

Thursday 13 November 2025

1

00:00:00,951--> 00:00:03,308

Welcome, everyone,

to today's event,

2

00:00:03,332--> 00:00:04,748

Industry Insider:

3

00:00:04,772--> 00:00:07,228

Understanding access

forms and riders –

4

00:00:07,252--> 00:00:11,228

Tools for disabled, chronically  
ill and neurodivergent authors.

5

00:00:11,252--> 00:00:12,908

My name's Clare Wade.

6

00:00:12,932--> 00:00:15,348

I'm a white woman

with dark blonde hair,

Thursday 13 November 2025

7

00:00:15,372--> 00:00:17,000

wearing a blue jumper.

8

00:00:17,000--> 00:00:19,908

I'm sitting in front of a wall  
of brightly coloured butterflies

9

00:00:19,932--> 00:00:22,748

and illustrations of  
inspirational women.

10

00:00:23,452--> 00:00:26,748

I'm a disabled author,  
speaker, and activist.

11

00:00:26,772--> 00:00:28,628

I wrote the award-winning  
novel, The Choice,

12

00:00:28,652--> 00:00:31,776

and founded Authors with  
Disabilities and Chronic Illnesses,

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

Thursday 13 November 2025



13

00:00:31,800--> 00:00:33,148

ADCI,

14

00:00:33,172--> 00:00:35,748

in conjunction with

the Society of Authors.

15

00:00:35,772--> 00:00:38,428

The group connects and  
supports disabled authors

16

00:00:38,452--> 00:00:41,068

and works towards better  
access and inclusivity

17

00:00:41,092--> 00:00:43,388

within the publishing industry.

18

00:00:43,412--> 00:00:49,063

This event is part of our #SoAatHome  
Autumn/Winter 2025 event programme

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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19

00:00:49,087--> 00:00:51,308

and it's in conjunction

with the SoA's

20

00:00:51,332--> 00:00:54,468

Authors with Disabilities and

Chronic Illnesses Network.

21

00:00:55,000--> 00:00:57,468

This SOA at Home

event is for all,

22

00:00:57,492--> 00:00:58,908

but if you can afford to,

23

00:00:58,932--> 00:01:02,388

please consider donating to the

Society of Authors Access Fund

24

00:01:02,412--> 00:01:04,748

which provides grants to authors

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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25

00:01:04,772--> 00:01:08,988

so that travel, subsistence,  
childcare, and access needs

26

00:01:09,012--> 00:01:10,788

aren't barriers to  
authors taking part

27

00:01:10,812--> 00:01:13,148

in events, residencies  
and retreats.

28

00:01:13,172--> 00:01:16,388

We suggest a  
minimum donation of £5.

29

00:01:16,412--> 00:01:17,988

Thank you for your support.

30

00:01:19,000--> 00:01:21,128

You can help the Society

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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of Authors Access Fund

31

00:01:21,152--> 00:01:23,748

by making a purchase

on our virtual bookstore

32

00:01:23,772--> 00:01:25,468

on Bookshop.org

33

00:01:25,492--> 00:01:27,548

where you can find

books by writers taking part

34

00:01:27,572--> 00:01:29,191

in the #SoAatHome programme.

35

00:01:31,415--> 00:01:33,588

This session will

last 60 minutes,

36

00:01:33,612--> 00:01:36,228

including a 15-minute

Thursday 13 November 2025

Q&A at the end.

37

00:01:36,638--> 00:01:39,348

You can turn on the live

captions for the session

38

00:01:39,372--> 00:01:41,508

by clicking on the CC options

39

00:01:41,532--> 00:01:42,868

at the bottom of the screen.

40

00:01:44,549--> 00:01:46,668

This event has

BSL interpretation

41

00:01:46,692--> 00:01:51,000

provided by Tracey Tyer

and Anne-Marie Marray.

42

00:01:51,000--> 00:01:54,948

Recording of this event will be available

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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on the SoA's website for members,

43

00:01:54,972--> 00:01:57,508

which can be accessed by

logging into the members area

44

00:01:57,532--> 00:02:00,000

and going to our resources page.

45

00:02:00,000--> 00:02:02,108

And for non-members, the

recording will be available

46

00:02:02,132--> 00:02:04,515

via the SoA's Vimeo channel.

47

00:02:04,539--> 00:02:06,623

If you have any questions,

48

00:02:06,647--> 00:02:09,000

please do post

them in the Q&A box.

Thursday 13 November 2025

49

00:02:09,000--> 00:02:11,395

You can post them  
anonymously if you prefer,

50

00:02:11,419--> 00:02:14,727

but do post your general  
comments in the chat box.

51

00:02:15,658--> 00:02:19,028

I would now like to introduce  
you all to today's guests,

52

00:02:19,052--> 00:02:21,628

Hannah Knowles, Caro Clarke,

53

00:02:21,652--> 00:02:24,268

Ama Badu and Polly Atkin.

54

00:02:25,532--> 00:02:29,468

Hannah Knowles is Publishing  
Director for Arts and Culture at Faber.

Thursday 13 November 2025

55

00:02:29,492--> 00:02:32,948

Would you like to tell us a little bit more  
about yourself and who you work with?

56

00:02:33,498--> 00:02:35,148

-Yes, thanks, Clare.

57

00:02:35,172--> 00:02:40,388

I work for Faber across  
the arts and culture lists,

58

00:02:40,412--> 00:02:43,000

which means that I look...

59

00:02:43,000--> 00:02:46,748

Um, I look after  
the lists which are

60

00:02:46,772--> 00:02:49,000

pop music and culture,

Thursday 13 November 2025

61

00:02:49,000--> 00:02:51,788

classical music,

and film and TV.

62

00:02:51,812--> 00:02:55,028

And I do also

commission in other areas,

63

00:02:55,052--> 00:02:58,031

but that's the sort of

area that I'm looking after,

64

00:02:58,055--> 00:03:00,068

and I work with the team who,

65

00:03:00,092--> 00:03:04,548

um, have those specialist

skills and acquiring for those lists.

66

00:03:04,572--> 00:03:08,000

I've been there for

three and a half years.

Thursday 13 November 2025

67

00:03:08,000--> 00:03:10,188

I've moved around  
a lot in publishing.

68

00:03:10,212--> 00:03:11,851

I've worked in...

69

00:03:11,875--> 00:03:13,111

I'm a bit like Goldilocks.

70

00:03:13,135--> 00:03:17,668

I've worked in big,  
small, corporate, indie.

71

00:03:17,692--> 00:03:20,108

Um, so I've had quite  
varied experience.

72

00:03:20,132--> 00:03:23,000

Yeah, thank you.

Thursday 13 November 2025

73

00:03:23,000--> 00:03:24,068

-Thank you.

74

00:03:24,092--> 00:03:25,548

Alright, now we

have Caro Clarke,

75

00:03:25,572--> 00:03:28,348

founder and Literary

Agent at Portobello Literary.

76

00:03:28,372--> 00:03:30,628

Please tell us about yourself

and who you work with.

77

00:03:30,652--> 00:03:33,005

-Hello!

78

00:03:33,029--> 00:03:35,428

For the, sort of,

audio description,

Thursday 13 November 2025

79

00:03:35,452--> 00:03:37,428

I'm a white person

with short hair,

80

00:03:37,452--> 00:03:40,000

massive glasses, and a

very green background.

81

00:03:40,000--> 00:03:42,708

Um, and, um...

82

00:03:42,732--> 00:03:45,508

I work at Portobello

Literary and, before that,

83

00:03:45,532--> 00:03:47,988

I worked at Canongate Books,

84

00:03:48,012--> 00:03:49,468

some of it with Hannah.

85

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00:03:49,492--> 00:03:52,508

And before that, at

Transworld as well.

86

00:03:52,532--> 00:03:58,588

My list is, uh, mostly literary and  
upmarket fiction and non-fiction

87

00:03:58,612--> 00:04:01,000

for adult write-

88

00:04:01,000--> 00:04:03,788

Sort of adult fiction  
and non-fiction.

89

00:04:03,812--> 00:04:08,000

And, uh, as a  
disabled person myself,

90

00:04:08,000--> 00:04:11,908

I do champion a lot  
of disabled writers,

Thursday 13 November 2025

91

00:04:11,932--> 00:04:15,000

so I'm really happy

with this initiative

92

00:04:15,000--> 00:04:17,000

of the form.

93

00:04:17,000--> 00:04:18,268

-Brilliant.

94

00:04:18,292--> 00:04:20,011

Next we have Ama Badu,

95

00:04:20,035--> 00:04:21,548

a Commissioning Editor at Faber.

96

00:04:21,572--> 00:04:25,000

Tell us a bit more about yourself

and the books that you champion.

97

00:04:25,000--> 00:04:28,668

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Hello, hello, um, to  
describe my appearance,

98

00:04:28,692--> 00:04:30,308  
I've got an orange head wrap on,

99

00:04:30,332--> 00:04:32,308  
a blurred background,  
and a green shirt.

100

00:04:32,332--> 00:04:33,748  
I am a Black woman.

101

00:04:33,772--> 00:04:37,591  
Um, and yeah, so I'm the  
Commissioning Editor at Faber.

102

00:04:37,615--> 00:04:40,108  
I work across  
the children's list,

103

00:04:40,132--> 00:04:42,618

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so everything from  
picture books, board books,

104

00:04:42,642--> 00:04:45,228

right up until  
young adult novels.

105

00:04:45,252--> 00:04:48,988

I love anything that tells  
maybe a familiar story

106

00:04:49,012--> 00:04:52,151

with a different point of view, but I'm  
very much pulled by emotion.

107

00:04:52,175--> 00:04:54,205

I need to have the connection.

108

00:04:54,229--> 00:04:57,188

I often cry during edits and  
that's very normal for me.

109

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00:04:57,212--> 00:05:00,428

Um, and prior to that, I  
was working in education

110

00:05:00,452--> 00:05:02,908

and also as a journalist.

111

00:05:04,000--> 00:05:05,548

-That's lovely, thank you.

112

00:05:05,572--> 00:05:10,308

Polly Atkin is a newly appointed Society of  
Authors Management Committee member,

113

00:05:10,332--> 00:05:12,308

poet and non-fiction writer,

114

00:05:12,332--> 00:05:15,348

whose work focuses on  
nature, place, and disability.

115

00:05:15,372--> 00:05:18,268

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Polly, tell us a bit more about  
yourself and what you write.

116

00:05:19,000--> 00:05:22,028

-Thank you, Clare  
and everybody else.

117

00:05:22,052--> 00:05:24,068

It's so wonderful to  
be having this event.

118

00:05:24,092--> 00:05:25,788

Um, my name's Polly Atkin.

119

00:05:25,812--> 00:05:29,268

I'm a white woman in her 40s,

120

00:05:29,292--> 00:05:30,828

um, with...

121

00:05:30,852--> 00:05:35,000

um, chinnish length

Thursday 13 November 2025

122

00:05:35,000--> 00:05:37,748

slightly curly

brown and blue hair.

123

00:05:37,772--> 00:05:41,108

I'm sitting inside

in an old cottage

124

00:05:41,132--> 00:05:42,988

and there's a

bookcase behind me.

125

00:05:43,012--> 00:05:47,345

There may or may not be a cat

weaving around my ankles as well,

126

00:05:47,369--> 00:05:49,028

who's being noisy.

127

00:05:49,052--> 00:05:52,428

Just as soon as we

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started, which is his mode.

128

00:05:52,700--> 00:05:53,748

Um...

129

00:05:53,772--> 00:05:55,948

So, as Clare said,

130

00:05:55,972--> 00:05:59,348

I write poetry and

non-fiction, mostly.

131

00:05:59,372--> 00:06:02,188

And all of my work is focused on

132

00:06:02,212--> 00:06:05,188

nature, place, and disability.

133

00:06:05,212--> 00:06:10,000

I'm chronically ill myself and

134

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00:06:10,000--> 00:06:12,508

have lifelong disabilities

135

00:06:12,532--> 00:06:14,628

of various different kinds

136

00:06:14,652--> 00:06:19,000

which like to intersect

and make life complicated.

137

00:06:19,000--> 00:06:21,108

Um...

138

00:06:21,132--> 00:06:24,348

And I have, as Clare

said, also, just been

139

00:06:24,372--> 00:06:27,828

elected to the Society of

Authors Management Committee

140

00:06:27,852--> 00:06:30,948

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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where I'm hoping to

141

00:06:30,972--> 00:06:33,828

do some good work representing

142

00:06:33,852--> 00:06:38,000

equity of access across the

board for everybody as well.

143

00:06:38,000--> 00:06:40,228

And equity of access

is really important to me.

144

00:06:40,252--> 00:06:42,228

I also co-own a

bookshop as well.

145

00:06:42,252--> 00:06:44,293

So, um, a couple of years ago,

146

00:06:44,317--> 00:06:46,268

my partner and I took over

Thursday 13 November 2025

147

00:06:46,292--> 00:06:49,078

a very old, independent bookshop

148

00:06:49,102--> 00:06:52,000

in Grasmere, in the Lake

District where we live.

149

00:06:52,000--> 00:06:54,428

And I've

150

00:06:54,452--> 00:06:57,868

worked on lots of event sides,

I've worked with arts organizations.

151

00:06:57,892--> 00:07:00,988

I've worked across the art

industry in lots of different ways,

152

00:07:01,012--> 00:07:03,048

so I have lots of different

kind of angles on this,

Thursday 13 November 2025

153

00:07:03,072--> 00:07:05,948

as well as an authorial angle.

