



UNQUIET MEDIA

Workplace Consultancy Services

Specialists in Neuroinclusivity

WHO WE ARE

Unquiet Media are a unique production company and consultancy service, crafting content and expert advice and training around the human mind, with a specialised focus on neurodiversity and mental health.

Our work ranges from traditional production activities to short-form and branded content, research and development, project consultancy, and workplace consultancy - all combining our experience and expertise in content production with both psychology and neuroscience, with our team comprising of industry-leaders from both worlds; from Oscar-winning directors, global giants of the media sector, to renowned scientists and academics.

OUR TEAM

Core Team



Rosie Higgins
Project Manager/Director

10+ years media experience
BSc Film and English
MSc Psychology
M.Phil. Psychoanalysis



Shivani Lamba
Lead Consultant

Award-winning founder/CEO of Brightlobe
Specialist in neurotechnology focused on behavioural neuroscience and neurodevelopment
10+ years educational technology
6+ years software engineer



Georgia Young Jones
Lead Designer and Researcher

First Class BA in Graphic Communications
2+ years social media strategizing for media companies
Content Researcher

Wider Team



Advisory Board

Our advisory board is made up of leaders in the global entertainment industry, including Will Clarke, CEO of Altitude (leading UK Independent Film and TV Group), Alex Gibney (Oscar-winning filmmaker and founder of Jigsaw Productions), Lou Gaynor (former CEO of the industry leading Target Media Group and games developer), and Linda Cullen (CEO of COCO Content, Ireland's leading independent TV production company).



Leading Experts

Our network of academic contacts at leading universities including UCL, Stanford University, University of Cambridge, and Trinity College Dublin, as well leading experts in psychology in the workplace more widely, place us in good stead to advise on these topics, as well as to address any specific issues, conflicts or challenges that may come up in a workplace.

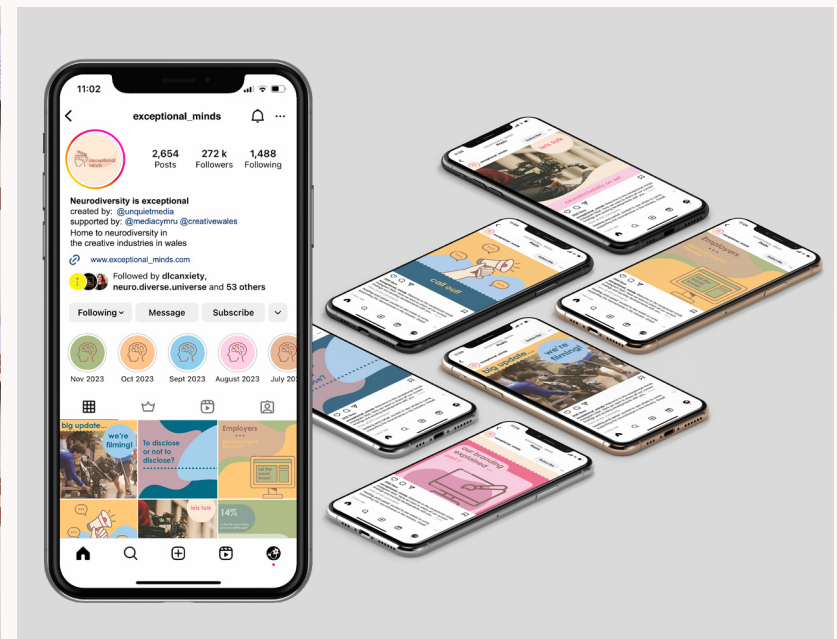


Lived Experience Consultants

Our workplace recommendations and advice are based on real, lived experiences of those who have long navigated the industry, to ensure that a 'neuroinclusive workplace' truly addresses the needs of those it attempts to serve. This consultation with neurodivergent communities is always ongoing and developing.

OUR EXPERTISE

In addition to our team’s expertise and combined decades of experience in, the media sector and fields of developmental psychology and neuroscience, Unquiet Media have been conducting a **UK Government funded** research and development project looking specifically at the challenges faced by the Creative Industries when it comes to neuroinclusion.



FUNDED BY



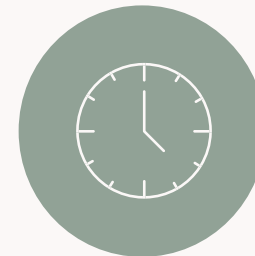
Our investigation has included both **quantitative and qualitative data collection** of key metrics around diversity in the media sector, as well as **secondary research** scoping the industry and consulting with leading academics, scientists, and organisations around the topics. Throughout our research we have so far engaged with **100+** neurodivergent individuals within the industry, better understanding their experiences and the **concrete measures they'd like to see implemented into workplace**. We've also met many many media companies, across the sector and of varying sizes and forms, about **what is reasonable and realistic in the changes they can make**.

