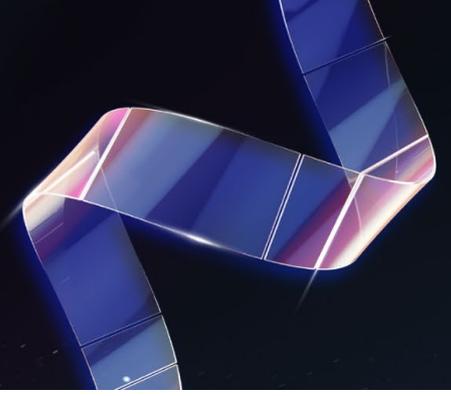




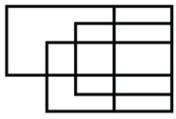
Fís Éireann
Screen Ireland

Joint Committee on Tourism, Culture, Arts, Sport and Media



Fís Éireann/Screen Ireland: The delivery of a safe and respectful working environment in the arts

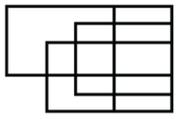
- 1 Fís Éireann/Screen Ireland, the national agency for Irish film, TV drama, animation and documentary welcomes the opportunity to make this written submission on the delivery of a safe and respectful working environment in the Screen Sector, on the back of the public oral hearings held by the Joint Committee on Tourism, Culture, Arts, Sport and Media on 17th November 2021 and 16th February 2022.
- 2 Screen Ireland also welcomes the publication of the Irish Theatre Institute's 'Speak Up: A Call For Change' report supported by Minister Catherine Martin TD and is committed to working with the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, the Arts Council and many other stakeholders on delivering on the recommendations in the report.
- 3 Screen Ireland's strategy Building for a Creative Future 2024 sets out our vision for a screen sector in Ireland that is sustainable, inclusive and ethical. Our key objectives include supporting capacity development, with diversity, equity and inclusion at its core, and championing industry development that is sustainable.
- 4 The screen industry in Ireland has experienced a wave of expansion and growth over the last decade. In 2021, across feature film, documentary, animation and TV drama, the total production spend in the Irish economy was €500 million, the best year on record and a 40% increase on 2019's previous record spend.
- 5 This growth is welcome and testament to the work ethic and resilience of the sector. However, any future growth within the sector needs to be delivered in a sustainable and responsible way with safe and respectful workplaces at its core.



- 6 Screen Ireland has an important leadership role to play and to this end will shortly publish a new Sustainability Plan for the sector that outlines ambitious goals across sustainability taking a holistic approach, with a focus on reducing carbon emissions and building a circular industry, as well as a sector that is responsible, open, kind and fair.
- 7 Screen Ireland's Sustainability Plan shows a clear commitment to the principles of sustainability – social equality, environmental protection and responsible economic growth – and a dedication to championing best practice, both within our own operations and across the screen industry.
- 8 Screen Ireland's ambition is for the Irish screen industry to maintain the highest standard when it comes to sustainability and equality. Creating a safe and respectful screen sector will be key to attracting, retaining, and ultimately nurturing talent. In addition to being the responsible approach, building an inclusive, respectful and sustainable screen sector will also be to our competitive advantage.
- 9 Screen Ireland's Sustainability Plan is building on firm foundations of positive work that is already happening. Over the last few years, we have had strong focus on gender diversity, while the skills team in Screen Ireland has delivered a range of training programmes, funding schemes and other interventions to support the development of a more positive culture within the screen sector.

1 Commitment to a safe-working environment

- 10 Screen Ireland aims to ensure that all funding for investment in feature film, TV drama, animation and documentary carries with it a formal responsibility to ensure a safe workplace. In Screen Ireland's new application system, applicants will be required to undertake a positive commitment when in receipt of public funding. The recipient shall commit to maintaining a policy dealing with dignity in the workplace and shall ensure that this includes an appropriate mechanism to allow employees to bring complaints. The recipient shall also commit to ensuring that complaints are addressed in line with the policy. The recipient shall take



appropriate action in response to illegal, wrongful, or inappropriate conduct in the workplace and take all steps required by law to ensure safety and health in the workplace.

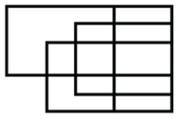
11 Screen Ireland also requires in our contractual relationship with production companies that they have the full suite of Dignity in the Workplace policies along with statutory Health and Safety policies. The borrower must accept and acknowledge that serious and/or persistent acts of bullying and/or harassment are regarded as a material breach of the agreement with Screen Ireland and could be taken into account when considering future funding applications to Screen Ireland.

