

NORTHERN IRELAND SCREEN

SECTION 75 MONITORING – 2013/2014

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 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 2013/14 Northern Ireland Screen monitored applicants for the following schemes:

- Lottery Film Funding – applications from individuals;
- Skills Bursary Fund;
- Irish Language Broadcast Fund (ILBF) New Entrants Scheme;
- ILBF Trainee Producer Scheme;
- ILBF Trainee Editor Scheme ;
- ILBF Trainee Camera Operator Scheme
- Skills development schemes:
 - Craft and Technical – Dracula
 - Craft and Technical – Games of Thrones
 - Drama Directing
 - Script
 - Post

This report sets out the analysis of the equal opportunities monitoring forms returned by applicants in 2013-14. 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. 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 2013-14 there were 27 applicants for funding and 17 were successful; 24 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 2013-14 there were 90 applicants of whom – 82 were successful (83 monitoring forms returned); 8 were unsuccessful (4 monitoring forms returned); 0 withdrew their applications

3.3 ILBF New Entrants Scheme

This 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 2013-14 there were 17 applicants and 6 were successful; 15 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 2013-14 there were 4 applicants and 3 were successful; all 4 applicants returned monitoring forms.

3.5 ILBF Trainee Editor

The ILBF Trainee Editor Scheme ran for the first time in 2013. It is aimed at Irish speakers with at least one year's practical experience in television production. Trainees are placed in production companies for the year long scheme. In addition trainees are given the opportunity to attend appropriate short training courses in television production with recognised training providers.

In 2013-2014 there were 8 applicants and 3 were successful; 7 applicants returned monitoring forms and 1 unsuccessful applicant did not return a monitoring form.

3.6 ILBF Trainee Camera Operator

The ILBF trainee camera operator scheme ran for the first time in 2013. It is aimed at Irish speakers with at least one year's practical experience in television production. Trainees are placed with production companies for the year long scheme. In addition trainees are given the opportunity to attend appropriate short training courses in television production with recognised training providers.

In 2013- 2014 there were two applicants and 1 applicant was successful; both applicants returned a monitoring form.

3.7 Skills Development – Craft & Technical (Game of Thrones)

In 2013 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 Electrical, Script, Grip, Sound, Props and Art Departments for up to eight junior freelancers or recent graduates. This was a paid placement scheme (minimum wage).

There were 57 applicants and 14 were successful; 37 applicants returned 57 monitoring forms.

3.8 Skills Development – New Entrant Scheme - 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.

There were 4 applicants and 1 was successful; all applicants returned monitoring forms.

3.9 Skills Development –Script

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.

There were 3 applicants and 0 was successful. All applicants returned their monitoring forms.

3.10 Skills Development - Post

There were 20 applicants for the New Entrant Scheme; 3 applicants were successful and 17 unsuccessful; 19 monitoring forms returned and 1 not returned from an unsuccessful applicant.

3.11 Skills Development – Craft and Technical (Dracula)

In 2013 Northern Ireland Screen offered placement on various skills development schemes providing training opportunities on funded projects including DRACULA. The craft and technical skills scheme provided training opportunities in the Script, set decoration, SFX, Video Assist, Sound, props, hair and makeup, electrical and camera departments for up to twelve junior freelancers or recent graduates. This was a paid placement scheme (min wage) which ran from July to November 2013.

There were 30 applicants, 7 were successful; 23 unsuccessful; 28 completed monitoring forms were returned and two not returned.

4. Analysis of monitoring returns

Tables 1-11 on the following pages set out the results of the monitoring of schemes in 2013-14. 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 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 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 =27 and 17 were successful and 10 unsuccessful. Success rate: 63% Total included in monitoring analysis= 31. More than one person could make an application and therefore they also submitted monitoring forms. Total number included in the analysis =32

As the total numbers are small actual numbers are reported.

