

NORTHERN IRELAND SCREEN**SECTION 75 MONITORING – 2012/13****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 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 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 2012/13 Northern Ireland Screen monitored applicants for the following schemes:

- Lottery Film Funding – applications from individuals;
- Skills Bursary Fund;
- ILBF¹ New Entrants Scheme;

¹ Irish Language Broadcast Fund

- ILBF Trainee Producer Scheme;
- Skills development schemes:
 - Craft and Technical
 - Drama Directing
 - Lighting Console
 - Motion Graphics
 - Post
 - Production Skills
 - Script
 - VFX

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2012-13. 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 2012-13 there were 34 applicants for funding and 28 were successful; 28 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 2012-13 there were 134 applicants of whom –

- 123 were successful (112 monitoring forms returned);
- 5 were unsuccessful (4 monitoring forms returned);
- 6 withdrew their applications (3 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 2012-13 there were 8 applicants and all were successful; 6 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 2012-12 there were 5 applicants and all were successful; 4 applicants returned monitoring forms.

3.5 Skills Development – GoT Craft and Technical

In 2012 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 Script, Grip, Props and Art Departments for up to eight junior freelancers or recent graduates. This was a paid placement scheme (minimum wage) which ran from June to October 2012.

There were 81 applicants and 8 were successful; 76 applicants returned monitoring forms.

3.6 Skills Development – Drama Directing

The Drama Directing scheme provided a training opportunity on a local drama series for up to four directors with at least one year's experience in the film and television industry. This was a paid placement scheme (minimum wage) which ran in four 7 week blocks from June to November 2012.

There were 13 applicants and 3 were successful; all 13 applicants returned monitoring forms.

3.7 Skills Development – GoT Lighting Console Training

The Lighting Console training scheme provided a training opportunity in the Electrical Department of *Game of Thrones* for trainees with little or no experience. This was a paid placement scheme (minimum wage) which ran over a four week period from September to October 2012.

There were 2 applicants, both of whom were successful; both applicants returned monitoring forms.

3.8 Skills Development – Motion Graphics

The Motion Graphics scheme provided a training opportunity in an animation company for one junior freelancer or recent graduate with some experience

within a professional design, motion graphics or animation department. This was a paid placement scheme (minimum wage) which ran over a nine month period from June 2012 to March 2013.

There were 6 applicants and 2 were successful; all 6 applicants returned monitoring forms.

3.9 Skills development – Post Production

The Post scheme provided a training opportunity in the post production department of a funded project for one junior freelancer or recent graduate with some experience within a post production department. This was a paid placement scheme (minimum wage) which ran over a nine month period from June 2012 to March 2013.

There were 21 applicants and 2 were successful; all 21 applicants returned monitoring forms.

3.10 Skills Development – GoT Production Skills

The Production Skills scheme provided a training opportunity in the production department of *Game of Thrones* for two junior freelancers or recent graduates with some experience in film and television production. This was a paid placement scheme (minimum wage) which ran from June to October 2012.

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

3.11 Skills Development –Script Skills

The Script scheme provided a training opportunity on a local drama series for one trainee Script Assistant and one trainee Script Supervisor with some experience in the film and television industry. This was a paid placement scheme (minimum wage) which ran over a seventeen week period from June to September 2012.

There were 16 applicants and 3 were successful; 14 applicants returned monitoring forms.

3.12 Skills Development – Visual Effects

The VFX scheme provided a training opportunity in a Northern Ireland based visual effects company for one junior freelancer or recent graduate. This was a paid placement scheme (minimum wage) which ran over an eight month period from August 2012 to March 2013.

There were 3 applicants and 1 was successful; all 3 applicants returned monitoring forms.

4. Analysis of monitoring returns

Tables 1-12 on the following pages set out the results of the monitoring of schemes in 2012-13. 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.

