

**SCREEN SCOTLAND
SGRÌN ALBA**

National Lottery Film Festival & Screening Programme Fund

**Application Guidance
2024/25**

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About Screen Scotland

Screen Scotland drives development of all aspects of Scotland's film and TV industry, through funding and strategic support.

Screen Scotland is part of Creative Scotland and delivers these services and support with funding from Scottish Government and The National Lottery.

We are funding, developing and growing Scotland's screen sector by:

- **boosting production** through increasing funding and support to grow the number and diversity of film and TV productions from Scotland
- creating **specialist business development provision** for screen businesses ensuring that advice and support is appropriate and easy to access
- **improving employment opportunities** in the sector through increased and co-ordinated opportunities for training and development
- **developing audiences** by improving access to Scottish film and TV productions at home and internationally
- growing and improving **Scotland's screen infrastructure** including studio facilities
- **developing Scotland's reputation** as a destination for international productions and co-productions, supported by our world-class talent, crews, facilities and unique locations

[Read our Strategy to 2030/31.](#)

What is the National Lottery Film Festival & Screening Programme Fund?

- It is a fund that will support organisations who are looking to produce and deliver film festivals and screening programmes that are open to the public.
- It is open to new and existing organisations based in Scotland and producing film festivals and/or curated screening programmes for audiences in Scotland.
- Festivals and screening programmes taking place wholly before 31 August 2025 are eligible to apply.
- Awards will be between £10,000 and £40,000 per year.
- There are 3 deadlines for this fund, depending on when your activity takes place. More details on [page 18](#).
- The fund closes at midnight on 13 January 2025, or when the budget has been fully allocated.

Alternative Formats, Languages and Access Support

Screen Scotland is committed to offering clear and accessible application processes that are open to everyone. We have several ways of supporting you in making an application.

Alternative Formats and Languages

Our published materials, including funding guidance and application forms, are provided in alternative formats and languages. On request, they can be made available in other formats, as required.

We can accept applications and supporting materials which are written in English, Gaelic or Scots.

Access Support

Access support contributes to costs for services to help applicants overcome barriers to applying for our funds.

We offer access support to individuals or the lead applicant of a group who self-identify as d/Deaf, hard of hearing, disabled or living with chronic illness, mental illness or neurodivergence, such as dyslexia, autism or ADHD.

Visit our website to learn more about the types of support you can request, how and when to request assistance and, how to request access costs as part of your funding application: [Access Support | Creative Scotland](#).

If you are a d/Deaf BSL user, you can access our services with the Contact Scotland-BSL programme. Visit www.contactscotland-bsl.org for more information.

Contacting our Enquiries Service

If you require technical support, further information or have any other queries, contact our Enquiries Service by email, website or social media.

Email: enquiries@creativescotland.com

Website: [Fill out a form on our website](#)

Social media: Send us a [message on X](#)

We aim to respond to all enquiries promptly. If you want us to call you back, give us your number and we'll arrange to come back to you as soon as possible.

Screen Scotland's Audience Development Priorities

- Scotland has a diverse screen culture, showcasing the best contemporary and heritage films from Scotland and around the world, raising up new or unheard voices.
- Communities across Scotland have access to shared spaces with meaningful, relevant, and enjoyable opportunities to engage in screen culture.
- Scotland's venues, festivals and platforms are sustainable - financially and environmentally - and are positive places to visit and to work within.

We work within Creative Scotland's Funding Criteria, which are Quality and Ambition, Engagement, Equalities, Diversity and Inclusion (EDI), Environmental Sustainability, Fair Work and International.

You can read more about these on the Creative Scotland website:

[Funding Criteria](#) | [Creative Scotland](#).

The National Lottery Film Festival & Screening Programme Fund

Introduction

Film festivals and screening programmes can shine a light on underrepresented strands of cinema, provide safe spaces for audiences to explore themes and topics together, and be incubators for new filmmakers, curators, and other film exhibition talent. Events should bring people together with a sense of expectation and excitement. A diverse film exhibition sector is vital for encouraging experimentation and representation.

Scotland is currently home to a varied range of film exhibition covering a wide range of topics, genres, and communities. This activity attracts loyal audiences and have become regular fixtures within the cultural calendar. New activity is also reaching and representing communities that have not previously had significant opportunities to engage with film culture.