12 The funding recipient also must acknowledge that Screen Ireland does not and will not tolerate any form of bullying and harassment and is committed to providing an industry and a workplace in which the dignity of the individual is respected, free from bullying and harassment of any kind. The funding recipient must comply and ensure that each producer party complies with all applicable health, safety and fire legislation throughout the production of the film and all regulations and orders made under such legislation.

2 Training and Skills Development Programmes

13 The 'Speak Up: A Call For Change' report acknowledges the importance of capacity building programmes and continuing professional development for employees, artists and arts workers as a means of delivering a respectful and safe working environment. Over the last three years, Screen Ireland has delivered a range of Training and Skills Development Programmes (both in-person and remotely online) that have focused on developing a more positive, open and inclusive culture within the sector.

14 Many of these programmes were offered out online for free to the wider sector, with some of the programmes developed and delivered through collaborative partnerships with key sectoral stakeholders, like Screen Producers Ireland and Screen Guilds Ireland.



15 In the last year, Screen Ireland has also successfully moved towards the development and delivery of flexible, self-led online training programmes, for example programmes related to Covid-19 (Return to Work and Compliance Officer) and Health and Safety (Screen Pass). The advantage of these online, self-led programmes is that Screen Ireland can target a wider range of people working in the sector who can complete the courses in their own time and at their own pace. Going forward, Screen Ireland aims to develop a number of new self-led programmes that will be available online for free for all those working in the sector on important topics such as Bullying and Harassment, Bystander Intervention, and Unconscious Bias. We also plan to make these particular programmes compulsory as a condition of funding, and register, track and certify all of those in the sector who complete this critical training.

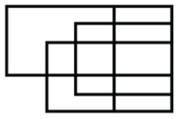
16 The online self-led Bystander Intervention training programme that is currently in development, is a collaborative endeavour, with Screen Ireland working with the Arts Council, the Irish Theatre Institute, UCC and other stakeholders to develop and roll out the programme.

17 Since March 2020, Screen Ireland has delivered over 150 continuous professional development programmes to over 2,500 participants, with many of these programmes relating to delivering a safe and respectful working environment in the screen sector.

18 Please see [Appendix A](#) for a sample of training programmes provided by Screen Ireland for the wider sector between 2019-2022 on topics related to delivering a safe and respectful working environment in the screen sector.

3 Empowering Others To Lead

19 The 'Speak Up: A Call For Change' report references the need for leadership and collaboration to achieve cultural change. Screen Ireland has a leadership role to play and aims to empower other key stakeholders to lead as well. The Screen Sector is made up of



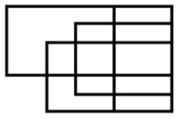
multiple stakeholders, including numerous creative and crew guilds, employer representative bodies and other sectoral organisations. In 2020, Screen Ireland introduced a new Stakeholders Funding scheme to empower these stakeholders to deliver initiatives including training programmes and research for their members and the wider sector.

20 To date, the Stakeholders Funding scheme has supported a range of important projects including important research that builds on some of the findings in the ‘Speak Up: A Call For Change’ report, in particular a research project by Raising Films Ireland aimed at supporting parents and carers to return to careers in the screen sector, and a research report by Screen Guilds of Ireland, currently in progress, on different working hour regulations and their impact on competitiveness, productivity, and wellbeing of crew.

21 Please see [Appendix B](#) for a list of Stakeholder Organisations and initiatives (including Research) funded through the Stakeholders Funding scheme in 2020 and 2021 on topics related to delivering a safe and respectful working environment for the screen sector.

22 Since 2021, all of Screen Ireland’s skills funding schemes have set priority themes that applicants must deliver on as part of the funding award. These priority themes include equality, diversity and inclusion and improving workplace culture and wellbeing.

23 A new fund launched by Screen Ireland in 2021 called Pathways, particularly targets the development of a more diverse and inclusive screen sector. The funding scheme empowers companies/producers to provide structured on set opportunities for those from underrepresented groups within the sector. In 2021, 11 companies/producers received funding that provided work placement opportunities for 26 participants from underrepresented groups.



4 Developing Industry Structures

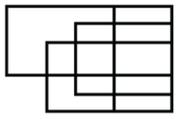
24 In April 2019, Screen Ireland was asked by the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media to manage and oversee the skills development requirements linked to the Section 481 film tax credit. This was a new departure for the organisation, providing an opportunity for Screen Ireland to introduce a more structured approach to work-based learning and skills tracking in the screen sector.

25 Screen Ireland is one of the first countries in the world to link a structured skills tracking system to the film tax credit. This approach is helping to build a more structured and positive culture within the production work environment.

26 Since April 2019, over 120 Section 481 skills development plans have been submitted for approval by Screen Ireland, with over 1,500 skills participants tracked on those productions. In 2021 alone, over 500 skills participants were tracked on 48 different productions.

