

NORTHERN IRELAND SCREEN

SECTION 75 MONITORING – 2014/2015

1. Northern Ireland Screen Equality Scheme

Under Section 75 of the Northern Ireland Act 1998, Northern Ireland Screen is required to have due regard to the need to promote equality of opportunity –

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to the obligations set out above, Northern Ireland Screen is also required **to have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion or racial group.**

In response to the Act, Northern Ireland Screen prepared an Equality Scheme which was approved by the Equality Commission in March 2004. The Equality Scheme was revised and updated in 2012 and this version was approved by the Equality Commission in April 2013. The current Equality Scheme can be accessed on the website at

www.northernirelandscreen.co.uk

In accordance with paragraphs 4.29 – 4.34 of the Equality Scheme, Northern Ireland Screen has established a system to monitor the impact of policies to identify their effects on relevant S75 groups. If the monitoring shows that a policy results in greater adverse impact than predicted or if opportunities arise to promote greater equality of opportunity, Northern Ireland Screen is committed to revising the policy accordingly. The results of monitoring are evaluated at the end of each year and a report is published on the Northern Ireland Screen website. A summary of the report is included in the annual progress report to the Equality Commission.

2. S75 monitoring

Northern Ireland Screen's primary areas of activity are -

- Film development and production funding; production logistics support;
- Marketing to promote Northern Ireland as a base for production;
- Development support initiatives for local production companies;
- Irish language Broadcast Fund;
- Ulster Scots Broadcast Fund;
- Skills Development for the industry;
- Information services for producers and others;
- Moving image education policy development;
- Developing access to the audiovisual heritage of Northern Ireland; and
- Specialised film exhibition development.

A large part of the funding which Northern Ireland Screen administers on behalf of the National Lottery, DCAL, Invest NI, the Arts Council and the British Film Institute is directed at companies involved in film and television production and it is therefore not possible to monitor the S75 profile of beneficiaries directly. However, all applicants for funding are asked to provide a copy of their Equal Opportunities Policy and indicate how they might make provision for equality of opportunity, in its widest sense, on their production.

Northern Ireland Screen also offers funding for small production schemes to individuals and small groups and a range of skills development programmes. In these cases, all applicants are asked to complete an equal opportunities monitoring questionnaire, on a voluntary basis, which includes questions about community background, racial group, age, marital status, sexual orientation, gender, disability and dependants. The completed questionnaires are kept separate from the application forms and used only for Section 75 monitoring purposes.

In 2014/15 Northern Ireland Screen monitored applicants for the following schemes:

- Lottery Film Funding – applications from individuals;
- ILBF Trainee Sound Technician Scheme;
- ILBF Trainee Assistant Producer Scheme;
- ILBF Trainee Script/Continuity for Drama Scheme;
- ILBF Trainee Video Journalist Scheme;
- Skills Bursary Fund;

- Skills development schemes:
 - Craft & Technical
 - Motion Graphics
 - Sound Post Production
 - Drama Directing
 - Transport
 - Post Production
 - Casting
 - VFX Co-ordinator

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2014-15. The figures include the numbers of total applicants in each particular category. Each category is then sub-divided to show the number of applicants in that category who were successful and the numbers who were unsuccessful, in order to determine whether any group was significantly less successful than others. Numbers are used in this report as the applicant numbers in general are small and percentages may be misleading.

It should be noted that several of the schemes attract a small number of applicants (less than 15) and it would therefore be unreasonable to expect that the S75 profile of the applicants would reflect the profile of the NI population in general. The purpose of the analysis is to identify any groups which are significantly under-represented so that efforts can be made to attract more applicants from these groups in future.

3. Current initiatives

3.1 Lottery Film Funding – Individuals

Northern Ireland Screen operates various schemes for the distribution of National Lottery Funding including a strand which supports low budget productions and script development. Individuals are eligible to apply for small amounts of funding under this scheme either singly or in teams of 2/3. This scheme has been running for some time and has been included in previous monitoring reports.

In 2014-15 there were 25 applicants for funding and 8 were successful; 15 of the applicants returned monitoring forms.

3.2 ILBF Trainee Sound Technician for Drama

The Irish Language Broadcast Fund Trainee Sound Technician for Drama scheme ran for the first time in 2014. It is aimed at Irish speakers with at least one year's experience in the film and television industry. Trainees are placed with a production company for the year-long scheme and also undertake short training courses.

In 2014-15 there were 3 applicants and none were successful, all 3 applicants returned monitoring forms.