Screen Scotland values and supports this varied landscape of film exhibition and the people working within the sector throughout Scotland.

What is this fund for?

This fund will support organisations who are looking to produce film festivals and screening programmes in Scotland for a public audience.

Activities supported by the fund should increase the reach, impact and diversity of film screenings and events for communities throughout Scotland and meet [Screen Scotland's Audience Development priorities](#).

Activities should also increase engagement within audience groups that are currently [underrepresented in cinema audiences](#).

Although this fund is primarily for in-person events, we recognise that some activity may also take place on digital platforms when this is the best way to reach specific audiences that are a priority for the fund.

What's new for 2024/2025?

- The fund will support activity up to **31 August 2025**.
- Awards will be between **£10,000 – £40,000**.
- Application dates and processing times have changed and there are set [deadlines for applying](#), enabling Screen Scotland to have a clearer overview of the portfolio of funded projects and allow us to offer more clarity regarding decision timescales.
- We are continuing to pilot the [BFI Diversity Standards – Screen Scotland](#) and all applicants to this fund need to evidence they have made an application to this prior to applying to us.
- There is no longer a 2-year funding option as there was in 2023/2024.
- We have **new [talent and audience focus areas](#)** that we will prioritise when making funding decisions.

Focus areas in 2024/2025

Within Scotland there are significant groups of people who share a protected characteristic and who are underrepresented in our film industry, as workers and as audiences – through these focus areas we hope to address some of these issues.

We will accept applications that meet the fund criteria in other ways, but that do not address the 2024/2025 focus areas. However, we will prioritise projects that help to address these gaps in talent and/or audiences either as the full purpose, or as part of their activity.

We do not expect any application to address all the focus areas and acknowledge that addressing one of the areas well may be more valuable than addressing several.

Talent

The fund will prioritise projects led by curators and producers who are from the Global Majority, and/or from minority groups or marginalised identities within Scotland.

We will also prioritise projects that are not led by people identifying with these definitions, but which provide significant development opportunities for people who do.

In 2024/2025 this includes, but is not limited to, curators or producers identifying as:

- Global Majority and minority ethnic groups in Scotland, including Polish/Polish heritage groups and with a particular focus on South Asian/South Asian heritage groups.
- From socio-economic backgrounds that are under-represented in the film industry.
- d/Deaf.
- Disabled.

We are also keen to support employment opportunities in the Screen sector outside of Scotland's central belt.

Audiences

Our focus in 2024/2025 is on supporting activity for the following audiences:

- Young audiences (children and young people up to age 25).
- Audiences whose geographic location reduces opportunities to attend cultural activities (e.g. that live in rural areas, island locations, or areas of high socio-economic deprivation).
- Audiences that encounter other barriers to participation due to socio-economic challenges.
- Global Majority and minority ethnic audiences in Scotland, including Polish/Polish heritage audiences and with a particular focus on South Asian/South Asian heritage audiences.
- d/Deaf audiences.
- Disabled audiences.

More detail about the need for this year's focus areas can be found in our [underrepresented groups section](#).

Who can apply?

This fund is open to new and existing organisations based in Scotland and producing film festivals and/or curated screening programmes for audiences in Scotland which meet the aims and criteria of this fund.

All physical, in-person screenings and activity supported directly by this fund must be presented to audiences in Scotland. This restriction does not apply if digital activity features as part of your plans, however Scottish audiences should be the primary focus.

New festivals or exhibitors, and organisation who aren't currently film exhibition organisations but are considering the delivery of a film festival or screening programme, are encouraged to contact us to discuss your project before applying so that we can help with the process.

If you would like to discuss your eligibility before applying, please contact the Enquiries Service: enquiries@creativescotland.com

Only festivals and screening programmes taking place wholly before 31 August 2025, are eligible to apply.

Who cannot apply?