27 In 2022, Screen Ireland will introduce a number of new technical systems to support and enhance this structured approach, including a new digital skills tracking system that will link to a new online Crew Workforce Database that will track individuals as they develop skills throughout their career.

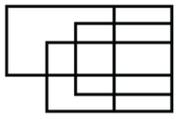
28 In addition to this, in 2022 Screen Ireland in collaboration with key stakeholders (Screen Guilds Ireland, Screen Producers Ireland, Screen Directors Guild, Screen Writers Guild, Screen Composers Guild and Animation Ireland) will launch new Competency Frameworks for all roles across the screen sector in Ireland. These Competency Frameworks will outline the skills, competencies, and attributes associated with all roles in the screen sector. Once completed, these Competency Frameworks will be a useful resource for the skills tracking process, for opening up access and progression routes within the sector, and for enhanced and relevant programme and curriculum development. A better understanding of the actual roles within the sector will allow for more transparency and a better workplace culture.



- 29 The next stage of developing industry structure for the Screen Ireland skills team is the certification of work-based learning. Screen Ireland is currently working closely with third level partners (TU Dublin 'Convene' and IADT 'Creative Futures Academy') on this important work that will provide a certification model/framework for those working in the sector that should also incorporate recognition of prior work experience.
- 30 Finally, as part of the Section 481 skills process, Screen Ireland also encourages producers to provide Diversity, Equity and Inclusion initiatives as part of the production including open hiring calls when recruiting (crewing and casting), linking with local outreach and community groups to encourage and improve access opportunities for those that have been historically underrepresented in the sector, and training courses for crew on topics such as unconscious bias, dealing with bullying and harassment, and diversity.

5 Building Capacity and Increasing Diversity For Cultural Change

- 31 The 'Speak Up: A Call For Change' report acknowledges that building capacity and increasing diversity can support cultural change within the sector. Screen Ireland has rolled out a number of programmes over the last few years to build capacity and increase diversity with the aim of growing a more inclusive sector.
- 32 One of the key ways Screen Ireland has approached this is through access and bridging programmes for new entrants to the sector including our long-running graduate traineeship programme for animation, games and vfx and the Passport to Production programme for film and TV drama. In 2021, the graduate traineeship programme saw 15 new entrants introduced to the animation sector, while the Passport to Production programme supported over 50 new entrants to the live action sector through paid work placement opportunities. These programmes also cover key topics like Set Etiquette, Health and Safety (including bullying, harassment and stress management), and Teamwork and Collaboration (covering Active Listening and Conflict Resolution).



33 In 2022, Screen Ireland also announced a significant investment towards the establishment of two National Talent Academies and three production Crew Hubs across Ireland in Wicklow, Limerick, Galway and Dublin. These initiatives will develop and drive opportunities for diverse and regional talent on a national level. This includes ensuring opportunity within the industry for those who may at present feel precluded from a career within the sector.

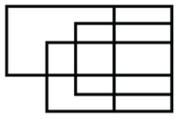
34 Throughout 2022, Screen Ireland will place a focus on next generation talent and attracting young people to a career in the screen industry. This is an important piece of work that will help us build for the future through showcasing the range of roles available and the diversity of skills needed for the sector. However, Screen Ireland is acutely aware that we can only work towards attracting young people into the sector in the knowledge that at the same time we are working collaboratively with others to build a more responsible, safe, inclusive and sustainable sector that will nurture their talent in a safe and respectful way.

6 Increasing Awareness of Support Services

35 Screen Ireland is also planning to develop and rollout an awareness campaign to highlight the services offered by *Minding Creative Minds* to the independent film, television and animation industry. The campaign will drive awareness to the mental health, legal and financial support services offered by *Minding Creative Minds*.

36 *Minding Creative Minds* offers a wide range of wellbeing services to the Irish Creative Sector. Industry professionals can access an experienced team of trained counsellors and psychotherapists who can offer short-term intervention and advice covering practical, day-to-day issues that cause anxiety and stress. These services cover mental health counselling services and legal aid information, together with financial and career advice.

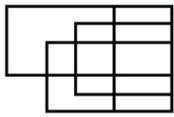
37 Screen Ireland's aim is to ensure that all individuals working within the sector are fully aware that they can currently avail of these supports free of charge.



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Conclusion

38 Screen Ireland is committed to supporting the ongoing work of the Joint Committee on Tourism, Culture, Arts, Sport and Media, Minister Catherine Martin T.D. and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, the Arts Council and many other stakeholders on delivering a safe and respectful working environment and on implementing the recommendations in the Irish Theatre Institute's 'Speak Up: A Call For Change' report.