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	28	18	10
	BME	2	2	0
Disability	Disabled	0	0	0
	Non Disabled	24	23	1
Community Background	Protestant	8	7	1
	Roman Catholic	18	12	6
	Neither	5	3	2
Marital Status	Married	16	11	5
	Living with partner	3	2	1
	Single	12	9	3
	Separated/divorced	1	1	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	6	4	2
	30-39	13	9	4
	40 -49	8	6	2
	50+	3	2	1
Dependents	With dependants	13	10	3
	Without dependants	17	10	7
Gender	Male	27	19	8
	Female	5	3	2
Sexual Orientation	Gay/Lesbian	0	0	0
	Heterosexual	30	20	10
	Bisexual	0	0	0

Commentary

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. As expected with the spread of applicants across most age bands there was a higher number of people with dependants than other schemes. Consistent with 2012/2013 we had successful applications from the BME community.

Table 2: Skills Bursary Fund

Total applicants = 89 Total included in monitoring analysis = 82 Success rate = 91%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	78	74	4
	BME	4	4	0
Disability	Disabled	6	2	4
	Non Disabled	76	76	0
Community Background	Protestant	24	23	1
	Roman Catholic	38	35	3
	Neither	20	20	0
Marital Status	Married	18	18	0
	Living with partner	14	14	0
	Single	49	45	4
	Separated/divorced	1	1	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	35	33	2
	30-39	34	33	1
	40 -49	8	7	1
	50+	4	4	0
Dependents	With dependants	18	18	0
	Without dependants	64	60	4
Gender	Male	53	52	1
	Female	29	26	3
Sexual Orientation	Lesbian/Gay	1	1	0
	Heterosexual	81	77	4
	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 a reduction in overall applications and a lower number of female applications.

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 6 in 2013-14. The number of applicants from BME groups has increased to 4 this year. It should be noted that these are relatively small figures and variations are to be expected year on year.

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 = 17 Total included in monitoring analysis = 14 Success rate = 35%

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

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. There has been a considerable rise in the number of applications from 8 to 17 and a marked decrease in success rate from 2012/2013 from 100% to 35%.

Differences are noted in the number of females applying from 0 females applying in 2012-13 to 12 applying to in 2013-2014. In addition applications were received from the BME and disabled communities although both applications were unsuccessful.

Table 3: ILBF Trainee Producers Total applicants = 4 Total included in monitoring analysis = 4 Success rate 75 = %

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	4	3	1
	BME	0	0	0
Disability	Disabled	0	0	0
	Non Disabled	4	3	1
Community Background	Protestant	0	0	0
	Roman Catholic	4	3	1
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	4	3	1
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	4	3	1
	30-39	0	0	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	4	3	1
Gender	Male	0	0	0
	Female	4	3	1
Sexual Orientation	Lesbian/Gay	0	0	0
	Heterosexual	4	3	1
	Bisexual	0	0	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. The scheme attracted 100% females (4) and 75% (3) were successful. As the numbers are very small it is difficult to draw any meaningful conclusions.

Table 5 ILBF Trainee Editor Total applicants = 8 Total included in monitoring analysis = 7 Success rate =37 %

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

Commentary

As with the other ILBF Schemes, all applicants were from a Catholic community background. The scheme attracted people mainly in the 20-29 age group, but this is not regarded as significant within such a small group. Both males and females applied for this scheme but none of the females were successful. As this is the first year of this scheme and the numbers are very small it is difficult to draw any meaningful conclusions.

Table 6 :ILBF Trainee Camera Operator

Total applicants = 2 Total included in monitoring analysis = 2

Success rate =50 %

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	2	1	1
	BME		0	0
Disability	Disabled	0	0	0
	Non Disabled	2	1	1
Community Background	Protestant	0	0	0
	Roman Catholic	2	1	1
	Neither	0	0	0
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	2	1	1
	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	2	1	1
Gender	Male	1	0	1
	Female	1	1	0
Sexual Orientation	Lesbian/Gay	0	0	0
	Heterosexual	2	1	1
	Bisexual	0	0	0

Commentary

As with the other ILBF Schemes, all applicants were from a Catholic community background. This scheme attracted only 2 applicants and the monitoring analysis therefore does not provide any meaningful information.