- Individuals
- Venues
- Non-constituted groups and individuals
- Film clubs applying for their regular programme
- Organisations in receipt of Creative Scotland Regular Funding (RFOs) are not eligible to apply as a lead applicant but can be included as partners in other projects. RFOs should not be the main beneficiary of the funding or take the lead role. If you are an RFO with a project aligned with the aims of this fund that you would like to discuss, contact Screen Scotland: screen@creativescotland.com.
- Organisations not based in Scotland. If you are based outside of Scotland and wish to do activity in Scotland then we require you to be working with a partner based in Scotland and for them to lead on the application
- Activity that is primarily:
 - filmmaking or where filmmakers are the primary audience
 - film industry talent development
 - education focused and/or taking place as part of a school programme.

Please note, if any of the above is the primary focus of your activity, please email the Enquiries Service who will advise further or connect you with the relevant Screen Scotland department.

- Organisations which do not have a UK based bank account
- Organisations/businesses in administration, bankruptcy, or insolvency
- Organisations in receipt of the one-off Film Festivals & Screening Programme Extended Funding offered in 2023/24.

If, after applying to this fund, you are later successful in securing Creative Scotland Multi-Year Funding, and have activity supported by our fund after the 1 April 2025, we will contact you to discuss what this will mean for your awards.

Is this fund right for you?

Festivals must demonstrate they have the necessary knowledge and experience to apply to the Film Festivals & Screening Programme Fund.

New festivals, without a track record of activity with their target audience and/or organised by a team that does not include individual(s) with festival management experience, are recommended to explore other funding routes to help gain this experience, before applying to this fund.

We are happy however to consider applications from those with transferable experience e.g. managing other types of community festivals. Cinemas, venues and film clubs cannot apply to this fund, although they can be included as a partner in the application.

Screen Scotland supports [Film Hub Scotland](#) and [Regional Screen Scotland](#) to provide advice and funding to the film exhibition sector (including cinemas, venues, film clubs and Creative Scotland RFOs). Film Hub Scotland is funded by Screen Scotland and offers funding for events including their Film Exhibition Fund with awards up to £10,000. For support and resources for community cinema and film societies, visit [Cinema for All](#).

You can find more information about these opportunities and other possibilities for funding and developing film exhibition activity at [Funding for Film Exhibition | Screen Scotland](#).

If you are unsure and would like to discuss eligibility, or to discuss your project further, please contact the Enquiries Service.

Applying to the Film Festival & Screening Programme Fund

Before applying, all applicants must ensure they have read these fund guidelines and the application form in full.

Please ensure you have read the information on [who can and cannot apply to this fund](#) and referred to the [fund deadlines](#) ensuring you and your project are eligible before starting an application.

We strongly advise new applicants to speak to Screen Scotland's Audience Development Team before applying to discuss your project and for support with the application process.

To request a meeting, please email the Enquiries Service: enquiries@creativescotland.com.

Applications to this fund must be made through the Film Festival & Screening Programme Fund Application Form, available on the Screen Scotland website:

[Film Festival & Screening Programme Fund | Screen Scotland](#)

Please ensure you have fully completed your application form and have the required supporting materials outlined in **section K** of the form before submitting.

Completed forms should be submitted, along with all supporting materials to screen@creativescotland.com.

Applications submitted after the deadline will not be accepted for that round. If still eligible, they will be [considered in the next round](#).

If you have any questions, please contact us before applying.

What activity and costs can the fund support?

All awards from this fund are expected to support the delivery of film festival or non-festival screening programmes that are open to the public.

We encourage the use of our funding to support core costs to ensure organisational stability and, where possible, other sources of funding and income should enable you to develop your programme (e.g. by working on specific strands of activity with different partners, sponsors, charities, private or public funding).

Please consider how our funding will also enable your organisation's development – including having a strong team, good working practices, and working towards sustainable development.

You can apply for a range of project costs including:

