

BFI Film Audience Network EDI Champion: Black and Global Majority Audience Inclusion

Freelance Contract: April 2026 – March 2029

We are looking for a freelancer or partner organisation to support a new strand of our EDI work: championing Black and Global Majority Inclusion across the UK-wide BFI Film Audience Network (FAN).

Evidence shows that Black and Global Majority audiences remain under-represented across UK independent exhibition. This project aims to identify practical barriers and actionable opportunities for change, highlight effective models, and share achievable approaches that exhibitors can adopt.

The Champion will conduct research, produce accessible, engaging resources, and provide advice for FAN member organisations. Ultimately, they will be responsible for helping film exhibitors to welcome a more Black and Global Majority audiences to their film screenings and events.

About the BFI Film Audience Network

The [BFI Film Audience Network](#) (FAN) is comprised of eight Film Hubs across the UK, whose total membership is over 1900 organisations – from small local community cinemas to large film festivals with an international focus. Together, the Hubs work to increase audience access to new and archival independent cinema. Ultimately, BFI FAN aims to develop audiences and support the FAN members to be as sustainable and ambitious as possible.

About Film Hub Scotland

Based at Glasgow Film Theatre, Film Hub Scotland (FHS) is the Film Hub for Scotland, which supports over 300 film exhibitors across the country through training, funding, and sector development. In addition, Film Hub Scotland is the Equity Diversity and Inclusion (EDI) Lead for FAN, coordinating sector learning, resource sharing, and specialist support relating to equality, diversity and inclusion across the network.

About the Project

As the EDI lead for BFI FAN, we coordinate learning, resources and support to help FAN members make their organisations and events more equitable, inclusive and accessible. For the last three years, Access Consultant Charlie Little has led our EDI work. They have delivered webinars, regular Access Bulletins, an Access Directory, and have provided targeted support to film exhibitors across the UK. [Explore our EDI news and resources.](#)

Now, we are looking for a freelancer or partner organisation to support a new strand of our EDI work: Black and Global Majority audience inclusion. This project aims to identify practical barriers and actionable opportunities for welcoming Black and Global Majority audiences to film screenings and events. Additionally, it will highlight effective models to

stakeholders and partners and share learnings that can be adopted by film exhibitors across the UK.

Purpose of the Role

This freelance role is designed for a practitioner or small organisation able to deliver structured research, accessible resources, and occasional advisory support.

The work delivered through this project has a chance to produce a significant and positive impact on the UK independent film exhibition sector, initiating change by shining a light on best practice, drawing major organisations and stakeholders' attention to key challenges and issues, and supporting existing exhibitors with their audience development.

Currently this is structured as a focused and time-limited project, and it is therefore understood that the scope might be limited. The practitioner/organisation will report to the Manager of Film Hub Scotland, who will work with you to shape the strategy of the project and determine the necessary deliverables – informed by the BFI's wider Screen Culture 2033 Lottery strategy. The wider Film Hub Scotland team will support the project, and you will not be required to manage direct reports.

Key Responsibilities

- Conduct secondary research into existing inclusion resources, training offers, and sector models
- Produce an Inclusion Directory summarising key findings, frameworks, and practical recommendations
- Develop 1–3 case studies of UK film exhibitors successfully engaging Black and Global Majority audiences
- Provide 1–2 consultations to FAN member organisations seeking to improve audience inclusion or develop anti-racist programming
- Identify emerging themes, gaps, and opportunities to inform deliverables for 2027–28 and 2028–29
- Collaborate with the FHS team and, where relevant, with Access Specialist Charlie Little to explore cross-cutting themes

Expected Outputs (Year 1)

- Inclusion Directory (short written document)
- 1–3 case studies (format flexible: written, toolkit, interview, or equivalent)
- Advisory notes or consultation summaries for participating organisations
- Identification of potential focus areas for subsequent project years

Expected Outputs (Years 2 & 3)

Exact deliverables will be defined jointly but may include, as a minimum:

- Webinars or workshops
- Additional case studies
- Public-facing resources or tools to support inclusive programming and audience development

Skills and experience

- Knowledge of Black and Global Majority cultural contexts in the UK
- Ability to synthesise research into clear, accessible outputs
- Experience working with arts or cultural organisations, ideally within the context of independent film exhibition
- Strong written communication skills
- Ability to work independently and manage small-scale project timelines

Who should apply?

We encourage applications from freelancers or small organisations with practical experience relating to:

- Community engagement and/or audience development
- Anti-racist cultural practice
- Curatorial or programming work
- Work with Black and Global Majority communities

As the oversight of this work is being undertaken by Film Hub Scotland, freelancers/organisations based in Scotland are particularly encouraged to apply. We are also interested in those who combine research skills with practical, on-the-ground experience of audience development or cultural programming.

Project fee

As this is the first iteration of this project, we expect the successful candidate/organisation to achieve the expected outcomes within a timeline that suits their capacity. As such, there is not a concrete number of hours/days expected (however, please [get in touch](#) if this information is a deciding factor in whether you submit an application). Based on our previous experience, we expect that a project such as this can be delivered within 20-25 days per year.

We will pay a retainer fee for each year of this project:

- 2026/27: £4,500 retainer fee
- 2027/28: £4,750 retainer fee
- 2028/29: £5,000 retainer fee

Fees are exclusive of VAT, but VAT may be claimed if the selected candidate is an organisation.

An **additional budget** will be available to support project costs (e.g. speaker fees for webinars) and overheads (e.g. travel to conferences and events).

How to apply

All applications should be submitted through our [online application form](#). We will ask you to provide:

- A short statement telling us why are you interested in this role, and how you would approach it (up to 300 words)
- A statement telling us, with examples, why you are the right candidate for this project (please make reference to the skills and experience outlined in the Job Description - up to 500 words)
- An up-to-date CV

If you'd prefer to send your application as a video, please send a short video (no more than 5 minutes) detailing your relevant experience and why you would be a good fit for the role, to info@filmhubscotland.com.

Deadline to apply: 11 May 2026, 11:59 AM

Start date: Ideally the candidate will begin in May 2026, but we can be slightly flexible on this.

For any questions, or for an informal discussion about the role, please email: ilia.ryzhenko@filmhubscotland.com.