

## NORTHERN IRELAND SCREEN

### SECTION 75 MONITORING – 2011/12

#### 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](http://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 and the Arts Council of Northern Ireland 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 confirm they have an 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;
- ILBF<sup>1</sup> New Entrants Scheme;
- ILBF Trainee Producer Scheme.

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<sup>1</sup> Irish Language Broadcast Fund

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2011-12. 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 2011-12 there were 28 applicants for funding and 23 were successful; 26 of the applicants returned monitoring forms. One applicant withdrew their application.

#### **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 2011-12 there were 155 applicants of whom –

- 138 were successful (124 monitoring forms returned);
- 4 were unsuccessful (4 monitoring forms returned);
- 13 withdrew their applications (12 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 2011-12 there were 10 applicants and 9 were successful; 9 applicants returned monitoring forms.

### **3.4 ILBF Trainee Producer Scheme**

The Irish Language Broadcast Fund Trainee 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 undertake short training courses. In addition, they are given an opportunity to pitch an idea for a half hour documentary to broadcasters and, if successful, to produce the documentary.

In 2011-12 there were 10 applicants and 4 were successful; 8 applicants returned monitoring forms.

## **4. Analysis of monitoring returns**

Tables 1-4 on the following pages set out the results of the monitoring of initiatives in 2011-12. 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 = 28 Total included in monitoring analysis = 26

<b>Category</b>	<b>Group</b>	<b>Total</b>	<b>Succ.</b>	<b>Unsucc.</b>	<b>W/drawn</b>
Racial group	White	<b>100</b>	100	100	100
	BME	<b>0</b>	0	0	0
Disability	Disabled	<b>0</b>	0	0	0
	Not disabled	<b>100</b>	100	100	100
Community background	Protestant	<b>26.9</b>	22.7	66.7	0
	Roman Catholic	<b>61.5</b>	63.6	33.3	100
	Neither	<b>11.5</b>	13.6	0	0
Marital status	Married	<b>30.8</b>	31.8	0	100
	Living with partner	<b>3.8</b>	4.5	0	0
	Single	<b>53.8</b>	50.0	100	0
	Separated/divorced	<b>7.7</b>	9.1	0	0
	Widowed	<b>0</b>	0	0	0
Age	Under 20	<b>0</b>	0	0	0
	20-29	<b>30.8</b>	27.3	66.7	0
	30-39	<b>26.9</b>	27.3	33.3	0
	40-49	<b>26.9</b>	27.3	0	100
	50+	<b>15.4</b>	18.9	0	0
Dependants	With dependants	<b>23.1</b>	22.7	33.3	0
	Without dependants	<b>76.9</b>	77.3	66.7	100
Gender	Male	<b>80.8</b>	81.8	100	0
	Female	<b>19.2</b>	18.2	0	100
Sexual orientation	Lesbian/Gay	<b>0</b>	0	0	0
	Heterosexual	<b>100</b>	100	100	100
	Bisexual	<b>0</b>	0	0	0

**Summary**

With such a large number of successful applicants (84.6%), the analysis of successful and unsuccessful applicants does not provide any meaningful information.

With regard to the overall number of applicants, there was a good spread across the age ranges but, in other categories, applicants tended to have a similar Section 75 profile. There were no disabled applicants and none from Black or Minority Ethnic groups. The majority of applicants (61.5%) were from a Roman Catholic community background and 80.8% were male.

In previous years there have been very small numbers of applicants (5 or 6 only) so it is difficult to make meaningful comparisons. Northern Ireland Screen will pay particular attention to monitoring this scheme over the next 2 years to determine whether the under-representation in any category is significant.

