

Raising a Grievance as a Freelancer

Our panel on this topic from ♥Unions Week 2023 have the following top tips:

Meriel Beale, Co-Bullying & Harassment Officer, Senior Executive Producer:

- Keep notes! Note the date, the time, what happened and what was said. Who else was there (they may be happy to back you up) and the impact it had on you.
- You deserve to be treated with dignity and respect at work- every day. Keep this in mind.
- Don't be afraid. There are many people and places for you to turn to. If you're not sure, ask your line manager. If the line manager is the problem, Bectu, the Film and TV Charity, a colleague, a mental health first aider can all help.

Jane Copley - Bectu Legal Officer

- If you don't grieve – you can't plead – remember to grieve anything related to a personal characteristic/potential Equality Act 2010 claim as soon as possible;
- Be concise – keep a grievance brief and to the point; and
- Be clear (and realistic) about the outcome you're seeking

Arun Devasia - Bectu Organising Official

- Even if there is no prospect of pursuing things legally, it is a good habit to note things down, speak to trusted colleagues, and find ways of articulating what you have experienced.
- Sometimes an employer/production might not be aware that there is problematic behavior in their company. Raising an issue and asserting your claim can benefit the company as much as yourself.
- Your employer has no obligation to investigate a claim of bullying or harassment after your contract terminates so remember to speak to colleagues or with Bectu as soon as possible about your experience so you are aware of all your options.



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