154

00:07:05,972--> 00:07:07,628

That's probably enough.

155

00:07:08,372--> 00:07:09,988

-That's lovely, thank you.

156

00:07:10,012--> 00:07:12,908

So for anyone who doesn't  
know about access forms,

157

00:07:12,932--> 00:07:15,788

they were developed by  
the performing arts world,

158

00:07:15,812--> 00:07:18,428

and are also  
referred to as riders.

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159

00:07:18,500--> 00:07:19,948

The Society of Authors

160

00:07:19,972--> 00:07:24,500

used the Disability Arts online  
access rider open template

161

00:07:24,500--> 00:07:26,388

to create a version for authors

162

00:07:26,412--> 00:07:29,500

to communicate their access  
needs to the publishing industry.

163

00:07:29,500--> 00:07:32,828

You can actually download  
the access forms for free

164

00:07:32,852--> 00:07:35,068

from the Society  
of Authors website,

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165

00:07:35,092--> 00:07:37,452

and the link is in the comments.

166

00:07:38,500--> 00:07:40,228

So, Polly,

167

00:07:40,252--> 00:07:43,494

how do access

forms help authors?

168

00:07:45,200--> 00:07:48,388

To me, they've been

incredibly helpful.

169

00:07:48,412--> 00:07:50,476

So, I was trying to...

170

00:07:50,500--> 00:07:53,588

Running up to this event, I

was thinking when did I first

171

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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00:07:53,612--> 00:07:55,668

learn about access

riders as a thing,

172

00:07:55,692--> 00:07:57,500

and I think it was around..

173

00:07:57,500--> 00:07:59,268

Interestingly for me,

174

00:07:59,292--> 00:08:01,988

around the time of

my diagnoses, so...

175

00:08:02,012--> 00:08:04,668

Um, I first heard

of them through

176

00:08:04,692--> 00:08:09,388

the artist and writer,

poet, Abi Palmer,

177

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00:08:09,412--> 00:08:11,348

who some of you may know

178

00:08:11,372--> 00:08:14,668

from her book

Sanitarium and Slugs,

179

00:08:14,692--> 00:08:16,588

which writes brilliantly about

180

00:08:16,612--> 00:08:18,748

living with chronic illness

181

00:08:18,772--> 00:08:21,500

and being a younger

disabled person.

182

00:08:21,500--> 00:08:24,388

And, um...

183

00:08:24,412--> 00:08:26,148

over 10 years ago,

Thursday 13 November 2025

184

00:08:26,172--> 00:08:29,500

Abi was writing about  
the importance of

185

00:08:29,500--> 00:08:31,028

access riders,

186

00:08:31,052--> 00:08:33,188

particularly for

187

00:08:33,212--> 00:08:36,948

performing work,  
as you said, Clare.

188

00:08:36,972--> 00:08:40,468

But also for work  
across the board,

189

00:08:40,492--> 00:08:43,628

that we all have access needs.

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190

00:08:43,652--> 00:08:48,068

Um, and for some of

us, not having those met

191

00:08:48,092--> 00:08:51,028

just means that we can't work

192

00:08:51,052--> 00:08:53,708

on an equal playing

field with other people.

193

00:08:53,732--> 00:08:56,388

And I think often

with disability,

194

00:08:56,412--> 00:08:58,268

that's seen in quite a...

195

00:08:58,292--> 00:09:01,500

Um, as access

often is with disability,

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196

00:09:01,500--> 00:09:03,228

it's seen in a very binary way.

197

00:09:03,252--> 00:09:05,628

It's seen as do we have a ramp

198

00:09:05,652--> 00:09:08,500

or do we not have a ramp?

199

00:09:08,500--> 00:09:10,028

Even in the last few years,

200

00:09:10,052--> 00:09:12,668

when I've been

sending my access rider

201

00:09:12,692--> 00:09:17,338

to publishers and to book events

202

00:09:17,362--> 00:09:18,908

and various things.

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203

00:09:18,932--> 00:09:20,028

Um...

204

00:09:20,052--> 00:09:22,668

Even when they've had my rider,  
I've still had those conversations

205

00:09:22,692--> 00:09:25,500

where I've said, can we  
just check on accessibility?

206

00:09:25,500--> 00:09:28,188

And they've said,  
we have a ramp.

207

00:09:28,212--> 00:09:29,212

[laughs]

208

00:09:29,236--> 00:09:32,148

And I'm not a wheelchair  
user, so that's

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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209

00:09:32,172--> 00:09:33,788

not very helpful for me.

210

00:09:33,812--> 00:09:37,500

But I've already given  
them my actual needs.

211

00:09:37,500--> 00:09:41,188

But for me, it became  
incredibly useful

212

00:09:41,212--> 00:09:42,588

because it was a shorthand,

213

00:09:42,612--> 00:09:44,500

an energy-saving shorthand

214

00:09:44,500--> 00:09:47,068

for saying, this is what I need.

215

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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00:09:47,092--> 00:09:50,508

Um, this is what I need  
from you, in particular.

216

00:09:50,532--> 00:09:53,348

This is what I need in  
different circumstances

217

00:09:53,372--> 00:09:56,500

and this is how I will  
be able to participate

218

00:09:56,500--> 00:09:57,828

in whatever it is,

219

00:09:57,852--> 00:10:01,108

whether it's events,  
whether it's working practice.

220

00:10:01,132--> 00:10:03,588

My own poetry publisher

221

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00:10:03,612--> 00:10:06,500

has their own version

now that they use as well.

222

00:10:06,500--> 00:10:10,268

Um, and it just makes

it easier for everybody,

223

00:10:10,292--> 00:10:12,948

so you don't get down the line

224

00:10:12,972--> 00:10:15,708

on a project,

whatever that may be,

225

00:10:15,732--> 00:10:18,500

and suddenly come up against

226

00:10:18,500--> 00:10:21,708

problems that you

haven't even discussed.

227

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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00:10:21,732--> 00:10:24,428

So it lays everything  
out right at the beginning.

228

00:10:25,132--> 00:10:28,628

So that everybody knows,  
or should know... [laughs]

229

00:10:28,652--> 00:10:31,500

what is needed

230

00:10:31,500--> 00:10:35,068

to make everything work  
comfortably and smoothly.

231

00:10:35,092--> 00:10:38,500

And I think it's really important  
to remember that everybody

232

00:10:38,500--> 00:10:40,788

has some kind of access needs.

233

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00:10:40,812--> 00:10:44,500

Some of us are more  
aware of them than others.

234

00:10:44,500--> 00:10:46,268

Um, and...

235

00:10:46,292--> 00:10:49,948

Very often, I think it's easy to think  
my access needs are not being met

236

00:10:49,972--> 00:10:55,500

and not remember about the  
other people in the conversation.

237

00:10:55,500--> 00:10:59,148

So I think having  
something where everybody

238

00:10:59,172--> 00:11:02,028

gets to think about  
their access needs,

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239

00:11:02,052--> 00:11:03,500

just then

240

00:11:03,500--> 00:11:05,308

gets that all out in the open,

241

00:11:05,332--> 00:11:07,276

so everybody knows

what they need

242

00:11:07,300--> 00:11:08,788

and everyone can work with that,

243

00:11:08,812--> 00:11:11,068

so you're not kind of

bumping up against things

244

00:11:11,092--> 00:11:12,500

later on down the line.

245

00:11:14,052--> 00:11:16,268

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-Because, I mean,

access needs aren't just,

246

00:11:16,292--> 00:11:18,500

as you said, like

a wheelchair ramp.

247

00:11:18,500--> 00:11:20,988

Um, it could be things like

248

00:11:21,012--> 00:11:24,348

only being able to do

meetings at a certain time of day.

249

00:11:24,372--> 00:11:26,500

It could be the

fact that you need

250

00:11:26,500--> 00:11:27,828

BSL interpreters

251

00:11:27,852--> 00:11:29,908

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or you need to have a Zoom call

252

00:11:29,932--> 00:11:32,500

because you need the captions

on and you can't do a phone call...

253

00:11:32,500--> 00:11:34,468

over the... over a telephone.

254

00:11:34,492--> 00:11:37,348

It might be that you

have energy limitations,

255

00:11:37,372--> 00:11:40,051

so you will need

flexible deadlines,

256

00:11:40,075--> 00:11:43,068

they'll need to build in time for

you to be able to have rest breaks

257

00:11:43,092--> 00:11:45,500

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between each edit

or between events.

258

00:11:45,500--> 00:11:47,188

Um, it's... it's all...

259

00:11:47,212--> 00:11:48,468

It's very individual,

260

00:11:48,492--> 00:11:51,500

which is why you can't

just have a standard kind of

261

00:11:51,500--> 00:11:53,828

list of access requirements

262

00:11:53,852--> 00:11:55,148

that you send to a publisher.

263

00:11:55,172--> 00:11:57,628

It's your specific needs and

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264

00:11:57,652--> 00:11:59,508

conditions are dynamic.

265

00:11:59,532--> 00:12:01,828

They are flexible, so your  
needs might be flexible

266

00:12:02,100--> 00:12:04,224

and so you can  
put into your form,

267

00:12:04,248--> 00:12:06,288

"these are the things that  
I will need on a good day

268

00:12:06,312--> 00:12:08,148

or during a good  
period of my health.

269

00:12:08,172--> 00:12:10,988

And if I'm having  
a flare, um, this is...

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270

00:12:11,012--> 00:12:13,348

this is how I will need  
things to be adapted."

271

00:12:13,372--> 00:12:16,108

And by incorporating  
them from the beginning,

272

00:12:16,132--> 00:12:18,628

like you said, it's  
so much easier, it's...

273

00:12:18,652--> 00:12:20,348

The easiest analogy for me

274

00:12:20,372--> 00:12:23,748

would be for that is if you  
did need a wheelchair ramp

275

00:12:23,748--> 00:12:26,148

and you show up to an

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event, and there's a stage,

276

00:12:26,172--> 00:12:28,908

and you can't get on there, and

everybody starts rushing around

277

00:12:28,932--> 00:12:32,108

panicking as to what they're going

to do to actually get you on stage.

278

00:12:32,132--> 00:12:33,748

I've been in that situation.

279

00:12:33,748--> 00:12:35,268

Um...

280

00:12:35,292--> 00:12:38,788

Whereas if they'd known from the very  
minute that you agreed to do the event,

281

00:12:38,812--> 00:12:41,365

they can make sure

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that there will be a ramp,

282

00:12:41,389--> 00:12:43,749

that it will be accessible, or

there'll be step-free access,

283

00:12:43,773--> 00:12:45,028

or there won't be a stage.

284

00:12:45,052--> 00:12:47,808

Like, there are all these things

that they can do from the beginning.

285

00:12:47,832--> 00:12:49,228

And if you take that

286

00:12:49,252--> 00:12:51,468

and apply it to

other access needs,

287

00:12:51,492--> 00:12:53,508

whether that's

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communication styles

288

00:12:53,532--> 00:12:56,068

or meetings being

in quiet places,

289

00:12:56,092--> 00:12:58,748

start it from the beginning

and then there's no panic.

290

00:12:58,748--> 00:13:01,748

And that's no panic for

everybody involved in the process.

291

00:13:01,772--> 00:13:04,188

It's not just the

author, it's...

292

00:13:04,212--> 00:13:07,748

Everyone has a much

easier time as a result of it.

293

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00:13:07,772--> 00:13:09,901

Caro...

294

00:13:09,925--> 00:13:13,908

When should an author submit  
their access form to their agent?

295

00:13:13,932--> 00:13:17,108

At what point in the  
process is that a good idea?

296

00:13:17,132--> 00:13:19,285

Um, so with this...

297

00:13:19,309--> 00:13:22,188

So I am part of the AAA,

298

00:13:22,212--> 00:13:24,868

which is the Authors  
Agents Association,

299

00:13:24,892--> 00:13:28,748

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which most literary

agencies in the UK

300

00:13:28,748--> 00:13:33,748

are part of and who obviously

are committed to inclusion

301

00:13:33,748--> 00:13:35,398

within the agencies.

302

00:13:35,422--> 00:13:37,828

And so when Clare mentioned

303

00:13:37,852--> 00:13:40,128

that you were developing

this access form,

304

00:13:40,152--> 00:13:42,748

I thought, well, it

would be great if

305

00:13:42,748--> 00:13:46,628

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the agents, and hopefully

the publishers down the line,

306

00:13:46,652--> 00:13:48,228

recognize the same form,

307

00:13:48,252--> 00:13:50,548

so that you only have

to do this work twice...

308

00:13:50,572--> 00:13:52,348

This work just the one time.

309

00:13:52,372--> 00:13:54,828

Because I think that has been

310

00:13:54,852--> 00:13:56,628

the exp--

311

00:13:56,652--> 00:14:00,748

my personal experience and the

experience of a lot of my authors, that

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312

00:14:00,748--> 00:14:03,548

you always have to

explain to someone.

313

00:14:03,572--> 00:14:06,188

And it's always someone

new who doesn't get it,

314

00:14:06,212--> 00:14:10,628

and... and... you know, and it's

like, it's a lot of work, essentially.

315

00:14:10,652--> 00:14:12,828

Um, and so here,

316

00:14:12,852--> 00:14:15,108

the idea is that this form,

317

00:14:15,132--> 00:14:18,468

you either get it

when you join the SoA,

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318

00:14:18,492--> 00:14:20,424

the Society of Authors,

319

00:14:20,448--> 00:14:22,908

or when you sign with an agent.