3.3 ILBF Trainee Assistant Producer

The Irish Language Broadcast Fund Trainee Assistant Producer scheme ran for the first time in 2011. It is aimed at Irish speakers with a minimum one year of practical experience in television production. Trainees are placed with production companies for the year-long scheme and also undertake short training courses.

In 2014-15 there were 5 applicants and 2 were successful; 3 applicants returned monitoring forms.

3.4 ILBF Trainee Script/Continuity for Drama

The Irish Language Broadcast Fund Trainee Script/Continuity for Drama scheme ran for the first time in 2014. It is aimed at Irish speakers with at least one year's experience in the film and television industry. Trainees are placed with a production company for the year-long scheme and also undertake short training courses.

In 2014-15 there was 1 applicant who was not successful, 1 applicant returned a monitoring form.

3.5 ILBF Trainee Video Journalist

The Irish Language Broadcast Fund Trainee Video Journalist scheme ran for the first time in 2014. It is aimed at Irish speakers with at least one year's experience in the film and television industry. Trainees are placed with a production company for the year-long scheme and also undertake short training courses.

In 2014-15 there were 8 applicants and 4 were successful; 7 applicants returned monitoring forms.

3.6 Skills Bursary Fund

Northern Ireland Screen operates the Skills Bursary Fund to assist NI talent with financial support to participate in training or development courses.

In 2014-15 there were 105 applicants and 93 were successful; 97 applicants returned monitoring forms.

3.7 Skills Development – Craft & Technical Training Scheme

In 2014 Northern Ireland Screen offered placements on various skills development schemes providing training opportunities on funded projects including Game of Thrones (GoT).

The Craft and Technical skills scheme provided training opportunities in the SFX, Script, Grip, Sound, Props and Art, Camera Departments for up to twelve junior freelancers or recent graduates. This was a paid placement scheme (minimum wage).

There were 62 applicants and 12 were successful; 57 applicants returned monitoring forms.

3.8 Skills Development – Drama Directing.

The Drama Directing scheme provided a training opportunity on a local drama series for up to two directors with at least one year's experience in the film and television industry. This was a paid placement scheme (minimum wage) which ran for 12 weeks.

There were 5 applicants and 2 were successful; 4 applicants returned monitoring forms.

3.9 Skills Development - Post Production

The Post Production scheme provided a training opportunity in the Post Production department for up to three junior freelancer / recent graduates. This was a paid placement scheme (minimum wage) which ran between May 2014 and March 2015.

There were 17 applicants for the scheme and 3 applicants were successful; 17 applicants returned monitoring forms.

3.10 Skills Development – Motion Graphics

The Motion Graphics scheme provided a training opportunity in an animation company for up to two junior freelancers / recent graduates. Previous experience within a design, motion graphics or animation department is desirable but not essential.

This was a paid placement scheme (minimum wage), which ran between May 2014 and March 2015.

There were 8 applicants for the scheme and 3 were successful; 8 applicants returned monitoring forms.

3.11 Skills Development – Sound Post Production

The Sound Post scheme provided a training opportunity in a Sound Post Production department for up to two junior freelancer/recent graduates who could demonstrate a basic understanding of Avid Pro Tools.

This was a paid placement scheme (minimum wage) which ran between May 2014 and March 2015.

There were 11 applicants for the scheme and 1 was successful; 11 applicants returned monitoring forms.

3.12 Skills Development – Transport

The programme will provide a training opportunity for one junior freelancer / recent graduate to work in a professional Film & TV Facilities company. Previous experience within the Transport department of a film or TV production is desirable but not essential.

This was a paid placement scheme (minimum wage), which ran between June 2014 and March 2015.

There were 3 applicants for the scheme and 1 was successful; 3 applicants returned monitoring forms.

3.13 Skills Development – Casting

The programme will provide a training opportunity for one junior freelancer / recent graduate to work in an Extras/Casting Agency. Previous experience within an extras/casting department is desirable but not essential.

This was a paid placement scheme (minimum wage), which ran between May 2014 and March 2015.

There were 10 applicants for the scheme and 1 was successful; 10 applicants returned monitoring forms.

3.14 Skills Development – VFX Co-ordinator

The programme will provide a training opportunity for one junior freelancer / recent graduate to work in a VFX company. Strong knowledge of Microsoft Office on Mac or PCs is essential. Knowledge of Shotgun or other VFX scheduling programs and/or previous experience in an administrative role in a VFX company (or within the VFX department of a film or TV production) is desirable but is not essential.

