



ScreenSkills Limited

TRUSTEES' REPORT and FINANCIAL STATEMENTS

For the year ending 31 March 2024

Company Registration No. 02576828

**Charity Registration No. 1015324
Scottish Charity Registration No. SC039556**

ScreenSkills Limited

TRUSTEES' REPORT and FINANCIAL STATEMENTS for the year ending 31 March 2024

Trustees' Report	Page
Introduction	3
Statement from ScreenSkills' Chair	4
Report from ScreenSkills' CEO	5
Section 1 Objectives and activities	6
Section 2 Structure, governance and management	7
Section 3 2023/24 strategic priorities and investment	13
Strategic Report	15
Section 4 2023/24 activities and outcomes	15
Section 5 Plans for 2024/25	32
Section 6 Financial review	34
Section 7 Key management personnel and Remuneration Policy	41
Section 8 Funds held as custodian	42
Section 9 Trustees' liability insurance	43
Section 10 Auditor	44
Financial Statements and related sections	
Statement of Trustees' responsibilities	45
Independent auditor's report	46
Statement of financial activities	50
Balance sheet	51
Statement of cash flows	52
Accounting policies	53
Notes to Financial Statements	57

Introduction

Under the Companies Act 2006 the Trustees of a charity are required to present an annual report and accounts.

The financial statements in this report, for the year ending 31 March 2024, comply with ScreenSkills Limited's Articles of Association; the Companies Act 2006; the Charities Act 2011; and 'Accounting and Reporting by Charities: Statement of Recommended Practice', which applies to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) – (Charities SORP (FRS 102), revised 1 January 2019). As a charity registered in Scotland ScreenSkills Limited also reports in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). ScreenSkills Limited is referred to throughout this report as ScreenSkills.

ScreenSkills meets the definition of a 'public benefit entity' under FRS 102.

The Trustees confirm that they have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. The Trustees further confirm that the activities of ScreenSkills are carried out in line with its objects, for the public benefit.

Statement from ScreenSkills' Chair

The work that ScreenSkills does in supporting the professional development of the screen industries workforce has never been more important. It has been a challenging year for the sector across the UK. The impact of the writers' strike and the advertising downturn has had an adverse effect on people working behind the camera. Securing regular employment has been a challenge for many. Despite this, the UK Screen Industries retain their preeminent global standing. To protect and build on that reputation, it's vital that we, as a sector, work together. ScreenSkills is grateful to our many partners and contributors for the work we have done together over the past year.

During 2023/2024, ScreenSkills and the Skills Funds continued to provide support to people at every stage of their career, helping them develop their skills, and reinforce their existing experience through training and continuous professional development programmes. The five Skills Funds delivered training across the UK, responding to the specific needs of the industry as well as continuing to offer programmes including First Break, Trainee Finder, Make A Move, Leaders of Tomorrow and Film Forward. Together with a comprehensive portfolio of digital e-learning and short courses, the Skills Funds have helped to attract, develop, and retain the skilled workforce which is fundamental to the sector's ongoing global reputation and success.

This year, ScreenSkills played a significant role in the work of the Skills Task Force, convened in response to the BFI's Skills Review published in 2022. The subsequent report, A Sustainable Future in November 2023, recognised ScreenSkills as the 'lead option' to develop a pan-industry skills strategy. In response to the report, the ScreenSkills Board recognised that the organisation had to undertake its own transformation to enable it to fulfil this remit, and at the start of 2024 we initiated a Governance Review. Concurrently, the new Chief Executive, Laura Mansfield, consulting with a broad cross-section of industry stakeholders, has started work on developing a strategy for ScreenSkills that will lay the foundations for a wider industry strategy. The results of both work programmes will be published later this year.

The departure of ScreenSkills' Chair, Richard Johnson and Chief Executive, Seetha Kumar, gave us an opportunity to reflect on all that they, and ScreenSkills, has achieved in recent years. Highlights include the transition from Creative Skillset to ScreenSkills and the move from public to industry funding; the creation of the Unscripted TV Skills Fund in 2021; securing BFI-awarded National Lottery Funding for the Future Film Skills Programme and ScreenSkills' response to the Covid-19 pandemic. ScreenSkills played a significant role in supporting the industry and the people who work within it. Our pivot to digital in March 2020 and the subsequent development of our Covid Awareness e-learning was completed by almost 90,000 people and enabled the industry to be ready to restart production when lockdown restrictions were lifted.

ScreenSkills has also contributed to the debate around key issues that face the sector. This year, ScreenSkills published two reports on apprenticeships in the screen industries, identifying the opportunities to improve impact and effectiveness including the reform of the apprenticeship levy. ScreenSkills also developed and published a Diversity and Inclusion Playbook in partnership with the University of Glasgow, as part of its commitment to improving the diversity and equity of the screen industries.

On behalf of ScreenSkills, I would like to thank Richard and Seetha, for their tireless commitment to organisation, and welcome Laura Mansfield, the new Chief Executive who started in January with immense passion and energy.

I would also like to take this opportunity to thank my colleagues on the ScreenSkills Board as well as the members of the Skills Councils, Working and Steering Groups, who have continued to support and guide everyone working for ScreenSkills.

Lisa Opie, Chair

Report from ScreenSkills' CEO

I would like to start by thanking everyone at ScreenSkills for the incredible work that they have delivered this year. Since before becoming Chief Executive in January and having worked in TV production for many years, I was always aware of the excellent work that ScreenSkills does to support our talented workforce who work behind the camera. Since joining the organisation, I've been able to witness that work first hand. I have had the privilege to meet people across the UK benefitting from the training and development programmes provided by the five Skills Funds, and also had the opportunity to meet many of the training providers who ScreenSkills works with.