320

00:14:22,932--> 00:14:26,108

I know we were, um,

discussing with Hannah before,

321

00:14:26,132--> 00:14:28,108

obviously, we currently have

322

00:14:28,132--> 00:14:31,388

our own ad hoc

system per authors,

323

00:14:31,412--> 00:14:32,748

where we will ask.

324

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00:14:32,748--> 00:14:37,748

But this... the idea

is to have one form,

325

00:14:37,748--> 00:14:41,228

so that then everyone

can use the same thing.

326

00:14:41,252--> 00:14:45,748

And it's also that the form

is meant to be inclusive

327

00:14:45,748--> 00:14:48,828

meaning that, um, it's

for everyone to fill in,

328

00:14:48,852--> 00:14:50,948

even if they do not have

329

00:14:50,972--> 00:14:53,748

a huge amount of

access needs or,

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330

00:14:53,748--> 00:14:56,045

uh, you know, if it is

caring responsibility.

331

00:14:56,069--> 00:14:58,748

Like, there are,

um, being inclusive

332

00:14:58,772--> 00:15:01,748

in terms of access

actually has ramifications

333

00:15:01,748--> 00:15:04,588

for... in a lot of

different, um...

334

00:15:04,612--> 00:15:07,748

for a lot of different people,

regardless of disability.

335

00:15:07,748--> 00:15:12,908

Um, and so here, the idea

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is that you will either get the...

336

00:15:12,932--> 00:15:15,748

you will fill in the

form with the SoA

337

00:15:15,748--> 00:15:18,468

or, um, you know,

whenever you get it,

338

00:15:18,492--> 00:15:22,388

and then you send it to your

agent when you sign the contract

339

00:15:22,412--> 00:15:26,748

or whenever we're all

implementing it, um, in the coming

340

00:15:26,748--> 00:15:30,028

weeks, mine is going to be in

two weeks, just so you know.

341

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00:15:30,052--> 00:15:31,788

Just had to, obviously,

342

00:15:31,812--> 00:15:35,548

these forms contain

some medical information

343

00:15:35,572--> 00:15:37,748

and some private

information, therefore.

344

00:15:37,748--> 00:15:40,948

Some work in terms of

holding that information

345

00:15:40,972--> 00:15:43,268

in a safe place that

cannot be hacked, etcetera,

346

00:15:43,292--> 00:15:46,748

is, you know, essentially a

lot of the delays that we faced

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347

00:15:46,748--> 00:15:49,548

as a small sort of agency.

348

00:15:49,572--> 00:15:53,908

The idea here is that your agent

349

00:15:53,932--> 00:15:57,028

works for you,

350

00:15:57,052--> 00:16:00,228

so you should be

as honest as you can

351

00:16:00,252--> 00:16:01,748

with your agent.

352

00:16:01,748--> 00:16:03,908

Then you can make a decision

353

00:16:03,932--> 00:16:07,388

over what gets

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spread to other people.

354

00:16:07,412--> 00:16:09,588

So what you share

with your agent

355

00:16:09,612--> 00:16:12,268

in terms of a specific diagnosis

356

00:16:12,292--> 00:16:15,268

doesn't necessarily have

to go to your publisher.

357

00:16:15,292--> 00:16:18,468

And I think that's a

difference to make,

358

00:16:18,492--> 00:16:20,588

that your agent works for you

359

00:16:20,612--> 00:16:21,878

and if there are...

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360

00:16:21,902--> 00:16:26,028

You know, they hold your  
financial records, etcetera.

361

00:16:26,052--> 00:16:27,868

So, your medical information

362

00:16:27,892--> 00:16:30,228

does not have to go any further.

363

00:16:30,252--> 00:16:32,108

Um, so that, you know,

364

00:16:32,132--> 00:16:35,068

being honest with your  
agent is usually a good thing,

365

00:16:35,092--> 00:16:37,748

but then you both  
make a decision

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366

00:16:37,748--> 00:16:40,908

what gets, you

know, shared beyond.

367

00:16:40,932--> 00:16:42,868

You know, will it affect

368

00:16:42,892--> 00:16:46,588

the publishing cycle

if you disclose exactly.

369

00:16:46,612--> 00:16:50,028

And then once

you get a book deal,

370

00:16:50,052--> 00:16:52,668

then this form will

get sent to publishers.

371

00:16:52,692--> 00:16:56,428

Now, we are still working

for the Publishers Association

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372

00:16:56,452--> 00:16:59,268

to talk to their members

so that it happens.

373

00:16:59,292--> 00:17:01,748

But the idea is that

you fill in the form.

374

00:17:01,772--> 00:17:04,748

If you haven't seen the form,

375

00:17:04,748--> 00:17:07,548

what I loved about it is

how comprehensive it is.

376

00:17:07,572--> 00:17:10,068

So I've seen in the

Q&A a question saying,

377

00:17:10,092--> 00:17:12,748

you know, if you're not sure

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about your access needs.

378

00:17:12,748--> 00:17:15,188

Well, what is great

is that it is, uh...

379

00:17:15,212--> 00:17:21,308

Especially on the social model  
of disability version of this form,

380

00:17:21,332--> 00:17:26,028

this talks about communications,

381

00:17:26,052--> 00:17:29,748

talks about events, talks  
about a variety of scenarios.

382

00:17:29,748--> 00:17:34,748

And also allows for  
people who have variations

383

00:17:34,772--> 00:17:37,028

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within their conditions to say,

384

00:17:37,052--> 00:17:39,985

best case scenario,

worst case scenario.

385

00:17:40,009--> 00:17:41,388

So that's really helpful.

386

00:17:41,412--> 00:17:43,628

And so the idea is

that you fill in that form,

387

00:17:43,652--> 00:17:47,748

share it with your agent, you discuss

what gets passed on to the publisher.

388

00:17:47,748--> 00:17:51,268

Uh, again, when you sort of

make the deal with an editor,

389

00:17:51,292--> 00:17:53,508

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you can share some  
information with the editor,

390

00:17:53,532--> 00:17:55,428

but make sure to say

391

00:17:55,452--> 00:17:57,348

"this is not to be held",

392

00:17:57,372--> 00:18:00,428

you know, "this is for  
your personal information."

393

00:18:00,452--> 00:18:02,588

Uh, we don't  
need it to be, like,

394

00:18:02,612--> 00:18:06,748

company-wide accessible  
level of information.

395

00:18:06,748--> 00:18:08,508

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And then they will hold this,

396

00:18:08,532--> 00:18:10,428

and so whenever you

are having meetings

397

00:18:10,452--> 00:18:12,748

about your publicity

and marketing,

398

00:18:12,748--> 00:18:15,788

that form is part

of the conversation.

399

00:18:15,812--> 00:18:18,428

If you have specific needs...

400

00:18:18,452--> 00:18:20,748

You know, for example,

I'm working with

401

00:18:20,748--> 00:18:23,228

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a blind author, um,

402

00:18:23,252--> 00:18:25,228

then obviously

it's a question that

403

00:18:25,252--> 00:18:27,388

edits need to be accessible...

404

00:18:27,412--> 00:18:31,748

formats of documents

need to be able to be read by

405

00:18:31,748--> 00:18:33,988

a sort of, um...

406

00:18:34,012--> 00:18:37,148

a machine, you

know, like, it is...

407

00:18:37,172--> 00:18:40,748

There are some practical

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elements to be done.

408

00:18:40,748--> 00:18:43,668

And the idea is that

everyone fills in that form.

409

00:18:43,692--> 00:18:46,588

Most people

working in publishing

410

00:18:46,612--> 00:18:49,468

will see that form in

one way or another,

411

00:18:49,492--> 00:18:51,468

and therefore will recognize it.

412

00:18:51,492--> 00:18:54,748

And I think it will

help normalise

413

00:18:54,748--> 00:18:56,828

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a lot of the requests,

414

00:18:56,852--> 00:18:59,948

because, for example, when I've...

415

00:18:59,972--> 00:19:03,308

I was looking at... sorry if

I talk too much, but, um...

416

00:19:03,332--> 00:19:05,628

When I was looking at, um...

417

00:19:05,652--> 00:19:09,948

You know, doing a, sort  
of, signing for an author with

418

00:19:09,972--> 00:19:12,428

sort of mobility issues,

419

00:19:12,452--> 00:19:16,308

it costs £15 to rent  
a mobility scooter.

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420

00:19:16,332--> 00:19:21,228

You know, it feels that if  
this is something that, um...

421

00:19:21,252--> 00:19:24,428

the publisher, you know,  
wants to do specific things,

422

00:19:24,452--> 00:19:25,708

then it's like...

423

00:19:25,732--> 00:19:27,748

can this be part of the plan?

424

00:19:27,748--> 00:19:31,108

Um, and, um...

425

00:19:31,132--> 00:19:34,988

Yeah, I think that... Does  
that answer your question?

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426

00:19:35,748--> 00:19:38,748

-Yes, that's perfect, and

as you said, there are.

427

00:19:38,748--> 00:19:40,428

multiple formats of the form.

428

00:19:40,452--> 00:19:44,948

So, there is the disability model

and the social model disability...

429

00:19:44,972--> 00:19:47,228

The medical model rather

than the social model.

430

00:19:47,252--> 00:19:48,748

We have two forms.

431

00:19:48,772--> 00:19:51,028

So, one has more medical base,

432

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00:19:51,052--> 00:19:54,308

if you're wanting to put down  
specifics about your disability,

433

00:19:54,332--> 00:19:56,748

but that's not necessary  
if you don't want to.

434

00:19:56,748--> 00:19:58,148

Um, and it's also...

435

00:19:58,172--> 00:20:01,308

We've got it as a PDF  
and as a Word document,

436

00:20:01,332--> 00:20:03,748

so it works with screen  
readers, so it's as

437

00:20:03,748--> 00:20:05,588

accessible as we can make it,

438

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00:20:05,612--> 00:20:09,708

and we're constantly looking to make  
it more accessible and more inclusive.

439

00:20:11,332--> 00:20:12,388

Ama,

440

00:20:12,412--> 00:20:14,348

what sort of adjustments

can editors make

441

00:20:14,372--> 00:20:18,508

for disabled, chronically ill,

or neurodivergent authors?

442

00:20:21,748--> 00:20:23,788

-I always forget

to unmute myself.

443

00:20:23,812--> 00:20:25,228

Um... [laughs]

444

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00:20:25,252--> 00:20:28,428

I really think this feeds into  
every single part of the process.

445

00:20:28,452--> 00:20:31,748

I think it has to be an open  
conversation from the very beginning.

446

00:20:31,748--> 00:20:35,748

And I'm really sort of mulling on  
the words you said earlier, Polly,

447

00:20:35,772--> 00:20:37,748

about we all have access needs.

448

00:20:37,748--> 00:20:40,308

So whilst, yes, this is something  
we want to do specifically

449

00:20:40,332--> 00:20:43,348

for those with disabilities, I  
think it is something that is...

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450

00:20:43,372--> 00:20:45,748

it should be part of our  
standard point of care.

451

00:20:45,748--> 00:20:49,668

And also what's really key  
there is in not assuming anything.

452

00:20:49,692--> 00:20:52,188

I think it's very easy to  
assume that actually someone,

453

00:20:52,212--> 00:20:55,041

because they have this  
condition, may need X, Y, and Z.

454

00:20:55,065--> 00:20:58,748

But it's not for us, ever, to  
make those assumptions.

455

00:20:58,748--> 00:21:01,668

And I also find,

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myself, that I...

456

00:21:01,692--> 00:21:04,308

my sort of circle of friends often

have to repeat certain things,

457

00:21:04,332--> 00:21:05,748

that I need certain things.

458

00:21:05,748--> 00:21:07,748

And actually, I

think in the context of

459

00:21:07,772--> 00:21:09,868

working with

authors of disabilities,

460

00:21:09,892--> 00:21:13,748

anything like that that we

can avoid, that that repetition

461

00:21:13,748--> 00:21:15,431

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doesn't become so tedious.

462

00:21:15,455--> 00:21:19,388

Often in-house, we're

the first point of call,

463

00:21:19,412--> 00:21:21,978

um, and we're the sort of

early champions of an author,

464

00:21:22,002--> 00:21:23,468

and we introduce

them to the team.

465

00:21:23,492--> 00:21:25,748

So, making sure that

that communication

466

00:21:25,748--> 00:21:27,708

is open with the team as well...

467

00:21:27,732--> 00:21:30,748

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Just, you know, bear this  
in mind, keep this in mind.

468

00:21:30,748--> 00:21:33,588

But really, yes, being  
led by the author.

469

00:21:33,612--> 00:21:36,748

I've got a note here as well  
about honouring intersections,

470

00:21:36,748--> 00:21:39,188

that actually there  
are so many of them

471

00:21:39,212--> 00:21:41,468

and it may mean... and  
they all sort of connect.

472

00:21:41,492--> 00:21:43,628

So, if you are a  
queer woman of colour

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473

00:21:43,652--> 00:21:44,988

who also has a disability,

474

00:21:45,012--> 00:21:47,848

who's also neurodivergent, there

may be certain things that's going on

475

00:21:47,872--> 00:21:50,508

in real time, in the

world that we live in,

476

00:21:50,532--> 00:21:52,628

that could impact

all of those things.

