

**SCREEN SCOTLAND  
SGRÌN ALBA**



# Screen Scotland's Talent Development Strategy: Community Engagement Workshops

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**CALL FOR DELIVERY PARTNER  
2025-2030**



ALBA | CHRUTHACHAIL

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# SCREEN SCOTLAND SGRÌN ALBA

## About Screen Scotland

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

We were established in 2018 as part of [Creative Scotland](#) and deliver these services and support with funding from the Scottish Government and The National Lottery.

Screen Scotland's vision is to cultivate creatively ambitious and economically sustainable film and TV sectors in Scotland, which provide fulfilling jobs and opportunities for people across the country, at all stages of their careers.

We work to develop Scotland's creative potential as a filmmaking nation and as an originator of distinctive films, television programmes and content enjoyed by audiences the world over.

Discover more in our [Strategy to 2030/31](#).

# THE PROGRAMME

This call is to invite proposals from potential delivery partners interested in working with Screen Scotland to deliver a Community Engagement Workshops programme for filmmaking talent from across Scotland, for activity from 2025 to 2030.

This programme will develop a series of one-day workshops designed to introduce filmmaking to individuals from backgrounds underrepresented in the film and tv industry. The programme is for live action. Documentaries are excluded as their development is supported through other Screen Scotland supported programmes. Screen Scotland plans to launch a bespoke animation talent development offer in 2025/26, and animation projects are also not part of this call.

This programme will be open to residents of Scotland. It will not be open to students at any level of formal education.

The successful delivery partner will work closely with Screen Scotland as this initiative is part of Screen Scotland's wider talent development strategy and pipeline of support.

Access and engagement will be central to the successful proposal, and therefore the programme should fit within Creative Scotland's wider [Equalities, Diversity and Inclusion](#) ambitions and the [BFI Diversity Standards](#).

Engagement with Creative Scotland's [Environmental Sustainability Strategic Priority](#) will be advantageous, as will engagement with [Fair Work](#), which includes [Dignity at Work](#).

This call is for a delivery partner for feature Community Engagement Workshops as set out in more detail below. Community Engagement Workshops is one of four Scripted Talent Development Programmes that Screen Scotland has designed and implemented under the Screen Scotland Strategy to 2030/31. It is Screen Scotland's intention to partner with experienced professionals who are experts in each area and can support filmmakers to deliver their best work. Partners can therefore choose to bid for one or more programmes, if they have the required skills and experience.

The four programmes are:

1. Feature Film Script Development
2. Short Film Development and Production (including the BFI NETWORK)
3. Early Development Shorts
4. **Community Engagement Workshops**

# COMMUNITY ENGAGEMENT WORKSHOPS

## The delivery partner

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Under this call we welcome proposals from potential delivery partners who have experience of community engagement. The delivery partner will be expected to work with people with no filmmaking experience in an open and collaborative way. They should be able to bring real-world examples of what it is like to work within the screen industry today, bringing the reality of a career in the industry much closer to these communities.

The successful applicant may be a single organisation or a partnership between multiple organisations. The programme should be designed to operate for five years, from April 2025 to March 2030, with regular reporting and evaluation.

In the instance that a new organisation is formed for the delivery of this programme, we will be evaluating the experience of the individuals involved (rather than the track record of the new organisation). We do not expect the full delivery team to be in place at the point that the proposal is made.

In order to avoid any potential conflicts of interest, existing film production companies will not be eligible.

Applicants need to demonstrate a high level of understanding of the current state of Scottish/UK independent filmmaking, and its position internationally. Creative origination is a strategic “north star” for Screen Scotland, we want Scotland-based creatives to devise, develop and deliver work of a high creative standard; work that wins recognition, audiences and awards at home and internationally, and which establishes Scotland-based filmmakers as exciting, global film talent. This programme is a key element of Screen Scotland’s strategy.

The delivery partner must be legally constituted and based in Scotland for the duration of the programme – incorporated in Scotland, and managed and controlled at the most senior level within Scotland. We will consider proposals which include further editorial support provided by individuals based outside of Scotland.

Your proposal should include strong strategic reasoning for you and/or your delivery partnership being the host for this upcoming talent development programme. You will be expected to have significant experience with community engagement and have strong connections to the Scottish film and television industry.

# Background

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**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.

In our Strategy to 2030/31, Screen Scotland set out our overarching plans and priorities for the remainder of the decade. One of our key objectives is Content Origination, continuing to develop Scotland based talent and increase the number of financed projects that are originated and owned in Scotland. These four new Talent Development Programmes are the next step in achieving this objective. Further information about Screen Scotland can be found on [our website](#).

