



Information sheet for survey participants

Title of Project: **Fair play/pay in the UK voice-over industry**

Researchers' name: **Dr Mathilde Pavis and Huda Tulti**

We are inviting you take part in the above research study. Before you take part in the online survey, it is important that you understand the reason why this research is being carried out and what your participation will involve. We would be grateful if you take the time to read the following information carefully and discuss it with your colleagues or other people if you wish. Please feel free to contact us if anything is unclear and to take as much time as you need to decide whether or not to take part.

What is the purpose of the study? The aim of the study is to collect information about remuneration and contractual practices in the UK voice-over industry. This will be done by running an online survey to assess recruitment and contractual practices in the voice-over market. The research project aims to shape policies in order to improve contractual practices and levels of pay in the UK voice-over industry.

Am I eligible to take part in the survey? You are eligible to take part in this survey if you are over the age of 18, and have done voice-over work in the UK or have been hired by a UK client.

For the purpose of this survey, voice-over also means voice actor, voice artist, voice talent, voice professional, voice-over actor, voice-over artist, voice-over talent, or voice-over professional.

You also need to enjoy capacity to take part in the survey. Capacity "refers to those skills considered essential for acts and decisions to be valid in law."¹ For more information on the meaning of capacity in relation to the Mental Capacity Act (see [here](#)).

What will the survey involve? The survey should take less than 15 minutes to fill in. It will ask questions about your recruitment experience, the type of contractual arrangements you reach with clients and the level of remuneration you receive or have received in the past.

How will my information be kept anonymous and confidential? The survey is entirely anonymous. The research we carry out are in line with the Data Protection Act

¹ Peter Cane, Joanne Conaghan (eds), *The new Oxford companion to law* (Oxford University Press 2008).

and it is an approved research protocol. The research methods applied by the research team are also compliant with the new General Data Protection Regulation (GDPR). Only the research team, composed of Dr Mathilde Pavis and Huda Tulti from the University of Exeter will have access to survey results.

The survey results are anonymised, or will be anonymised where there is a risk that you have identified yourself directly or indirectly (by referring to a specific location, companies, organisations etc.). Once anonymised, the survey results may be shared with other genuine researchers within the network of experts of Dr Mathilde Pavis and Huda Tulti.

You will not be named or otherwise identified in any publications arising from this project unless your contribution is already in the public domain (for example, if you were a named author of a published document). The research may rely on pseudonyms in reporting the research to maintain anonymity. No unpublished opinions of information will be attributed to you.

We will exercise every possible care to ensure that you will not be identified in any research outputs.

What are the possible disadvantages and risks of taking part? The main cost to you will be the time needed to complete the survey. There is very little risk that you will be identified in the survey results thanks to the precaution put in place by the research team to ensure anonymity.

What are the possible benefits of taking part? We hope that you will take satisfaction from helping to develop knowledge and shape policies on this important topic. We also hope that you will find the results of the research helpful for your personal and professional experience as a voice-over.

What will happen if I don't want to carry on with the survey? This is absolutely fine. You are under no obligation, legal or moral, to take part in the survey. The survey is entirely voluntary.

It is also possible for you to withdraw participation in the survey, before or during it. To do so, simply close the survey page. However, do note that once you have submitted your response, it will not be possible for the research team to withdraw your contribution due to the anonymity of your submission.

Will I receive any payment for taking part? You will not be paid to take part in this survey.

What will happen to the results of this study? Following the analysis of the results of the project, the research team will propose principles of best practice with regards to contractual practices for the hire of UK voice-overs. The researchers may also make recommendations to reform or adopt new policies applicable to UK voice-overs.

The project will primarily result in academic publications. The results of the study will be disseminated via academic articles, reports, conference presentations and seminars. The academic articles will be submitted to journals that are widely read by practitioners and policy-makers. The aim of these publications and presentations will

be to address existing problems identified during the research and shape policies accordingly.

Who is running this study? This study is organised by Dr Mathilde Pavis and Huda Tulti. Mathilde Pavis is a Senior Lecturer and researcher in law specialising in intellectual property law. Mathilde Pavis has experience in research regarding performers' legal rights. Huda Tulti is a researcher at the University of Exeter, expert in the law applicable to unfair or unbalanced contractual agreements.

Who has reviewed this study?

This project has been reviewed by the Research Ethics Committee at the University of Exeter (Reference Number 20182019-051).

For more information on the approval of the Research Ethics Committee, please contact email: ssis-ethics@exeter.ac.uk .

Further information and contact details

Please feel free to contact Dr Mathilde Pavis for further information at the following address:

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Thank you for your interest in this project!