477

00:21:52,652--> 00:21:56,708

So, keeping them in mind and being

sensitive to those things is essential.

478

00:21:57,748--> 00:21:59,268

-Brilliant, thank you.

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479

00:21:59,292--> 00:22:03,588

Hannah, how would an editor work  
with an author who has access needs,

480

00:22:03,612--> 00:22:07,188

if they've... You know, obviously  
forms are quite new to the industry

481

00:22:07,212--> 00:22:10,748

and we're trying to establish  
them as industry standard.

482

00:22:10,748--> 00:22:14,748

How have you been working  
with your authors so far?

483

00:22:14,748--> 00:22:16,548

-Yeah, and first,  
just to apologize,

484

00:22:16,572--> 00:22:18,508

I didn't describe

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myself visually, so...

485

00:22:18,532--> 00:22:21,748

I'm a white woman

with very much dyed

486

00:22:21,748--> 00:22:25,588

white blonde hair,

long, um, in my 40s,

487

00:22:25,612--> 00:22:28,708

and blurred background

bookshelves, obviously.

488

00:22:28,732--> 00:22:32,748

And also, like Polly, I've

got a rogue cat somewhere,

489

00:22:32,772--> 00:22:34,868

who will probably appear.

490

00:22:34,892--> 00:22:36,708

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Yeah, so...

491

00:22:36,732--> 00:22:38,748

coming to that question,

492

00:22:38,748--> 00:22:41,548

yeah, basically, there

isn't an industry standard,

493

00:22:41,572--> 00:22:43,748

which is why I think this

is such a fantastic thing

494

00:22:43,772--> 00:22:45,480

and it's really

brilliant to see

495

00:22:45,504--> 00:22:48,108

this happening.

496

00:22:48,132--> 00:22:49,948

Um...

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497

00:22:49,972--> 00:22:51,748

What there is,

498

00:22:51,748--> 00:22:55,748

usually and certainly in every  
publisher that I've worked at,

499

00:22:55,748--> 00:22:57,868

whether corporate or indie, is

500

00:22:57,892--> 00:22:59,748

an author questionnaire

501

00:22:59,748--> 00:23:02,428

that gets sent to  
all new authors.

502

00:23:02,452--> 00:23:05,148

Now, certainly the  
ones that I can think of,

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503

00:23:05,172--> 00:23:08,424

there isn't anything

specific about access needs.

504

00:23:08,448--> 00:23:09,948

There are questions,

however, about

505

00:23:09,972--> 00:23:13,324

what are you comfortable,

not comfortable with.

506

00:23:13,348--> 00:23:15,948

You know, um, would you prefer...

507

00:23:15,972--> 00:23:18,228

Are there any types of

things you prefer not to do

508

00:23:18,252--> 00:23:19,398

or that you cannot do?

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509

00:23:19,422--> 00:23:22,628

So there... There's

that sort of vague thing.

510

00:23:22,652--> 00:23:25,148

And I do think there's

a degree to which...

511

00:23:25,172--> 00:23:27,108

Um, and I, um...

512

00:23:27,132--> 00:23:29,868

Somebody who does have

513

00:23:29,892--> 00:23:31,828

different forms of disability,

514

00:23:31,852--> 00:23:35,868

so both physical and

mental health issues

515

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00:23:35,892--> 00:23:38,988

and, so, I...

516

00:23:39,012--> 00:23:41,508

Yeah, in terms of

the... it's... I think...

517

00:23:41,532--> 00:23:45,868

My interpretation of it is I think there is  
this fear within the industry, sometimes,

518

00:23:45,892--> 00:23:48,748

that comes from a good,  
well-intentioned place

519

00:23:48,748--> 00:23:51,668

of worrying about

520

00:23:51,692--> 00:23:54,948

asking people for information  
they may not want to give.

521

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00:23:54,972--> 00:23:58,468

I think that is where this is  
such a brilliant idea, this form,

522

00:23:58,492--> 00:24:01,748

and I just think it's going  
to be immensely helpful

523

00:24:01,748--> 00:24:03,748

for publishers, um,

524

00:24:03,772--> 00:24:07,748

really, to help support  
all of our authors.

525

00:24:07,748--> 00:24:11,788

So as an editor, specifically,  
coming back to your question, Clare...

526

00:24:11,812--> 00:24:14,908

Really, the commissioning editor

527

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00:24:14,932--> 00:24:17,788

is really, like, Ama

was just saying,

528

00:24:17,812--> 00:24:20,748

essentially, we are your

advocate within the company.

529

00:24:20,748--> 00:24:22,828

So having

530

00:24:22,852--> 00:24:27,748

information like this that we'll

be getting via this access form

531

00:24:27,748--> 00:24:31,748

would mean that we can ensure that

the whole team who works on the book...

532

00:24:31,748--> 00:24:34,708

And somebody I saw made

an, uh, had a question in...

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533

00:24:34,732--> 00:24:37,388

and they were referring to  
the lack of time in publishing.

534

00:24:37,412--> 00:24:39,948

That's absolutely true  
and, you know, we can't...

535

00:24:39,972--> 00:24:41,748

I wouldn't expect, as a  
commissioning editor,

536

00:24:41,772--> 00:24:43,748

I wouldn't expect  
the people in sales

537

00:24:43,748--> 00:24:46,598

and in production and all those  
departments to sit and read that form.

538

00:24:46,622--> 00:24:48,748

I would consider that my job

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539

00:24:48,748--> 00:24:52,748

to ensure that those needs are  
communicated to everybody who needs it.

540

00:24:52,748--> 00:24:56,628

And in terms of how I  
work with my editors,

541

00:24:56,652--> 00:24:58,748

again, I think it...

542

00:24:58,748--> 00:25:00,748

It's a bit difficult  
to say because...

543

00:25:00,772--> 00:25:03,468

because I've spoken openly about

544

00:25:03,492--> 00:25:05,908

my own health conditions

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545

00:25:05,932--> 00:25:07,668

and I've written about it,

546

00:25:07,692--> 00:25:10,078

I found that the authors  
that I've worked with

547

00:25:10,102--> 00:25:14,108

who have had access needs have  
openly come to me and talked about it,

548

00:25:14,132--> 00:25:16,748

and I think it's hard because

549

00:25:16,748--> 00:25:18,828

I don't know how  
true that would be

550

00:25:18,852--> 00:25:21,848

if they had an editor who wasn't. It's  
like Ama was saying, like, you know,

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551

00:25:21,872--> 00:25:23,738

people's experiences

are all vital

552

00:25:23,762--> 00:25:25,748

and there may be some

people whose experiences

553

00:25:25,772--> 00:25:27,788

they don't feel comfortable

communicating to me,

554

00:25:27,812--> 00:25:30,031

but I'm conscious that there's a

555

00:25:30,055--> 00:25:32,748

common language that we have.

556

00:25:32,748--> 00:25:34,428

So they just feel comfortable

557

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00:25:34,452--> 00:25:36,508

because they know

that I've been through

558

00:25:36,532--> 00:25:40,748

similar or an experience

where I understand it, so...

559

00:25:40,748--> 00:25:44,988

I think I'm in a lucky

position in that way,

560

00:25:45,012--> 00:25:47,748

um, to be able to

support those authors.

561

00:25:47,748--> 00:25:50,108

But... that...

562

00:25:50,132--> 00:25:52,408

A, I shouldn't

assume that I do know,

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563

00:25:52,432--> 00:25:54,388

just because I do have

my own health conditions,

564

00:25:54,412--> 00:25:57,028

but also, I think, yeah, I

think having this is fantastic

565

00:25:57,052--> 00:25:58,748

because people who don't have

566

00:25:58,748--> 00:26:01,508

access requirements themselves,

567

00:26:01,532--> 00:26:04,548

you know, there's no reason why

they should understand or know,

568

00:26:04,572--> 00:26:06,485

and I think it's just

a really brilliant idea,

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569

00:26:06,509--> 00:26:09,308

so kudos to all of you

who've been working on this.

570

00:26:09,332--> 00:26:11,011

It's going to be

incredibly helpful

571

00:26:11,035--> 00:26:13,988

and I think it can be a real

game changer, and I...

572

00:26:14,012--> 00:26:17,628

I cannot think that there would be

any pushback at all from the industry

573

00:26:17,652--> 00:26:19,148

and I think we should

be embracing it,

574

00:26:19,172--> 00:26:21,748

so thank you to everybody

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who's been involved in that.

575

00:26:21,748--> 00:26:23,196

-That's brilliant, thank you.

576

00:26:23,220--> 00:26:25,788

It's interesting to hear that

there is fear on both sides,

577

00:26:25,812--> 00:26:28,348

because I know that with

authors, there is a lot of fear around

578

00:26:28,372--> 00:26:31,228

what to say, how

much to communicate.

579

00:26:31,252--> 00:26:35,108

Again, as Caro said, not wanting

to be the difficult author, so...

580

00:26:35,132--> 00:26:37,071

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understanding that

maybe that there is...

581

00:26:37,095--> 00:26:39,348

There's kind of a middle  
ground to be able to meet on

582

00:26:39,372--> 00:26:41,748

and to be able to  
come at it with a...

583

00:26:41,748--> 00:26:43,988

a sensitivity and an  
awareness that we're...

584

00:26:44,012--> 00:26:48,611

we're all trying to do the  
best we can in the situation.

585

00:26:48,635--> 00:26:51,948

Polly, do you have any tips  
for actually filling out the forms

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586

00:26:51,972--> 00:26:53,228

and knowing what you need

587

00:26:53,252--> 00:26:55,508

and knowing how

to communicate it?

588

00:26:55,532--> 00:26:56,628

-Yeah, definitely.

589

00:26:56,652--> 00:26:59,708

So, I was just thinking

about that question

590

00:26:59,732--> 00:27:03,228

that, um, Caro mentioned

591

00:27:03,252--> 00:27:05,068

from the Q&A as

well, and I just

592

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00:27:05,092--> 00:27:08,868

wrote a little about

that in the chat as well,

593

00:27:08,892--> 00:27:11,748

in case it's useful for anyone

to see that written down.

594

00:27:11,748--> 00:27:14,588

But I've found the process of

595

00:27:14,612--> 00:27:18,308

keeping an access

rider and updating it

596

00:27:18,332--> 00:27:20,268

all the time as well, right?

597

00:27:20,292--> 00:27:22,188

So it's a living document.

598

00:27:22,212--> 00:27:25,348

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It's a document that changes

as your needs change

599

00:27:25,372--> 00:27:28,388

and your awareness of

your needs change as well,

600

00:27:28,412--> 00:27:29,828

which is really important.

601

00:27:29,852--> 00:27:33,348

And I found that process

has really helped me

602

00:27:33,372--> 00:27:37,668

understand what I can do to...

603

00:27:37,692--> 00:27:39,988

And what other people

around me can do

604

00:27:40,012--> 00:27:42,348

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to make things easier for me.

605

00:27:42,372--> 00:27:44,748

So, I think, like,

a lot of people,

606

00:27:44,748--> 00:27:48,708

I've had the experience of, um,

607

00:27:48,732--> 00:27:50,828

not really knowing

608

00:27:50,852--> 00:27:53,748

what's going to help my

609

00:27:53,748--> 00:27:56,908

very diffuse, very complex

610

00:27:56,932--> 00:27:59,508

system-wide issues.

611

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00:27:59,532--> 00:28:04,908

Often they're competing against  
each other as well, um, so...

612

00:28:04,932--> 00:28:08,588

We talk about individuals  
having competing access needs,

613

00:28:08,612--> 00:28:12,988

but often for those of us who  
live with multiple conditions,

614

00:28:13,012--> 00:28:15,748

we have competing access  
needs within ourselves.

615

00:28:15,748--> 00:28:17,588

And, in many ways,

616

00:28:17,612--> 00:28:20,628

that's a very human  
condition as well

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617

00:28:20,652--> 00:28:22,068

that a lot of people have that,

618

00:28:22,092--> 00:28:25,148

particularly when we think  
about intersectionality as well.

619

00:28:25,172--> 00:28:27,748

What you might need  
in one aspect of your life,

620

00:28:27,748--> 00:28:29,628

it can help you in one area,

621

00:28:29,652--> 00:28:32,468

can hurt another  
part of you as well.

622

00:28:32,492--> 00:28:34,788

And trying to balance  
that can be really difficult,

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623

00:28:34,812--> 00:28:36,748

thinking, what do I need

624

00:28:36,748--> 00:28:39,428

to actually make things

625

00:28:39,452--> 00:28:41,588

a bit easier for me.

626

00:28:41,612--> 00:28:45,231

But keeping an access

rider has really helped me

627

00:28:45,255--> 00:28:46,748

think that through.

628

00:28:46,772--> 00:28:49,748

So, I started off with

a really simple thing

629

00:28:49,748--> 00:28:51,428

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of knowing that

630

00:28:51,452--> 00:28:54,348

because I have

orthostatic intolerance...

631

00:28:54,372--> 00:28:57,988

And it was really bad

632

00:28:58,012--> 00:28:59,908

when I was first diagnosed.

633

00:28:59,932--> 00:29:01,788

So, when I first

made an access rider,

634

00:29:01,812--> 00:29:03,948

that was my main issue,

635

00:29:03,972--> 00:29:06,428

that I could not stand up...

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636

00:29:06,452--> 00:29:10,428

Stand still for more

than a few minutes.

