

Flexible working in TV

Covid-19 and beyond: risks and realising opportunity

11th June 2020

Who is working in film and TV? And who isn't?

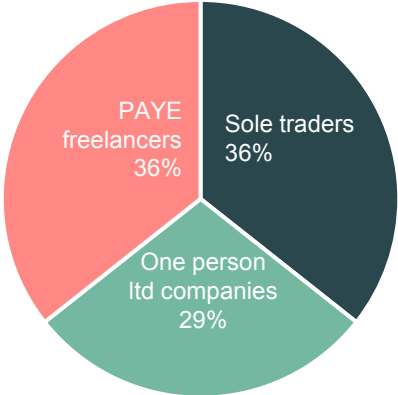
NB – The official data is imprecise for our industry, because of the freelance nature of working

c.180,000 people work in TV and film



More than half are freelance

c.100,000 freelancers, operating under 3 primary modes:



Under-representation persists

38% female vs UK economy **47%**

10% non-white vs UK economy **12%**

10% limiting health problem or disability vs UK economy **14%**

51% non-professional or senior managerial parent occupations vs UK economy **59%**

51% out of London vs UK economy **15%**

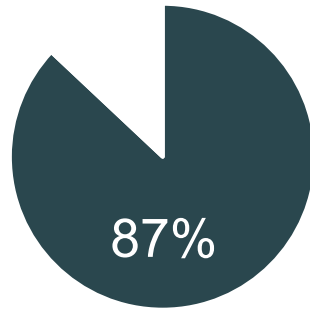
Source: ScreenSkills Annual Assessment 2019

NB – ONS estimates only 29%, 49k are freelance
Source: Film and TV Charity, March/April 2019

Source: ScreenSkills Annual Assessment 2019; ONS LFS 2017



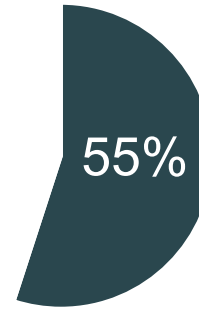
A mental health crisis in the industry before Covid-19



Nearly 9 in 10 have experienced a mental health problem



Compared to 65% in the UK population



More than half have considered taking their own life



Compared to 1 in 5 in the UK population

Conditions

- Control of working hours
- Isolation

Culture

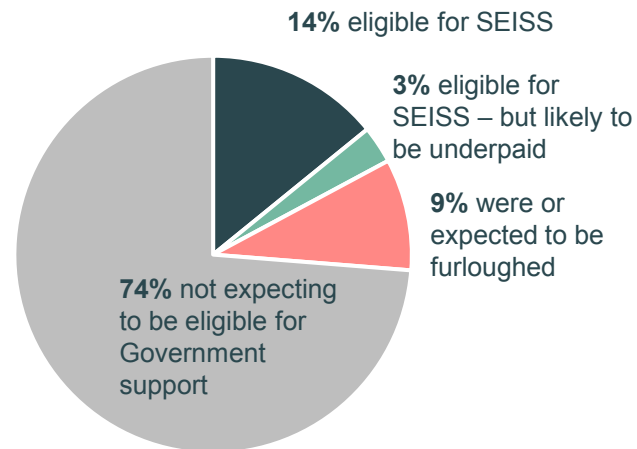
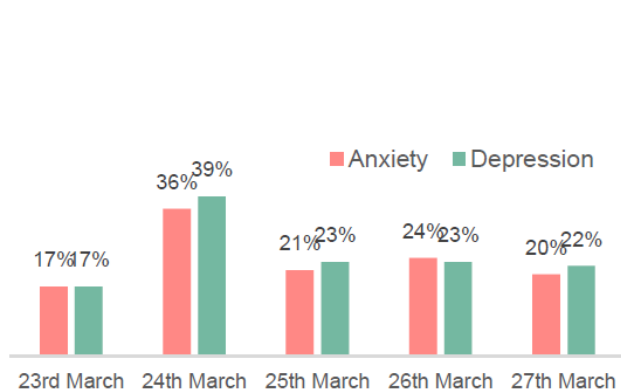
- Bullying
- Culture of 'toughness'

Capability

- Lack of specific and flexible support



Covid-19: a huge impact on our industry workforce



Spike in anxiety and depression immediately after 24/03, remaining c.40% higher thereafter – risk factors for those with pre-existing mental health conditions and who are out of work

University of Sheffield

By 1st April:

- 93% of freelancers no longer working
- Three-quarters outside Govt support
- Half concerned about living costs

Film and TV Charity, March/April 2020



Causes for concern from Covid-19

1

Health impacts: more serious for BAME communities

Public Health England 2020

2

Financial impacts: greatest for BAME and single parent families

Institute of Social and Economic Research 2020

3

Difficulty accessing work:

- The vulnerable or extremely vulnerable (or living with those who are)
- Carers including parents without school / childcare
- Anyone with additional needs

4

Mental health impacts: already risk factors for BAME, disabled and LGBTQ+ individuals

Film and TV Charity, Looking Glass 2019

5

Economic impacts: 8% of women directors left the industry after the 2008 recession

Directors' UK



There are opportunities...

How can we make sure we put the physical and mental wellbeing of our people front and centre of our industry's recovery?

How can we rebuild our industry to be more inclusive and actively supportive of a wider range of voices?

Can we make this industry a more positive, productive, happier and healthier place to work?

...but we need to work to realise them



We help with life behind the scenes



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