- Organisational development activity (such as, strategic work, partnership building, board recruitment, policy development etc) as part of overall project delivery.
- Fundraising costs and development of other income streams.
- Research into your programme, audience or organisational models and work to develop these, as part of overall project delivery.
- Staff costs linked to the project (we expect the principles of [Fair Work](#) to be embedded within your HR and staffing policies).
- Staff training and professional development (such as digital marketing, creating accessible events, anti-bias training, HR training, bullying and harassment training etc).
- Consultation and outreach in the planning process particularly to engage underserved communities or under-attending groups.
- Programme costs (such as film hire, guest speakers, workshops/ masterclasses).
- Access costs (such as embedded and/or remote captioning, BSL interpretation, audio description, accessibility audit and consultants etc).
- Tickets, delegate passes and travel for programme research.
- Equipment/venue hire.
- Online platform costs.
- Marketing and publicity costs (including print, online, PR).
- Engagement and education activities related to your programme.
- Industry activity related to your programme.
- Community engagement costs, such as:
 - dedicated audience engagement and outreach staff/ partners supporting community attendance
 - partnership building with charities or community groups
 - initiatives that address barriers to attendance and participation.
- Monitoring and evaluation costs.
- Safeguarding costs.
- Environmental impact audit costs and monitoring.

Although our funding can be used towards all these costs, we expect that applicants will also be planning other income and partnership support that will contribute to the finance plan.

Costs accrued before our funding is confirmed are not eligible for support.

This means you cannot apply for costs that are due before you have a decision on your application.

Please refer to the [deadline and decision times](#) for more details.

Budget

The Film Festival & Screening Programme Fund offers project funding, not organisational core funding. However, you can use our funding towards core costs that related to your project and used within the project period e.g. office rental during the project period, accounting time related to the project, staffing, etc. as specified above.

The budget should align with the project period specified in the application. The project period can include preparatory work before your public events; the time of the public events; and evaluation, reporting and finance reconciliation after the events.

Our funds however cannot be used for costs accrued before our funding is agreed. This is the “decision by” date for your chosen deadline. If you have included costs before this date, it should be clearly specified how this is financed.

When you report your project, all relevant costs for the project period should be included. This includes, for example, pending payments that will be honoured when the last part of our funding has been received.

As well as all relevant expenditure and income, the application budget and finance plan should include:

- All salaries and freelance rates - with specified hourly or daily rates included.
- Access costs.
- Whether income is cash or In kind.
- Whether income is secured or otherwise.
- Your projected ticket (or other sales) income and how this is generated (e.g. 2,000 tickets at £5 = £10,000; 100 passes at £20 = £2,000).

Profit, surplus or underspend:

The finance plan and budget included in your application should balance.

Awards made as part of the National Lottery Film Festival & Screening Programme Fund must promote the public good and not primarily be used for private gain. We are not able to make awards where any profits are expected as a consequence of the award. Funds awarded should only be used for activity and costs detailed within your application.

When completing your End of Project Monitoring Form, if you have achieved more income than expected, or have spent less than the income you have made, then you should show this in your final budget. If you have achieved more income than expected, this additional income may mean that any outstanding payments from Creative Scotland are reduced accordingly, or if the project has been very financially successful some of the award may need to be repaid. Where we believe profits may have been made but not disclosed, we may request an audit of the project’s financial records.

The same process will apply if you have underspent on your planned activity.

If you find during the project that you will have an unexpected profit or an underspend, please ensure that all expenses have been accounted for and that all staff or freelancers have been paid appropriately. If there is still surplus, you can contact us to discuss how best to manage this.

What criteria will we use to assess your application?

Applications should outline activities that help to meet [Screen Scotland's Audience Development Priorities](#) and will be assessed against the following [Creative Scotland Funding Criteria](#):

Quality and Ambition

Our funding will help applicants to develop and deliver high quality work that reflects Scotland's diversity and distinct identity. For this fund, we expect this to be impactful and unique cultural experiences not duplicated by other events and services in Scotland.

Activities should be programmed, marketed, and organised in such a way that ensures an excellent experience for each event's target audience. Close work with audiences is expected to ensure the activity is needed, relevant, and appropriate. The fund encourages collaboration and partnership working.

We will assess how projects demonstrate:

- Clear vision and purpose with clear and achievable aims and goals.
- Good articulation of programming focus, themes, priorities, and creative outcomes.
- Distinctive activity that addresses a need or gap within the communities and locations it serves, and which avoids duplicating existing provision.
- Developed and delivered by a team with the appropriate knowledge and experience to manage the project, produce the events and connect with audiences.
- Where appropriate, the target audience is represented in the team and/or your partnership working in developing and delivering your activity.

Engagement

Activity supported by the fund should specifically engage audiences who are underrepresented in screen audiences in Scotland.