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 percentage 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. 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 = 34 Total included in monitoring analysis = 28

Success rate = 82.4%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	96.4	96.0	100
	BME ²	3.6	4.0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	14.3	11.5	50.0
	Roman Catholic	64.3	65.4	50.0
	Neither	21.4	23.1	0
Marital status	Married	40.7	36.0	100
	Living with partner	29.6	32.0	0
	Single	25.9	28.0	0
	Separated/divorced	3.7	4.0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	25.9	28.0	0
	30-39	22.2	24.0	0
	40-49	44.4	40.0	100
	50+	7.4	8.0	0
Dependants	With dependants	42.9	38.5	100
	Without dependants	57.1	61.5	0
Gender	Male	78.6	80.8	50.0
	Female	21.4	19.2	50.0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Commentary

With regard to the overall number of applicants, there was an increase this year in terms of applicants from BME communities (all of whom stated that

² Black or Minority Ethnic background

they were of mixed ethnic origin). As in previous years, the majority of applicants were male and there were no disabled applicants. Applicants were predominately Catholic, but there was representation from other groups, and there was a good spread across the age bands.

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

Table 2: Skills Bursary Fund

Total applicants = 155 Total included in monitoring analysis = 140

Success rate = 91.8%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	99.1	99.1	100
	BME	0.9	0.9	0
Disability	Disabled	0.9	0.9	0
	Non disabled	99.1	99.1	100
Community background	Protestant	28.4	28.6	25.0
	Roman Catholic	50.0	50.9	25.0
	Neither	21.6	20.5	50.0
Marital status	Married	20.9	21.6	0
	Living with partner	12.2	11.7	25.0
	Single	62.6	63.1	50.0
	Separated/divorced	3.5	2.6	0
	Civil partnership	0.8	0	25.0
Age	Under 20	1.7	1.8	0
	20-29	41.7	41.4	50.0
	30-39	36.5	36.0	50.0
	40-49	13.9	14.4	0
	50+	6.1	5.4	0
Dependants	With dependants	17.2	17.9	0
	Without dependants	82.8	82.1	100
Gender	Male	57.8	59.8	0
	Female	42.2	40.2	100
Sexual orientation	Lesbian/Gay	2.6	1.8	25.0
	Heterosexual	94.8	96.4	50.0
	Bisexual	2.6	1.8	25.0

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. Last year there was a high percentage of male applicants (72.1%), but this has decreased to 57.8% and it appears that the high figure in 2011-12 may have been a random fluctuation.

In 2010-11 the scheme attracted disabled applicants for the first time and this trend has continued, although there was only one disabled applicant in 2012-13 compared with 5 in 2011-12. The number of applicants from BME groups also decreased from 6 last year to one this year. It should be noted that these are relatively small figures and variations are to be expected.

There was a marked increase in the percentage of Catholic applicants in 2012-13, rising to 50% from a level of 35.5% in 2011-12. All other figures were very similar to those in previous years.

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

Table 3: ILBF New Entrants Scheme

Total applicants = 8 Total included in monitoring analysis = 6

Success rate = 100%

Category	Group	Total
Racial group	White	100
	BME	0
Disability	Disabled	0
	Non disabled	100
Community background	Protestant	0
	Roman Catholic	100
	Neither	0
Marital status	Married	0
	Living with partner	0
	Single	100
	Separated/divorced	0
	Widowed	0
Age	Under 20	0
	20-29	100
	30-39	0
	40-49	0
	50+	0
Dependants	With dependants	0
	Without dependants	100
Gender	Male	100
	Female	0
Sexual orientation	Lesbian/Gay	0
	Heterosexual	83.3
	Bisexual	16.7

Commentary

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. All applicants in 2012-13 were male compared with only one third in 2011-12. There were no disabled applicants.

Table 4: ILBF Trainee Producer Scheme

Total applicants = 5 Total included in monitoring analysis = 4

Success rate = 100%

Category		Total
Racial group	White	100
	BME	0
Disability	Disabled	0
	Non disabled	100
Community background	Protestant	0
	Roman Catholic	100
	Neither	0
Marital status	Married	0
	Living with partner	0
	Single	100
	Separated/divorced	0
	Widowed	0
Age	Under 20	0
	20-29	100
	30-39	0
	40-49	0
	50+	0
Dependants	Dependants	0
	No dependants	100
Gender	Male	75.0
	Female	25.0
Sexual orientation	Lesbian/Gay	0
	Straight	100
	Bisexual	0

Commentary

As with the ILBF New Entrants Scheme, all applicants were from a Catholic community background. The scheme attracted people in the 20-29 age group only, but this is not regarded as significant within such a small group.

