

The Creative Industries Independent Standards Authority (CIISA): an overview

Background:

- Following a significant period of discussion with the creative industries, we are now in the next stages of development for a Creative Industries Independent Standards Authority (CIISA).
- In our first iteration, CIISA will support the Film, TV, Theatre and Music industries.
- We are heartened by the positive groundswell of support for our initial proposition and are working through more detailed proposals together with a range of experts and our legal advisors ready to share with the creative industries in Spring 2023.

Purpose:

The purpose of the Creative Industries Independent Standards Authority (CIISA) is to uphold and improve standards of behaviour across the creative industries and to prevent and tackle all forms of bullying and harassment, including bullying and harassment of a discriminatory nature.

Five reasons why the Creative Industries need CIISA:

1. **Need** - Responding to the clearly identified need for better workplace safety and prevention from harm within the Creative Industries.
2. **Professional triage advice** - Addressing the void for freelancers and employers who need professional and immediate triage advice.
3. **Future-proofing the talent pipeline** - Retaining our experienced colleagues and supporting inward investment by making the UK not just the most dynamic place to make creative content but also the safest.
4. **A circuit breaker** – Proactively supporting safer workplaces, preventative investment over reactive cost.
5. **Fairness and due process** – Creating consistently safer workplaces by evidence-based decisions and transparent processes.

What CIISA will do:

- **Services:** Mediation, investigation, early and alternative dispute resolution, immediate triage advice, support navigating the criminal justice system.

- **Data and insight:** Insight and learning from investigations, trends and data, cross sector expertise.
- **Influence and advocacy:** Working with expert partners on issues such as establishing a legal definition of bullying, preventing the of misuse of NDAs, advocating for better advice and protections for freelancers, promoting inclusivity such as wider adoption of the Anti-Racism Code, which is being developed by Black Lives in Music (BLim) who are key partners and in principle supporters of CIISA.
- **Support navigating the criminal justice system:** In some cases, CIISA will recommend that further action is taken given the seriousness of the concerns brought forward. CIISA will give professional support to individuals who are taking their concerns to the police or through the criminal justice system.

Structure:

- CIISA will be a strategic Standards Authority, not a Statutory Regulator. CIISA will be a company limited by guarantee funded by a voluntary banded subscription model.
- We will not duplicate existing HR or legal processes, we will address a void, the creative industries are one of the only sectors that does not have a formal place to report inappropriate behaviours.
- Alongside our legal advisors at Fieldfisher, we have an experienced set-up team working with the Interim CEO to develop our proposals. In addition, we have King's Counsel and further advice from leading legal experts in the field covering the following key specialist areas: GDPR, defamation and jurisdiction.

Indicative phases from set up to go live:

1. **Phase One** (autumn 2022 - spring 2023): Development of our remit and proposals to be prepared towards industrywide publication.
2. **Phase Two** (summer 2023): Publication of CIISA's remit and proposed structure for consultation.
3. **Phase Three** (summer 2023): Switch from seed capital to request longer term funding and work towards go live of CIISA in early 2024.

Questions and issues that will be addressed prior to consultation:

- How services will be accessed and provided.
- What the proposed governance and organisational structure will be.
- What the cost of CIISA will be.
- How it will make a difference across all sectors, for individuals and for organisations and member bodies.
- Where it will be based and CIISA's jurisdiction.
- How investigations will be conducted within defamation and GDPR law.

How will CIISA tackle discrimination?

It is impossible to drive up standards without tackling discrimination. CIISA will be an intersectional organisation, understanding that bullying and harassment can be discriminatory in its nature. CIISA is also aware that bullying and harassment disproportionately impacts people from under-represented groups.

The EHRC has the statutory mandate to investigate discrimination, so CIISA will work closely with them on any issues arising from its investigations, such as employment discrimination.

CIISA will also advocate for robust anti-discrimination measures to be taken across the creative industries as part of its advocacy and influencing role and has embedded anti-discrimination measures into the heart of its proposed governance model.

In principle support:

- We are grateful to Sky, BBC, ITV, Channel 4, and Viacom for their generous financial and in principle support enabling us to develop our proposals.
- In addition, we are grateful to Directors UK, Eon, The Production Guild, The British Film Commission, BECTU, The Film & TV Charity, BFI, BAFTA, BIFA, National Film and Television School, the Personal Managers Association, The Casting Guild, The Independent Cinema Office, Spotlight, NI Screen, and many others who have already committed their in principle support, with other conversations on-going.
- SOLT and UK Theatre announced their in principle support for CIISA on behalf of the theatre sector in January 2023.
- On behalf of the music sector UK Music announced their commitment in early March 2023. In addition, we are also delighted to be working closely with the Musicians Union, Help Musicians, Black Lives in Music and LIVE.
- DCMS are also committed to the development of CIISA and we have their full backing.
- We are pleased to have the support and expertise afforded us through the Institute of Regulation, who through their network of peer organisations are offering us expertise and scrutiny on our proposals.

ENDS