637

00:29:12,748--> 00:29:15,428

Now, what changed

638

00:29:15,452--> 00:29:17,108

as I went on,

639

00:29:17,132--> 00:29:20,468

is that I realised, wow, okay,

640

00:29:20,492--> 00:29:23,748

that's so much easier when

I can tell people about that,

641

00:29:23,748--> 00:29:25,228

um, initially.

642

00:29:25,252--> 00:29:28,748

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Then thinking, well, what else

643

00:29:28,748--> 00:29:30,428

can make things easier?

644

00:29:30,452--> 00:29:35,348

Um, and I have a... keep  
a very simple access rider.

645

00:29:35,372--> 00:29:38,948

It's based on some of the  
ones I've dropped in the chat.

646

00:29:38,972--> 00:29:42,908

And really was based  
on looking at other,

647

00:29:42,932--> 00:29:45,868

um, writers' riders, initially,

648

00:29:45,892--> 00:29:50,228

but it's a bit similar, in a

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way, to Johanna Hedva's one

649

00:29:50,252--> 00:29:52,748

that, um, I dropped in the chat.

650

00:29:52,748--> 00:29:55,788

And I update it

periodically, as I think

651

00:29:55,812--> 00:29:58,748

what are the circumstances in  
the world that have changed?

652

00:29:58,748--> 00:30:02,748

So, obviously mine has changed  
to accommodate COVID safety.

653

00:30:02,748--> 00:30:07,028

Um, and what are the  
circumstances within me

654

00:30:07,052--> 00:30:09,668

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that have changed as

my diagnoses have shifted

655

00:30:09,692--> 00:30:13,308

and my needs have

changed as well.

656

00:30:13,332--> 00:30:14,688

But in the process

of doing that,

657

00:30:14,712--> 00:30:17,868

I've also learned that

658

00:30:17,892--> 00:30:20,748

there are so many

things that I found difficult

659

00:30:20,748--> 00:30:22,948

throughout my life

660

00:30:22,972--> 00:30:24,708

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that actually I could  
just say to people,

661

00:30:24,732--> 00:30:28,228

can you be very clear with  
your instructions for me?

662

00:30:28,252--> 00:30:31,388

Can you give me  
a specific deadline

663

00:30:31,412--> 00:30:32,748

instead of just saying

664

00:30:32,748--> 00:30:34,588

do it whenever.

665

00:30:34,612--> 00:30:38,508

Things like that that actually  
make a huge difference to me

666

00:30:38,532--> 00:30:41,228

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and my ability to work

667

00:30:41,252--> 00:30:43,628

that I never would have thought

668

00:30:43,652--> 00:30:46,108

that I could just

say to someone

669

00:30:46,132--> 00:30:47,948

"can you make sure you do this?"

670

00:30:47,972--> 00:30:50,068

And having it all

in one document

671

00:30:50,092--> 00:30:53,028

or even bits that you can

pick out for particular needs,

672

00:30:53,052--> 00:30:55,508

because sometimes I'll send

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something different to people.

673

00:30:55,532--> 00:30:57,828

I'll take a bit out

of it for events,

674

00:30:57,852--> 00:31:00,908

I'll take a bit out of it for

collaborative working, for publishing,

675

00:31:00,932--> 00:31:02,348

for different things.

676

00:31:02,372--> 00:31:05,468

Having that to send

people and just go,

677

00:31:05,492--> 00:31:07,748

this is what I need,

can we deal with

678

00:31:07,748--> 00:31:10,148

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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like this, can we

work like this

679

00:31:10,172--> 00:31:12,428

makes it so much simpler

680

00:31:12,452--> 00:31:14,628

and takes so much

stress out of it.

681

00:31:16,748--> 00:31:18,628

-Lovely, thank you.

682

00:31:18,652--> 00:31:22,588

Caro, what should authors do if

their access form is being ignored?

683

00:31:22,612--> 00:31:26,348

Do they have any rights to

requests that they are making?

684

00:31:26,372--> 00:31:28,268

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-Yes, so...

685

00:31:28,292--> 00:31:31,028

Um, I see that there

was a question in the chat

686

00:31:31,052--> 00:31:33,108

about the Equality Act and  
reasonable adjustments.

687

00:31:33,132--> 00:31:35,268

So, I have put in the chat

688

00:31:35,292--> 00:31:38,108

the wording that I've  
shared with my fellow agents.

689

00:31:38,132--> 00:31:40,828

I actually sent everyone  
the Equality Act,

690

00:31:40,852--> 00:31:43,908

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because I really do feel people

don't know enough what's happening

691

00:31:43,932--> 00:31:45,748

and I do really feel that, um,

692

00:31:45,748--> 00:31:49,428

a lot of actions

are actually illegal

693

00:31:49,452--> 00:31:52,548

and, therefore, because

we're in an industry

694

00:31:52,572--> 00:31:56,668

that is very nice,

everyone's nice,

695

00:31:56,692--> 00:31:59,588

we tend to just...

696

00:31:59,612--> 00:32:02,908

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you know, feel bad

to call people out,

697

00:32:02,932--> 00:32:05,748

which, as a French person,

is not a problem that I have.

698

00:32:05,748--> 00:32:09,111

And so I very much,

699

00:32:09,135--> 00:32:13,108

you know, I do

really believe that

700

00:32:13,132--> 00:32:15,788

reasonable adjustments

701

00:32:15,812--> 00:32:21,748

is the equivalent of whether a

publisher's office has electricity

702

00:32:21,748--> 00:32:23,308

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or Wi-Fi.

703

00:32:23,332--> 00:32:24,708

If it doesn't have that,

704

00:32:24,732--> 00:32:27,748

it gets solved in one hour max.

705

00:32:27,748--> 00:32:30,868

And this is what I mean

by reasonable adjustments,

706

00:32:30,892--> 00:32:32,948

it's that

707

00:32:32,972--> 00:32:36,908

disabled people and

chronically ill people

708

00:32:36,932--> 00:32:39,371

cannot perform the tasks,

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709

00:32:39,395--> 00:32:40,395

right?

710

00:32:40,419--> 00:32:43,548

Without these adjustments made.

711

00:32:43,572--> 00:32:46,228

Like, we wouldn't be

able to publish books

712

00:32:46,252--> 00:32:48,508

if we didn't have the

internet working in our offices.

713

00:32:48,532--> 00:32:49,648

And, therefore,

714

00:32:49,672--> 00:32:51,228

Um, I...

715

00:32:51,252--> 00:32:53,308

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So I'm not going

to read all of this,

716

00:32:53,332--> 00:32:56,188

but, you know, there

is direct discrimination,

717

00:32:56,212--> 00:32:59,708

which I think a lot of people

is the only one they would

718

00:32:59,732--> 00:33:02,828

be willing to complain about,

719

00:33:02,852--> 00:33:05,708

but there is a huge amount

of indirect discrimination,

720

00:33:05,732--> 00:33:07,748

of victimization

721

00:33:07,748--> 00:33:09,988

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of essentially not

722

00:33:10,012--> 00:33:13,668

wanting to deal with

people with disabilities

723

00:33:13,692--> 00:33:18,908

and not wanting to deal

with the burden of

724

00:33:18,932--> 00:33:22,628

accessibility, and I

think we need to stop this

725

00:33:22,652--> 00:33:24,748

and we need to stop being nice.

726

00:33:24,748--> 00:33:28,188

Therefore, if you feel, uh,

727

00:33:28,212--> 00:33:32,428

you are not getting your

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reasonable adjustments,

728

00:33:32,452--> 00:33:38,148

I would like to say that, uh,  
go to the SoA and your agent

729

00:33:38,172--> 00:33:39,828

and they will step in.

730

00:33:39,852--> 00:33:41,468

Um, I...

731

00:33:41,492--> 00:33:43,378

I have had to tell authors that.

732

00:33:43,402--> 00:33:44,748

I was like, send them to me.

733

00:33:44,748--> 00:33:48,748

It will be a delight to  
deal with this situation.

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734

00:33:48,748--> 00:33:52,668

Because as soon as

you drop a little "legalese"

735

00:33:52,692--> 00:33:55,148

about reasonable adjustment

and the Equality Act,

736

00:33:55,172--> 00:33:57,028

suddenly funding is found.

737

00:33:57,052--> 00:33:58,308

Isn't it funny?

738

00:33:58,332--> 00:34:01,468

Um, I just think, um...

739

00:34:01,492--> 00:34:04,228

Accessibility is not a luxury

740

00:34:04,252--> 00:34:08,031

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and we need to absolutely

stop, as an industry,

741

00:34:08,055--> 00:34:12,588

and, you know, to

just let that continue,

742

00:34:12,612--> 00:34:14,748

because we're in 2025, like...

743

00:34:14,748--> 00:34:18,588

One in four people are disabled

or chronically ill in this country, like,

744

00:34:18,612--> 00:34:22,188

we're, you know, it's... very, um...

745

00:34:22,212--> 00:34:25,828

It's under serving

an entire community.

746

00:34:25,852--> 00:34:28,238

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And what I mean

by accessibility,

747

00:34:28,262--> 00:34:29,628

and I've put some of the things,

748

00:34:29,652--> 00:34:32,748

but it's in the communications

we have with people.

749

00:34:32,748--> 00:34:34,028

It's not just the events

750

00:34:34,052--> 00:34:37,308

and it's also the

sheer amount of time

751

00:34:37,332--> 00:34:40,748

I have gone to an event

advertised as accessible,

752

00:34:40,748--> 00:34:43,788

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where the toilet is

on a different floor.

753

00:34:43,812--> 00:34:47,148

And it's just like,

no, accessibility

754

00:34:47,172--> 00:34:50,868

doesn't just mean a wheelchair

can get through the front door.

755

00:34:51,748--> 00:34:54,948

It means that every person

with different access needs

756

00:34:54,972--> 00:34:58,628

can access every

part of the location.

757

00:34:58,652--> 00:35:01,628

Um, and, um...

758

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00:35:01,652--> 00:35:04,468

Yeah, it... it's just baffling.

759

00:35:04,492--> 00:35:08,908

Therefore, most publishers  
and agencies need to abide

760

00:35:08,932--> 00:35:10,508

by the Equality Act.

761

00:35:10,532--> 00:35:13,708

Most of them have put in

762

00:35:13,732--> 00:35:16,748

diversity and inclusion  
wording on their website,

763

00:35:16,772--> 00:35:18,748

which, you know,

764

00:35:18,748--> 00:35:20,188

shouldn't just be

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for brownie points,

765

00:35:20,212--> 00:35:24,508

and therefore, if you're  
encountering issues,

766

00:35:24,532--> 00:35:26,748

and I don't just  
mean, you know, like,

767

00:35:26,772--> 00:35:31,748

I mean, I think disabled people are  
so used to having to fight for the most

768

00:35:31,748--> 00:35:34,468

basic things that, you know,

769

00:35:34,492--> 00:35:36,788

it's sometimes people  
who don't really know

770

00:35:36,812--> 00:35:38,988

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and, you know, overstaff--.

771

00:35:39,012--> 00:35:41,028

You know, overworked assistants

772

00:35:41,052--> 00:35:42,668

getting the brunt  
of your annoyance

773

00:35:42,692--> 00:35:45,188

is not the best use of  
anyone's time, but um...

774

00:35:45,212--> 00:35:48,348

You know, once  
communication has been done

775

00:35:48,372--> 00:35:50,748

and very clearly been ignored,

776

00:35:50,748--> 00:35:52,068

then you go up the chain.

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777

00:35:52,092--> 00:35:56,668

But I would say that it is very  
hard for authors themselves

778

00:35:56,692--> 00:35:58,748

to be doing that fighting.

779

00:35:58,748--> 00:36:01,348

And therefore,  
let your advocates

780

00:36:01,372--> 00:36:03,748

be very angry on your behalf

781

00:36:03,748--> 00:36:05,828

because...

782

00:36:05,852--> 00:36:08,588

I always find that this  
is the best way to go.

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783

00:36:08,612--> 00:36:13,028

So, let the SoA counsel you,  
if you don't have an agent,

784

00:36:13,052--> 00:36:16,748

and let your agent do this.

785

00:36:16,748--> 00:36:20,268

And I think the more we  
actually stand up to these

786

00:36:20,292--> 00:36:24,308

habits within the industry,

787

00:36:24,332--> 00:36:26,948

the more people will  
realize that actually,

788

00:36:26,972--> 00:36:31,388

you know, it's a very  
inaccessible industry in many ways

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789

00:36:31,412--> 00:36:33,348

and it doesn't even need to.

790

00:36:33,372--> 00:36:36,268

We can do everything

on, you know, like, there...

791

00:36:36,292--> 00:36:38,038

It's not like

792

00:36:38,062--> 00:36:40,708

a lot of what we do

cannot be made accessible.

793

00:36:40,732--> 00:36:43,748

We've literally seen it

during the pandemic.

794

00:36:43,748--> 00:36:45,068

Um...

795

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00:36:45,092--> 00:36:47,268

So, yeah, so I would always...

796

00:36:47,292--> 00:36:49,068

Uh, if a situ--

797

00:36:49,092--> 00:36:52,945

Sorry, I get very angry with  
these things, you can see

798

00:36:52,969--> 00:36:55,748

I have to... I've had to deal  
with a lot of these, but...

799

00:36:55,748--> 00:36:59,748

Um... I, um...

800

00:36:59,772--> 00:37:03,148

Essentially, you just go  
to the person's manager

801

00:37:03,172--> 00:37:06,748

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and then you keep going

until someone explains.