This project has helped us identify the main barriers to neuroinclusion in the media industries ...

AWARENESS



TIME

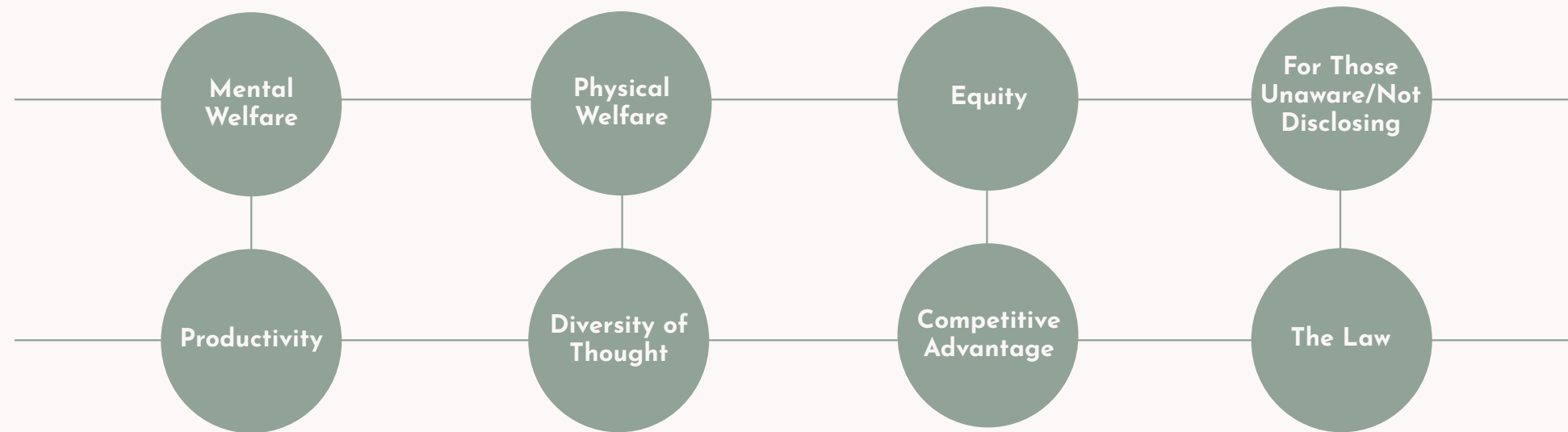


MONEY



...and put us in the perfect position to help companies address them.

WHY IS NEUROINCLUSION IMPORTANT?



Mental Welfare

Poor mental health is not a trait of neurodivergence, but, due to how individuals are treated by society, is often a bi-product. Help your staff feel psychologically safe, and have a positive impact on how they experience the world. This can do wonders for their mental health.

Physical Welfare

high anxiety and stress can have all sorts of dire mental consequences, but also physical - increasing the likelihood of cardiac, immune system, and digestive ill health, amongst other issues

Equity

true equity is only achieved when systemic barriers to participation and access to opportunities are torn down. these barriers include our misconceptions about what neurodivergence is, looks like, and how we behave around and towards it

For Those Unaware/ Not Disclosing

having neuroinclusivity as a gold standard within your business rather than an afterthought ensures psychological safety for those without a diagnosis

Productivity

companies that lead in disability inclusion are 25% more likely to outperform on productivity, autistic employees can be up to 140% more productive

Competitive Advantage

companies that lead in disability and neurodivergent inclusion have realised 1.6x more revenue, 2.6x more net income, and 3x more economic profit than competitors