Projects should remove barriers to participation and ensure that cinema culture is vibrant, relevant and reaches your target audiences.

We will assess if projects:

- Have clear target audience(s) and activities that respond to their needs, interests, and lives.
- Actively reduce barriers to attending that these audiences may experience.
- Involve the target audience in planning and delivery directly, through partnership with community/representative groups, and/or through consultation and evaluation.
- Increase provision and access for communities (geographic and demographic) who have little or no access to film culture or are under-attending for other reasons.
- Have marketing and outreach plans which are likely to attract the intended audience.

Equalities, Diversity and Inclusion (EDI)

We want to ensure that activity supported by the fund better reflects the full diversity of Scotland today. EDI should be embedded both in the public activity and working practices of the activity we support.

- Equality is about removing barriers.
- Diversity is about supporting and reflecting different cultures in Scotland, enabling different voices to be heard.
- Inclusion is about creating opportunities for people to work in, engage with, participate in, and experience arts and creativity throughout the country.

We will assess how projects demonstrate:

- A clear commitment to and consideration of EDI principles throughout development, planning and delivery of activity, including within the creative programme, key staff and delivery team, and accessibility of activities.

For example:

- Helping to create welcoming spaces and experiences where screen culture can be enjoyed and participated in by a variety of audiences, with a particular focus on those who are underrepresented or underserved.
- Supporting the development of programmers and curators from underrepresented groups.
- Reflecting diversity within the selection of filmmakers and speakers contributing to the programme.
- Hiring and working practices that encourage and support diversity and inclusion.

Additionally, as part of our ongoing work to make the film industry more inclusive and equitable Screen Scotland works with the [BFI Diversity Standards](#). All applicants to this fund must apply to the Diversity Standards before making an application.

Read more about what this fund considers to be underrepresented groups on [page 20](#).

If you wish to read more about Creative Scotland's approach to EDI, and find more resources for this work, visit:

[Equalities, Diversity & Inclusion | Creative Scotland](#)

Environmental Sustainability

Film exhibitors can play an important role in meeting Scotland's ambitious net zero target.

We want to support the organisations we fund to act as agents of change in the fair and equitable transformation of Scotland to a thriving, net zero, climate-ready nation.

We will assess how projects demonstrate:

- Mitigation: the applicant is aware of the carbon impact of their activities and is taking steps to reduce carbon emissions and environmental impact in line with net zero.
- Adaptation: the organisation is aware of risks or changes to their activities as a result of climate change and how these will be dealt with.
- Programming and events: building awareness, sharing, or investigating measures to address the climate crisis, including responding to issues that particularly affect their chosen audience groups.

If you wish to read more about Creative Scotland's approach to Environmental Sustainability, and find more resources for this work, visit: [Environmental Sustainability | Creative Scotland](#).

Fair Work

Fair Work is defined in line with the [Scottish Government's Fair Work First](#) policy.

We want people working in the film exhibition sector to have fair access to opportunities, be treated with respect and be paid fairly for the work that they do.

We will assess how projects demonstrate:

- Commitments to Fair Work and accessibility across all working practices.
- Fair Work is applied to everyone you work with, including all staff, freelancers, volunteers, consultants, and speakers/performers. Fair Work principles can also be extended to partners and participants, depending on the scope of your project. Fair Work principles are articulated and communicated within your organisation and to the people you work with.
- How Effective Voice operates in your organisation and this project, including how you provide channels for workers to speak individually and collectively, the right to be heard for the purpose of open, constructive dialogue and routes such as trade union recognition.
- How you are investing in the development of your staff, including opportunities for career progression for staff/volunteers/participants in your project.
- That recruitment processes are inclusive and accessible, avoiding the use of zero hours contracts and 'fire and rehire' practices, tackling the gender pay gap and offering flexible and family friendly working practices for all workers.
- That people are paid fairly; a minimum of the Real Living Wage and at industry rates for specialist work and have clear agreements regarding their work.

Please note that in your submitted budget all salaries and fees must be shown with an hourly or daily rate in the budget. This includes speakers and freelancers.

If you wish to read more about Creative Scotland's approach to Fair Work, and find more resources for this work, visit: [Fair Work | Creative Scotland](#).

