

NORTHERN IRELAND SCREEN

SECTION 75 MONITORING – 2009/10

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 can be accessed on the website at www.northernirelandscreen.co.uk.

In accordance with paragraphs 5.4-5.6 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 main areas of activity are production funding, locations, services and facilities, exhibition and audience development, education, business support, skills and training. 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 UK Film Council 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 smaller schemes to individuals and small groups. 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.

The current initiatives open to applications from individuals are –

- National Lottery Funding – applications from individuals for
 - production funding;
 - development funding;
 - promotion and distribution funding;
- Skills Focus;
- Screen Skills;
- Screen Skills Workshops (new in 2009);
- Digital Shorts;
- Skills Bursary Fund;

- Markets, Festivals and Conferences Fund;
- ILBF New Entrants Scheme (new in 2009).

It should be noted that the Digital Nation initiative was discontinued in 2009.

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2009-10. The figures include the percentage of total applicants in each particular category. Each category is then sub-divided to show the percentage of applicants in that category who were successful and the percentage who were unsuccessful, in order to determine whether any group was significantly less successful than others.

It should be noted that several of the schemes attract a small number of applicants (less than 30) 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 National Lottery Funding – individuals

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

In 2008-09 the scheme was extended to allow individuals and teams of 2 to apply for funding for development work and promotion/distribution as well as production.

In 2009-10 there were –

- 3 applicants for production funding and 1 was successful; 2 of the 3 applicants returned monitoring forms;

- 6 applicants for development funding and all were successful; all of the applicants returned monitoring forms;
- 1 applicant for promotion and distribution funding who was successful but did not return a monitoring form.

3.2 Skills Focus

Northern Ireland Screen and UTV launched the Skills Focus training initiative in 2007. The scheme allows a number of selected applicants to undertake initial training at UTV; the top 5 then have the opportunity to gain experience in either production or technical skills during a 4 month placement with UTV.

In 2009-10 there were 82 applicants and 10 were successful. 85.4% of applicants returned monitoring forms.

3.3 Screen Skills

Screen Skills is a paid placement scheme (minimum wage) which runs for 30 weeks. Participants gain experience on Northern Ireland Screen funded projects as well as within independent television production companies.

Participants are mentored by former Northern Ireland Screen trainees who are now established freelance crew members working in the UK film and television sector. They are also given an individual Training Needs Analysis and attend short courses run by Skillset accredited organisations.

In 2009-10 there were 24 applicants and 13 were successful. All the applicants returned monitoring forms.

3.4 Screen Skills Workshops

In 2009 Northern Ireland Screen introduced a series of workshops mainly designed for those new to the industry but also providing advice and assistance to experienced industry professionals.

There were 26 applicants and 24 were successful. 69.2% of applicants returned monitoring forms.

3.5 Digital Shorts

In 2008 the Digital Shorts initiative replaced the Short Steps and Deviate initiatives which were included in previous monitoring reports. The scheme is designed to increase skills in the key creative areas of producing, writing and directing. Applicants are offered a series of workshops on various aspects of film-making to improve the quality of funding applications for short films. As an added incentive, at the end of the scheme, a number of participants (either individually or in teams of 2 or 3) are selected to produce a digital short film.

In 2009-10 there were 63 applicants, all of whom were invited to participate in the workshops. 80.1% of 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 2009-10 there were 15 applicants all of whom were successful. All the applicants returned monitoring forms.

3.7 Markets, Festivals and Conferences Fund

Northern Ireland Screen has operated the Markets, Festivals and Conferences Fund for some time offering opportunities to companies to apply for financial support to attend appropriate events. In 2008-09 the Fund was extended to individuals.

In 2009-10 there were 7 applicants and 6 were successful. All the applicants returned monitoring forms.

3.8 ILBF New Entrants Scheme

The Irish Language Broadcast Fund New Entrants Scheme was launched in 2008 and the first programme ran in 2009. This is a full time training scheme in television production skills for fluent Irish speakers. Trainees learn television production skills whilst on an internship with local production companies or with NvTv (Belfast's local television station).

In 2009-10 there were 27 applicants and 11 were successful. 77.8% of applicants returned monitoring forms.