In 2023/2024, the Skills Funds invested £13.1m in training and development programmes across the UK for people considering a career in the screen industries, and those at the start of their career as well as those looking to progress. For example, the High-end Television Skills Fund's inclusivity programme, First Break - for people who might never have considered a career in the industry - worked with industry and local partners to provide knowledge and taster experiences of working on a production. And over 330 people successfully applied for Trainee Finder, ScreenSkills' early entrant placement programme provided by the Animation, Children's, Film and HETV Skills Funds.

Supporting people's progression through the industry, to help retain the talented workforce is more critical than ever as the industry responds to specific production skills gaps and shortages. Leaders of Tomorrow, from the HETV Skills Fund, is now in its third year. 66 participants in three cohorts receive bespoke training, support and placements to develop the skills necessary to become the next generation of decision makers. Make A Move and Make a Move Plus provides funding for HETV and film productions to invest in on-the-job training for people ready to progress to more senior roles. This year, the Film Skills Fund's Film Forward programme once again offered Black and Asian professionals with at least five years' experience to progress into senior roles in the industry.

In terms of unscripted television, the impact of the downturn in production has been particularly acute. To support this specific workforce population, the Unscripted TV Skills Fund continued to offer its popular Short Courses programme, expanding the number of courses to 69, and witnessing a 53% increase in course attendance.

Creating a diverse, equitable and inclusive workforce remains a priority for ScreenSkills. Alongside programmes such as Film Forward and First Break, as lead partner of Discover! Creative Careers, ScreenSkills continued to actively engage with school pupils identified as facing the greatest disadvantage in accessing information about careers in the creative industries. Apprenticeships are also invaluable in improving the diversity of the screen industries. This year saw the end of our flexi-job agency pilot, funded by the Department for Education with lead supporter Amazon Prime and partners Sky with APX Content Ventures, Banijay, Lime Pictures and Fremantle. I am pleased that the vast majority of the apprentices who took part have gone on to secure further employment. In the coming year, with the generous support of The Adobe Foundation, ScreenSkills will continue to design and deliver further programmes to help make the workforce more diverse and inclusive.

The benefit of collective investment in skills is at the heart of ScreenSkills offering. In 2023/2024, ScreenSkills developed a ScreenSkills Training Passport with partners BBC Studios, Sky and ITV Studios and with a steering group including Pact. Launched as a pilot in May 2024, the passport provides a record of standardised, industry-approved training that production staff can take from one production to the next.

Since the start of this year, with the support of the Executive team and the Board and in discussions with colleagues across the industry, we have started to develop a new strategy for ScreenSkills that will enable the delivery of a wider skills plan for the entire screen industries. I will be very much looking forward to sharing and delivering this strategy which will be based on collaboration and partnership, for the benefit of the talented and creative workforce that we all support.

Laura Mansfield, CEO

1. Objectives and activities

ScreenSkills is the skills body for the UK screen industries. An independent charity, industry-funded and business-led, it helps to train people at every career stage who make UK content which everyone loves and trusts.

We invest industry skills levy contributions and funding secured through bids to deliver targeted skills development programmes and support. We do not raise funds through donations from individuals or charitable foundations.

Our principal objective is to promote, advance and provide training and education opportunities for those working in, or intending to work in, the screen industries - whether as employees or as independent freelancers and contractors. We cover animation, children's television, film, games, high-end television (HETV), unscripted television and visual effects (VFX).

By identifying key skills gaps using industry data and insight, ScreenSkills plays a leading role in the creation of high quality, accessible and standardised training and development programmes that creates and sustains a skilled and inclusive workforce, enabling growth and future innovation, and actively contributing to the future creativity, health and prosperity of the sector.

ScreenSkills is evidence-based and data-informed, a respected thought-leader across the sector, and an agile delivery partner embedded throughout the entire cycle of content production. Our unique position has enabled ScreenSkills to build a much needed unified, cross-industry, strategic approach to training and skills focusing on skills needed today and the likely skills tomorrow.

Find out more at www.screenskills.com.

2. Structure, governance and management

ScreenSkills is a company limited by guarantee (Company number 02576828); a registered charity in England and Wales (Charity number 1015324); and a charity registered in Scotland (Charity number SC039556). The charitable company is governed by Articles of Association which were last amended and updated on 1 December 2021.

2.1 ScreenSkills Board

ScreenSkills' Board of Directors and Trustees operates under agreed terms of reference, which include fixed terms of office. There are defined roles for the Chair, Vice-Chair and Board members.

Board members, acting both as trustees of the charity and as directors of the company, are senior and influential representatives from the screen-based and wider creative industries - including ex-officio the Chairs of our Film, HETV, Unscripted TV Councils and the Finance & Audit Committee for the time, being the "office holder". They contribute broad-ranging expertise; and, in their role as Board members, they represent the interests of the overall screen industry (with particular reference to their area of expertise) rather than any individual company or organisation. Except for the repayment of reasonable 'out-of-pocket' expenses Trustees receive no remuneration for their Board role. Details of Board members' expenses and related party transactions are disclosed in notes 6 and 20 to the Financial Statements.

2.2 Appointment of Trustees

The Board Chair is selected through a recruitment process led by a sub-group; and the Vice-Chair is selected by the Chair from among Board members.

The recruitment process for Board members is led by the Chair, supported by the Vice-Chair and Chief Executive Officer (CEO). The Chair and CEO consult Board members and wider industry stakeholders to generate a diverse list of possible candidates. After exploratory conversations, the Chair proposes nominees and seeks Board endorsement for their appointment.

Apart from those who are Directors of the charity ex officio Trustees initially serve for a term of three years, after which they may put themselves forward for one further re-appointment. In exceptional circumstances, determined by the Board, Trustees may be appointed for a third term of up to three years. New Trustees receive a one-to-one induction with the CEO and are provided with an induction pack, which includes information and guidance on their duties as Trustees. Details of Director and Trustee responsibilities are set out in the Terms of Reference for the Board.