International (optional)

International working is not a requirement of the fund and is not funded through the Film Festival & Screening Programme Fund. However, if you have significant international activity, we are interested to hear about this to gain a better understanding of your organisation and activity happening in the sector.

We are interested in activity that is likely to promote cultural exchange, strengthen Scotland's international collaboration particularly in the film industry, and raise Scotland's profile abroad.

For example, you can tell us how your project might:

- Broaden the organisation's knowledge, insight, innovation and diversity through international working.
- Strengthen business models through international work.
- Enable high-quality work from Scotland to be widely showcased and enjoyed, raising the profile of Scotland as a creative country.
- Allow films and ideas from other countries to be presented in attractive and relevant ways to home audiences.
- Create benefits for the film production sector, including encouraging international co-production.

If you complete this section, please note how your international activity:

- Accounts for Environmental Sustainability and how impacts are mitigated.
- Might relate to EDI and Fair Work principles.

The impact of the UK leaving the EU, the worldwide climate emergency, the COVID-19 pandemic and the cost-of-living crisis have each had their own effects on the creative sector's ability to undertake international work and we are keen to understand this, and needs related to this.

How much can I apply for?

We expect to make individual awards in the region of **£10,000** to **£40,000** per year. If your project budget is likely to be significantly outside this range, please contact the Enquiries Service to discuss your application.

If you are looking for **less than £10,000**, please consider applying to Film Hub Scotland's [Film Exhibition Fund](#) or one of their other funding opportunities.

You should aim to secure co-funding for your project as it will help strengthen your application. As a rule, we expect at least 30% of the total budget to come from other sources. We expect more established festivals to have a larger percentage of co-financing. Co-funding can be made up of funding from foundations, public funders, sponsorship, own finances, box office income, and/or partnerships with other organisations. This can be cash or in-kind.

If you have a strong reason why this is not feasible, get in touch with the Enquiries Service who will put you in touch with the Audience Development Team to discuss.

Co-funding does not have to be confirmed before applying to the fund, although we may seek confirmation during the assessment process or as a condition of support.

For additional information, visit: [Help With Your Budget | Creative Scotland](#).

Due to demand, **it is unlikely we will fund all eligible applications which meet the criteria.**

When can I apply?

This fund will support activity happening between **1 September 2024 and 31 August 2025**.

Application Deadline:	Decision by:
18 April 2024*	27 June 2024
16 September 2024	27 November 2024
13 January 2025	3 March 2025

Ensure you choose your deadline appropriately. There must be at least 8 weeks between the **decisions by** date for your chosen deadline, and your first public activity.

Costs accrued before our funding is confirmed are not eligible for support.

We welcome applications at earlier deadlines, particularly if you wish to apply for longer-term funding before your main activity dates. If you apply after a noted deadline, or between deadlines, your application will be saved until the next round. However, it must be eligible for that round according to the rules above.

The fund will close on midnight on 13 January 2025 or when the fund has been fully allocated (we will monitor the fund and provide notice if the fund is approaching being fully allocated).

If you are unsure which deadline to apply to please contact us in advance at enquiries@creativescotland.com.

***If you are a Stage 2 Creative Scotland Multi-Year Fund applicant, please contact us to discuss your application.**

What information do you need to give us in your application?

- A completed application form
- Proof that you have **applied** to the [BFI Diversity Standards](#) (you do not have to have the result yet)
- A finance plan and budget
- A risk assessment ([using the supplied template](#))
- A marketing plan
- A programme strategy document including draft programme.

The above should be sent to screen@creativescotland.com.

In the application form you will be asked for information on:

- Key information about your organisation
- Dates and locations of your activity
- Past and predicted attendance figures
- Your finance plan
- Your organisation and project aims
- Your overall programme
- Who is involved in developing and delivering your activity, e.g. team, board, partners
- Which audiences you will aim to reach and how you will do this
- How you will address Creative Scotland's key priorities of EDI, Environmental Sustainability, Fair Work and (optional) International activity.

BFI Diversity Standards – Screen Scotland Pilot

The BFI Diversity Standards are a framework designed to tackle under-representation and encourage equality of opportunity in the screen sectors.

