**Progress Report 2 – end of Quarter 2 June 2022**

Progress against the Targets in Schedule 1, including;

Target 1 – district involvement, recruitment onto the programme from across the 5 West Yorkshire districts, reporting against the targets set.

1. District Involvement:

| District | Cohort 1 Target No | Cohort 1 Target % | Applications No | Applications % | Cohort 1 No | Cohort 1 % |
|---|---|---|---|---|---|---|
| Leeds | 10 | 31 | 69 | 45 | 8 | 24 |
| Bradford | 7 | 22 | 33 | 21 | 9 | 26 |
| Wakefield | 5 | 16 | 22 | 14 | 6 | 17 |
| Kirklees | 6 | 19 | 25 | 16 | 8 | 24 |
| Calderdale | 4 | 12 | 6 | 4 | 3 | 9 |
| | | | | | | |
| Total | 32 | 100 | 155 | 100 | 34 | 100 |

| District | Cohort 2 Target No | Cohort 2 Target % | Applications No | Applications % | Cohort 2 No | Cohort 2 % |
|---|---|---|---|---|---|---|
| Leeds | 11 | 34 | 46 | 55 | 20 | 45 |
| Bradford | 8 | 23 | 15 | 18 | 11 | 24 |
| Wakefield | 7 | 15 | 6 | 7 | 5 | 11 |
| Kirklees | 8 | 19 | 12 | 15 | 7 | 16 |
| Calderdale | 6 | 9 | 4 | 5 | 2 | 4 |
| | | | | | | |
| Total | 40 | 100 | 83 | 100 | 45 | 100 |

**It is worth noting that the total number of applications for these two Beyond Brontes cohorts is 238 – more than 300% over-subscribed for the 72 places available. This suggests we are tapping into a strong and consistent appetite to work in the creative industries among those in diverse and disadvantaged groups in West Yorkshire.**

**The two tables above show that across the two cohorts the number of selected participants in crucial target districts like Bradford, Kirklees and Leeds exceeded expectations, thanks to some excellent out-reach work. In addition, the overall target for trainees from Wakefield missed by a single candidate.**

**The figures for Calderdale reflect a proportionately low number of applications, suggesting that more a specific out-reach plan for this district may be needed - ideally linked to a strong relationship with Calderdale College - in future recruitment campaigns.**

Target 2 (also specified under Target 4) – Equality, Diversity and Inclusion impact measures, targeting of participants from disadvantaged groups, reporting against the targets set.

| Diversity Issues | | Cohort 1 Target No | Cohort 1 Target % | Applications No | Applications % | Cohort 1 No | Cohort 1 % |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| Gender | | | | | | | |
| | Male | 17 | 52 | 66 | 43 | 11 | 32 |
| | Female | 15 | 48 | 80 | 52 | 20 | 59 |
| | Non-Binary | N/A | N/A | 8 | 5 | 3 | 9 |
| | Prefer not to say | N/A | N/A | 1 | N/A | | |
| | | | | | | | |
| Ethnicity | | | | | | | |
| | White | 19 | 88 | 107 | 69 | 16 | 47 |
| | BAME** (see split below) | 13 | 12 | 45** | 29 | 17** | 50 |
| | Prefer not to say | N/A | N/A | 3 | 2 | 1 | 3 |
| | | | | | | | |
| Disability | | | | | | | |
| | No disability | 27 | 84 | 101 | 34 | 20 | 59 |
| | With disability | 5 | 16 | 52 | 65 | 13 | 38 |
| | Prefer not to say | N/A | N/A | 2 | 1 | 1 | 3 |
| | | | | | | | |
| Social Class* | | | | | | | |
| | Upper classes | 11 | 33 | 56 | 35 | 6 | 18 |
| | Not upper classes | 21 | 67 | 55 | 36 | 17 | 50 |
| | Prefer not to say | N/A | N/A | 9 | 6 | 4 | 11 |
| | Don't know | N/A | N/A | 35 | 23 | 7 | 21 |
| | | | | | | | |

*Data gathered using question 'Would you consider yourself to be from a disadvantaged socio-economic background?' and 'What was the job of your main household earner when you were about aged 14?'. Full breakdown available.