Screen Scotland and Creative Scotland have supported the development of screen talent through a variety of routes in recent years, including [SFTN](#), [DocScene](#), [TRC Media](#), [FOCUS](#), [Short Circuit](#), [Film FastTrack](#) and [Young Films Foundation](#).

## Recognition of Screen Scotland National Lottery funds

It will be a condition of funding under these programmes that the funding sources (being Screen Scotland and National Lottery funds) are prominently acknowledged throughout all aspects of the scheme. This includes prominent credits on the films being supported, display of relevant logos (e.g. on marketing materials, website) and through agreed verbal and written acknowledgment (e.g. on press releases, social media). The concept and identity of the proposed programmes should emphasise the funding sources.

Screen Scotland will additionally require the delivery partner to acknowledge that the community engagement workshops activity is an integral element of Screen Scotland's Strategy to 2030/31, that Screen Scotland's support is not limited to the provision of funding and includes creative and strategic leadership in the design and delivery of the short film programme/film talent development process within Scotland.

# Purpose and content of the programme

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This programme will develop a series of one-day workshops designed to introduce filmmaking to individuals from backgrounds underrepresented in the film and tv industry. In these sessions, participants will have the opportunity to experiment with writing, directing and producing. They will be designed for beginners with absolutely no experience of filmmaking necessary.

These workshops will be used to signpost to other opportunities in Screen Scotland and remove barriers to entry. The workshops will have access at their core and will be focused on guiding individuals through the door on their way to the early development shorts funds.

In the first year, Screen Scotland will fund six workshops across Scotland, with each one-day workshop wholly unique to the community it is working with. The workshops will be a full day experience on a weekend and should be a comfortable and relatable space for all participants to freely explore filmmaking. The workshops should be highly practical and fun with tangible results, such as a one-page script. The workshops will be run by a facilitator working with a Screen Educator and should be co-designed along with the partner organisation. The workshops should also aim to get input from recognisable screen creatives where possible. The participants will hold all rights for any work they produce as part of the workshop.

The facilitator should be someone active in the screen sector with experience of community engagement. They will be expected to work with people with no filmmaking experience in an open and collaborative way. They should be able to bring real-world examples of what it is like to work within the screen industry today, bringing the reality of a career in the industry much closer to these communities.

The Screen Educator should be able to break down roles in the screen industry and film language. They will be experienced in working with communities with no screen experience and able to break down otherwise difficult concepts. They will know how to structure a day of learning to ensure that participants leave the day feeling fulfilled and empowered to pursue further opportunities in the screen industry if they wish.

It is crucial that the programme takes into account any potential barriers that participants may face when trying to engage. This will include levels of experience, access needs, the capacity of the partner organisation and any sensitivities that facilitators may have to be made aware of.

It will be clear from all communications issued by the delivery partner that the initiative described above has been developed by Screen Scotland to address the aims and objectives set out in Screen Scotland's Strategy to 2030/31 – primarily around creative origination, talent and audience development – and that the programme is directly funded by Screen Scotland with all necessary attribution for Scottish Government or National Lottery.

## Delivery partner: skills and experience required

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We are looking to select a delivery partner who has identified and secured the services of a freelance facilitator. The delivery partner and facilitator should be able to demonstrate the following attributes either on their own or in partnership:

- Identify community groups and organisations that can facilitate the workshops. These should have a wide geographic spread across the whole of Scotland, although it will not be possible to reach all areas and communities within the first year of the programme. In its first year, there should be a primary focus on groups who have engaged in screen or arts activity in the past, so the delivery partner should have experience in working with community-based arts organisations

- Co-design each workshop with the facilitator and partner organisation, with the specific community in mind
- Demonstrable track record of creative leadership in scripted filmmaking
- High level expertise in the creative and practical development and production
- Demonstrable track record of facilitating creative excellence in scripted film and of nurturing new and emerging talent
- Strong understanding of the needs of new talent
- The infrastructure necessary to administer such a funding scheme
- Demonstrable existing positive partnerships or relationships within the UK and international film industry
- Demonstrable understanding of how to deliver film activity in an environmentally responsible manner
- Experience or knowledge of grant-making and grant management
- Demonstrable outreach experience
- Demonstrable understanding of and commitment to Equalities, Diversity and Inclusion.

## The budget for the programme

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**A maximum budget of £26,000 per annum is available for this programme, provided by Screen Scotland.** The budget includes an allowance of £6,000 toward filmmaking workshops, £10,000 toward access costs and £10,000 towards staffing costs and overhead.