Screen Scotland has adopted the [BFI Diversity Standards](#), continuing the pilot launched on 1 April 2022. This is part of Screen Scotland's commitment to EDI within the screen sector and with the aim to increase the diversity and inclusion from underrepresented groups in that sector.

Working together, the BFI and Screen Scotland have incorporated some Scotland-specific criteria to help make projects more representative of the Scottish population. During the pilot year, meeting the BFI Diversity Standards will be a requirement for applications to Screen Scotland's Film Development & Production Fund and Film Festival & Screening Programme Fund.

You must apply to these before you apply to the fund and provide proof of application (not of passing the standards) to apply to this fund.

Passing the BFI Diversity Standards is a requirement of funding, however passing the standards is only part of the assessment of your application to this fund. **Passing the standards does not indicate a successful application to this fund.**

Underrepresented groups

The term underrepresented groups relate to those that are discriminated against due to one or more protected characteristic as defined in the Equality Act 2010.

The nine protected characteristics within the Equalities Act 2010 are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

In addition, we recognise that there are also specific barriers faced by underrepresented groups within Scotland's screen sector (both on and off screen) that are not part of the protected characteristics listed in the Equalities Act 2010. So, we also seek to address underrepresentation of these those who identify as:

- d/Deaf
- being from a lower socio-economic background
- experience of being in the care system
- experience of being Carers
- are Gaelic speakers
- do not speak English as a main language
- are of Refugee and Migrant background
- are resident in Scotland within an underrepresented geographical area whether a region, location or community.

We have adopted a specific definition for regional participation for the population and geographical make up of Scotland to include locations that are areas in Scotland which have:

- Relatively high levels of deprivation and/or multiple deprivation as defined by the Scottish Index of Multiple Deprivation (SIMD).
- Are defined by the Scottish Government's eight-fold Urban Rural Classification of population and accessibility of distance to urban areas consisting of: Large Urban Areas, Other Urban Areas, Accessible Small Towns, Remote Small Towns, Very Remote Small Towns, Accessible Rural Areas, Remote Rural Areas, and Very Remote Rural Areas.

To ensure that staff and audiences with protected characteristics are not disproportionately impacted by the significant changes to your operation, please ensure that you are considering the impact of your activity. We expect all applicants to provide accessible and inclusive venues.

Focus Areas in 2024/2025

Alongside continuing to support activity that is by and for the above-mentioned underrepresented groups more widely, in 2024/2025 we have particular focus areas which we are prioritising. This is partly in recognition that these groups are not well represented in activity currently/previously supported by this fund.

We will still accept applications that meet the fund criteria in other ways, but that do not address the 2024/2025 focus areas. However, we will prioritise projects that help to address these gaps in talent and/or audiences either as the full purpose, or as part, of their activity.

We do not expect any application to address all the focus areas and acknowledge that addressing one of the areas well may be more valuable than addressing several.

Global Majority and Minority Ethnic Groups in Scotland

Global Majority and minority ethnic groups in Scotland and the UK continue to experience racism and barriers in our cultural industries. Screen Scotland's Audience Development department currently support only a small number of activities designed by or for these groups. Therefore, these are priority groups in 2024/2025.

We are particularly interested in activity by and for two of the largest minority groups in Scotland – those with South Asian and Polish heritage – as despite their prominence in the Scottish population we do not currently support any projects directly by or for these groups.

d/Deaf and Disabled people

20% of the Scottish population are disabled and just under a million people in Scotland are Deaf or have hearing loss. Screen Scotland's Audience Development Team are committed to encouraging accessibility of funded activities and employment for these groups (who have historically been underrepresented in the screen work force in Scotland). Therefore, these are priority groups for 2024/2025.

Socio-economic Background

We understand there are barriers to access and progression for people from different socio-economic backgrounds and we want to be proactive in changing this.

In addition, those living in areas of deprivation report that they find it difficult to access independent cinema. For this fund, these groups can be defined in two ways.

1) As living in an area of social deprivation as specified by the Scottish Index of Multiple Deprivation (SIMD).

2) As defined by the occupation of the main/highest income earner in their household when the audience member/participant/staff member was 14.