4. Analysis of monitoring returns

Tables 1-8 on the following pages set out the results of the monitoring of initiatives in 2009-10. All figures are in percentages to one place of decimals but it should be noted that not all applicants answered every question on the monitoring form.

Table 1: National Lottery Funding (individuals) – production

Total applicants = 3 Total included in monitoring analysis = 2

Category	Group	Total	Successful	Unsuccessful
Racial group	White	50.0	0	50.0
	Black & Minority Ethnic	50.0	0	50.0
Disability	Disabled	0	0	0
	Not disabled	100	0	100
Community background	Protestant	50.0	0	50.0
	Roman Catholic	0	0	0
	Neither	50.0	0	50.0
Marital status	Married	50.0	0	50.0
	Living with partner	0	0	0
	Single	50.0	0	50.0
	Separated/divorced	0	0	0
Age	Under 20	0	0	0
	20-29	100	0	100
	30-39	0	0	0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	0	100
Gender	Male	100	0	100
	Female	0	0	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	0	100
	Bisexual	0	0	0

Summary

With such a small number of applicants it is not possible to draw any meaningful conclusions from this data.

Table 2: National Lottery Funding (individuals) – development

Total applicants = 6 Total included in monitoring analysis = 6

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	0
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	100	0
Community background	Protestant	20.0	20.0	0
	Roman Catholic	60.0	60.0	0
	Neither	20.0	20.0	0
Marital status	Married	66.7	66.7	0
	Living with partner	33.3	33.3	0
	Single	0	0	0
	Separated/divorced	0	0	0
Age	Under 20	0	0	0
	20-29	0	0	0
	30-39	33.3	33.3	0
	40-49	50.0	50.0	0
	50+	16.7	16.7	0
Dependants	With dependants	33.3	33.3	0
	Without dependants	66.7	66.7	0
Gender	Male	60.0	60.0	0
	Female	40.0	40.0	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	0
	Bisexual	0	0	0

Summary

With such a small number of applicants it is not possible to draw any meaningful conclusions from this data.

Table 3: Skills Focus

Total applicants = 82 Total included in monitoring analysis = 70

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	0
	BME	0	0	0
Disability	Disabled	4.3	16.7	3.1
	Not disabled	95.7	83.3	96.9
Community background	Protestant	31.9	16.7	33.3
	Roman Catholic	52.2	83.3	49.2
	Neither	15.9	0	17.5
Marital status	Married	4.3	0	4.7
	Living with partner	2.9	0	3.1
	Single	92.9	100	92.2
	Separated/divorced	0	0	0
Age	Under 20	13.0	0	14.3
	20-29	78.4	100	76.2
	30-39	5.8	0	6.3
	40-49	1.4	0	1.6
	50+	1.4	0	1.6
Dependants	With dependants	5.7	0	6.3
	Without dependants	94.3	100	93.7
Gender	Male	57.1	66.7	56.3
	Female	42.9	33.3	43.7
Sexual orientation	Lesbian/Gay	7.2	16.7	6.3
	Heterosexual	92.8	83.3	93.7
	Bisexual	0	0	0

Summary

The data shows that the majority of applicants were aged 20-29; this was to be expected given that the initiative is aimed at people wishing to pursue a career in television production or technical disciplines. However, there is no age restriction and some applications were received from older people, although, on this occasion, none of them were successful. In view of the age

profile it was to be expected that the majority of applicants would be single and have no dependants. There appears to be a reasonable proportion of males and females applying; the success rate for males was slightly higher than that for females.

With regard to community background, there was a slightly higher percentage of applicants with a Roman Catholic community background and the success rate was significantly higher than that for people with a Protestant community background . However, Northern Ireland Screen is satisfied that the scheme is being operated in a manner which promotes equality of opportunity and good relations between people from different community backgrounds.

As in previous years there was a low level of applicants who perceived themselves to be disabled and there were no applications from Black or Minority Ethnic people.