This was a paid placement scheme (minimum wage), which ran between October 2014 and August 2015.

There were 5 applicants and 2 were successful (although one left the scheme early); 5 applicants returned monitoring forms.

4. Analysis of monitoring returns

Tables 1-14 on the following pages set out the results of the monitoring of schemes in 2014-15. All figures are in actual numbers but it should be noted that not all applicants answered every question on the monitoring form.

The first column provides information on all applicants, indicating whether people from all S75 groups are being attracted to the scheme. The second column indicates what number of successful applicants came from each S75 group, indicating whether one group within an equality category was more successful than another. Similarly the third column shows the results for those who were unsuccessful.

It should be noted that some schemes have very high success levels with only a small number of candidates being unsuccessful whilst in other schemes the opposite applies. The data is therefore not a good indicator of whether one particular group is more or less successful than another.

As stated above, it should also be noted that some schemes attracted a very small number of applicants and so the analysis across the S75 categories is not particularly informative.

Table 1: Lottery Film Funding (Individuals)

Total applicants = 25 and 8 were successful and 7 unsuccessful. Success rate: 32%. Total included in monitoring analysis = 15. More than one person could make an application and therefore they also submitted monitoring forms. Total number included in the analysis = 15

As the total numbers are small actual numbers are reported.

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	15	8	7
	BME	0	0	0
Disability	Disabled	2	1	1
	Non-Disabled	13	7	6
Community Background	Protestant	2	0	2
	Roman Catholic	9	5	4
	Neither	4	3	1
Marital Status	Married	5	4	1
	Living with partner	3	2	1
	Single	6	2	4
	Separated/divorced	1	0	1
Age	Widowed	0	0	0
	Under 20	0	0	0
	20-29	3	1	2
	30-39	7	4	3
	40 -49	1	0	1
Dependents	50+	2	2	0
	With dependants	4	3	1
	Without dependants	11	5	6
Gender	Male	10	6	4
	Female	5	2	3
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	15	8	7
	Bisexual	0	0	0

Commentary

As in previous years, the majority of applicants were male. There were two disabled applicants, one of whom was successful. Applicants were predominately Catholic, but there was representation from other groups, and as in previous years there was a good spread across the age bands.

Table 2: ILBF Trainee Sound Technician

Total applicants = 3. Total included in monitoring analysis = 3. Success rate = 0%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	3	0	3
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	3	0	3
Community Background	Protestant	1	0	1
	Roman Catholic	2	0	2
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	3	0	3
	Separated/divorced	0	0	0
Age	Widowed	0	0	0
	Under 20	0	0	0
	20-29	3	0	3
	30-39	0	0	0
	40 -49	0	0	0
Dependents	50+	0	0	0
	With dependants	0	0	0
	Without dependants	3	0	3
Gender	Male	2	0	2
	Female	1	0	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	3	0	3
	Bisexual	0	0	0

Commentary

Applicants to the ILBF training schemes tend to have a very similar Section 75 profile. Ordinarily we would expect to see the majority if not all applicants from a Catholic community background, however, one applicant comes from a Protestant community background.

This scheme attracted only 3 applicants, the monitoring analysis therefore does not provide any meaningful information.

Table 3: ILBF Assistant Producer

Total applicants = 5. Total included in monitoring analysis = 3. Success rate = 40%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	2	1	1
	BME	1	1	0
Disability	Disabled	0	0	0
	Non-Disabled	3	2	1
Community Background	Protestant	0	0	0
	Roman Catholic	3	2	1
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	3	2	1
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	3	2	1
	30-39	0	0	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	3	2	1
Gender	Male	0	0	0
	Female	3	2	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	3	2	1
	Bisexual	0	0	0

Commentary

All applicants returning monitoring forms were from a Catholic community background. In previous years applicants have mainly been from white communities; in 2014-15 there was 1 successful applicant from a Black & Minority Ethnic community. There were no disabled applicants.

As in previous years the majority of applicants were in the 20-29 age group, but this is not regarded as significant within such a small group. As in 2013-14 all applicants were female.

Table 4: ILBF Trainee Script/Continuity for Drama

Total applicants = 1. Total included in monitoring analysis = 1. Success rate = 0%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	1	0	1
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	1	0	1
Community Background	Protestant	0	0	0
	Roman Catholic	1	0	1
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	1	0	1
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	0	0	0
	30-39	1	0	1
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	1	0	1
Gender	Male	0	0	0
	Female	1	0	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	1	0	1
	Bisexual	0	0	0

Commentary

This scheme attracted only 1 applicant and the monitoring analysis therefore does not provide any meaningful information.