Individuals are considered underrepresented in the screen sector work, and in independent cinema audiences, if the employment of the highest income earner in their household was one of the following at that time:

- Technical and craft occupations (motor mechanic, plumber, printer, electrician, gardener, train driver).
- Semi-routine manual and service occupations (postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant).
- Routine manual and service occupations (HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff).
- Long term unemployed (claimed Jobseeker's Allowance or other previous benefit for more than a year).

Children and Young People

Although children and young people are still a major audience group for cinema, this demographic is also in decline in audiences across the cinema landscape, a situation exacerbated by COVID-19 and resulting changes to the industry. They are therefore also a priority for the fund.

Geographic Areas

The majority of cultural funding in Scotland is awarded to organisations and cultural activity in the central belt. We are keen to support activity in other areas of Scotland. Engaging audiences in other areas, and creating cultural employment in these areas, are both of interest.

References

[Scotland's Census](#)

[Scottish Index of Multiple Deprivation](#)

[Screen Scotland Equalities Survey May 2016](#)

[BFI Film Fund Class Breaking Data](#)

[Screened Out: Tackling Class Inequality in the UK Screen Industries](#)

[BFI Workforce Diversity in the UK Screen Sector Evidence Review 2018](#)

[BFI Next Up Consultation](#)

[RNID](#)

[INTO FILM](#)

Freedom of Information

Creative Scotland is committed to being as open as possible. We believe that the public has a right to know how we spend public funds and how we make our funding decisions. For more information, visit the Freedom of Information section of our website:

[Freedom of Information | Creative Scotland](#)

We are listed as a public authority under the Freedom of Information Act (Scotland) 2002. By law, we may have to provide your application documents and information about our assessment to any member of the public who asks to see them under the Freedom of Information (Scotland) Act 2002. We may not release those parts of the documents which are covered by one or more of the exemptions under the Act.

Please see the Freedom of Information website at www.itspublicknowledge.info for information about the Act generally and the exemptions. We will not release any information about applications during the assessment period, as this may interfere with the decision-making process.

Complaints

As an organisation, we will always listen to and respond to any concerns that you may have. If you would like to make a complaint about either the service you have received from Creative Scotland or the way we have handled your application, we have a process that you can use.

Please note that Creative Scotland does not have an appeals process and for this reason, we are unable to accept complaints that relate solely to the decision we have made rather than how we have made it. For more information, please visit the Complaints section of our website:

[Complaints Handling | Creative Scotland](#)

Data Protection

Creative Scotland requires some personal information about you/your organisation to consider your application for funding. Without this information we will be unable to process your application.

If you would like to see a breakdown of the personal information we require, why it is required, what we do with that information and how long we keep it, please refer to our Privacy Notice on our website:

[Privacy Notice | Creative Scotland](#)

Creative Scotland may share your personal information with third parties to comply with the law and/or for our legitimate interests and/or the third parties concerned

Where the personal information you have provided to Creative Scotland belongs to other individual(s), please refer to our Privacy Notice. Please ensure you share this Privacy Statement and Creative Scotland's Privacy Notice with the respective individual(s).

You have some rights in relation to the personal information that Creative Scotland holds about you under data protection law. Our Privacy Notice contains information on how to exercise these rights, or you can contact our [Data Protection Officer](#).

If you have any concerns with how we have processed your personal information, you should contact our Data Protection Officer in the first instance, as we would welcome the opportunity to work with you to resolve any complaint. If you are still dissatisfied, you can submit a complaint to the [Information Commissioners Office](#).

Subsidy Control

As a public body Creative Scotland must comply with the subsidy control rules in the Subsidy Control Act 2022 and Trade and Cooperation Agreement between the UK Government and the European Union. More information can be found at www.gov.uk/government/collections/subsidy-control-regime

Any award made through this fund will require the recipient to acknowledge that the grant comes from public funds and confirm that the support provided is compliant with the Subsidy Control rules.

Where applicable, the recipient must agree that Creative Scotland will publish information relating to the grant and that the recipient will keep reasonably detailed records to demonstrate compliance with the Subsidy Control rules and shall provide a copy of such records to Creative Scotland upon reasonable request. If it is deemed to be non-compliant with the Subsidy Control rules, the recipient may be required to repay the entire grant (and any other sums due) immediately.

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