Table 4: Screen Skills

Total applicants = 24 Total included in monitoring analysis = 24

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	100	100
Community background	Protestant	20.8	38.4	0
	Roman Catholic	70.8	53.8	90.9
	Neither	8.3	7.8	9.1
Marital status	Married	20.8	15.4	27.3
	Living with partner	0	0	0
	Single	79.2	84.6	72.7
	Separated/divorced	0	0	0
Age	Under 20	4.2	7.7	0
	20-29	79.2	84.6	72.7
	30-39	12.4	7.7	18.2
	40-49	4.2	0	9.1
	50+	0	0	0
Dependants	With dependants	4.2	7.7	0
	Without dependants	95.8	92.3	100
Gender	Male	58.3	69.2	45.5
	Female	41.7	30.8	64.5
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

The total number of applicants was less than 30 and it is therefore difficult to draw meaningful conclusions from the data. However, it should be noted that the majority of applicants were aged 20-29; this was to be expected given that the initiative is aimed at people wishing to pursue a career in film and television production or technical disciplines. Participants will gain experience

on Northern Ireland Screen funded projects as well as within independent television production companies. However, there is no age restriction and some applications were received from older people and some of these were successful. In view of the age profile it was to be expected that the majority of applicants would be single and have no dependants. There appears to be a reasonable proportion of males and females applying; the success rate for males is slightly higher than for females.

With regard to community background, there was a higher percentage of applicants from a Roman Catholic community background and their success rate was slightly lower than that of applicants from a Protestant community background. However, the differences were not major and Northern Ireland Screen is satisfied that the scheme is being operated in a manner which promotes equality of opportunity and good relations between people from different community backgrounds.

It should be noted that, as in previous years, there were no disabled applicants and none from the Black and Minority Ethnic communities.

Table 5: Screen Skills Workshops

Total applicants = 26 Total included in monitoring analysis = 18

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	6.6	6.3	0
	Not disabled	94.4	93.7	100
Community background	Protestant	16.7	18.8	0
	Roman Catholic	72.2	68.7	100
	Neither	11.1	12.5	0
Marital status	Married	5.6	6.3	0
	Living with partner	5.6	0	50.0
	Single	88.9	93.7	50.0
	Separated/divorced	0	0	0
Age	Under 20	11.1	12.5	0
	20-29	72.2	75.0	50.0
	30-39	16.7	12.5	50.0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	5.6	6.3	0
	Without dependants	94.4	93.7	100
Gender	Male	55.6	50.0	100
	Female	44.4	50.0	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

This is a new scheme for 2009 and the number of applicants is too small for meaningful conclusions to be drawn from the data.

Table 6: Digital Shorts

Total applicants = 63 Total included in monitoring analysis = 51

Category	Group	Total	Successful	Unsuccessful
Racial group	White	98.0	98.0	0
	BME	2.0	2.0	0
Disability	Disabled	9.8	9.8	0
	Not disabled	90.2	90.2	0
Community background	Protestant	30.0	30.0	0
	Roman Catholic	36.0	36.0	0
	Neither	34.0	34.0	0
Marital status	Married	23.5	23.5	0
	Living with partner	19.6	19.6	0
	Single	52.9	52.9	0
	Separated/divorced	3.9	3.9	0
Age	Under 20	2.0	2.0	0
	20-29	45.1	45.1	0
	30-39	27.5	27.5	0
	40-49	13.7	13.7	0
	50+	11.8	11.8	0
Dependants	With dependants	21.6	21.6	0
	Without dependants	78.4	78.4	0
Gender	Male	84.3	84.3	0
	Female	15.7	15.7	0
Sexual orientation	Lesbian/Gay	2.0	2.0	0
	Heterosexual	94.0	94.0	0
	Bisexual	4.0	4.0	0

Summary

Again, the largest percentage of applicants were aged 20-29 but there was a good distribution of applicants across the age ranges, of different community backgrounds, marital status and with/without dependants. There were a small number of applicants who perceived themselves to be disabled and from the Black and Minority Ethnic communities.

As in previous years, there was a much higher percentage of male applicants (over 80%) than female. There is no apparent reason for this differential and Northern Ireland Screen will continue to monitor these figures closely.