Appendix A – A sample of training programmes provided by Screen Ireland for the wider sector between 2019-2022 on topics related to delivering a safe and respectful working environment.

2022

Valuing Diversity, Equity, and Inclusion in the Irish Screen Sector

Managing Unconscious Bias in the Screen Sector

Enhancing Communication Skills with Conversational Intelligence Development

Developing an Equality, Diversity and Inclusion Policy for your Production/Company

Addressing Microaggressions through Allyship

Neurodiversity in the Screen Industries

Employee Relations: Dignity at Work and managing Grievance and Disciplinary procedures and investigations

Writing for Animation (for Underrepresented Writers)

2021

Managing Unconscious Bias in the Screen Sector

People Management – QQI Level 6 Higher Certificate

Neurodiversity and the Irish Screen Industries Seminar

Valuing Diversity, Equity, and Inclusion in the Irish Screen Sector

Mediation & Conflict Resolution in the Workplace

Women in Leadership Development Training

FAA Mental Health Awareness Level 1

Leading Healthy Teams: An Introduction on Psychology Safety

Stress and Mental Health Risk Assessment for Film and TV Production

Inclusive Casting for TV Non-Fiction

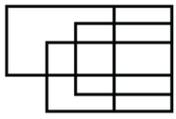
i-act Managing and Promoting Positive Mental Health in Film/TV Production

Managing Remote and Hybrid Teams

Disability Awareness for the Animation sector

Successful Networking for Women

Diversity, Equity, and Inclusion in the Irish Screen Sector: Staying the Course During a Crisis



Managing Unconscious Bias in the Workplace at a Time of Crisis

Employee Relations: Dignity at Work and Managing Grievance and Disciplinary Procedures and Investigations – A Practical Workshop

Leadership, Communication, Resilience and Emotional Intelligence Workshop

2020

Building Resilience and Time Management Skills

Effective Communication During the Covid Crisis

Improving Your Hybrid Collaboration

Leading Successful Teams

Managing Mental Health

Managing Mentoring Workshop

Managing Your Time and Energy During Uncertain Times

Wellbeing in the Workplace

Work Together Anywhere

Inclusive Casting for TV Non-Fiction

Managing Unconscious Bias in the Workplace at a Time of Crisis

Unconscious Bias: Awareness to Action

Understanding Diversity and Inclusion

Understanding Diversity and Inclusion in the Workplace

Disability Awareness Training for the Animation Sector

Successfully Managing Creative Teams Remotely

Well-being for the Remote Worker

Creative Leadership

Employee Relations

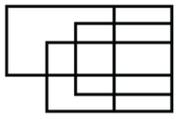
Mentoring Best Practice Webinar

2019

Managing Staff in line with Legal Requirements & HR Best Practice

Time to Board? A Guide to Boards & Corporate Governance

Directing and Acting for Intimate Scenes



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Building Resilience and Time Management Skills

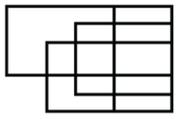
Leading Successful Teams

Managing Mentoring Workshop

QQI Level 6 Train The Trainer Course

Unconscious Bias in the Workplace

Understanding Diversity and Inclusion



Appendix B – A sample list of Stakeholder Organisations and initiatives (including research) funded through the Stakeholders Funding scheme in 2020 and 2021 on topics related to delivering a safe and respectful working environment.

Raising Films: A research project aimed at supporting parents and carers to return to careers in the screen sector.

Screen Guilds of Ireland: The development of a competency framework for live-action film and TV departments to provide a comprehensive overview of career paths in the industry.

Young Irish Filmmakers: The National Youth Film and Animation School, a practical pre-college course for young people thinking of a career or college placement in film or animation.

Cluster Fox Films: An initiative to work with community groups in disadvantaged areas to teach filmmaking skills through making five short films.

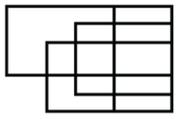
Women in Film and Television Ireland: A series of activities including online masterclasses, panel discussions, and a networking event.

Film in Limerick: A series of introductory webinars on careers in film, and a professional development programme for aspiring filmmakers and crew from underrepresented groups living in the Mid-West.

Cracked Egg Productions: A 12-week screenwriting training programme for ten writers who identify as marginalised.

Dublin International Screenwriting Festival: A Diversity & Inclusion Script Lab, which pairs eight writers from diverse backgrounds with eight credited writers.

Screen Producers Ireland: The development of a competency framework for producers and a skills gap analysis at the producer level.



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X-Pollinator ELEVATOR: An online programme to support twenty diverse and emerging female and non-binary writers and directors.

Screen Guilds of Ireland: A research report on different working hour regulations and their impact on competitiveness, productivity, and well-being of crew.