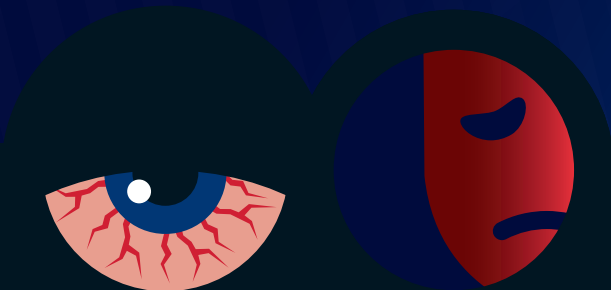


# Longer hours lead to a bullying environment at work



[#eyeshalfshut](#)

# Standing up against bullying in film and TV



Workplace bullying is a major concern for workers in the UK film and TV industries. Surveys show that the 'prep and wrap departments' working the longest hours report more bullying than any other sections of the crew.

BECTU is campaigning against all forms of bullying – and for adequate and trusted reporting mechanisms for when it happens.

The union is working with members to raise awareness on how to:

- deter bullies from bullying
- respond to it when it happens
- deal with it when it is reported
- challenge it when it is happening to others.

If you are being bullied or if you see it happening:

- call the industry helpline – **0800 054 0000**
- contact your BECTU rep
- come along to BECTU's anti-bullying workshops.

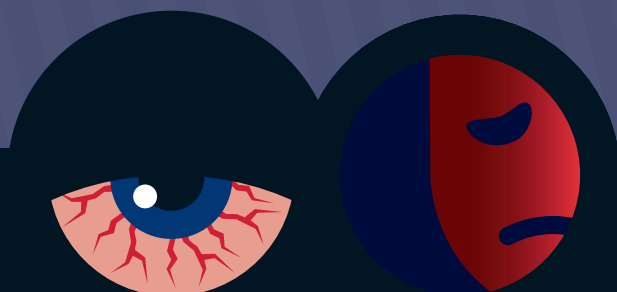
## Abusive behaviours

The BFI and BAFTA, with input from BECTU, published a list of abusive behaviours. These include:

- shouting, swearing, intimidating, threatening or throwing things
- belittling a person's creative input or not letting them express their opinion
- unfairly blaming others – eg for the failures of technology; humiliation and ridicule either in private, at meetings or in front of colleagues/customers/clients
- spreading malicious rumours, or insulting someone by word or behaviour

- copying memos that are critical about someone to others who do not need to know
- ridiculing or demeaning someone or picking on them
- innuendo or mockery
- threats, abuse, teasing, gossip, banter or practical jokes/pranks
- unwelcome sexual advances – touching, standing too close, the display of offensive materials, asking for sexual favours, making decisions on the basis of sexual advances being accepted or rejected
- homophobic, racist or sexist comments, offensive gestures
- excluding individuals or groups or socially isolating them
- unfair treatment, such as tasks with unachievable deadlines
- overbearing supervision
- making threats or comments about job security without foundation
- deliberately undermining a competent worker by overloading them
- undermining with constant criticism
- preventing individuals progressing by intentionally blocking promotion or training
- intruding on a person's privacy by pestering, spying or stalking
- tampering with a person's personal belongings or work equipment
- cyber bullying conducted online by email, online messaging, online gaming or social media channels, eg offensive language, embarrassing pictures or videos, fake profiles, death threats.

You can find the BFI and BAFTA principles to tackle and prevent bullying and harassment in the screen industries at [bfi.org.uk/about-bfi/policy-strategy/set-principles-screen-industry](https://www.bfi.org.uk/about-bfi/policy-strategy/set-principles-screen-industry)



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