

NORTHERN IRELAND SCREEN

SECTION 75 MONITORING – 2010/11

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 –

- Lottery Film Funding – applications from individuals;
- Skills Bursary Fund;
- ILBF¹ New Entrants Scheme;
- Post 2010 (new in 2010);
- VFX 2010 (new in 2010);
- Animation 2011 (new in 2010).

¹ Irish Language Broadcast Fund

Previous initiatives which have featured in earlier monitoring reports have been discontinued. These include:

- Skills Focus;
- Screen Skills;
- Screen Skills Workshops;
- Digital Shorts;
- Markets, Festivals and Conferences Fund.

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2010-11. 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 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. 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 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 2010-11 there were 6 applicants for funding and 5 were successful; 5 of the applicants returned monitoring forms.

3.2 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 2010-11 there were 67 applicants of whom –

- 47 were successful (42 monitoring forms returned);
- 2 were unsuccessful (2 monitoring forms returned);
- 18 either withdrew their applications or are on hold for future consideration (17 monitoring forms returned).

3.3 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 2010-11 there were 12 applicants and 7 were successful; 10 applicants returned monitoring forms.

3.4 Post 2010

Post 2010 is a new skills development programme for new entrants. It provides training opportunities in the Post Production department for junior freelancers/ recent graduates with at least 2 months professional experience in film and television post production. Post 2010 is a paid placement scheme (minimum wage). The placements run for 52 weeks and the participants gain experience on Northern Ireland Screen funded film and television projects.

The purpose of the scheme is to train editors in editing television drama, films and factual programmes to ensure that NI has enough high quality resident Editors to meet future demand.

In 2010-11 there were 13 applicants and 2 were successful; 11 applicants returned monitoring forms.

3.5 VFX 2010

VFX 2010 is a new skills development programme for new entrants. It provides training opportunities in the Visual Effects department for junior freelancers/ recent graduates with at least one year's experience in the film and television industry. VFX 2010 is a paid placement scheme (minimum wage). The placements run for 36 weeks and the participants gain experience on Northern Ireland Screen funded film and television projects. The purpose of the scheme is to train Data Wranglers in television drama, and feature films to ensure that NI can begin to build a Visual Effects department of NI residents to meet the future demand.

In 2010-11 there were 8 applicants and 2 were successful; all applicants returned monitoring forms.

3.6 Animation 2011

Animation 2011 is a new skills development programme for new entrants. It provides training opportunities in the Post Production department for junior freelancers/ recent graduates with at least 2 months professional experience in film or television animation. Animation 2011 is a paid placement scheme (minimum wage). The placements run for 52 weeks and the participants gain experience on Northern Ireland Screen funded television projects. The purpose of the scheme is to train Animators in a wide range of animation techniques to ensure that NI has enough high quality resident Animators to meet future demand.

In 2010-11 there were 6 applicants and 3 were successful; all applicants returned monitoring forms.

4. **Analysis of monitoring returns**

Tables 1-6 on the following pages set out the results of the monitoring of initiatives in 2010-11. 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: Lottery Film Funding (individuals)

Total applicants = 6 Total included in monitoring analysis = 5 (all successful)

Category		Total	Successful	Unsuccessful
Racial group	White	80.0	80.0	N/K
	BME	20.0	20.0	
Disability	Disabled	0	0	
	Not disabled	100	100	
Community background	Protestant	20.0	20.0	
	Roman Catholic	60.0	60.0	
	Neither	20.0	20.0	
Marital status	Married	60.0	60.0	
	Living with partner	0	0	
	Single	20.0	20.0	
	Separated/divorced	20.0	20.0	
	Widowed	0	0	
Age	Under 20	0	0	
	20-29	0	0	
	30-39	80.0	80.0	
	40-49	20.0	20.0	
	50+	0	0	
Dependants	Dependants	20.0	20.0	
	No dependants	80.0	80.0	
Gender	Male	100	100	
	Female	0	0	
Sexual orientation	Lesbian/Gay	0	0	
	Straight	100	100	
	Bisexual	0	0	

Summary

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

Table 2: Skills Bursary Fund

Total applicants = 67 Total included in monitoring analysis = 61

Category	Group	Total	Succ.	Unsucc.	Withdrawn
Racial group	White	93.4	92.9	100	94.1
	BME	6.6	7.1	0	5.9
Disability	Disabled	4.9	4.8	0	5.9
	Not disabled	95.1	95.2	100	94.1
Community background	Protestant	27.1	25.0	0	35.3
	Roman Catholic	49.2	50.0	100	41.2
	Neither	23.7	25.0	0	23.5
Marital status	Married	23.0	23.8	0	23.6
	Living with partner	13.1	11.9	0	17.6
	Single	63.9	64.3	100	58.8
	Separated/divorced	0	0	0	0
	Widowed	0	0	0	0
Age	Under 20	0	0	0	0
	20-29	44.2	42.9	0	52.9
	30-39	36.1	33.3	100	35.3
	40-49	14.8	16.7	0	11.8
	50+	4.9	7.1	0	0
Dependants	With dependants	8.2	7.1	0	11.8
	Without dependants	91.8	92.9	100	88.2
Gender	Male	52.5	54.8	50.0	47.1
	Female	47.5	45.2	50.0	52.9
Sexual orientation	Lesbian/Gay	1.7	0	0	5.9
	Heterosexual	96.6	97.5	100	94.1
	Bisexual	1.7	2.5	0	0

Summary

This scheme attracted applicants from a wide range of age groups and of different marital status, although the successful applicants were within the 20-29 age group and were single. This is not regarded as unusual as training and development schemes tend to attract a high percentage of young people.

