

Creative Access and ITV Mentoring Programme: 150 staff to mentor new talent from under-represented communities.

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Applications open for mentoring programme for individuals from under-represented communities who are interested in a career in television

ITV is partnering with Creative Access to launch a new mentoring programme which will see 150 staff from the broadcaster take on an external mentee from under-represented groups early on in their careers in the television industry.

Through the programme, Creative Access will find and match 150 individuals to be mentees. The programme will focus on:

- Young people (18+) from under-represented communities who are still at school, college or university who want to pursue a career in television
- Those who have up to 8 years' experience in television who want guidance on progressing their career to more senior levels
- Also welcomed are applications from those not currently in education, employment or training.

The programme will run as two six-month cohorts, over a 12-month period. To help set the new relationships up for success, Creative Access will be providing training to both mentors and mentees.

The new mentoring programme is part of ITV's Social Purpose strategy. ITV colleagues have three paid days a year to volunteer, and a focus on volunteering through mentoring will also help ITV's ambitious targets around Diversity and Inclusion.

Josie Dobrin, CEO, Creative Access: "ITV are a founding partner of Creative Access and have given us a home since 2015, so it seems fitting that we are partnering with them on this exciting new mentoring scheme. There are so many young people from under-represented backgrounds who would love to enter the television industries but have no idea where to start, and many more who are already working in the industry but would welcome support to help progress to more senior levels. We know what a powerful tool mentoring is. This opportunity will allow them to get one on one support to help make their dreams a reality – and more importantly help the television industry in time to better represent our society."

Susie Braun, Head of Strategy and Communications, Social Purpose for ITV said "We're delighted to be launching this major mentoring programme with Creative Access. This programme will have a real impact on 150 young people early on in their TV careers, but also on the 150 ITV colleagues who get to be mentors. It's a very tangible way of contributing to the diversity of the TV industry, which fits perfectly with ITV's Social Purpose and Diversity Acceleration Plan."

Potential applicants can apply for the mentoring programme [here](#)

About Creative Access:

Creative Access is one of the leading diversity organisations in the UK; a not-for-profit social enterprise, unrivalled in diverse recruitment, training and inclusion.

The organisation helps talented people to thrive in the creative industries who come from groups that are under-represented in terms of ethnicity, socio-economic backgrounds and disability.

All partners are asked to commit to bringing in and uplifting talent from under-represented communities in three ways:

Widening the talent pool to include candidates from all backgrounds

Investing in staff from under-represented groups to progress to senior positions

Creating an inclusive workplace where everyone, whatever their background, can feel valued and able to flourish

Creative Access takes a wholehearted approach that covers:

1. Recruitment – including recruiting for paid-internships run as affirmative action schemes, supporting job recruitment and hosting a jobs board
2. Support and outreach – helping young people to access creative careers via extensive outreach events, mentoring and leadership programmes
3. Employer support – Providing diversity, inclusion and mental health training to help make organisations become more inclusive

· The organisation works with over 500 employer partners; ranging from global brands, to smaller independent organisations across the UK; operating all creative sectors in the wider creative economy, including Book Publishing; Charities; Government & Campaigning; Fashion & Beauty; Film; Museums & Galleries; Music; Newspaper & Magazine Publishing; PR, Advertising & Marketing; Radio; Television; Talent; and Theatre.

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