The TV Access Project (TAP)

Overview

Paramount is a member of the TV Access Project (TAP) which is made up of ten of the UK's main broadcasters and streamers working towards full inclusion for Disabled people by 2030.

The TV Access Project (TAP) formed in response to the Underlying Health Condition campaign, set up by disabled creatives Genevieve Barr, Katie Player, Holly Lubran, and screenwriter Jack Thorne, TAP emerged following Thorne's compelling MacTaggart Lecture at the Edinburgh International Television Festival in 2021.

Officially launched in August 2022, TAP aims to achieve full inclusion for Deaf, Disabled, and Neurodivergent talent in the UK television industry by 2030. The project's vision is to create a television landscape where no disabled talent is excluded, ensuring that barriers are removed and equity is created across the industry.

TAP consists of an alliance of ten of the UK's major broadcasters and streamers, including Amazon Prime Video, BBC, Britbox, Channel 4, Disney, ITV, Paramount, Sky, STV, and UKTV. These members have committed to TAP's principles and contribute by providing senior leadership, participating in workstreams, and funding key initiatives.

TAP has many key partners which include Disabled-led disability interest groups and other not-for-profits as well as pan-industry organisations who contribute by providing senior/experienced talent to participate in workstreams. The current TAP partners are:

- Access All Areas
- Creative Diversity Network (CDN)
- Deaf & Disabled People in TV (DDPTV)
- Disability Journalism Forum
- FWD-Doc
- PACT
- ScreenSkills
- The Ability Group in Sports (TAGS)

- Triple C/DANC
- Underlying Health Condition

Initiatives and Workstreams

TAP operates through six interconnected workstreams, each focusing on different aspects of accessibility and inclusion:

1. **Industry Best Practice Guidance**: Implementing the 5 As framework through training, monitoring, and evaluation.
2. **Access to Work**: Enhancing support for freelancers and making the Access to Work scheme fit for purpose.
3. **Funding**: Developing a pan-industry approach to funding adjustments and access costs.
4. **Access Roles**: Establishing and standardizing roles and responsibilities to support accessibility across all genres.
5. **Talent Retention and Progression**: Creating pathways for disabled talent to advance into leadership and decision-making roles, preventing their exit from the industry.
6. **Production Spaces**: Ensuring that studios, location facilities, post-production units, and outside broadcast units are accessible to disabled professionals.

The 5 A's

TAP has produced guidelines for disability inclusion in the UK television production industry called The 5 As. This includes a series of free accessible videos which training organisations can use within their own courses and workshops to highlight best practice.

The 5As are: Anticipate, Ask, Assess, Adjust, Advocate

More information on these and TAP itself can be found on Production Hub and at the PACT TAP Toolkit