Trustees are active in the screen industries and involved in continuing professional development. Due to their seniority and responsibilities, they are likely to have the skills and experience needed for their roles. However, ScreenSkills ensures that Trustees' understanding of their responsibilities is up-to-date by meeting any specific knowledge or training needs.

2.3 Board structure and meetings

The Board of Trustees operates with a minimum of ten and a maximum of eighteen members. During 2023/24 there were four Board meetings and one extraordinary Board meeting. At Board meetings the Trustees reviewed progress against ScreenSkills' strategy and objectives and agreed priority delivery areas.

2.4 Board of Directors/Trustees and Company Secretary

During 2023/24 the [ScreenSkills Board](#) comprised the following members:

Board member	Organisation	Board role and any ScreenSkills role	Appointment or resignation date
Lisa Opie	Managing Director, Ubisoft Reflections and Leamington Studios	Trustee, Interim Chair (Vice-Chair till 30 April 2024)	Interim Chair from 01 May 2024
Patricia Brady	People Director, ITV Studios UK	Trustee	
Martha Brass	Chief Operating Officer, BBC Studios Productions	Trustee	
Philippa Childs	Head of Bectu	Trustee	
Fiona Clarke	Chief Operating Officer, Raw TV	Trustee	
Bella Lambourne (Arabella McCabe)	Director of HR & Operations, Banijay UK	Trustee	
Kate Lyndon	Finance Director, ITV Plc - Streaming	Trustee, Interim Vice Chair, Chair of Finance and Audit Committee	Interim Vice-Chair from 01 May 2024
Dr Anna Mallett	Vice President, Physical Production - EMEA/UK/APAC, Netflix	Trustee	
Jane Muirhead	Co-founder and Managing Director, Raise the Roof	Trustee, Chair of Unscripted TV Skills Fund Council	
Helen Northrop	Director of Commercial Affairs - Content, Sky	Trustee	
Anita Overland	Freelance film and television producer	Trustee, Chair of Film Skills Fund Council	
Melanie Sullivan	Chief Executive Officer, Framestore	Trustee	
Kevin Trehy	Former Executive VP Physical Production, Warner Bros	Trustee	
Board members appointed during 2023 - 2024			
Barry Ryan	Head of Production, The Ink Factory	Trustee, Chair of HETV Skills Council	31 May 2023
Paul Kearney	Production Executive, Milkshake!	Trustee, Chair of Children's Council	13 June 2024
Thomas Box	Co-Founder and Joint Managing Director, Blue Zoo Animation Studios	Trustee, Chair of Animation Council	13 June 2024
Board members resigned during 2023 - 2024			
Richard Johnston	Former Chief Executive Officer, Endemol Shine UK (to August 2020)	Trustee, Chair	Resigned 30 April 2024
Sinead Rocks	Managing Director - Nations and Regions, Channel 4	Trustee	Resigned 17 April 2024
ScreenSkills representative			
Clive Goss	Finance & Operations Director	Company Secretary	

2.5 Chief Executive

Laura Mansfield was appointed as Chief Executive Officer (CEO) of ScreenSkills in January 2024 and is supported by a Senior Management Team. As ScreenSkills is a charity, the CEO is accountable to the Board but does not have Board voting rights. The day-to-day management of the Charity is delegated to the CEO by the Charity's Board of Trustees.

Note: Seetha Kumar stepped down as CEO on 31 December 2023.

2.6 Key addresses

Registered office

ScreenSkills
1st floor, Ibex House
42-47 Minories
London EC3N 1DY

Independent auditor

Registered office
RSM UK Audit LLP
25 Farringdon Street
London EC4A 4AB

Bankers

HSBC Bank plc
PO Box 260
46 The Broadway
London W5 5JR

Legal advisers

Stone King LLP
Upper Borough Court
Upper Borough Walls
Bath BA1 1RG

2.7 Finance and Audit (F&A) Committee

The [Finance and Audit \(F&A\) Committee](#) is a sub-committee of the Board of Trustees, reporting to the Board, with the Chair of the Committee being a Board Trustee. The Committee should include at least one further Board Trustee, with the remaining members drawn from the sectors with which ScreenSkills works. Details of members' responsibilities are included in the Committee's Terms of Reference document. During 2023/24 the F&A Committee comprised the following members:

Committee member	Organisation	Committee role and any other ScreenSkills role	Appointment or resignation date
Kate Lyndon	Finance Director, ITV plc - Streaming	Member, Committee Chair and Board Member	Vice-Chair of Board from 01 May 2024
Stephen Bristow	Partner in the Film & Television Unit, Saffery Champness	Member	
Derek O'Gara	Former Chief Finance Officer, Banijay UK	Member	
Richard Philipps	Former Consultant, Reed Smith LLP	Member	
Richard Pooles	Finance Director, UKTV	Member	
David Teague	Director of Customer Data, BBC	Member	
Dee Vassili	Executive Director of HR, Vue International	Member	Resigned 11 July 2023

The Committee Chair and the CEO consult the Committee members and wider industry stakeholders to generate a diverse list of possible candidates for new members. After exploratory conversations, the Committee Chair proposes nominees and seeks endorsement for their appointment. Members are usually appointed for a term of three years; and one further term may be served following reappointment. The F&A Committee members receive no remuneration for their role.

Every member has equal influence in the Committee's discussions and recommendations.

The Chair of the F&A Committee is a Board member through whom the Committee may make recommendations to the Board.

The F&A Committee included one observer during 2023/24 - the Chair of the ScreenSkills' Board.

The F&A Committee met four times during 2023/24. The Committee is responsible for:

- Advising on financial operations and controls;
- Reviewing internal procedures, governance, systems and processes in line with best practice;
- Monitoring ScreenSkills' financial performance;
- Confirming that ScreenSkills' financial plan is credible and can support the business strategy; and
- Advising on legal and human resource issues.

As part of its role the F&A Committee also liaises with ScreenSkills' external auditor, reviews the annual audited financial statements and assesses the organisation's risk strategy and management.