** SPLIT OF BAME APPLICANTS/COHORT NUMBERS AS FOLLOWS:

| Ethnicity | Applications | Cohort 1 |
|---|---|---|
| Arab | 1 | 0 |
| Black African | 4 | 3 |
| Black British | 2 | 1 |
| Black Caribbean | 1 | 1 |
| East Asian Chinese | 3 | 1 |
| Mixed- Other | 2 | 0 |
| Mixed- White and Asian | 4 | 2 |
| Mixed- White and Black African | 3 | 1 |
| Mixed- White and Black Caribbean | 1 | 1 |
| Other | 1 | 0 |
| South Asian British | 16 | 6 |
| South Asian Indian | 4 | 1 |
| South Asian Pakistani | 3 | 0 |
| **TOTAL BAME** | **45** | **17** |

| Diversity Issues | | Cohort 2 Target No | Cohort 2 Target % | Applications No | Applications % | Cohort 2 No | Cohort 2 % |
|---|---|---|---|---|---|---|---|
| | | | | | | | |
| Gender | | | | | | | |
| | Male | 21 | 52 | 32 | 39 | 17 | 38 |
| | Female | 19 | 48 | 45 | 54 | 26 | 58 |
| | Non-Binary | N/A | | 5 | 6 | 2 | 4 |
| | Prefer not to say | N/A | | 1 | 1 | | |
| | | | | | | | |
| Ethnicity | | | | | | | |
| | White | 24 | 88 | 61 | 74 | 32 | 71 |
| | BAME** (see split below) | 16 | 12 | 21 | 25 | 13 | 29 |
| | Prefer not to say | N/A | | 1 | 1 | | |
| | | | | | | | |
| Disability | | | | | | | |
| | No disability | 34 | 84 | 52 | 63 | 24 | 53 |
| | With disability | 6 | 16 | 27 | 32 | 20 | 46 |
| | Prefer not to say | N/A | | 4 | 5 | 1 | 1 |
| | | | | | | | |
| Social Class* | | | | | | | |
| | Upper classes | 13 | 33 | 28 | 34 | 14 | 31 |
| | Not upper classes | 27 | 67 | 30 | 36 | 21 | 47 |
| | Prefer not to say | N/A | | 6 | 7 | 1 | 2 |
| | Don't know | N/A | | 19 | 23 | 9 | 20 |
| | | | | | | | |

*Data gathered using question 'Would you consider yourself to be from a disadvantaged socio-economic background?' and 'What was the job of your main household earner when you were about aged 14?'. Full breakdown available.

** SPLIT OF BAME APPLICANTS/COHORT NUMBERS AS FOLLOWS:

| Ethnicity | Applications | Cohort 2 |
|---|---|---|
| Black African | 2 | 2 |
| Black British | 1 | 1 |
| East Asian Chinese | 5 | 1 |
| East Asian Other | 1 | 1 |
| Mixed- White and Asian | 3 | 3 |
| Mixed- White and Black Caribbean | 1 | 1 |
| Other | 2 | 0 |
| South Asian British | 4 | 2 |
| South Asian Indian | 1 | 1 |
| South Asian Pakistani | 1 | 1 |
| **TOTAL BAME** | 21 | 13 |
| | | |

**The above tables demonstrate that the target number of participants by diversity was exceeded in key areas, across the two 2022 cohorts.**

**It is encouraging to see the high number of female participants (46, compared to a target of 34) and while no target was set for non-binary participants, it is worth noting that there were five in this category.**

**The number of BAME participants was also higher than the target (30, compared to 29, across both cohorts). The accompanying tables offer a breakdown by ethnicity.**

**The number of participants who identified with a disability was three times higher than the target set in the agreement (33, compared to eleven, across the two cohorts).**

**The figures for social class appear to be in excess of targets, though they're slightly complicated by a higher number of ticks in the "don't know" and "prefer not to say" boxes. The figure could be as high as 59 (compared to the target of 38), across both cohorts.**

Target 3 – *cohort 1;* produce a target number of participants expected to convert from the programme to go on to further training / apprenticeships / work placements / employment.