Table 5: GoT Craft and Technical

Total applicants = 81 Total included in monitoring analysis = 76

Success rate = 9.9%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	92.1	75.0	94.1
	BME	7.9	25.0	5.9
Disability	Disabled	5.3	0	5.9
	Non disabled	94.7	100	94.1
Community background	Protestant	25.0	12.5	26.5
	Roman Catholic	39.5	25.0	41.2
	Neither	35.5	62.5	32.3
Marital status	Married	2.6	0	2.9
	Living with partner	9.2	12.5	8.8
	Single	86.8	87.5	86.8
	Separated/divorced	0	0	0
	Widowed	1.3	0	1.5
Age	Under 20	9.2	12.5	10.3
	20-29	75.0	87.5	73.5
	30-39	9.2	0	10.3
	40-49	6.6	0	7.4
	50+	0	0	0
Dependants	With dependants	6.6	12.5	5.9
	Without dependants	93.4	87.5	94.1
Gender	Male	59.2	37.5	61.8
	Female	40.8	62.5	38.2
Sexual orientation	Lesbian/Gay	6.7	0	7.4
	Heterosexual	90.7	100	89.7
	Bisexual	2.6	0	2.9

Commentary

All the 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. This scheme attracted applications from 4 disabled people and 6 people of mixed ethnic origin. There was a fairly even proportion of applicants in terms of gender and community background, although there were slightly higher percentages of applicants from the Catholic community and of males.

In terms of the success rate for each S75 group, there were two categories where the success rate was significantly higher than the applicant rate, namely people from neither a Protestant nor Catholic background and females. As this is the first year that the scheme has been in operation, it is not possible to draw any conclusions, but the situation will be closely monitored in future years.

Table 6: Drama Directing

Total applicants = 13 Total included in monitoring analysis = 13

Success rate = 23.1%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	7.7	0	10.0
	Non disabled	92.3	100	90.0
Community background	Protestant	23.1	0	30.0
	Roman Catholic	61.5	100	50.0
	Neither	15.4	0	20.0
Marital status	Married	7.7	33.4	10.0
	Living with partner	38.5	66.6	30.0
	Single	53.8	0	60.0
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	33.3	33.3	30.0
	30-39	50.0	66.7	40.0
	40-49	16.7	0	20.0
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	100	100
Gender	Male	69.2	66.7	70.0
	Female	30.8	33.3	30.0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Commentary

With regard to the overall spread of applicants, it is notable that there were no applicants from BME groups and none with dependants. There was also a

high level of male applicants (69.2%) and applicants from a Catholic background (61.5%).

Although some of the success rates were lower than might have been anticipated, there were only 3 successful candidates and so the analysis is not particularly meaningful.

Table 7: GoT Lighting Console

Total applicants = 2 Total included in monitoring analysis = 2

Success rate = 100%

Category	Group	Total
Racial group	White	100
	BME	0
Disability	Disabled	0
	Non disabled	100
Community background	Protestant	0
	Roman Catholic	50.0
	Neither	50.0
Marital status	Married	0
	Living with partner	0
	Single	100
	Separated/divorced	0
	Widowed	0
Age	Under 20	0
	20-29	100
	30-39	0
	40-49	0
	50+	0
Dependants	With dependants	0
	Without dependants	100
Gender	Male	100
	Female	0
Sexual orientation	Lesbian/Gay	0
	Heterosexual	100
	Bisexual	0

Commentary

This scheme attracted only 2 applicants and the monitoring analysis therefore does not provide any meaningful information.

Table 8: Motion Graphics

Total applicants = 6 Total included in monitoring analysis = 6

Success rate = 33.3%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	16.7	0	25.0
	Roman Catholic	83.3	100	75.0
	Neither	0	0	0
Marital status	Married	0	0	0
	Living with partner	16.7	0	25.0
	Single	83.3	100	75.0
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	66.7	50.0	75.0
	30-39	33.3	50.0	25.0
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	16.7	0	25.0
	Without dependants	83.3	100	75.0
Gender	Male	83.3	100	75.0
	Female	16.7	0	25.0
Sexual orientation	Lesbian/Gay	16.7	0	25.0
	Heterosexual	83.3	100	75.0
	Bisexual	0	0	0

Commentary

This scheme attracted only 6 applicants and the monitoring analysis therefore does not provide any meaningful information.