2.8 Related parties, conflict of interest and conflict of loyalty

Board trustees are required to disclose all relevant interests, register them with the Company Secretary and withdraw from decisions where a conflict of interest arises. Conflicts of interest may occur, for example, where an organisation submits a grant funding application to ScreenSkills, and the Trustee serves in a key role on the Board of that organisation.

Trustees are also required to declare any conflicts of loyalty. Conflicts of loyalty may occur if, for example, an individual is a trustee for more than one charity. A conflict of loyalty would occur if several of these charities were to bid for the same service provision contract. A conflict would also arise if a trustee's decision at one charity could be influenced by their knowledge of and duty to the other charity - even if there was no benefit to the trustee.

Board approval is required in the event that any professional services (where permitted in the governing documents) are sought from any Trustee (i.e. from any Board or F&A Committee member).

2.9 ScreenSkills' operating structure

Industry practitioners help to direct ScreenSkills' activities through various groups - some formally constituted (see section 2.10) and others being ad hoc advisory groups set up to meet specific needs.

2.10 Skills Councils

The ScreenSkills [Skills Councils](#) ensure that ScreenSkills' activities reflect and adapt to changing skills needs. Councils are responsible for targeting skills development activity and ensuring delivery, in relation to their respective sub-sectors, within the strategic framework endorsed by the ScreenSkills Board. Skills Council members give their time voluntarily and are not remunerated.

Skills development across most of the sectors in ScreenSkills' 'footprint' is guided by a Skills Council comprising key industry figures.

At 31 March 2024 there were Skills Councils for Animation, Children's TV, Film, Games, HETV and Unscripted Television. Additionally, ScreenSkills works in partnership with other bodies on VFX activity.

2.11 Practitioner groups

Practitioner groups comprise industry experts who advise on skills investment and training requirements. ScreenSkills and the Skills Funds convened a number of groups that enable dialogue with the industry and help to inform and shape decision making. The members of the practitioner groups are drawn from broadcasters, streamers, production companies and other screen-related organisations.

- Production Safety Passport: Comprised of health and safety experts from Apple, BBC Academy, BBC Studios, ITV, First Option Safety Group, BECTU, Netflix and Sky Studios to ensure that production crew are kept safe and management receive training.
- ScreenSkills Skills Passport: Created in 2023 to develop the ScreenSkills Training Passport. Members were BBC Studios, ITV Studios, Sky and Pact.
- Film Skills Fund: In 2023/24 was further supported by an advisory group for Export and Distribution to share sector intelligence and discuss any specific challenges and opportunities for collaboration.
- HETV Skills Fund: 10 working groups: craft and tech; Make a Move; Northern Ireland; post-production and VFX; production grades; producers; regions; Scotland; Trainee Finder and Wales.
- Unscripted TV Skills Fund: Five working groups: craft and tech; development; industry and business skills; post-production and production. Additionally, the Fund has a steering group.

2.12 UK-wide industry partners and stakeholders

ScreenSkills works in partnership with relevant organisations on areas of mutual interest, such as skills policy and advocacy, and maintains effective relationships across key Government departments including the Department for Culture, Media & Sport (DCMS) and the Department for Education (DfE).

ScreenSkills also delivers against its objectives through various partnerships. In 2023/24, key partner organisations as well as the Government departments listed above included:

- The British Film Council (BFC)
- The British Film Institute (BFI)
- The Broadcasting, Entertainment, Cinematograph and Theatre Union (Bectu)
- Create Central
- Creative UK
- Federation of Industry Sector Skills and Standards (FISSS)
- Film London
- Institute for Apprenticeships and Technical Education (IfATE)
- Into Film
- The National Film and Television School (NFTS)
- Pact
- Pinewood Studios
- The Royal Television Society
- Screen Yorkshire
- Skills Cymru
- UK Screen Alliance

Other partner organisations include other trade associations and trade unions; and representative bodies, such as the Creative Industries Council (CIC).

ScreenSkills' wider stakeholder engagement includes screen industry employers, employees and freelancers. Their feedback and advice help to shape ScreenSkills' delivery priorities and response to evolving factors affecting the screen industries workforce.

3. 2023/24 strategic priorities and investment

3.1 Context for ScreenSkills' 2023/24 planning

The online delivery of training, resources and career support remains important alongside face-to-face support. In 2023/24 the screen industries continued to evolve in response to the audience demand for content, despite the impact of the advertising downturn and the US writers' strike. There continues to be increasing convergence between screen sectors in terms of content and technologies; and the industry requires a screen workforce with the relevant technical and professional screen skills to support creativity, productivity and sector growth. Economic pressures mean there are multiple investment demands, with screen skills being one of numerous priorities for industry and public funding.

3.2 Focus for ScreenSkills' 2023/24 delivery

During 2023/24 ScreenSkills continued to support Skills Fund-specific investment priorities and a unified approach to skills planning. As a member of the Skills Taskforce ScreenSkills participated in the development of the taskforce report A Sustainable Future for Skills (published November 2023).

2023/24 delivery priorities were endorsed by the ScreenSkills Board and F&A Committee. The main aims were to:

- Lead on a unified and strategic approach to screen skills, thus helping the UK to compete globally (with the creative industries identified by Government as a key sector);
- Target frontline skills - especially mid-tier and grade shortages - working with multiple partners and trainers;
- Promote consistency across skills, standards, working practices and behaviours - vital for a largely freelance, mobile and project-based industry;
- Gather evidence of the value and impact from skills investment;
- Explore new funding options.

These delivery objectives were grouped under three strategic priorities (1 to 3), with two enablers (4 and 5) underpinning delivery:

1. Careers: Initiatives and resources to support career planning, pathways and progression – plus initiatives enabling wider screen career access;
2. Frontline skills: Targeted initiatives and resources to tackle key skills gaps and grade shortages – and to enable retention and progression;
3. Access and inclusion: Accessible training and employment opportunities - and fair working practices - to improve representation across the UK's screen production value-chain;
4. Skills data and insights: Digital platform, data and insights to inform skills policy and planning and enable value-for-money delivery;
5. Skills policy and funding: Effective advocacy and comms to secure understanding and support for skills development.