It would be advantageous for your proposal to show evidence of other funding, including in-kind support, although we will accept proposals that are 100% funded through this allocation if the strategy around it is exceptionally strong. This award will initially be made on a 12-month basis, with the intention to extend for a further four financial years, as continuity will be crucial for the supported filmmakers.

Confirmation of the second year of funding (2026-27) will be subject to:

- satisfactory delivery of the Community Engagement Workshops by the partner during the preceding period;
- continued satisfactory operation of the delivery partner; and
- the continued availability to Screen Scotland of funding at current levels.



# Timeline

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Date	Key Information
<b>11 December 2024</b>	Call for Proposals
<b>20 January 2025</b>	Closing date for delivery partner applications
<b>20-27 January 2025</b>	Evaluation and shortlisting
<b>End Jan 25</b>	Notification of Interviews
<b>Feb 25</b>	Interview Week
<b>Feb 25</b>	Notification of successful candidates

Activity funded under this call for partners is expected to begin in April 2025. Funding for one year of activity is available and subject to the criteria set out above and we will provide funding until March 2026.

We expect to select a delivery partner by the end of February 2025 and your proposal should outline your ability to launch a callout for local/ community organisation in April 2025.

The successful applicant for the Community Engagement Workshops will be required to deliver the programmes in close communication with Screen Scotland. This will include:

- Regular monthly meetings with Screen Scotland Screen Executive Officers monitoring the programme

# Deliverables

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The nature of this programme means that there will be a degree of flexibility around the deliverables. However, each year the delivery partner will be expected to:

- Support a mix of new entrants to filmmaking, identifying and developing unfamiliar and diverse cinematic voices; encouraging ambition and enjoyment
- Provide signposting into possible next steps for those interested
- Evaluate the programme and its outcomes thoroughly, including a narrative report noting key observations and learnings from the programme; presentation/s of results to Screen Scotland; an Equality Diversity and Inclusion report, showing how you have identified and engaged underrepresented and diverse talent

## Additional requirements

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Screen Scotland will also require the following:

- Regular project updates, including written quarterly reports
- Approval of all funding guidelines
- Representation on selection panels
- Approval of any sub-contractors
- Approval of any third-party finance, prior to entering into agreements
- Approval of any distribution deals or other exhibition packages arranged with, or on behalf of, funded filmmakers.

## How to apply

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Please supply the following:

- Narrative Proposal (3 sides A4)
- Budget
- Management Structure
- Timeline and Activity Plan
- Risk Management
- Equalities Diversity and Inclusion Plan
- Latest Annual Accounts (if applicable)
- Partnership Agreement (if applicable)

See below for further guidance on these items.

Proposals should be sent to [screen@creativescotland.com](mailto:screen@creativescotland.com)

We encourage all applicants to get in touch with Screen Scotland's Scripted team before submitting your application. Please send enquiries about your proposal to [enquiries@creativescotland.com](mailto:enquiries@creativescotland.com) and you will be directed to someone who can help.

# Contacting our Enquiries Service

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If you require support, further information or have any other queries about the process, contact our Enquiries Service by emailing: [enquiries@creativescotland.com](mailto:enquiries@creativescotland.com).

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

## Narrative proposal

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### Your vision for new talent in Scotland

This should include what you think the next wave of Scottish filmmaking needs in order to succeed creatively and commercially on the international stage. It should also include consideration of current barriers and opportunities faced by new filmmakers, and how this programme will help them address these.

### Strong creative editorial support

How you will ensure the programme offers strong support to talent, allowing them the opportunity to explore and develop their work. The programme should engage with a wide range of different styles across live action, including different genres and tones, and you should indicate how you will achieve this.

We would expect the facilitator to be based in Scotland.

### Targets

Please provide an indication of your annual targets which can be used to measure the achievements of the programme. These will be finalised in consultation with Screen Scotland and will work alongside Screen Scotland's new Talent Development Strategy.

These targets should outline how many workshops awards you expect to make each year. You should also clearly state what budget range you expect these to be made at, alongside targets for the progression and showcasing of this work.

### Market/business support

The successful proposal will demonstrate how support will be provided and how talent will be developed in a way that nurtures and maintains a connection to the wider film industry.

Although this is not a business development programme, a key function will be the development of producers' market knowledge and skills.

## Industry connections

This programme will be receiving funds from Screen Scotland. It is expected that the successful applicant will have provision for nurturing a strong relationship between the participants on the programme and the rest of Screen Scotland.

Applicants should also be able to present strong connections to other aspects of the UK and international film industry.

## Other talent development programmes

Screen Scotland is presenting four talent development programmes in total. This programme is expected to work with other talent development offers to present clear and complementary pathways for Scottish talent to progress their careers.