802

00:37:06,748--> 00:37:11,268

And then, you know, if you

need to go public with things,

803

00:37:11,292--> 00:37:13,108

then you go public with things.

804

00:37:13,132--> 00:37:15,308

And if you need to tell

everyone about this,

805

00:37:15,332--> 00:37:16,748

you tell everyone about this.

806

00:37:16,748--> 00:37:19,628

Which feels quite vindictive,

807

00:37:19,652--> 00:37:22,148

but one would hope someone,

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808

00:37:22,172--> 00:37:23,508

you know,

809

00:37:23,532--> 00:37:26,748

just does the right

thing at some point.

810

00:37:26,748--> 00:37:27,748

[Hannah] Yeah.

811

00:37:27,748--> 00:37:28,908

-Hannah, you go ahead.

812

00:37:28,932--> 00:37:31,308

-No, I was just going

to just add to that,

813

00:37:31,332--> 00:37:32,868

because I agree

with all of the above.

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814

00:37:32,892--> 00:37:35,828

And, obviously, this is not a  
situation anybody wants to get to,

815

00:37:35,852--> 00:37:36,948

but of course, you know,

816

00:37:36,972--> 00:37:39,988

there are employment lawyers  
as well you can get advice from.

817

00:37:40,012--> 00:37:44,228

It is absolutely your  
legal right to have

818

00:37:44,252--> 00:37:46,588

reasonable adjustments  
and support, so just

819

00:37:46,612--> 00:37:49,748

agreeing with all of  
the above [chuckles]

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820

00:37:49,748--> 00:37:51,988

-And I think that's  
something that has come up

821

00:37:52,012--> 00:37:54,748

is that because authors  
are self-employed,

822

00:37:54,748--> 00:37:59,468

whether they fall under the  
reasonable adjustments legal rights.

823

00:37:59,492--> 00:38:04,418

And we do, as, as even though  
we're doing work on behalf of, uh...

824

00:38:04,442--> 00:38:07,028

we fall under that,  
um, that section.

825

00:38:07,052--> 00:38:09,851

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So, so don't...

don't fall for that

826

00:38:09,875--> 00:38:11,908

"you're not an employee,

so it doesn't cover you."

827

00:38:11,932--> 00:38:13,108

It absolutely does.

828

00:38:13,132--> 00:38:16,748

And talk to the Society of Authors and

we have more information about that.

829

00:38:16,748--> 00:38:19,908

And thank you, everyone, for

sharing the information in the chat.

830

00:38:19,932--> 00:38:21,668

We will collect

that up together.

831

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00:38:21,692--> 00:38:24,571

Elsa, our coordinator

will get that all together

832

00:38:24,595--> 00:38:27,548

and we'll include that in the, um,  
email that goes out with the link

833

00:38:27,572--> 00:38:29,228

to the recording.

834

00:38:29,252--> 00:38:31,828

But Hannah, yeah,  
coming back to you,

835

00:38:31,852--> 00:38:33,908

how much information  
do authors have

836

00:38:33,932--> 00:38:36,108

to disclose about  
their conditions?

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837

00:38:36,132--> 00:38:38,708

Like, how open

do you have to be?

838

00:38:38,732--> 00:38:40,831

How much do you have to share?

839

00:38:40,855--> 00:38:41,878

[Hannah sighs]

840

00:38:41,902--> 00:38:46,931

Again, at the minute, um,

there are no guidelines on this.

841

00:38:46,955--> 00:38:48,988

There's no rule.

842

00:38:49,012--> 00:38:51,788

And certainly, I've never  
worked in a company

843

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00:38:51,812--> 00:38:53,828

where people are

made to disclose things.

844

00:38:53,852--> 00:38:55,228

Um...

845

00:38:55,252--> 00:38:57,068

It's...

846

00:38:57,092--> 00:38:59,588

And I saw somebody in

their questions asking about,

847

00:38:59,612--> 00:39:01,748

um, big surprise that

there was nothing...

848

00:39:01,748--> 00:39:04,365

There are no, uh,

publishing industry,

849

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00:39:04,389--> 00:39:05,748

book publishing industry

850

00:39:05,748--> 00:39:09,868

access forms or access riders,  
however you want to frame it.

851

00:39:09,892--> 00:39:11,388

Um...

852

00:39:11,412--> 00:39:13,908

Certainly, I've never  
seen one in 20 years

853

00:39:13,932--> 00:39:16,908

that I've been in  
the industry.

854

00:39:16,932--> 00:39:19,028

But, in terms of what you...

855

00:39:19,052--> 00:39:22,228

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I don't... yeah, I am not

aware that any... any...

856

00:39:22,252--> 00:39:25,748

Well, nobody should

be made to disclose

857

00:39:25,772--> 00:39:27,988

and in my experience,

858

00:39:28,012--> 00:39:30,748

when I've worked with

authors who do have

859

00:39:30,748--> 00:39:32,788

disabilities,

860

00:39:32,812--> 00:39:35,748

I've had a combination,

I've had people who have

861

00:39:35,748--> 00:39:37,468

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right from the off, said

862

00:39:37,492--> 00:39:40,748

"this is my condition,

these are my needs."

863

00:39:40,748--> 00:39:43,148

I've had people who

864

00:39:43,172--> 00:39:45,148

have had a, um...

865

00:39:45,172--> 00:39:47,428

Well, I don't know

how we term it,

866

00:39:47,452--> 00:39:50,228

but I have fibromyalgia, which

is an inconsistent disability.

867

00:39:50,252--> 00:39:51,668

Sometimes I fine,

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sometimes I'm not,

868

00:39:51,692--> 00:39:52,748

and they had a similar

869

00:39:52,748--> 00:39:55,588

condition where

they had been fine

870

00:39:55,612--> 00:39:58,388

and then partway through

the publication process

871

00:39:58,412--> 00:40:00,908

they had a very,

very bad flare up.

872

00:40:00,932--> 00:40:05,508

They didn't want to specify

the particular condition,

873

00:40:05,532--> 00:40:07,228

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but they just said

874

00:40:07,252--> 00:40:08,828

this is what is happening to me

875

00:40:08,852--> 00:40:11,228

and these are the things I just...

876

00:40:11,252--> 00:40:12,891

I kind of cannot do.

877

00:40:12,915--> 00:40:14,965

So then it's my... I was

just like, well, that's fine.

878

00:40:14,989--> 00:40:17,748

I just then communicate that

to the rest of the team, and..

879

00:40:17,748--> 00:40:21,748

Um, so really, I

think the key thing is,

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880

00:40:21,772--> 00:40:27,748

hopefully, you

should have a very

881

00:40:27,748--> 00:40:29,988

open line of communication with

882

00:40:30,012--> 00:40:33,708

your editor, as Caro said, if

you don't go to your agent,

883

00:40:33,732--> 00:40:35,287

because that is a

problem, but that...

884

00:40:35,311--> 00:40:38,268

Really, your commissioning

editor is really your point

885

00:40:38,292--> 00:40:40,548

of access and who

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should be your advocate

886

00:40:40,572--> 00:40:42,748

for the whole team within

the publishing house.

887

00:40:42,748--> 00:40:45,388

So really, it is up to you

888

00:40:45,412--> 00:40:48,428

what and how you

want to communicate.

889

00:40:48,452--> 00:40:50,428

Um, but we are there

890

00:40:50,452--> 00:40:53,268

to support you

and to make sure

891

00:40:53,292--> 00:40:57,908

you and the book's publication,

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your book's publication,

892

00:40:57,932--> 00:40:59,748

is as smooth as possible.

893

00:40:59,748--> 00:41:01,308

So, it's really, a...

894

00:41:01,332--> 00:41:02,988

I would say it's a

case-by-case basis.

895

00:41:03,012--> 00:41:06,068

It's what people feel

comfortable with. And, again,

896

00:41:06,092--> 00:41:08,428

coming back to this,

because this is new to me

897

00:41:08,452--> 00:41:13,268

very recently, this form, and I

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just think that's the brilliance of it

898

00:41:13,292--> 00:41:17,788

is it allows people to say as  
much or as little as they would like.

899

00:41:17,812--> 00:41:19,588

So, yeah, I think that's a...

900

00:41:19,612--> 00:41:20,988

Only a positive thing.

901

00:41:21,012--> 00:41:22,748

-Yeah, and I...

902

00:41:22,748--> 00:41:24,268

I think I would add

903

00:41:24,292--> 00:41:26,188

to what Hannah is saying,

904

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00:41:26,212--> 00:41:28,388

is that a lot of the time,

905

00:41:28,412--> 00:41:31,348

the author, the

editor, and the agent

906

00:41:31,372--> 00:41:34,748

will work quite closely

to find a way through.

907

00:41:34,748--> 00:41:38,468

And any sort of pairing up of,

908

00:41:38,492--> 00:41:42,068

you know, sometimes the author doesn't

want to be part of these conversations,

909

00:41:42,092--> 00:41:44,028

so the agent and the editor

910

00:41:44,052--> 00:41:47,388

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work out what needs to be done,

911

00:41:47,412--> 00:41:49,148

and then,

912

00:41:49,172--> 00:41:53,748

you know, maybe both of these

people will have all the information.

913

00:41:53,748--> 00:41:56,108

But that information

doesn't go further.

914

00:41:56,132--> 00:42:00,748

As in, it's more of a,

here is what happened.

915

00:42:00,748--> 00:42:03,123

You know, this means

this, that, or that.

916

00:42:03,147--> 00:42:04,863

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For the publication process,

917

00:42:04,887--> 00:42:05,976

what can we do?

918

00:42:06,000--> 00:42:09,068

And then the editor

just proceeds with

919

00:42:09,092--> 00:42:14,668

"we're gonna change this", but doesn't  
need to share specifics with the team.

920

00:42:14,692--> 00:42:16,624

What do you think, Hannah?

921

00:42:16,648--> 00:42:18,428

-Sorry, I just realized  
what I didn't say is

922

00:42:18,452--> 00:42:20,508

the one person who,

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923

00:42:20,532--> 00:42:23,948

when the book is published,

924

00:42:23,972--> 00:42:27,068

probably has that

same intensity of contact

925

00:42:27,092--> 00:42:28,748

and immediately is a publicist.

926

00:42:28,748--> 00:42:31,588

Because they will

be in charge of a tour

927

00:42:31,612--> 00:42:35,068

or, you know, whether that

be virtual or in person, and so...

928

00:42:35,092--> 00:42:37,708

They are the other person

and because they're the ones...

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929

00:42:37,732--> 00:42:41,748

Your editor won't be  
directly liaising with venues.

930

00:42:41,748--> 00:42:43,628

It would be the publicist.

931

00:42:43,652--> 00:42:45,868

But again, that can be  
something that I would expect,

932

00:42:45,892--> 00:42:48,988

if you have a form like  
this or if somebody's told me

933

00:42:49,012--> 00:42:50,628

of a condition in their knees,

934

00:42:50,652--> 00:42:52,908

I can then communicate  
that to the publicist,

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935

00:42:52,932--> 00:42:54,748

but equally,

936

00:42:54,748--> 00:42:57,428

ideally, you'd have a relationship  
with the publicist as well,

937

00:42:57,452--> 00:42:59,628

where you feel able  
to say, and that they...

938

00:42:59,652--> 00:43:01,952

Because they then do have  
to be the person who is liaising

939

00:43:01,976--> 00:43:03,548

with all of those venues,

940

00:43:03,572--> 00:43:08,468

um, or online forums  
or whatever it is

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941

00:43:08,492--> 00:43:11,748

to say exactly

what the needs are

942

00:43:11,748--> 00:43:12,748

and get them met.

943

00:43:14,692--> 00:43:17,028

As Polly has put

-in the comments,

944

00:43:17,052--> 00:43:19,348

I've also stopped mentioning

945

00:43:19,372--> 00:43:21,228

what my disability is.

946

00:43:21,252--> 00:43:24,548

I just say these... these are my  
needs, this is what I'm going to need,

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947

00:43:24,572--> 00:43:26,388

this is how to adapt it.

948

00:43:26,412--> 00:43:28,508

And sometimes you will be the one,

949

00:43:28,532--> 00:43:30,748

as the disabled

person, who will know

950

00:43:30,748--> 00:43:33,228

what you need and

how you need it doing.

951

00:43:33,252--> 00:43:35,468

And you can give examples.

952

00:43:35,492--> 00:43:37,988

Sometimes, you

won't have an idea

953

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00:43:38,012--> 00:43:40,068

because you don't know  
how the industry works

954

00:43:40,092--> 00:43:42,748

or how the event's gonna happen.

955

00:43:42,748--> 00:43:47,268

And that is the time when you  
draw on other people's experiences,

956

00:43:47,292--> 00:43:50,148

specifically talking to  
your agent and your editor.

957

00:43:50,172--> 00:43:54,108

But also with groups, like Authors  
with Disabilities and Chronic Illnesses,

958

00:43:54,132--> 00:43:57,198

we have a Facebook  
group and we have, um...

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959

00:43:57,222--> 00:43:59,868

chats every other month on Zoom.

960

00:43:59,892--> 00:44:02,508

So you can say, "I'm  
struggling with this,

961

00:44:02,532--> 00:44:05,785

I've got to do this, I don't  
know what adjustments I need

962

00:44:05,809--> 00:44:07,348

or how can it be made easier."