**Table 2: Skills Bursary Fund**

Total applicants = 155 Total included in monitoring analysis = 140

<b>Category</b>	<b>Group</b>	<b>Total</b>	<b>Succ.</b>	<b>Unsucc.</b>	<b>W/drawn</b>
Racial group	White	<b>95.7</b>	96.0	100	91.7
	BME	<b>4.3</b>	4.0	0	8.3
Disability	Disabled	<b>3.6</b>	4.1	0	0
	Not disabled	<b>96.4</b>	95.9	100	100
Community background	Protestant	<b>34.1</b>	32.0	25.0	41.7
	Roman Catholic	<b>35.5</b>	34.4	25.0	50.0
	Neither	<b>31.9</b>	33.6	50.0	8.3
Marital status	Married	<b>24.5</b>	26.0	0	16.7
	Living with partner	<b>13.7</b>	13.8	25.0	8.3
	Single	<b>59.7</b>	58.5	75.0	66.7
	Separated/divorced	<b>2.2</b>	1.6	0	8.3
	Widowed	<b>0</b>	0	0	0
Age	Under 20	<b>2.2</b>	2.4	0	0
	20-29	<b>43.2</b>	42.2	50.0	50.0
	30-39	<b>38.1</b>	40.7	0	25.0
	40-49	<b>12.9</b>	11.4	50.0	16.7
	50+	<b>3.6</b>	3.3	0	8.3
Dependants	With dependants	<b>18.8</b>	18.0	25.0	25.0
	Without dependants	<b>81.2</b>	82.0	75.0	75.0
Gender	Male	<b>72.1</b>	75.8	25.0	50.0
	Female	<b>27.9</b>	24.2	75.0	50.0
Sexual orientation	Lesbian/Gay	<b>5.9</b>	6.6	0	0
	Heterosexual	<b>93.4</b>	92.6	100	100
	Bisexual	<b>0.7</b>	0.8	0	0

**Summary**

With such a large number of successful applicants (89%), the analysis of successful and unsuccessful applicants does not provide any meaningful information.

With regard to the overall number of applicants, there was a reasonable spread across all the Section 75 categories, with the exception of gender where 72.1% of applicants were male. In previous years the proportion of males to females has been close to 50:50 and there is no specific explanation for the under-representation of females among applicants in 2011-12. A report published in 2010 suggested that the impact of the recent economic downturn has had the greatest impact on young men; however, it is not known whether this has had a direct effect on trainee applications.<sup>2</sup>

In 2010-11 the scheme attracted disabled applicants for the first time and this trend continued in 2011-12 with a slight increase from 3 to 5 applicants. There has also been a slight increase in the number of applicants from Black and Minority Ethnic backgrounds in successive years, 2 in 2009-10, 4 in 2010-11 and 6 in 2011-12.

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<sup>2</sup> Employment Inequalities in an Economic Downturn, Equality Commission for NI, 2010

**Table 3: ILBF New Entrants**

Total applicants = 12 Total included in monitoring analysis = 10

<b>Category</b>	<b>Group</b>	<b>Total</b>	<b>Successful</b>	<b>Unsuccessful</b>
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	0	0	0
	Single	100	100	100
	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	33.3	25.0	100
	Female	66.7	75.0	0
Sexual orientation	Lesbian/Gay	22.2	12.5	100
	Heterosexual	77.8	87.5	0
	Bisexual	0	0	0

**Summary**

As in previous years, the applicants tended to have very similar Section 75 profiles. 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.

As in previous years, the scheme tended to attract people in the 20-29 age group. There were more female applicants than males but the success rates were broadly proportionate to the number of applicants. There were no disabled applicants.

**Table 4: ILBF Trainee Producer Scheme**

Total applicants = 10 Total included in monitoring analysis = 8

Category		Total	Successful	Unsuccessful
Racial group	White	87.5	75.0	100
	BME	12.5	25.0	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	12.5	0	25.0
	Living with partner	0	0	0
	Single	87.5	100	75.0
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	75.0	75.0	75.0
	30-39	0	0	0
	40-49	25.0	25.0	25.0
	50+	0	0	0
Dependants	Dependants	25.0	25.0	25.0
	No dependants	75.0	75.0	75.0
Gender	Male	25.0	25.0	25.0
	Female	75.0	75.0	75.0
Sexual orientation	Lesbian/Gay	0	0	0
	Straight	100	100	100
	Bisexual	0	0	0

**Summary**

This is the first year of the scheme so it is difficult to draw any conclusions from the monitoring information. As with the ILBF New Entrants Scheme, all applicants who completed a monitoring form were from a Catholic community background. There was one applicant from a minority ethnic background

(Irish Traveller). There were more female applicants than males but the success rates were proportionate to the number of applicants. The scheme attracted people in the 20-29 and 40-49 age groups only, but this is not regarded as significant within such a small group.

## 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 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; the Skills Bursary Fund and the Lottery Film Fund attracted significant numbers of older applicants in 2011-12. 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 Skills Bursary Fund and the Lottery Film Fund attracted a large percentage of male applicants in 2011-12. To some extent this reflects the fact that the film and television industry tends to attract more males in technical disciplines and the current economic recession may have an indirect impact. 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 2 years 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. 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. 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 number has increased over the last 2 years in respect of the largest group of applicants (for skills bursaries). 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 number has increased over the last 2 years in respect of the largest group of applicants (for skills bursaries). 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.