ScreenSkills continued to deliver support at four career-stages:

- Entry: Those looking at routes in and screen career options (e.g., information and career resources for those considering/advising on screen career pathways and roles);
- Early: Those starting their career, usually with a couple of professional credits (e.g., Trainee Finder, First Break, transferer schemes, apprenticeships and targeted vocational schemes) – with a focus on essential employability skills, networking, progression, retention and career-planning;
- Experienced: Those at mid/senior career-stages, (e.g., Make a Move, Film Forward and targeted return-to-work/step-up/career-change schemes) – with a focus on key skills gaps, grade shortages, future skills, progression, retention, professional skills (leadership, management and business skills) and best practice behaviours;
- Expert: For those who work consistently in advanced positions within their specialisation, control of departmental budget, and overseeing entry and early career stage colleagues.

We also provide information and resources for those at any career-stage through our suite of e-learning modules aimed at developing core skills and building workforce best practice, as well as topical masterclasses and webinars.

ScreenSkills' commitment to strengthening data management is ongoing and in 2023/24 has reviewed and updated its data use policies to ensure continued compliance and best practices.

Strategic report

4. 2023/24 activities and outcomes

4.1 Strategic priority 1: Careers Support

Initiatives and resources to support career planning, pathways and progression– plus initiatives enabling wider screen career access.

During 2023/24, ScreenSkills continued to support those wanting to start a career in the screen industries through its new entry programmes and careers resources. In addition, ScreenSkills focused on mid-career skills, developing further its blended learning approach which combines online and face-to-face support.

4.1.1 HETV Skills Fund - First Break

First Break is a High-end TV Skills Fund pre-new entrant inclusivity programme which aims to demystify entry into the TV industry for individuals from socially excluded and diverse groups based locally to a production, who otherwise would most likely never consider the industry is open as a career path to them. In 2023/24, First Break was delivered in partnership with HETV productions shooting around the UK, with a total of 47 participants going on to paid job-shadowing opportunities. Participants included: 57% identifying as female; 25% from minority ethnic groups; 23% identifying as LGBT; 17% saying they had a disability; 85% being based outside London; and 91% from a non-paid school background.

4.1.2 HETV Skills Fund - Schools Roadshows

A series of school roadshows were delivered in Bristol, Edinburgh, Liverpool and eight locations across Northern Ireland in collaboration with Pact and local industry partners, reaching 1,655 pupils with industry-led talks plus information sessions for parents/carers/guardians.

4.1.3 Trainee Finder

Trainee Finder is an early-level work placement programme. Selection for each year's intake takes place from the previous winter through to the spring of the cohort's year and is offered in animation, children's, film and HETV:

- Animation: 30 trainees were selected across six departments. 77% identified as female; 37% were from minority ethnic groups; 13% said they had a disability; 40% identified as LGBT and 70% were based outside London;
- Film: 96 trainees across 11 departments took part in placements on 30 productions. 63% of trainees identified as female; 20% were from minority ethnic groups; 27% identified as LGBT; 18% said they had a disability; and 66% were based outside London;
- HETV: 208 trainees were recruited. This included 27 placements on 10 children's shows (100% outside London), funded by the Children's TV Skills Fund. 67% identified as female; 30% from minority ethnic groups; 20% identified as LGBT; 19% said they had a disability; and 73% being based outside London.

4.1.4 Animation Skills Fund - New talent support

The Animation Skills Fund supported 3Dami's Summer Camp, supporting 27 beneficiaries (under 18) from across the UK learn 3D animation skills.

4.1.5 Children's TV Skills Fund - Support for entrants

- The Dream Big! programme was recommissioned from thinkBIGGER! again for 2023/24. For new entrants from diverse backgrounds, the programme offered six beneficiaries six-month paid placements part-funded by industry.

- The Production Accountants Transferers Programme supported 10 qualified accountants looking to move into children's TV.

4.1.6 Unscripted TV Skills Fund – support for entrants

The Unscripted TV Skills Fund (USF) has committed a total of £335k to the delivery of the following programmes across multiple years:

- Casting researcher – 59 people learning the essential elements of a researcher role;
- Development researcher (Year 2) – 64 people trained in technical and communication skills followed by a four-week minimum placement in an independent production;
- Production assistant – introductory training for 41 people followed by a three-month subsidised placement in an independent production.

4.1.7 Apprenticeships

During 2023/24, a wide range of industry practitioners contributed through employer advisory groups to both our Apprenticeship Standard development work and nation-specific development work. Organisations contributing to standard development included AIM Awards, Amazon Studios, ATA, Bauer Media, the BBC Academy, Blue Zoo, EAM London, EMG/Gravity Media, Framestore, Global Media Academy, Hattrick, The Institute of Practitioners of Advertising (IPA), ITV, JIB, MBS Equipment Co UK, NBC Universal, Netflix, NextGen Academy, NFTS, Panalux, Pixipixel, Sony, Whitelight.

Between 2020 and 2024, to explore alternative, more flexible models to increase take-up of apprenticeships in film and TV production, ScreenSkills ran two apprenticeship pilots with industry funding and support from the Department for Culture, Media and Sport, and the Department for Education. The second pilot ran between May 2022 and January 2024, when it concluded. The pilots aimed to test whether a limited agency-based apprenticeship model could be effective for the project-based nature common in the film and TV production sector.

ScreenSkills published [a report](#) in May 2023. It covered the first DCMS-funded pilot and an interim update on the DfE flexi-job apprenticeship pilot. The report made recommendations for shorter-term policy improvements and longer-term reform.

A full report on the flexi-job apprenticeship pilot will be published later this summer.