Table 5: ILBF Trainee Video Journalist

Total applicants = 8. Total included in monitoring analysis = 7. Success rate = 63%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	7	4	3
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	7	4	3
Community Background	Protestant	0	0	0
	Roman Catholic	7	4	3
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	7	4	3
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	6	3	3
	30-39	0	0	0
	40 -49	1	1	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	7	4	3
Gender	Male	2	2	0
	Female	5	2	3
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	7	4	3
	Bisexual	0	0	0

Commentary

As with most of the ILBF schemes, the initiative is restricted to fluent Irish speakers and therefore it was to be expected that the majority of applicants would be from a Catholic community background. The vast majority of applicants were within the 20-29 age group and had no dependants but this is not regarded as significant within such a small group.

There was a 50 – 50 gender split for successful applicants.

Table 6: Skills Bursary Fund

Total applicants = 105. Total included in monitoring analysis = 97. Success rate = 90%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	95	93	2
	BME	2	1	1
Disability	Disabled	2	2	0
	Non-Disabled	95	92	3
Community Background	Protestant	22	22	0
	Roman Catholic	53	51	2
	Neither	21	20	1
Marital Status	Married	42	42	0
	Living with partner	7	7	0
	Single	41	38	3
	Separated/divorced	2	2	0
Age	Widowed	0	0	0
	Under 20	1	0	1
	20-29	24	23	1
	30-39	31	30	1
	40 -49	21	21	0
Dependents	50+	7	7	0
	With dependants	39	39	0
	Without dependants	57	54	3
Gender	Male	66	65	1
	Female	30	28	2
Sexual Orientation	Gay/Lesbian	3	3	0
	Heterosexual	92	89	3
	Bisexual	0	0	0

Commentary

With regard to the overall number of applicants, there was a reasonable spread across all the Section 75 groups. The Skills Bursary Fund has been monitored since 2006-07 and in each year, except 2011-12, the proportion of males to females has been close to 50:50. This year we see an increase in the number of female applications with 93% of them being successful.

In 2010-11 the scheme attracted disabled applicants for the first time and the trend continued in 2012-13 and 2013-14; although the number has reduced from 6 in 2013-14 to 2 in this year, both of whom were successful.

The number of applicants from Black & Minority Ethnic groups has decreased from 4 in 2013-14 to 2, one of whom was successful.

There is a good spread of applications across the marital status and age groups and this is mirrored in the numbers who were successful.

With such a high success rate, the analysis of successful and unsuccessful applicants, does not provide any meaningful information.

Table 7: Skills Development - Craft & Technical

Total applicants = 62. Total included in monitoring analysis = 57. Success rate = 19%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	56	12	44
	BME	1	0	1
Disability	Disabled	2	1	1
	Non-Disabled	54	10	44
Community Background	Protestant	15	2	13
	Roman Catholic	34	5	29
	Neither	7	4	3
Marital Status	Married	1	0	1
	Living with partner	15	3	12
	Single	40	8	32
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	6	0	6
	20-29	40	10	30
	30-39	9	2	7
	40 -49	1	0	1
	50+	1	0	1
Dependents	With dependants	1	0	1
	Without dependants	56	12	44
Gender	Male	34	6	28
	Female	22	6	16
Sexual Orientation	Gay/Lesbian	1	0	1
	Heterosexual	56	12	44
	Bisexual	0	0	0

Commentary

Skills development schemes are targeted towards junior freelancers or recent graduates. It is therefore to be expected that applicants will be mainly in the younger age ranges and that, consequently, there will be high percentages of single people and those without dependants.

There is a decrease in the success rate of applicants from 31.5% in 2013/2014 to 19% but this is due to budgeting issues.

This scheme attracted applications from 2 disabled people (one of whom was successful) and 1 person from the Black & Minority Ethnic community. There was a slightly higher number of males applying than females but the split of successful applicants was 50 – 50.

There is a small increase in numbers from applicants with a Catholic community background and a decrease in the number of applicants declaring themselves to be from neither a Protestant and Roman Catholic background.