## Talent from other art forms

Talent in filmmaking can often come from other art forms (particularly theatre and literature). The successful programme will recognise this and nurture talent with transferable skills.

## Platforms

With today's shifting landscape, the programme should be aware of the opportunity for talent to develop through routes beyond theatrical film. The programme will be expected to offer connections to new platforms.

# Your budget

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Realistic budget levels should be set for each individual activity as part of the overall programme. All participants should receive financial support to develop projects within the programme. This should be at a level that is appropriate to their level of experience. Your budget should reflect industry standards and a commitment to fair pay.

We will expect the successful applicant to demonstrate value for money through the ratio of direct awards for filmmakers against overhead costs. Please ensure the budget identifies individual salaries for staff roles.

## Management structure

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Please state how you will deliver each element of the programme (including management, legal and business affairs), how you will do this and whether these resources are already in place or to be established.

The programme will require the appointment of at least one facilitator and this facilitator should be attached on application.

Will you work with any other organisations to deliver the scheme, whether through a formal or informal partnership, or a contract for services? If so, please describe the rationale for each relationship; what the arrangement between the parties will be; and how you will divide responsibilities.

Where available please include the track records of the key personnel within your organisation who will work on the scheme or the person specifications for any roles you would recruit to work on the scheme, for both salaried and freelance staff as appropriate.

## Timeline and activity plan

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A description of the proposed Year One of your programme. This should include how you will address the key points set out above. Indicative detail should also be provided for the proposed Year Two.

This timeline should be based on making a call for proposals as soon as possible and should include an exit strategy for implementation as required during the second year.

## Risk management register

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A summary of the risks you perceive in relation to delivering the scheme, how these will be mitigated and who is responsible for mitigation.

## Equality, Diversity and Inclusion (EDI) Plan

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Screen Scotland is committed to addressing diversity in film and television. A proactive approach to increasing diversity can improve screen projects creatively, fuelling innovation and engaging audiences through a wider range of stories, perspectives and experiences. The programme will seek to address barriers to participation and aim to increase the diversity of people working in Scotland's screen sector from all parts of Scotland in terms of gender balance, ethnicity/race, disability, neurodivergence, and socio-economic disadvantage.

# What happens next?

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## 1. Eligibility

Once you have submitted your proposal, Screen Scotland will review it for completeness and eligibility. If you have not provided all the information required, or if you do not meet the eligibility criteria, your proposal will not be assessed. You will be notified of this, and of the reasons why, by email.

## 2. Assessment

Complete and eligible proposals will be assessed against the criteria outlined at 'Skills and experience required' above.

## 3. Interview stage

We may invite a shortlist of applicants to interview, to discuss the proposals further. We will provide further information on the format of the interview to shortlisted applicants. A preferred delivery partner will then be selected by the interview panel. Following this decision, Screen Scotland are likely to hold further discussions with the preferred applicant in order to finalise the agreement for funding.

## 4. Creative Scotland Senior Leadership Team

The Screen Scotland Scripted Team and the Director of Screen Scotland will then make a recommendation to the Creative Scotland Senior Leadership Team, who will have final approval of the delivery partner.

Please note that we may not select any delivery partner if we feel that no proposal was sufficiently viable or we may enter into post-assessment discussions with one or more preferred delivery partners to encourage a particular approach prior to our making a decision.

# Feedback

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We will aim to provide feedback to all applicants we meet for an interview, where this is requested. We welcome constructive feedback from you on our process, so we can continue to improve.

# Once a decision is made

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Once Screen Scotland has reached a decision, we will write to you to let you know the outcome. If you are successful, we will let you know of any specific conditions attached to the award.

Once specific conditions, if any, have been met we will issue you with a Funding Agreement for Screen Scotland funds. You must note and adhere to all the terms and conditions of the Funding Agreement. At this point we will also ask you for your banking details and agree a payment schedule and cash-flow with you, which will normally be set against agreed milestones. You will need to return a signed copy of our Funding Agreement. Once all conditions are met, we will release the first instalment of your award.

# COMPLAINTS

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

Please note that Screen 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. You can only complain if you believe we have not followed our published process when dealing with your proposal.

For more information, please visit the [complaints section of our website](#).

# FREEDOM OF INFORMATION (FOI)

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](#).

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.foi.scot](http://www.foi.scot) 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.

# 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](#).

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

Screen Scotland, as part of Creative Scotland must comply with Subsidy Control legislation. Learn more on the [Subsidy Control webpage](#).



# SCREEN SCOTLAND SGRÌN ALBA

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