

How to put together a training plan



Training is a great way to address just some of the industry-specific factors which can contribute to poor mental health on productions. By embedding mental health awareness into all training delivered to your teams, you can take every opportunity to create a safe, positive and productive environment.

Stay on top with mental health training

There are lots of different ways to learn and develop necessary skills and tools to manage the mental health and wellbeing of yourself and those you work with.

These include:

- formal training
- peer support
- continuing professional development.

What about a **blended approach** to learning, in order to best support the needs of the production and each team member?

Things to consider...

What do you need on your production, appropriate to your scale and context, to ensure everyone's psychological safety?

What kind of support do you need to offer?

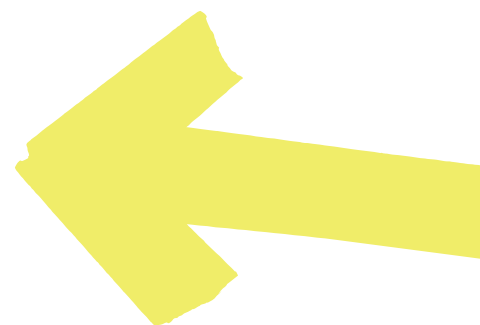
Have crew members already completed some training?

Would a refresher or follow-on course be suitable for them?

Discover how to put together a relevant and holistic, industry-specific mental health training plan by using this UK-wide framework from ScreenSkills and The Film and TV Charity: [visit Mental Health Training: Guidance for Employers](#).

Here are some key areas where training is relevant in film and TV:

- **Leadership & management training** is a vital part of equipping crew who manage a team. As crew members ‘step-up’, it is essential to prepare them for their new role responsibilities and duty of care. For example:
 - Leadership in Mental Health Awareness — such as [Mental Health Awareness for Heads of Department](#) from ScreenSkills.
 - Communication skills for difficult conversations and mediation — such as [Creative feedback – how to give and receive it well](#) from ScreenSkills
 - Fair recruitment — including best practice and your legal responsibility.
 - Working effectively with people — how to make reasonable adjustments, including flexible working hours, as well as understand personality types and requirements for neurodivergent or disabled people.
- **Health and safety training** must be undertaken by all crew – both for physical and psychological wellbeing. This might include:
 - [Introduction to Mental Health Awareness at Work](#) from ScreenSkills.
 - Understanding your legal rights and responsibilities — including risk assessments, legal frameworks, the Equality Act and anti-discrimination. Bectu’s one-day [Creative Industries Training Passport](#) (CRISP) course is accredited by the Institution of Occupational Safety & Health (IOSH).
 - Understanding policy and everybody’s responsibilities around safeguarding.
- **Inclusive culture at work** is essential to creating a happy, safe and more productive working environment. Help your crew to understand how lack of knowledge of people’s personal lived experiences or lack of confidence in addressing thoughtless behaviour might result in harmful and possibly discriminatory impact on individuals and the whole workplace. Areas of interest are:
 - How to be an active bystander
 - [Addressing unconscious bias](#)
 - [Tackling harassment and bullying at work](#)
 - Understanding the impact of **microaggressions**
 - Disability awareness training



- **Production-specific skills** for certain roles or responsibilities must be provided – know what will be expected from individuals and check there is appropriate training given. For example, safe management of productions, or driving others or in unfamiliar vehicles. Refresher courses are always a good idea too. You can consider:
 - Topic-specific courses in ScreenSkills’ [training and opportunities directory](#), as well as [bursaries for training costs, equipment costs, driving lessons etc.](#)
 - When working with **vulnerable contributors** on distressing content or in hazardous environments, ensure appropriate support. This might include clinical sessions and peer support moderated by a trained professional. Download [Trauma & Journalism: A Practical Guide](#) from the Dart Centre and look up their [training](#) offer for production teams working with distressing content.
 - Including a training session, if needed, with an **Intimacy Coordinator** on set.

Glossary

Microaggressions

Microaggressions are brief and common daily verbal, behavioural, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a target person because they belong to a stigmatised group.

(source: Jon Cornejo – who did our AR review – if we need full citation Tracy will be able to ask)

Vulnerable contributors

Contributors who are vulnerable *may have particular needs according to their physical, emotional or mental state* at the time of recording and afterwards.

Intimacy Coordinator

An Intimacy Coordinator is a practitioner who supports all cast and crew with the intimate content across the arc of a production for TV, film and theatre.