Table 8: Skills Development – Drama Directing

Total applicants = 5. Total included in monitoring analysis = 4. Success rate = 40%

Category	Group	Total	Successful	Unsuccessful
	White	4	2	2
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	4	2	2
Community Background	Protestant	0	0	0
	Roman Catholic	3	1	2
	Neither	1	1	0
Marital Status	Married	0	0	0
	Living with partner	1	1	0
	Single	3	1	2
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	1	0	1
	30-39	2	2	0
	40 -49	1	0	1
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	4	2	2
Gender	Male	2	1	1
	Female	2	1	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	4	2	2
	Bisexual	0	0	0

Commentary

The majority of applicants were from a Catholic community background. There is a good spread across the age ranges and there is a 50 – 50 split across gender for successful applicants.

However, as the scheme attracted a small number of applicants the monitoring analysis does not provide any meaningful information.

Table 9: Skills Development – Post Production

Total applicants = 17. Total included in monitoring analysis = 17. Success rate = 18%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	17	3	14
	BME	0	0	0
Disability	Disabled	1	0	1
	Non-Disabled	16	3	13
Community Background	Protestant	3	1	2
	Roman Catholic	8	1	7
	Neither	6	1	5
Marital Status	Married	2	0	2
	Living with partner	3	0	3
	Single	12	3	9
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	14	3	11
	30-39	3	0	3
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	1	0	1
	Without dependants	16	3	13
Gender	Male	10	1	9
	Female	7	2	5
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	16	3	13
	Bisexual	1	0	1

Commentary

With regard to the overall spread of applicants, it is notable there were no applicants from a Black & Minority Ethnic background and only 1 disabled applicant. There was a good spread across community background.

The majority of applicants are within the 20-29 age group but as skills development schemes are targeted towards junior freelancers / recent graduates it is therefore to be expected that applicants will be mainly in the younger age ranges and as a consequence there will be higher numbers without dependants.

As there were only 3 successful candidates, analysis is not particularly meaningful.

Table 10: Skills Development – Motion Graphics

Total applicants = 8. Total included in monitoring analysis = 8. Success rate = 38%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	8	3	5
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	8	3	5
Community Background	Protestant	1	0	1
	Roman Catholic	3	2	1
	Neither	4	1	3
Marital Status	Married	3	1	2
	Living with partner	1	0	1
	Single	4	2	2
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	6	2	4
	30-39	2	1	1
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	1	0	1
	Without dependants	7	3	4
Gender	Male	2	0	2
	Female	6	3	3
Sexual Orientation	Gay/Lesbian	1	1	0
	Heterosexual	7	2	5
	Bisexual	0	0	0

Commentary

There is an increase on previous years, from applicants who consider they have neither, a protestant or a catholic community background. There were no applicants from a Black & Minority Ethnic background or any disabled applicants. The majority of applicants were within the 20-29 age but given that skills development is targeted at junior freelancers / recent graduates this is to be expected.

As the scheme attracted only 8 applicants, the monitoring analysis does not provide any meaningful information.

Table 11: Skills Development – Sound Post Production

Total applicants = 11. Total included in monitoring analysis = 11. Success rate = 9%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	11	1	10
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	11	1	10
Community Background	Protestant	3	0	3
	Roman Catholic	4	0	4
	Neither	4	1	3
Marital Status	Married	1	0	1
	Living with partner	1	0	1
	Single	9	1	8
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	8	1	7
	30-39	3	0	3
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	1	0	1
	Without dependants	10	1	9
Gender	Male	10	1	9
	Female	1	0	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	11	1	10
	Bisexual	0	0	0

Commentary

Data shows a good spread across community backgrounds but there were no applicants who were disabled or from a BME background. All but one of the applicants was male, one of whom was successful.

The majority of applicants were within the 20-29 age group, were single and had no dependants, but as skills development is targeted at junior freelancers / recent graduates this is not unexpected.

There was only one successful candidate and so the analysis is not particularly meaningful.

Table 12: Skills Development – Transport

Total applicants = 3. Total included in monitoring analysis = 3. Success rate = 33%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	3	1	2
	BME	0	0	0
Disability	Disabled	1	0	1
	Non-Disabled	2	1	1
Community Background	Protestant	1	1	0
	Roman Catholic	2	0	2
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	3	1	2
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	2	1	1
	30-39	0	0	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	3	1	2
Gender	Male	1	0	1
	Female	2	1	1
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	3	1	2
	Bisexual	0	0	0

Commentary

This scheme attracted only 3 applicants, one of whom was disabled. However, the small number means monitoring analysis does not provide any meaningful information.