Table 7 : Skills Development - Craft and Technical 2013 (Game of Thrones) Total applicants = 57 Total included in monitoring analysis = 57 Success rate = 31.5 %

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	54	16	38
	BME	2	1	1
Disability	Disabled	1	0	1
	Non Disabled	56	18	38
Community Background	Protestant	20	6	14
	Roman Catholic	21	3	18
	Neither	16	9	7
Marital Status	Married	1	1	0
	Living with partner	0	0	0
	Single	56	17	39
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	1	0	1
	20-29	53	16	37
	30-39	2	2	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	1	1	0
	Without dependants	55	17	38
Gender	Male	38	14	24
	Female	19	4	15
Sexual Orientation	Lesbian/Gay	2	0	2
	Heterosexual	54	18	36
	Bisexual	0	0	0

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. There is a noted increase in the success rate of applicants from 9.9% in 2012/2013 to 31.5% in 2013/2014.

This scheme attracted applications from 1 disabled person and 2 people from the BME community. There was a higher percentage of males applying than females and females were less successful in their application.

There is an even spread of applications across the community background group and an increase 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 = 3 Total included in monitoring analysis =3

Success rate = 33.3%

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

Commentary

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

Table 3: Skills Development - Script

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	0	0	0
	Roman Catholic	1	0	1
	Neither	2	0	2
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	3	0	3
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	3	0	3
	30-39	0	0	0
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	3	0	3
Gender	Male	3	0	3
	Female	0	0	0
Sexual Orientation	Lesbian/Gay	0	0	0
	Heterosexual	3	0	3
	Bisexual	0	0	0

Commentary

This scheme attracted only 3 applicants and none were successful and therefore the monitoring analysis does not provide any meaningful information.

Table 10: Skills Development - Post

Total applicants = 20 Total included in monitoring analysis =19

Success rate = 15%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	18	3	15
	BME	1	0	1
Disability	Disabled	0	0	0
	Non Disabled	18	3	16
Community Background	Protestant	3	1	2
	Roman Catholic	12	1	11
	Neither	4	1	3
Marital Status	Married	0	0	0
	Living with partner	1	0	1
	Single	18	3	15
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	1	1	0
	20-29	16	1	15
	30-39	1	0	1
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	1	0	1
	Without dependants	18	3	15
Gender	Male	15	2	13
	Female	4	1	3
Sexual Orientation	Lesbian/Gay	1	0	1
	Heterosexual	18	3	15
	Bisexual	0	0	0

Commentary

With regard to the overall spread of applicants it is notable that there were a high percentages of both Catholics (12) and males (15).

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

Table 11 Skills Development – Craft & Technical (Dracula)

Total applicants = 30 Total included in monitoring analysis =28

Success rate = 26.6%

Category	Group	Total	Successful	Unsuccessful
Racial Group	White	27	7	20
	BME	0	0	0
Disability	Disabled	0	0	0
	Non Disabled	27	7	20
Community Background	Protestant	8	3	5
	Roman Catholic	15	2	13
	Neither	5	2	3
Marital Status	Married	0	0	0
	Living with partner	0	0	0
	Single	27	7	20
	Separated/divorced	0	0	0
	Widowed	0	0	0
Age	Under 20	0	0	0
	20-29	26	6	20
	30-39	2	1	1
	40 -49	0	0	0
	50+	0	0	0
Dependents	With dependants	0	0	0
	Without dependants	27	7	20
Gender	Male	14	3	11
	Female	13	4	9
Sexual Orientation	Lesbian/Gay	1	0	1
	Heterosexual	26	7	19
	Bisexual	0	0	0

Commentary

There was a spread of applicants in terms of gender and community background, although there were higher numbers of applicants from the Catholic community. The profile of white, able bodied, single, without dependants and in the age range of 20-29 typifies this applicant pool. There were no disabled or BME applicants.

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 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 2013-14 with the exception of the ILBF new entrants and ILBF trainee producers. 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.

the Skills Bursary Fund and the Lottery Film Fund continues to attract the greatest spread of age categories 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 and the Lottery Film Fund continues to attract 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 Skills Bursary Fund and the Lottery Film Fund continues to attract people from the BME communities.

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). We will continue to monitor the figures closely and consider opportunities to further increase the representation of disabled people across our schemes.