Table 9: Post

Total applicants = 21 Total included in monitoring analysis = 21

Success rate = 9.5%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	23.8	0	26.3
	Roman Catholic	57.1	100	52.6
	Neither	19.1	0	21.1
Marital status	Married	0	0	0
	Living with partner	14.3	0	15.8
	Single	85.7	100	84.2
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	81.0	50.0	84.2
	30-39	14.3	50.0	10.5
	40-49	4.7	0	5.3
	50+	0	0	0
Dependants	With dependants	4.8	0	5.3
	Without dependants	95.2	100	94.7
Gender	Male	85.7	100	84.2
	Female	14.3	0	15.8
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Commentary

With regard to the overall spread of applicants, it is notable that there were no applicants from a BME background and no disabled applicants. There were high percentages of both Catholics (57.1%) and males (85.7%).

Although some of the success rates were lower than might have been anticipated, there were only 2 successful candidates and so the analysis is not particularly meaningful.

Table 10: GoT Production Skills

Total applicants = 5 Total included in monitoring analysis = 5

Success rate = 40.0%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	20.0	50.0	0
	Roman Catholic	40.0	50.0	33.3
	Neither	40.0	50.0	67.3
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	80.0	100	66.7
	30-39	20.0	0	33.3
	40-49	0	0	0
	50+	0	0	0
Dependants	With dependants	0	0	0
	Without dependants	100	100	100
Gender	Male	60.0	0	100
	Female	40.0	100	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Commentary

This scheme attracted only 5 applicants and the monitoring analysis therefore does not provide any meaningful information.

Table 11: Script

Total applicants = 16 Total included in monitoring analysis = 14

Success rate = 18.8%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	21.4	50.0	16.7
	Roman Catholic	50.0	50.0	50.0
	Neither	28.6	0	33.3
Marital status	Married	0	0	0
	Living with partner	14.3	0	17.7
	Single	71.4	100	66.6
	Separated/divorced	14.3	0	17.7
	Widowed	0	0	0
Age	Under 20	7.1	0	8.3
	20-29	57.2	100	50.0
	30-39	14.3	0	16.7
	40-49	14.3	0	16.7
	50+	7.1	0	8.3
Dependants	With dependants	0	0	0
	Without dependants	100	100	100
Gender	Male	71.4	50.0	75.0
	Female	28.6	50.0	25.0
Sexual orientation	Lesbian/Gay	21.4	0	25.0
	Heterosexual	78.6	100	75.0
	Bisexual	0	0	0

Commentary

With regard to the overall spread of applicants, it is notable that there were no applicants from a BME background and no disabled applicants. There were high percentages of both Catholics (50%) and males (71.4%).

Although some of the success rates were lower than might have been anticipated, there were only 3 successful candidates and so the analysis is not particularly meaningful.

Table 12: VFX

Total applicants = 3 Total included in monitoring analysis = 3

Success rate = 33.3%

Category	Group	Total	Succ.	Unsucc.
Racial group	White	100	100	100
	BME	0	0	0
Disability	Disabled	0	0	0
	Non disabled	100	100	100
Community background	Protestant	33.3	0	50.0
	Roman Catholic	33.3	0	50.0
	Neither	33.3	100	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	66.7	0	100
	Female	33.3	100	0
Sexual orientation	Lesbian/Gay	0	0	0
	Heterosexual	100	100	100
	Bisexual	0	0	0

Commentary

This scheme attracted only 3 applicants and the monitoring analysis therefore 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 some applications from older people; the Skills Bursary Fund and the Lottery Film Fund attracted significant numbers of older applicants in 2012-13. 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

Many of the schemes attracted a large percentage of male applicants in 2012-13. 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, 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. 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

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. In respect of some schemes there has been a decrease in the number of applicants from this group and we will continue to monitor the figures closely to determine whether this is significant.

Disability

In earlier years there were very few disabled applicants but the number has increased over the last 3 years in respect of the largest groups of applicants (for skills bursaries and the craft and technical scheme). However, the actual numbers of disabled applicants decreased this year and, in view of the fact that at least 10% of the younger population of NI is disabled, we will continue to promote all the schemes to disabled people and to closely monitor the figures.