Table 13: Skills Development - Casting

Total applicants = 10. Total included in monitoring analysis = 10. Success rate = 10%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	10	1	9
	BME	0	0	0
Disability	Disabled	1	0	1
	Non-Disabled	9	1	8
Community Background	Protestant	3	0	3
	Roman Catholic	3	0	3
	Neither	4	1	3
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	10	1	9
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	9	1	8
	30-39	0	0	0
	40 -49	0	0	0
	50+	1	0	1
Dependents	With dependants	0	0	0
	Without dependants	10	1	9
Gender	Male	8	1	7
	Female	2	0	2
Sexual Orientation	Gay/Lesbian	1	0	1
	Heterosexual	9	1	8
	Bisexual	0	0	0

Commentary

Of the 10 applicants, one was disabled. There was a good spread across the community background, though all the applicants were single without dependents, but this is to be expected as skills development schemes are targeted at junior freelancers / recent graduates.

Table 14: Skills Development – VFX Co-ordinator

Total applicants = 5. Total included in monitoring analysis = 5. Success rate = 40%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	5	2	3
	BME	0	0	0
Disability	Disabled	0	0	0
	Non-Disabled	5	2	3
Community Background	Protestant	0	0	0
	Roman Catholic	3	1	2
	Neither	2	1	1
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	5	2	3
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	5	2	3
	30-39	0	0	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	5	2	3
Gender	Male	4	1	3
	Female	1	1	0
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	5	2	3
	Bisexual	0	0	0

Commentary

There were no applicants from a protestant community background, a BME background or who were disabled. All the applicants were single, within the 20-29 age group and with dependents but this is to be expected as skills development schemes target junior freelancers / recent graduates.

The small number of applicants means the monitoring analysis does not provide any meaningful information.

5. Conclusions

Although the above analysis must be treated with caution because of the small numbers involved in some cases, the following conclusions are notable.

Community background

With regard to community background there were several schemes where there was a high percentage of Catholic applicants compared with the overall population of Northern Ireland. However, in all cases Northern Ireland Screen is satisfied that each scheme is being operated in a manner which promotes equality of opportunity and good relations between people from different community backgrounds and that the variations are merely random fluctuations.

Age

Many of the schemes attracted a relatively high percentage of young people, particularly in the 20-29 age range. However, as several of the schemes are aimed at young freelancers or recent graduates, it is to be expected that young people will be in the majority. None of the schemes has an age restriction and there have been applications from older people; the Skills Bursary Fund and the Lottery Film Fund continues to attract the greatest spread of age categories across all the schemes.

Northern Ireland Screen is satisfied that each scheme is being operated in a manner which promotes equality of opportunity between people of different ages.

Gender

Most of the schemes attracted a large percentage of male applicants in 2014-15 with the exception of the ILBF trainee video journalist, ILBF trainee assistant producers and motion graphic schemes'. To some extent this reflects the fact that the film and television industry tends to attract more males in technical disciplines and Northern Ireland Screen is satisfied that all the schemes are being operated in a manner which promotes equality of opportunity between men and women, but we will continue to monitor the

figures closely to determine whether the under-representation of females is significant.

Marital status

The analysis shows that the majority of applicants for all schemes were single, but it is likely that this is simply a reflection of the younger age profile. The Skills Bursary Fund, Lottery Film Fund and Craft & Technical have attracted the greatest spread of marital status across all the schemes.

There is no reason to believe that people of different marital status are affected differently by the criteria for each scheme.

Dependants

The analysis shows that the majority of applicants for all schemes had no dependants, but it is likely that this is simply a reflection of the younger age profile. However the Skills Bursary Fund in 2014-15 attracted the greatest spread of people with dependents categories across all the schemes.

There is no reason to believe that people with dependants are any less likely to apply.

Sexual orientation

There are no NI statistics on the sexual orientation of the population and so it is difficult to assess whether appropriate percentages of lesbian, gay and bisexual people are applying for schemes. However, there were at least some applicants in these groups for most schemes.

Racial group

The 2011 Census shows that 1.8% of the Northern Ireland population is from a BME background and so the application rate from this group – although low – is in line with the expected level. The ILBF Assistant Producer scheme, Skills Bursary Fund and Craft & Technical scheme attracted people from the BME communities.

Disability

In earlier years there were very few disabled applicants but the number has increased over the years. Although still small in number, the Lottery Fund, Skills Bursary Fund, Transport, Post Production, Craft & Technical, and Casting schemes attracted people from the disability community. We will continue to monitor the figures closely and consider opportunities to further increase the representation of disabled people across our schemes.