**As cohort 1 has only just been completed (our first in-person graduation was held on Friday, May 20 – as per the key milestone - at The Tetley), it is still too early to provide detailed information on the number of participants converting from the programme into paid work, apprenticeships and further training.**

**However, it is worth noting that even before graduation, two participants – [redacted] and [redacted] – secured full-time jobs within two of Yorkshire's best-known independent production companies, True North and Screenhouse Productions.**

**We fully expect these early breakthroughs to be followed by a consistent level of success and the team will be keeping a close eye on all those breaking into the creative industries and will provide a much clearer picture in the next report, due by September 30th, 2022.**

**The general aim of the programme is to ensure a flow of graduates from diverse and disadvantaged backgrounds into the creative sector, directly addressing the long-standing issue of under-representation within it. Based on the successes in previous cohorts, our target is for 70 per cent of those who complete the programme to have secured paid work, started an apprenticeship or related training within the creative industries (50 per cent in the Film and TV industries) within six months of graduation.**

Target 5 – alignment to relevant Employment and Skills programmes –referrals from Local Authority Employment Hubs and opportunities to align to adult training programmes to further enhance opportunities for interns.

- **Across the two cohorts, nine applicants were referred to the programme from an Employment Hub, three of whom were accepted as participants in the first cohort;**
- **Alongside Employment Hubs, we engaged with groups such as the Works Better team from C+K Careers and their partner organisations.**

Target 6 – alignment to Kickstart, helping to engage harder to reach participants. Relevant for cohort 2 and conditional on Screen Yorkshire and Bradford Council finding a suitable way to incorporate Kickstart into cohort 2.

**As outlined in the last report, discussions were due to begin on February 9th on this issue, but it was pointed out by [redacted] Bradford Council that the national Kickstart programme was to be terminated in March 2022, a month before recruitment for the second cohort was due to begin. As there was no indication that the programme would return later in the year, it was agreed that there was no point discussing whether it could a successful fit for Beyond Brontes.**

Any risks associated with the delivery of the programme.

**The increase in cost of living may mean that certain prices for in-person activity may rise, and also there may be some knock-on effects for certain participants. This means that provisions such as covering travel expenses to in-person activity are more important than ever, as well as providing paid work experience opportunities.**

**Another minor risk is, with production continuing to ramp up, previous facilitators may not available to run sessions, as they are busy with other work.**

**However, with our previous cohort, this led to us sourcing new people and continuing to innovate the programme. Also numerous production companies expressed their eagerness to be further involved in the project, showing its previous success and reputation.**

**The risk due to the coronavirus pandemic has thankfully eased significantly, although an emphasis on not attending in-person sessions while showing symptoms and encouraging regular handwashing will still remain in place.**

## Screen Yorkshire
## Expenditure Report - Beyond Brontes

| | Qtr ended 31 December 2021 | Qtr ended 31 March 2022 | 2 months ended 31 May 2022 | 4 months ended 30 September 2022 | TOTAL PROJECT COSTS TO DATE | TOTAL BUDGET |
|---|---|---|---|---|---|---|
| **Expenditure** | £ | £ | | | £ | £ |
| Salaries and People Costs | 16,113 | 17,700 | 10,405 | | 44,218 | 58,710 |
| Intern costs | 24,262 | 16,988 | 7,831 | | 49,081 | 88,146 |
| Professional & Consultancy Fees | 7,223 | 3,297 | 1,615 | | 12,135 | 17,000 |
| Recruitment/Outreach | | 5,550 | 0 | | 5,550 | 9,000 |
| Travel & Meeting costs | 119 | 75 | 1,812 | | 2,006 | 2,000 |
| Telecoms | 63 | 77 | 28 | | 168 | 1,000 |
| Marketing & PR | 294 | 0 | 430 | | 724 | 1,000 |
| Bank charges | 25 | 26 | 35 | | 86 | 250 |
| Insurance | 174 | 119 | 119 | | 412 | 1,800 |
| Equipment | | | | | | 1,200 |
| Office costs | 1,075 | 873 | 3,063 | | 5,011 | 9,000 |
| Depreciation | 341 | 494 | 262 | | 1,097 | 750 |
| Irrecoverable VAT | | | | | | |
| **Total** | **49,689** | **45,199** | **25,600** | **0** | **120,488** | **189,856** |

*Signed:* _____

***Head of Finance - Screen Yorkshire***

6/6/22