963

00:44:07,372--> 00:44:10,224

And people will have experience,  
and they'll be able to say

964

00:44:10,248--> 00:44:13,724

"this is what I did in this situation, or  
have you thought about trying this?"

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965

00:44:13,748--> 00:44:17,958

So, there's an element  
of this of community,

966

00:44:17,982--> 00:44:19,708

of us talking and sharing

967

00:44:19,732--> 00:44:22,108

about what we're putting  
on our access forms.

968

00:44:22,132--> 00:44:25,628

And, hopefully, the more people  
who are submitting access forms,

969

00:44:25,652--> 00:44:28,368

the more we're going to be  
educating the people within the industry

970

00:44:28,392--> 00:44:31,148

that this is a possibility,  
that you can do this.

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971

00:44:31,172--> 00:44:33,628

That you might never  
have worked with an author

972

00:44:33,652--> 00:44:36,188

with this specific condition  
before or this specific need,

973

00:44:36,212--> 00:44:39,428

but there are other people  
who can say, that's fine,

974

00:44:39,452--> 00:44:41,588

we have a plan,  
we can work this out.

975

00:44:43,142--> 00:44:45,958

Ama, do you have any  
thoughts on framing language

976

00:44:45,982--> 00:44:47,748

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on when you're

writing your form?

977

00:44:47,772--> 00:44:49,748

"I don't" versus "I can't"?

978

00:44:49,748--> 00:44:52,148

-Yeah, I think there's

real power in both

979

00:44:52,172--> 00:44:54,165

and we obviously

work in an industry

980

00:44:54,189--> 00:44:56,748

where we understand

the significance of words.

981

00:44:56,748--> 00:45:01,268

I think "I don't" has a feeling

of autonomy, for me anyway.

982

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00:45:01,292--> 00:45:03,748

But also knowing that

nothing more is required.

983

00:45:03,772--> 00:45:05,308

"I don't do this. That is it."

984

00:45:05,332--> 00:45:07,748

"I don't need to explain",

or "I don't want to."

985

00:45:07,748--> 00:45:11,028

Um, but I also do think

that "I can't" has a place.

986

00:45:11,052--> 00:45:14,222

And when I read the question for the

first time, I was thinking, where do I use...

987

00:45:14,246--> 00:45:15,246

Where do I use which?

988

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00:45:15,270--> 00:45:17,188

And I think

989

00:45:17,212--> 00:45:19,258

anecdotally and

personally, I find

990

00:45:19,282--> 00:45:23,148

I use "I can't" when I've tried

saying I don't enough times

991

00:45:23,172--> 00:45:26,642

and it's still not quite clear, it's

like an extra layer of something.

992

00:45:26,666--> 00:45:30,028

Um, incidentally, it happens to be sort

of friends with similar conditions to me

993

00:45:30,052--> 00:45:32,868

or with other conditions that

sometimes I use that more with,

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994

00:45:32,892--> 00:45:34,748

because again, it's

that assumption thing.

995

00:45:34,748--> 00:45:37,828

But I think... I think

both have their space.

996

00:45:37,852--> 00:45:41,428

Um, I then started to think, because I

went into a bit of a rabbit hole with this,

997

00:45:41,452--> 00:45:43,742

but I started thinking about,

sort of, the other languages

998

00:45:43,766--> 00:45:45,748

and what that

would translate into,

999

00:45:45,748--> 00:45:47,708

in my own language

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what that would sound like.

1000

00:45:47,732--> 00:45:50,748

And I think fundamentally

what I came to is

1001

00:45:50,748--> 00:45:54,128

both are great and both

can be used interchangeably,

1002

00:45:54,152--> 00:45:55,498

if that's how you

want to use it.

1003

00:45:55,522--> 00:45:57,748

What's more important

and significant

1004

00:45:57,748--> 00:46:00,278

is that you are understood

1005

00:46:00,302--> 00:46:02,748

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and your meaning is  
understood in that point.

1006

00:46:02,748--> 00:46:05,805

So using what  
feels organic to you,

1007

00:46:05,829--> 00:46:08,431  
I think, is what's more important  
there than anything else.

1008

00:46:09,748--> 00:46:11,548

-Brilliant, thank you.

1009

00:46:11,572--> 00:46:14,868

I think, unless anybody  
else has anything... oh gosh.

1010

00:46:14,892--> 00:46:17,578

Time is going on. We will  
definitely get to the questions,

1011

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00:46:17,602--> 00:46:19,202

because we have

been talking for a while.

1012

00:46:19,226--> 00:46:21,748

I'm assuming that there's

an awful lot of these

1013

00:46:21,772--> 00:46:23,388

that we have already covered,

1014

00:46:23,412--> 00:46:25,348

but let's have a look through.

1015

00:46:25,372--> 00:46:28,748

-Um, Clare, I just

wanted to add in terms of

1016

00:46:28,748--> 00:46:32,108

these forms that obviously, um...

1017

00:46:32,132--> 00:46:37,228

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full accessibility for  
everyone doesn't really exist,

1018  
00:46:37,252--> 00:46:40,588  
because, for example,  
Polly and I have this issue

1019  
00:46:40,612--> 00:46:42,748  
that when we want  
to wear face masks,

1020  
00:46:42,748--> 00:46:44,908  
face masks at events,

1021  
00:46:44,932--> 00:46:48,748  
we might impinge on  
people who need to lip read.

1022  
00:46:48,748--> 00:46:53,268  
And so, I know that a lot of  
disabled people are quite used to

1023

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00:46:53,292--> 00:46:57,148

flexibility and

communication in general,

1024

00:46:57,172--> 00:47:00,748

which is why I think

we want that attitude

1025

00:47:00,748--> 00:47:02,788

to shift within publishers

1026

00:47:02,812--> 00:47:06,468

who are afraid of offending, who

are afraid of all of this. And it's, like,

1027

00:47:06,492--> 00:47:10,028

there's no... there's no

one answer and it's done.

1028

00:47:10,052--> 00:47:14,748

Um, and also because a lot

of disabilities are fluctuating,

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1029

00:47:14,748--> 00:47:19,428

it's, like, silly to think that  
you can solve accessibility.

1030

00:47:19,452--> 00:47:22,668

It's more this willingness  
to be open to change

1031

00:47:22,692--> 00:47:25,748

and this willingness to  
communicate and find

1032

00:47:25,748--> 00:47:27,708

the way forward, essentially.

1033

00:47:27,732--> 00:47:29,948

Um, so to just...

1034

00:47:29,972--> 00:47:32,708

For some of the,  
sort of, queries in the...

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1035

00:47:32,732--> 00:47:34,748

Q&A.

1036

00:47:34,748--> 00:47:35,948

-Thank you.

1037

00:47:35,972--> 00:47:39,188

Somebody's asked, are there any  
times when you don't recommend

1038

00:47:39,212--> 00:47:41,051

using an access form?

1039

00:47:41,075--> 00:47:43,548

Any red flags to look out for?

1040

00:47:45,748--> 00:47:52,748

-I think the only... the  
only times is if you are

1041

00:47:52,748--> 00:47:55,028

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unsure about the person

you're dealing with.

1042

00:47:55,052--> 00:47:56,788

Get your person,

1043

00:47:56,812--> 00:47:59,158

whether agent,

editor, publicist,

1044

00:47:59,182--> 00:48:01,588

Society of Authors

to do it for you.

1045

00:48:01,612--> 00:48:04,702

I think I have found that people

advocating for their own needs

1046

00:48:04,726--> 00:48:07,588

can sometimes be seen...

1047

00:48:07,612--> 00:48:10,388

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I have recently been sent

1048

00:48:10,412--> 00:48:12,268

an exchange with a festival

1049

00:48:12,292--> 00:48:15,788

who thought that a request for,

1050

00:48:15,812--> 00:48:17,428

you know, just...

1051

00:48:17,452--> 00:48:22,748

Like, what I would consider

extremely basic rest times.

1052

00:48:22,748--> 00:48:23,868

Um...

1053

00:48:23,892--> 00:48:27,748

was, like, seen as a luxury

and was turned down fully.

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1054

00:48:27,748--> 00:48:30,508

And the author

1055

00:48:30,532--> 00:48:32,668

pointed out the Equality Act,

1056

00:48:32,692--> 00:48:34,748

and that venue,

1057

00:48:34,748--> 00:48:36,428

again, turned it down

1058

00:48:36,452--> 00:48:39,108

and said they would have  
to cancel the entire event.

1059

00:48:39,132--> 00:48:40,228

Um...

1060

00:48:40,252--> 00:48:42,588

And so I was like, oh

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my god, let me add them,

1061

00:48:42,612--> 00:48:44,228

because this is unacceptable.

1062

00:48:44,252--> 00:48:48,348

It is unacceptable

for employees.

1063

00:48:48,372--> 00:48:51,988

This is unacceptable for

authors and talents in general,

1064

00:48:52,012--> 00:48:53,588

you know, an

illustrator or translator,

1065

00:48:53,612--> 00:48:56,148

and it's unacceptable

for people in the public.

1066

00:48:56,172--> 00:49:00,828

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I think these are things

that we need to fight for

1067

00:49:00,852--> 00:49:02,748

and there are many people

1068

00:49:02,748--> 00:49:05,108

who don't know, actually,

1069

00:49:05,132--> 00:49:08,108

that if you just ask them

1070

00:49:08,132--> 00:49:10,148

being like, "I'm really sorry,

1071

00:49:10,172--> 00:49:13,708

like, this is the response I

got, can you go at them?"

1072

00:49:13,732--> 00:49:15,268

And we all have these moments

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1073

00:49:15,292--> 00:49:17,628

where it's that part of the week

1074

00:49:17,652--> 00:49:20,348

where we send very angry emails

1075

00:49:20,372--> 00:49:24,828

as a, you know,

stress relieving thing.

1076

00:49:24,852--> 00:49:28,228

And literally, let us at them.

1077

00:49:28,252--> 00:49:29,748

You are not alone.

1078

00:49:29,748--> 00:49:32,548

And if you're made

to feel you're alone,

1079

00:49:32,572--> 00:49:35,748

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those of us in the industry

working towards that are

1080

00:49:35,748--> 00:49:38,725

working to make... to

make a change there.

1081

00:49:39,748--> 00:49:41,588

That's brilliant, thank you.

1082

00:49:41,612--> 00:49:42,668

Um...

1083

00:49:42,692--> 00:49:44,428

Do you have any

thoughts on how to find

1084

00:49:44,452--> 00:49:46,508

agents, editors, publishers

1085

00:49:46,532--> 00:49:48,492

who are better at

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accommodating needs than others?

1086

00:49:48,516--> 00:49:50,628

Do you have, like,

a good list, or a...

1087

00:49:50,652--> 00:49:52,748

anything like that that that

1088

00:49:52,748--> 00:49:53,748

people could...?

1089

00:49:53,748--> 00:49:55,348

-Thankfully,

1090

00:49:55,372--> 00:50:00,348

the AAA has been extremely open.

1091

00:50:00,372--> 00:50:03,748

We have created resources

to explain the forms.

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1092

00:50:03,748--> 00:50:07,588

We have had this

sort of Zoom discussion

1093

00:50:07,612--> 00:50:09,365

with Clare and Penny Batchelor

1094

00:50:09,389--> 00:50:14,305

as well, to explain the sort

of, uh, context within this. this.

1095

00:50:14,329--> 00:50:17,148

So, I am working with the AAA

1096

00:50:17,172--> 00:50:18,828

and the, sort of, um...

1097

00:50:18,852--> 00:50:23,748

I don't know the exact name,  
it's the inclusion group within it

1098

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00:50:23,748--> 00:50:26,268

to change that, and they are  
extremely committed to that.

1099

00:50:26,292--> 00:50:29,308

So, if you are

1100

00:50:29,332--> 00:50:31,308

struggling with an agent

1101

00:50:31,332--> 00:50:34,388

and going up the chain  
within that agency doesn't work,

1102

00:50:34,412--> 00:50:36,958

do contact, if they  
are part of the AAA,

1103

00:50:36,982--> 00:50:39,628

do contact the AAA for "elp"...

1104

00:50:39,652--> 00:50:41,828

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for help.

1105

00:50:41,852--> 00:50:44,348

So it's the Authors'

Agents Association,

1106

00:50:44,372--> 00:50:46,748

nothing to do with

auto car repairs,

1107

00:50:46,748--> 00:50:48,068

I should say.

1108

00:50:48,092--> 00:50:49,428

And... [laughs]

1109

00:50:49,452--> 00:50:53,031

But yes, everyone's very

committed, so they will

1110

00:50:53,055--> 00:50:55,508

all have been sent

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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1111

00:50:55,532--> 00:50:57,668

resources and the forms.

1112

00:50:57,692--> 00:50:59,908

Um, and again, um...

1113

00:50:59,932--> 00:51:02,548

it might take a little while to

1114

00:51:02,572--> 00:51:05,148

be sent to existing clients,

1115

00:51:05,172--> 00:51:07,428

if they didn't have

a process in place.

1116

00:51:07,452--> 00:51:08,748

But it's very much happening,

1117

00:51:08,772--> 00:51:10,748

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so do ask your agency,

1118

00:51:10,748--> 00:51:14,068

you know, when are

you implementing this?

1119

00:51:14,092--> 00:51:15,228

Um...

1120

00:51:15,252--> 00:51:16,868

You know, because all agencies,

1121

00:51:16,892--> 00:51:20,748

if they don't have a

form themselves already,

1122

00:51:20,748--> 00:51:23,151

to see when they are

implementing this form.