There was a good balance of male and female applicants and the success rates were similar.

With regard to community background, there was a higher percentage of applicants with a Roman Catholic community background (49.2%) but the success rate for applicants from Roman Catholic and Protestant backgrounds was broadly proportionate to the number of applicants. 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.

In previous years there have been no disabled applicants but in 2010-11 the scheme attracted 3 disabled applicants, 2 of whom were successful. There has also been a slight increase in the number of applicants from Black and Minority Ethnic backgrounds, from 2 in 2009-10 to 4 in 2010-11.

Table 3: ILBF New Entrants

Total applicants = 12 Total included in monitoring analysis = 10

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	60.0	40.0
	BME	0	0	0
Disability	Disabled	0	0	0
	Not disabled	100	60.0	40.0
Community background	Protestant	0	0	0
	Roman Catholic	100	60.0	40.0
	Neither	0	0	0
Marital status	Married	0	0	0
	Living with partner	0	0	0
	Single	100	60.0	40.0
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	0	0	0
	30-39	100	60.0	40.0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	60.0	40.0
Gender	Male	30.0	33.3	25.0
	Female	70.0	66.7	75.0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

This is the second year of the scheme and, as in 2009-10, the applicants tended to have very similar Section 75 profiles. There were more female applicants than males but the success rates were broadly proportionate to the number of applicants. 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.

Table 4: Post 2010

Total applicants = 13 Total included in monitoring analysis = 11

Category	Group	Total	Successful	Unsuccessful
Racial group	White	90.9	100	90.0
	BME	9.1	0	10.0
Disability	Disabled	9.1	100	0
	Not disabled	90.9	0	100
Community background	Protestant	36.4	100	30.0
	Roman Catholic	36.4	0	40.0
	Neither	27.2	0	30.0
Marital status	Married	0	0	0
	Living with partner	9.1	0	10.0
	Single	90.9	100	90.0
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	81.8	100	80.0
	30-39	18.2	0	20.0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	100	100
Gender	Male	81.8	100	80.0
	Female	18.2	0	20.0
Sexual orientation	Lesbian/Gay	18.2	0	20.0
	Heterosexual	81.8	100	80.0
	Bisexual	0	0	0

Summary

This is a new scheme and the total number of applicants was small, so it is difficult to draw meaningful conclusions from the data. However, there appeared to be a good range of applicants from most of the Section 75 categories, including disabled and BME applicants, with the exception of

gender where a large percentage of the applicants (and all the successful applicants) were male. To some extent this reflects the fact that the film and television industry tends to attract more males in technical disciplines but the sample is too small to draw accurate conclusions. However, this aspect of the scheme will be closely monitored.

Table 5: VFX 2010

Total applicants = 8 Total included in monitoring analysis = 8

Category	Group	Total	Successful	Unsuccessful
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	25.0	50.0	16.7
	Not disabled	75.0	50.0	83.3
Community background	Protestant	37.5	0	50.0
	Roman Catholic	50.0	100	33.3
	Neither	12.5	0	16.7
Marital status	Married	0	0	0
	Living with partner	25.0	50.0	16.7
	Single	75.0	50.0	83.3
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	62.5	100	50.0
	30-39	25.0	0	33.3
	40-49	12.5	0	16.7
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	100	100
Gender	Male	100	100	100
	Female	0	0	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

This is a new scheme and the total number of applicants was small, so it is difficult to draw meaningful conclusions from the data. However, there appeared to be a good range of applicants from most of the Section 75 categories, with the exception of disabled and female applicants.

Table 6: Motion Graphics 2011

Total applicants = 6 Total included in monitoring analysis = 6

Category	Group	Total	Successful	Unsuccessful
Racial group	White	83.3	66.7	100
	BME	16.7	33.3	0
Disability	Disabled	0	0	0
	Not disabled	100	100	100
Community background	Protestant	40.0	33.3	50.0
	Roman Catholic	20.0	33.3	0
	Neither	40.0	33.3	50.0
Marital status	Married	0	0	0
	Living with partner	16.7	0	33.3
	Single	83.3	100	66.7
	Separated/divorced	0	0	0
	Widowed	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	0	0	0
	Without dependants	100	100	100
Gender	Male	66.7	33.3	100
	Female	33.3	66.7	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Summary

This is a new scheme and the total number of applicants was small, so it is difficult to draw meaningful conclusions from the data. However, there appeared to be a good range of applicants from most of the Section 75

categories, with the exception of disabled applicants. It should also be noted that all the applicants were aged 20-29.

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 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

The three new schemes and the Lottery Film Fund attracted a large percentage of male applicants and the ILBF New Entrants Scheme continued to attract a higher proportion of female applicants. To some extent this reflects the fact that the film and television industry tends to attract more males in technical disciplines. 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

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 young age profile. 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

In previous years there were very few applicants from black and minority ethnic backgrounds but the percentage has increased significantly this year in some schemes. Northern Ireland Screen will continue to monitor the figures closely over the next reporting period.

Disability

In previous years there were very few disabled applicants but the percentage has increased significantly this year in some schemes. In view of the fact that at least 10% of the younger population of NI is disabled, Northern Ireland Screen will continue to promote all the schemes to disabled people and to closely monitor the figures.