Table 7: Skills Bursary Fund

Total applicants = 15 Total included in monitoring analysis = 15

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	0
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	100	0
Community background	Protestant	53.3	53.3	0
	Roman Catholic	26.7	26.7	0
	Neither	20.0	20.0	0
Marital status	Married	40.0	40.0	0
	Living with partner	6.7	6.7	0
	Single	40.0	40.0	0
	Separated/divorced	13.3	13.1	0
Age	Under 20	0	0	0
	20-29	35.7	35.7	0
	30-39	35.7	35.7	0
	40-49	14.3	14.3	0
	50+	14.3	14.3	0
Dependants	With dependants	20.0	20.0	0
	Without dependants	80.0	80.0	0
Gender	Male	46.7	46.7	0
	Female	53.3	53.3	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	0
	Bisexual	0	0	0

Summary

With such a small number of applicants it is not possible to draw any meaningful conclusions from this data.

Table 8: Markets, Festivals and Conferences Fund

Total applicants = 7 Total included in monitoring analysis = 7

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	100	100
Community background	Protestant	28.6	33.3	0
	Roman Catholic	42.8	33.3	100
	Neither	28.6	33.3	0
Marital status	Married	71.4	66.7	100
	Living with partner	14.3	16.7	0
	Single	14.3	16.7	0
	Separated/divorced	0	0	0
Age	Under 20	0	0	0
	20-29	0	0	0
	30-39	85.7	100	0
	40-49	0	0	0
	50+	14.3	0	100
Dependants	With dependants	57.1	50.0	100
	Without dependants	42.9	50.0	0
Gender	Male	71.4	66.7	100
	Female	28.6	33.3	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

With such a small number of applicants it is not possible to draw any meaningful conclusions from this data.

Table 9: ILBF New Entrants Scheme

Total applicants = 27 Total included in monitoring analysis = 21

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	100	100
Community background	Protestant	0	0	0
	Roman Catholic	100	100	100
	Neither	0	0	0
Marital status	Married	0	0	0
	Living with partner	4.8	0	9.1
	Single	95.2	100	90.9
	Separated/divorced	0	0	0
Age	Under 20	0	0	0
	20-29	100	100	100
	30-39	0	0	0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	5.0	11.1	0
	Without dependants	95.0	88.9	100
Gender	Male	35.0	22.2	45.5
	Female	65.0	77.8	54.5
Sexual orientation	Lesbian/Gay	5.0	0	9.1
	Heterosexual	95.0	100	90.9
	Bisexual	0	0	0

Summary

This is a new scheme for 2009 and, whilst the total number of applicants was a fairly small, it should be noted that all were aged 20-29; this was to be expected given that the initiative is aimed at new entrants to the profession. In view of the age profile it was to be expected that the majority of applicants would be single and have no dependants. There were more female

applicants than males and the success rate for females was slightly higher than for males. The initiative is restricted to fluent Irish speakers and therefore it was to be expected that the majority would be from a Catholic community background; on this occasion all applicants who completed a monitoring form were from a Catholic community background. It was also unlikely that there would be many applicants from Black and Minority ethnic communities and there were none. There were also no disabled applicants.

5. **Conclusions**

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

Community background

With regard to community background there were some slight variations across the schemes in terms of the proportions of applicants from Protestant and Catholic community backgrounds. 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 people wishing to pursue a career in creative and technical disciplines, it is to be expected that they will be particularly attractive to young people. None of the schemes has an age restriction and, in most cases, there have been some applications from older people. 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 fairly equal percentages of male and female applicants and the success rates were broadly similar. As in previous years Digital Shorts attracted a high percentage of male applicants, and the new ILBF scheme attracted a high percentage of female applicants. 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 will closely monitor the figures over the next reporting period.

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

Dependants

All of the schemes attracted a small percentage of people with dependants. Again it is likely that this reflects the age and marital status profile and 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

As in previous years there were very few applicants from black and minority ethnic backgrounds. The percentage of people in these groups across Northern Ireland as a whole is less than 1% but nevertheless Northern Ireland Screen will give further consideration to ways of promoting the schemes to people in Black and Minority Ethnic communities.

Disability

Only three of the schemes (Skills Focus, Screen Skills Workshops and Digital Shorts) attracted any disabled applicants. In view of the fact that at least 10% of the younger population of NI is disabled, Northern Ireland Screen will give further consideration to ways of promoting all the schemes to disabled people.