ScreenSkills also carried out [a research project](#) between July 2022 and December 2023 with research agency ICF. 20 employers from across the screen industries were interviewed about their perceptions of apprenticeships, the opportunities and challenges they present, and ways to overcome some of the barriers preventing greater engagement. The report also explored the take-up of apprenticeships across different standards and training providers.

4.1.8 English Apprenticeship Standards

During 2023/24, ScreenSkills continued to develop a range of English Apprenticeship Standards to meet screen industry needs. The following standards were completed during the year:

- Junior animator apprenticeship standard – reviewed and updated the current EPA and started the work on the full standard review to suit employer requirements better;
- Media production coordinator apprenticeship standard - review and revision of standard to suit employer requirements better;
- Assistant production accountant apprenticeship standard – occupational proposal development and submission;
- Broadcast and media systems technical operator apprenticeship standard – started the review and update process;
- Broadcast and media systems engineer apprenticeship standard - started the review and update process.

ScreenSkills also engaged with the Government and industry to secure funding and prepare for the launch of the screen lighting technician and junior grip standards.

4.1.9 Federation for Industry Sector Skills & Standards (FISSS) certification

As a member of the Federation for Industry Sector Skills & Standards (FISSS), ScreenSkills is the certificating body for apprenticeship frameworks and provider institutions in Scotland and Wales. 68 certificates were issued between April 2023 and March 2024 for successful apprenticeship completions under the respective Nations' Creative and Digital Media frameworks: Scotland - 19 certificates; and Wales - 49 certificates.

4.1.10 National Occupational Standards (NOS)

At the start of 2023, ScreenSkills secured the preferred supplier status for Skills Development Scotland (SDS) work for a further four years. Having secured this preferred supplier status, ScreenSkills has continued to secure projects via competitive bidding. During 2023/24, funding was secured to review and redevelop the NOS for creative media generic, physical special effects, radio and audio content creation, and visual effects skills. We also translated the following NOS suites into Welsh: live events and promotions, production workflow and set crafts.

Organisations contributing to the review and update of National Occupational Standards: Ability Post Production Academy Ltd., AGOG Special Effects, Alchemy Effects Ltd., Alba SFX, Amazon UK, Andy Ryan (Marvel) (Bectu branch lead), Artem SFX, Asylum SFX, Audio UK, AWE (Atomic Weapons Establishment), Bauer Media, BBC Academy, BBC Radio, BBC Studios, Belfast Met, BeloFX, Bectu Vision / Screen Scotland, Bectu Wales, Blue Zoo, Cardiff and Vale College, Classic SFX UK, Coleg Gwent, Creative Scotland, Creative Wales, DNEG, Disguise, Dragon International Film Studios, EldonVFX, Elements SFX, Escape Studios, Final Pixel, Film SFX, Framestore, Global, Glasgow Kelvin College, Ignite SFX, ILM, MTFX Special Effects, National Council for the Training of Journalists (NCTJ), Netflix, Next Gen, North West Regional College, Northern Ireland Screen, Northern Regional College, Peacock Studios, Pinewood Studios, Production Services Ireland, PXL Talent, Radio Academy, Real SFX, S4C Wales, Screen Alliance Wales, SFX GB Ltd., Sgil Cymru, Sony, Southern Regional College, SQA Awarding, Third Floor, Union VFX, University of Arts London, Warner Bros Studios.

During 2023/24, ScreenSkills led on the completion of NOS work in Northern Ireland, Scotland and Wales. Standards are managed differently in the nations, requiring liaison with national skills agencies.

ScreenSkills secured an additional project to review and assign the correct Standard Occupational Classification (SOC) codes to all of our industry NOS standards for all occupations, providing sector insights on priority areas and impending changes in the next three to five years. This will help align labour market information with skills data.

We continued with the development of further Skills Checklists, publishing checklists for the art department, and with development work under way for set decoration, production accounting and editing.

In 2023/24, ScreenSkills used funding from the HETV Skills Fund to support 41 candidates for the Level 2 Grips and Crane Technician and the Level 3 Advanced Grips qualifications. After the awarding body UAL decided to withdraw from offering these qualifications, we expanded our remit to register and award these as unregulated qualifications instead. We redeveloped and updated the qualification content and supporting quality assurance documentation such as the assessment strategy, with the full support of the BECTU Certified Branch. The industry has responded very positively to this change, and welcome ScreenSkills' official recognition of the qualifications as more meaningful practically speaking than the involvement of an official awarding body.

4.1.11 Accreditation: ScreenSkills Select

During 2023/24, we continued to run accreditation services through ScreenSkills Select for university and college courses. Select benefits during 2023/24 included online industry insight sessions delivered in partnership with RTS Scotland for students and course leaders looking at hard-to-recruit roles in film and TV sound department, broadcast engineering, hair and make-up and production office; students and staff on Select endorsed courses were offered discounts to undertake Production Safety Passport health and safety courses; Select course leaders were also able to track students completing e-learning at course level via ScreenSkills website.

Select endorsement and annual reviews

During 2023/24, ScreenSkills reaccredited or endorsed 27 courses through ScreenSkills Select.

Courses endorsed during 2023/24 (including 21 reaccreditations and six new courses):

- Anglia Ruskin University: BA (Hons) Film Production
- Brunel University, London: undergraduate and postgraduate provision
- Buckinghamshire New University: BA (Hons) Film and TV Production
- City of Glasgow College: HNC/D Creative Industries: TV
- De Montfort University: BA (Hons) Games Art
- Edge Hill University: BA (Hons) Animation
- Edinburgh Napier University: BA (Hons) Television
- Iver Make Academy: Advanced Certificate in Make-up and Hair Artistry
- Solent University: undergraduate courses in television production and post production
- Teesside University: BA (Hons) Animation and BA (Hons) Visual Effects and Motion Graphics
- University of East London: BA (Hons) Film Production
- University of Gloucestershire: BA (Hons) Television Production and BA (Hons) Film Production
- University of Portsmouth: BA (Hons) Film Production
- University of Sunderland: MA Media Production (Film and TV), BA (Hons) Film Production and BA (Hons) Media Production
- University of the West of Scotland: BA (Hons) Filmmaking and Screen Writing, BA (Hons) Broadcast Production (TV and Radio) and MA Filmmaking
- UWE Bristol: MA Animation and BA (Hons) Filmmaking

During 2023/24, 82 courses were reviewed.