1123

00:51:23,175--> 00:51:24,668

Go ahead, Hannah.

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1124

00:51:24,692--> 00:51:27,668

Just very quickly, because

I realize we're tight on time,

1125

00:51:27,692--> 00:51:30,748

but I suppose it relates

to those two questions

1126

00:51:30,748--> 00:51:32,611

because, you know,

when you're saying, maybe,

1127

00:51:32,635--> 00:51:35,408

is there a time when you shouldn't  
share a form? Is there a red flag?

1128

00:51:35,432--> 00:51:37,468

But then also, are

there particular people

1129

00:51:37,492--> 00:51:40,868

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you could work with because  
they're better at understanding.

1130

00:51:40,892--> 00:51:43,428

The thing that's  
frustrating about that is

1131

00:51:43,452--> 00:51:45,805

you shouldn't have  
to think about that at all.

1132

00:51:45,829--> 00:51:48,748

When you're looking  
for an agent or an editor,

1133

00:51:48,748--> 00:51:51,908

what you should be looking  
for is the best person to

1134

00:51:51,932--> 00:51:53,708

represent your book,

1135

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00:51:53,732--> 00:51:57,548

to represent you. And as an editor,  
who's going to be the best editor?

1136

00:51:57,572--> 00:51:58,988

And...

1137

00:51:59,012--> 00:52:03,748  
that, I really hope that this form  
is something that does mean

1138

00:52:03,748--> 00:52:06,468  
that more people who maybe  
don't have experience themselves

1139

00:52:06,492--> 00:52:09,108  
and who don't have those  
understandings will now

1140

00:52:09,132--> 00:52:12,068  
have a language, have a way of

1141

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00:52:12,092--> 00:52:14,828

being a really good

advocate for people

1142

00:52:14,852--> 00:52:16,932

who perhaps they felt that

they couldn't in the past,

1143

00:52:16,956--> 00:52:19,224

because really, you

know, everybody...

1144

00:52:19,248--> 00:52:21,388

that's part... that's the

meaning of equality, isn't it?

1145

00:52:21,412--> 00:52:23,228

Everybody should be able to

1146

00:52:23,252--> 00:52:27,308

come to find an agent or

an editor or whoever it is, um,

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1147

00:52:27,332--> 00:52:30,628

who you're coming at it because  
they're the best at what they do

1148

00:52:30,652--> 00:52:34,588

and they're best for the work  
you are trying to get out there, so...

1149

00:52:34,612--> 00:52:35,612

Yeah.

1150

00:52:35,636--> 00:52:38,748

It's not that... we don't live  
in an ideal world, I know we don't.

1151

00:52:38,748--> 00:52:40,508

But yeah, you shouldn't...

1152

00:52:40,532--> 00:52:44,908

Hopefully, this will help people  
be able to not go into this thinking

Thursday 13 November 2025

1153

00:52:44,932--> 00:52:48,228

looking for red flags

and trying to avoid

1154

00:52:48,252--> 00:52:51,748

people who aren't going to

treat them properly or equally.

1155

00:52:53,842--> 00:52:56,108

-And I think, as

you've said, it's...

1156

00:52:56,132--> 00:52:58,028

It's not common

in the industry yet,

1157

00:52:58,052--> 00:53:01,068

but I think the more we do

this, the more people are

1158

00:53:01,092--> 00:53:05,078

sending in their forms

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to their agents, the better.

1159

00:53:05,102--> 00:53:07,628

And if you are an ADCI member,

1160

00:53:07,652--> 00:53:10,348

we've got a template

in the Facebook group

1161

00:53:10,372--> 00:53:14,388

of an email that you can put

together that you can send to

1162

00:53:14,412--> 00:53:15,508

your agent.

1163

00:53:15,532--> 00:53:18,348

It's a version of one

that I sent to my agent,

1164

00:53:18,372--> 00:53:21,228

just introducing

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them to the concept,

1165

00:53:21,252--> 00:53:24,348

telling them where they can

go to for more information,

1166

00:53:24,372--> 00:53:26,148

and then you can adapt it.

1167

00:53:26,172--> 00:53:28,748

If you are at the stage of

wanting to submit your own,

1168

00:53:28,748--> 00:53:31,548

you can... you can just attach

it onto the bottom and say,

1169

00:53:31,572--> 00:53:33,942

by the way, here it is, you

know, this is what I need.

1170

00:53:33,966--> 00:53:36,108

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And if you're not at that stage,

1171

00:53:36,132--> 00:53:37,908

you don't actually

have to send anything.

1172

00:53:37,932--> 00:53:40,068

You can just be like,

"oh, hey, this is a thing,

1173

00:53:40,092--> 00:53:41,748

this is happening

in the industry."

1174

00:53:41,748--> 00:53:43,668

As Caro mentioned,

1175

00:53:43,692--> 00:53:46,788

the AAA has a members area

1176

00:53:46,812--> 00:53:49,628

and there is a resources

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section, and uh...

1177

00:53:49,652--> 00:53:52,788

I did a panel with Penny

1178

00:53:52,812--> 00:53:55,748

and we just talked through

what the forms were,

1179

00:53:55,772--> 00:53:58,748

why they were important,

how agents could use them.

1180

00:53:58,748--> 00:54:01,428

So it's... it's just

funnelling the information.

1181

00:54:01,452--> 00:54:05,068

And all of this information,

today's recording, the access forms,

1182

00:54:05,092--> 00:54:08,508

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there's a list of examples

of access requirements

1183

00:54:08,532--> 00:54:10,308

you can put down.

1184

00:54:10,332--> 00:54:14,208

They're all going... at the moment,

there's an ADCI members page,

1185

00:54:14,232--> 00:54:16,488

which it's on, but ultimately,

we're going to have a page

1186

00:54:16,512--> 00:54:18,748

specifically for

the access forms.

1187

00:54:18,748--> 00:54:21,388

And you can go there, and you

can either direct people there,

1188

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00:54:21,412--> 00:54:22,988

like your editor and your agent,

1189

00:54:23,012--> 00:54:25,908

or you, um, you can get  
information down yourself

1190

00:54:25,932--> 00:54:28,348

and then use it in  
the ways you need.

1191

00:54:28,372--> 00:54:31,628

Polly, I think we're nearly  
rounding up, but can you, uh...

1192

00:54:32,748--> 00:54:37,268

-Yeah, I was just gonna say, like,  
again, this question about, um...

1193

00:54:37,292--> 00:54:38,828

uh...

1194

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00:54:38,852--> 00:54:42,188

where we're at in terms of making  
access riders more common and expected,

1195

00:54:42,212--> 00:54:44,148

and how we make them  
more industry standard,

1196

00:54:44,172--> 00:54:47,748

I have seen that become  
much more standard across...

1197

00:54:47,748--> 00:54:50,188

Um, I think this...  
this is a great initiative

1198

00:54:50,212--> 00:54:53,748

that's putting a form out there  
in the literary arts, in particular.

1199

00:54:53,748--> 00:54:57,828

There's been a massive wave of

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1200

00:54:57,852--> 00:55:01,548

it becoming normalized across  
performing arts, in theatre,

1201

00:55:01,572--> 00:55:02,745

in music, in TV.

1202

00:55:02,769--> 00:55:06,308

Channel 4 has their own  
access rider template, you fill in.

1203

00:55:06,332--> 00:55:07,508

Um...

1204

00:55:07,532--> 00:55:10,788

I work with publishers  
and with book festivals

1205

00:55:10,812--> 00:55:13,988

that have their own access  
rider as part of the sign-up,

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1206

00:55:14,012--> 00:55:16,548

so it is something that's

happening more and more,

1207

00:55:16,572--> 00:55:19,668

and becoming more

and more normalized

1208

00:55:19,692--> 00:55:22,748

as people have done

lots of advocacy work

1209

00:55:22,748--> 00:55:24,548

to make this normal.

1210

00:55:24,572--> 00:55:26,548

Um, and...

1211

00:55:26,572--> 00:55:28,628

I think it's really

interesting, you know,

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1212

00:55:28,652--> 00:55:30,908

I've worked with lots

of different publishers.

1213

00:55:30,932--> 00:55:34,908

I've worked with small publishers,

small presses, like Saraband,

1214

00:55:34,932--> 00:55:38,508

Seren who are my poetry publisher,

who now have an access form

1215

00:55:38,532--> 00:55:41,188

as standard in

their marketing pack.

1216

00:55:41,212--> 00:55:44,828

I didn't ask them to do that, they

just... they've done that for several years.

1217

00:55:44,852--> 00:55:46,268

Um...

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1218

00:55:46,292--> 00:55:48,188

But also, I've

worked with Hachette,

1219

00:55:48,212--> 00:55:50,868

with Sceptre within Hachette,

1220

00:55:50,892--> 00:55:52,748

with Faber Children's.

1221

00:55:52,748--> 00:55:55,468

We all used access

forms with that, so...

1222

00:55:55,492--> 00:55:56,668

Um...

1223

00:55:56,692--> 00:55:58,708

It is something

that's happening.

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Riders- Tools for Disabled, Chronically Ill and Neurodivergent  
Authors



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1224

00:55:58,732--> 00:56:01,988

Maybe it's happening in pockets  
that people aren't joining together,

1225

00:56:02,012--> 00:56:05,748

and this initiative should  
join that all together.

1226

00:56:05,748--> 00:56:08,609

That's the hope.

1227

00:56:08,633--> 00:56:12,148

And certainly with all of your  
help, I'm really positive after today,

1228

00:56:12,172--> 00:56:13,748

it's been really interesting.

1229

00:56:13,748--> 00:56:16,748

And, uh, hopefully it's been  
beneficial to everybody listening.

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1230

00:56:16,748--> 00:56:19,148

I would like to say

a big thank you to

1231

00:56:19,172--> 00:56:21,868

Hannah, Caro, Ama,

and Polly for today's event,

1232

00:56:21,892--> 00:56:24,148

and thank you all

for joining us today.

1233

00:56:24,172--> 00:56:27,108

Thank you to our two

BSL interpreters today,

1234

00:56:27,132--> 00:56:30,748

Tracey Tyer and

Anne-Marie Marry.

1235

00:56:30,748--> 00:56:33,748

Thank you to Elsa Woodmeade,

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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who has moderated today's event.

1236

00:56:33,748--> 00:56:36,428

If you've enjoyed this event

and aren't yet a member,

1237

00:56:36,452--> 00:56:39,868

please consider joining with

our special #SoAatHome offer

1238

00:56:39,892--> 00:56:42,748

and get a 20% off for the

first year of membership.

1239

00:56:42,748--> 00:56:45,868

Use code SOATHOME20.

1240

00:56:45,892--> 00:56:49,028

There's also a reduced rate

for those on limited income,

1241

00:56:49,052--> 00:56:50,748

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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so do ask about that.

1242

00:56:50,748--> 00:56:54,548

The recording of this event will be  
available on the SoA's Vimeo channel,

1243

00:56:54,572--> 00:56:57,188

together with the recording  
of our previous events.

1244

00:56:57,212--> 00:57:01,228

And I'm sure the link will also be  
sent out to anybody that has signed up,

1245

00:57:01,252--> 00:57:03,748

so you'll be able to  
access it that way.

1246

00:57:03,748--> 00:57:05,628

The next #SoAatHome event

1247

00:57:05,652--> 00:57:09,748

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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takes place on Monday

17 November from 11am

1248

00:57:09,748--> 00:57:13,348

with the first event as part

of the SoA's, AGM Week

1249

00:57:13,372--> 00:57:15,424

focusing on Author Care,

1250

00:57:15,448--> 00:57:18,228

Industry Insider –

The Big Conversation.

1251

00:57:18,252--> 00:57:22,508

For more, head to

[SocietyOfAuthors.org/events](http://SocietyOfAuthors.org/events)

1252

00:57:22,532--> 00:57:25,748

to book or check out

our events program.

1253

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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00:57:25,748--> 00:57:28,628

All of our industry

insider events are free,

1254

00:57:28,652--> 00:57:29,988

but if you can afford to,

1255

00:57:30,012--> 00:57:33,388

please consider donating to the  
Society of Authors Access Fund.

1256

00:57:33,412--> 00:57:37,068

And we suggest a  
minimum donation of £5.

1257

00:57:37,092--> 00:57:38,868

You can also help  
the Access Fund

1258

00:57:38,892--> 00:57:41,068

by making a purchase  
on our virtual bookstore

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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1259

00:57:41,092--> 00:57:42,748

on Bookshop.org,

1260

00:57:42,748--> 00:57:45,148

where you can find

books by writers taking part

1261

00:57:45,172--> 00:57:47,228

in the #SoAatHome

events programme,

1262

00:57:47,252--> 00:57:49,188

including mine and Polly's.

1263

00:57:49,212--> 00:57:52,911

Another big thank you to

Hannah, Caro, Ama and Polly,

1264

00:57:52,935--> 00:57:55,428

and all of you that have

joined us for today's event.

# #SoAatHome | Industry Insider- Understanding Access Forms and Riders- Tools for Disabled, Chronically Ill and Neurodivergent Authors

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1265

00:57:55,452--> 00:57:58,748

Let's continue this

conversation on social media.

1266

00:57:58,748--> 00:58:02,108

Festival hashtag is #SoAatHome.

1267

00:58:02,132--> 00:58:03,868

Thanks, everybody.