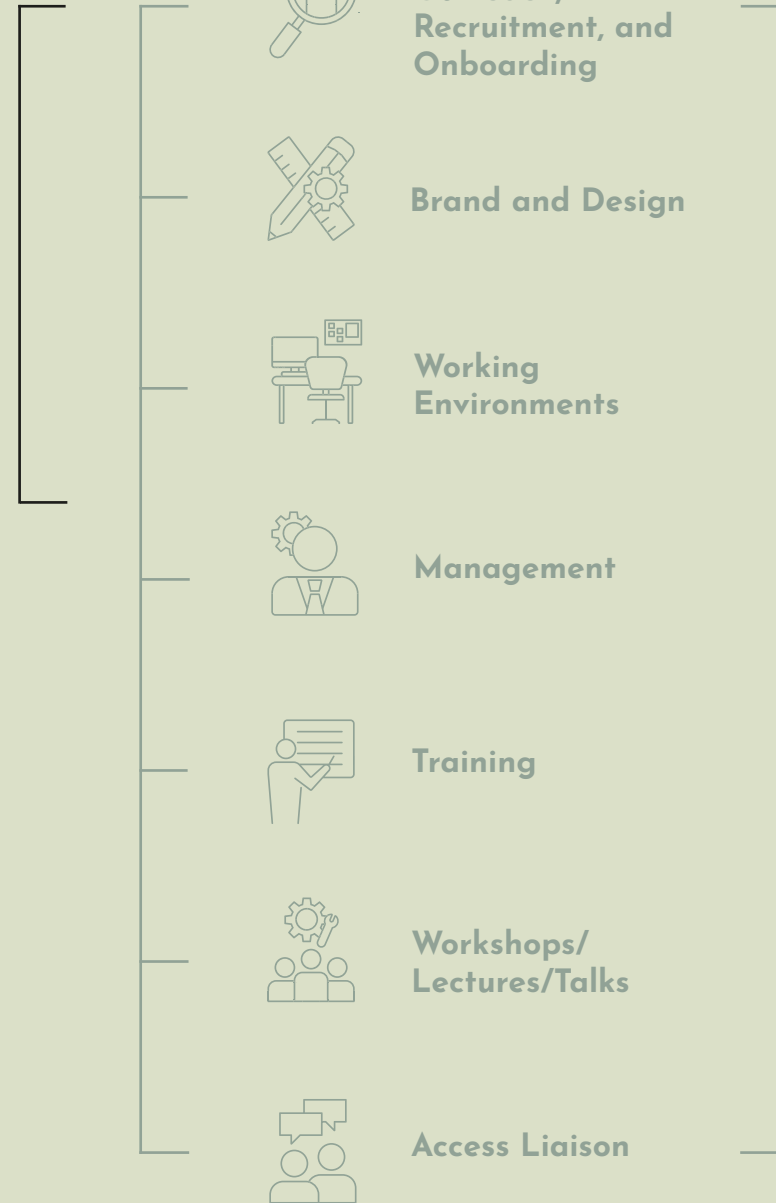
The Law

Not only is neuroinclusivity the right thing to do, as well as an evidenced competitive advantage - but it is also your legal obligation under The Equality Act (2010). Protect yourselves, and your team, by getting to grips with it

WORKPLACE CONSULTANCY SERVICES

With our vast experience of the business world as well as expertise in neurodiversity, we understand the **importance of integrating neuroinclusive practices into the workplace.** Whether that be a traditional office space, a film set, a remote-working set up, or managing a team of freelancers - there is so much more we can all be doing to better accommodate neurodivergent talent. Our services consider varying challenges faced by workplaces, with bespoke offerings suited to your particular needs.

Bespoke Best Practice Guidelines



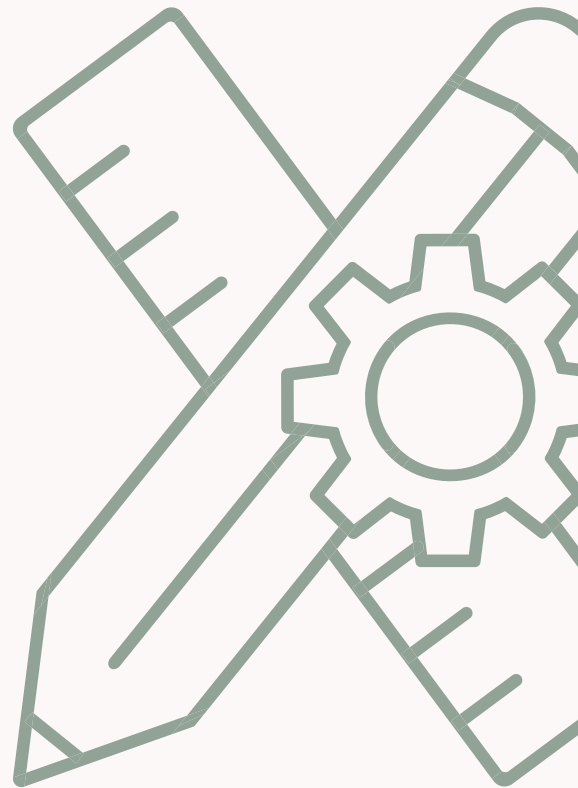
Package Offerings



OUTREACH, RECRUITMENT, AND ONBOARDING

Before we even get to the workplace, there are so many barriers to entry for neurodivergent talent - some that you might not even be conscious of. We can help you break these barriers down within your own hiring practices and help provide equal access to employment opportunities for all, by creating bespoke best practice guidelines for your organisation that address:

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- Reaching and recruiting neurodivergent talent (in sometimes non-traditional ways)
 - Adverts and application processes
 - Interview set up and style
 - Communicating with neurodivergent candidates, including feedback
 - Onboarding neurodivergent staff



BRAND AND DESIGN

One of the most effective ways you can communicate to prospective employees, to your clients, and to your audience, that you are neuroinclusive is through your branding and marketing. Yet so few companies do so. Put yourselves on the map and show you care about neurodiversity! We can create bespoke best practice guidelines that help you with:

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- Amending or enhancing your branding to ensure neurodivergent access needs are met
 - Construct disclaimers and policies for your website and social media pages, to show commitment to these causes
 - Adding accessibility tools to your website
 - Social media posts or internal/external comms addressing neurodivergence, to raise awareness or to showcase the work you are doing in this space



WORKING ENVIRONMENTS

No two workplaces are the same, and no two employees are the same. We can create a bespoke best practice guidelines specific to your work place (whether that be a traditional office space, a film set, a remote-working set up, or managing a team of freelancers) that look at:

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- Physical environment recommendations
 - Supporting and structuring flexible working
 - Reasonable adjustments
 - Communication practices
 - Creating 'access riders'/health adjustment passports for your team



MANAGEMENT

It's not easy being the one in charge. Let us help you create a better workplace for your staff by creating a bespoke best practice guidelines that assists you with:

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- Communicating with neurodivergent staff
 - Understanding your legal obligations, and rights, in this space as an employer
 - Knowing what support, funding, and existing technology is available
 - Holistic review of your procedures and policies, or help in creating neurodiversity policies and risk assessments
 - Setting goals and tracking key indicators and measuring progress
 - Managing conflicts and disputes

TRAINING

One of the biggest barriers faced by neurodivergent employees in the workplace is the stigma surrounding their respective condition as a result of a lack of understanding around what it actually means to experience it. Training helps to foster a culture of acceptance and change in your organisation. Prospective training of your workforce could include:

- Education around neurodivergence - what it is, and what it means
- Challenging stereotypes - inside and outside of the work place
- Highlighting the importance -and the benefits - of inclusion
- Amplifying success stories within your organisation
- Neurodivergent coaching, including on communication, team collaboration, socialisation, executive functioning, disclosure, and accommodations.
- Completion certification for your employees/workplace



WORKSHOPS, LECTURES & TALKS

Want to communicate a specific story, theme or topic around neurodiversity (or psychology more generally) to your staff? Need an expert to speak on these matters on a panel or talk you're hosting? Need help putting together a conference or event, that includes measures for neurodivergent audience? We've got you. We can help with:

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- Accessing guest/key note speakers from industry, or experts in field
 - Curating success stories
 - Panel or conference appearances
 - Constructing neuroinclusive events
 - Hosting specific workshops

ACCESS LIAISONS

Sometimes, workplaces experience specific conflicts or grievances that associated with neurodivergence that the internal team aren't equipped to deal with - and sometimes an outside perspective is useful. Through our team of Access Liaisons, we can:



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- Be on location or on-set for productions, to deal with immediate access needs and requirements
 - Mediate internal conflicts
 - Third party dealings with workplace disputes
 - Advise on legal rights and obligations to both staff and employer
 - Mentor neurodivergent staff and help manage anxiety and communication
 - Help neurodivergent employees amplify their voices and ensure their perspectives are heard
 - Attend project meetings to help manage company procedure, and meet with key stakeholders to help achieve aims



PACKAGE OFFERINGS

Or - do it all. Create a bespoke business package that considers neuroinclusion across the entire business.

Certified by Unquiet Media.

PRICING

No two brains are the same, as no two workplaces are the same. Our services focus on providing effective and practical guidance and support to a business or individual, based on expertise and evidence.

We tailor our offerings for each business we work with. We can help deliver positive impacts for individuals, workplaces, or film sets, of any type of budget size.

Our services are bespoke to your specific needs and hopes for your business.

GET IN TOUCH

ROSIE HIGGINS

Director & Project Manager

✉ rosie@unquietmedia.com

☎ +44(0)7713513943

If you would like to receive this information or communicate in a different medium, or if you prefer a different format or colour scheme to suit your particular information-processing requirements, then please do not hesitate to reach out.