A total of 110 courses across 50 institutions have been endorsed under ScreenSkills Select since its inception. 66% of these courses were based outside London, and 56% of course endorsements were in technical and vocational areas. 3,629 final-year students benefited from ScreenSkills Select courses during 2023/24.

4.1.12 Discover Creative Careers

ScreenSkills has continued to lead the delivery of the Discover Creative Careers programme which re-launched in February 2023 following a successful tender process in 2022. Supported by £947k of funding from DCMS and an additional £65k of funding from Arts Council England (until March 2025), Discover Creative Careers is an integrated, industry-led programme that aims to inspire young people aged 11-18 across England to consider a career in the creative industries and address urgent challenges around skills shortages and lack of representation within the creative industries workforce. It is part of the Government's pledge to build a highly-skilled, productive and inclusive workforce for the future, outlined in the Creative Industries Sector Vision and has a particular focus on 77 priority areas identified as those facing the greatest disadvantage in accessing information about creative industry careers.

The programme informs young people directly about the opportunities in the creative industries through in-person and virtual encounters with industry professionals, online tools, training and support for teachers, parents, guardians and careers professionals, employers and more. It is also focusing on accessibility for young people with special educational needs and disability (SEND) with the help of a new Access Panel.

ScreenSkills leads the ongoing delivery in partnership and collaboration with over 25 organisations including Creative UK, Speakers for Schools, the Careers and Enterprise Company, ERIC, and numerous trade bodies and companies representing the breadth of the creative industries. Based on research from programme evaluators, CFE Research, the financial value of the in-kind support from the steering group equates to £97,300 per year – approximately £12,163 per industry representative.

Programme highlights from 2023 include:

Discover Creative Careers Week (13-17 November)

Over 25,000 young people reached across England during the programme's annual flagship event that encourages employers across the sector to provide young people aged 11-18 with direct encounters with industry through in-person and online events, this includes a virtual programme delivered with our partners at Speakers for Schools. Activities included visits to architecture practices, screenwriting workshops, set visits, technical theatre tours, VFX activities, careers talks in assemblies, careers fairs, gaming workshops and much more. Participating industry from screen included, BBC, Blue Zoo, Framestore, IntoFilm, ITV, Molinare, Sky Studios and Ubisoft. Alongside programme activities, the campaign which was delivered alongside Creative UK, saw over 3.5 million impressions across the week.

Industry insights sessions

During 2023/24, over 2,500 young people reached across England, in partnership with the steering group, delivering eight live, virtual panel discussions featuring professionals from across different subsectors sharing careers advice. Delivery partners included Framestore, Institute for Practitioners in Advertising (IPA), the Royal Institute for British Architects (RIBA), Textile Association (UKFT), UK Fashion and UK Music.

Discover Creative Careers website

Over 270k website users and nearly 8,000 lesson plans and film resource downloads. The website is a hub of resources featuring a careers finder with over 600 job profiles, lesson plans, insight films and other resources created for schools and students. During 2023/24, all lesson plans have been reviewed and updated and five new lesson plans have been added.

Creative industries awareness training

During 2023/24, over 200 careers professionals have accessed free creative industries awareness training, including in-person training to over 80 Job Centre Plus Work Coaches through a pilot programme with the Department for Work and Pensions (DWP) in the southeast and virtual training sessions delivered to careers advisors, leaders, teachers and other careers professionals. An on-demand e-learning module is currently being developed to launch in autumn 2024.

4.1.13 Other careers resources

Following the end of the BFI Future Film Skills Fund contract in 2022/23, careers activity for education, new entrants and those already working was reduced. ScreenSkills continued to deliver a number of careers talks and attended key events during the year, including those run by partners such as BECTU, BFI, Create Central, Pinewood Studios and RTS.

Events were a combination of face-to-face and online in Birmingham, Coventry, Leeds, Manchester, Newcastle, Reading (Shinfield Studios) and Wales.

Online careers resources continue to do well. Job profile pages accounted for 1.6m page views, 25% of traffic to the website. Monitoring and reviewing of the careers content on the website continues.

More than 350 queries to the careers email inbox from students, new entrants, those working in the industry and potential career changers have been answered.

4.2 Strategic priority 2: Frontline skills

During 2023/24, ScreenSkills targeted initiatives and resources to tackle key skills gaps and grade shortages – and to enable retention and progression – through its continuous professional development (CPD) initiatives.

4.2.1 Animation CPD

During 2023/24, the Animation Skills Fund enabled the delivery of various projects and partnerships to develop professional, creative and technical skills at mid-senior level across the UK. These included:

- Toon Boom animation training - cut out animation: 12 beneficiaries.
- Toon Boom animation training - introduction to rigging: 12 beneficiaries.
- Toon Boom animation training - technical direction: 13 beneficiaries.

4.2.2 Children's TV CPD

During 2023/24, the Children's TV Skills Fund committed almost £143k in CPD. Examples include:

- **Make a Move:** Nine productions accessed the programme to step up 12 people across production management, editing, directing and research roles.
- **Get the Knowledge:** Two-part training in working with under 18s, plus writing for children's TV and developing content for children. There were 201 attendees: 75% female; 9% said they have a disability; 18% identified as LGBT and 65% were based outside London.
- **Leadership and Management:** The Children's TV Skills Fund and the Animation Skills Fund co-funded six sessions in 2023/24.

