver programming that marks key moments and beliefs in the Muslim religious calendar, as well as programming to counter ignorance about Muslim people's beliefs and Muslim and Arab people's cultures.

- Zero tolerance of Islamophobia and anti-Muslim/Arab hate in the workplace and on air.
- **Additional Points.** Two points have emerged since the roundtable discussions which the Arab and Muslim advisory group is currently exploring:
  - Ensure there are clear employee guidelines covering Islamophobia and anti-Muslim/Arab hate and that processes for reporting are effective and accessible.
  - Channel exec sign off for programming with 'Muslim', 'Asian' or 'Arab' in the title, or with a significant focus on those communities, to ensure that they are not actively reinforcing harmful stereotypes.

## Jewish recommendations

- **Educate:** To date, there has been little systematic training about antisemitism available in the film and TV industry. (This is clearly needed as 51% of Jewish respondents believe that views and/or behaviours hostile to their community are common in the industry.) The Film and TV Charity could work with the industry to develop a training plan and recommendations. Measures should include:
  - Bespoke mandatory antisemitism training in 2024 for senior leaders, managers and EDI teams at broadcasters, streamers, studios and super indies.

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<sup>23</sup> In terms of workforce representation, as noted in the 'Sample Profile' section above the England and Wales 2021 Census provides useful data for the percentage of the film, cinema and TV industry workforce who identify as Muslim (though not as Arab). However, the Standard Industrial Classification (SIC) codes used in this data combine people working in film, television and cinema, and it is not possible to elicit figures specific to the television industry workforce.



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- Treat antisemitism with zero tolerance: the same as any other race discrimination incident. Take prompt action.
  - Ensure that the staff charged with dealing with any antisemitic incidents are educated about antisemitism and have the cultural competence needed.
  - Have a good understanding of antisemitic tropes, stereotypes, and language.
  - Implement an escalation process if managers are unsure whether something is antisemitic.
  - **Additional Points.** One point emerged since the roundtable discussions which the Jewish advisory group is currently exploring:
    - A review of Jewish portrayal onscreen, to ensure both appropriate levels of representation, and that authentic, diverse, and inclusive Jewish stories are being told across all genres.

## 7. Conclusion

The results of the survey speak for themselves. They are a stark indication of the damage which the current crisis has done to the mental health and wellbeing of colleagues in the industry; of the sense of isolation, fear and being unwelcome which many feel; and of the urgent need for appropriate support from employers.

The recommendations that emerged from the roundtable discussions are an equally clear call to action.

We are delighted that major companies including but not limited to the BBC, Channel 4, and Sky have already committed to addressing these recommendations, taking both a pan-industry approach and an individual organisational approach. We look forward to welcoming others alongside them.

The Film and TV Charity stands ready to continue playing a part in efforts to ensure that communities affected are appropriately supported. We have developed a project scope which explores how best we and other partners with relevant expertise can develop this work beyond the roundtable discussions, including but not limited to how an industry-wide rollout of antisemitism training and Islamophobia training could take place. This work will however depend on securing the necessary funding from the industry.

We publish this report in the hope that it will help to inform wider discussion in the interests of all those affected.