4.2.3 Film CPD

2023/24 investment in film CPD totalled £198k, with an additional £138k towards co-funded training and programmes with HETV. All training courses and events were delivered through a combination of remote and face-to-face sessions as well as work-based placements on productions, some of which will be completed during 2024/25. Film CPD investment/co-investment supported a total of 354 beneficiaries on courses and events across the UK. This included 159 beneficiaries attending 10 training courses and 195 attending one event.

Film Make a Move

The Make a Move programme encourages on-the-job training of crew members identified by the production as ready to move up into more senior roles. Productions contributing to the Film Skills Fund are eligible for funding to support an individual taking a step up in their career. At the end of their training, the professional will be in, or be able to apply for, the new grade in which they have been working. During 2023/24 the Film Skills Fund invested £76k across 10 step-up placements:

Courses and placements

Film CPD funded courses and placements included:

- Architects to art department – 25 beneficiaries.
- Filmonomics 8: first time feature filmmaking for marginalised genders – 18 beneficiaries.

- Step up to first time feature filmmaking for the disabled directors and producers – eight beneficiaries.
- Demystifying the screen industry government tax relief and the changes for 2024 – 195 beneficiaries.

Co-funded courses with HETV included:

- Accounts industry transfer programme: 10 beneficiaries (48 attendees in total)
- Key skills for location managers in high-end TV and film: 10 beneficiaries (15 attendees in total)
- Movie Magic budgeting and scheduling – 15 beneficiaries (30 attendees in total)
- Start a career in costume – eight beneficiaries (29 attendees in total)
- HETV and Film standby art department dressing for camera: 10 beneficiaries (22 attendees in total)
- Introduction to becoming a virtual production supervisor: 15 beneficiaries (30 attendees in total)
- Virtual production taster sessions: 40 beneficiaries (92 attendees in total)

In addition to the funded career progression training which addressed skills gaps and shortages, grants of £19,200 were allocated to support nine supervised placements on features that have contributed to the Film Skills Fund:

- Accounts industry transfer: 3
- Step-up to locations marshal: 6

64% of those supported via Film Skills Fund training events identified as women; 18% were from minority ethnic groups; 14% said they had a disability; 61% were from outside London; and 15% identified as LGBT.

E-learning

During 2023/24 The Film Skills Fund also delivered a suite of e-learning modules Software Upskilling for Screen Professionals designed to help people improve their software skills and work more efficiently. A module on Lighting For All Skin Tones was also launched (see section 4.2.6).

4.2.4 HETV CPD

During 2023/24, HETV collected a total of £6.27m from 157 new productions and 28 spanning the previous financial year. During the year, the HETV Skills Fund supported 5,582 beneficiaries across the UK (2022/2023: 4,814). Some initiatives were supported by co-investment with other ScreenSkills Skills Funds (see section 4.2.3 for Film Skills Fund co-funded training).

Examples of HETV CPD outcomes during 2023/24 include:

- Make a Move step-up placements: 165
- Targeted grade shortage placements and job share: 115
- Electrical trainees: 18
- Leaders of Tomorrow: 66 in total at different stages of the programme across three cohorts
- Co-producer placements: 10
- Regional inclusive new writers: 9
- Leadership and management training: 442
- Anti-bullying and harassment training: 37
- Virtual production training: approx. 150 (in addition to taster sessions co-funded with Film Skills Fund)

Additionally, in 2023/24, 10 HETV professionals signed up for the Back To School programme to deliver career sessions in local schools as part of their own professional career development, engaging with a total of 285 school children.

1,873 people were supported through HETV mid-career training across 60 programmes delivered by providers or internally facilitated by ScreenSkills. 1,016 (including 383 bursaries awarded) people were also supported across seven training programmes addressing leadership, management and other wider professional skills development.

4.2.5 Unscripted TV Skills Fund (USF) CPD

Training falls into one of five core areas of need - craft and tech, production, post production, development, and industry and business skills. The last of these five core areas is addressed by investment in a comprehensive slate of free online courses available for staff and freelancers working in unscripted TV.

USF contributions income of £3.2m was confirmed during 2023/24.

In 2023/24, the USF commissioned the following training programmes targeting key roles, some ongoing, investing over £1.02m so far:

- Development teams (Year 2): 351 beneficiaries both online and in person, training across all career stages
- Edit assistant/technical operator (Year 2): 40 beneficiaries, including a minimum eight-week placement in an independent production
- Edit producing skills for PDs stepping up to SP: 20 beneficiaries received training followed by a minimum four-week shadow placement in an edit
- Junior editor (Year 2): 20 beneficiaries received training combined with a six-month ongoing training on-the-job
- Researcher to shooting AP (Year 2): training in person across the UK to a total of 60 beneficiaries across six cohorts (some yet to be delivered)
- Shooting PD (Year 2): 54 beneficiaries across the UK (some training yet to be delivered)
- Step up to development producer: 29 beneficiaries
- Welfare and duty of care essentials (12 x online sessions): 240 beneficiaries

During 2023/24, seven grants totalling £51k were awarded via the Contestable Fund, in which investment is allocated to targeted initiatives. These grants supported approximately 370 people through the following initiatives:

- The Wonder Women Mentoring Programme 2023 - nationwide programme of live events and a podcast for the next generation of female leaders
- Grierson DocLab - new entrant initiative to help 12 successful trainees pursue a career in the UK factual TV industry
- It's My Shout New Voices - Wales focused entry level unscripted documentary training programme
- Making Creativity Works - entry level programme that aims to diversify the talent pool of screen professionals with a focus on inclusion
- Mama Youth Project - eight-week programme to support 23 disadvantaged and marginalised young people to help them secure employment in TV and media
- TV Logger Heads - introduction to the role of logger aimed at new entrants
- The Wonder Woman Mentoring Programme 2024 - supporting diverse women working at mid-senior level step up into senior leadership

All USF targets remained unchanged during 2023/24, apart from beneficiaries from outside London, which was reduced to 63% to reflect the new profile of funder contributions. The Fund also has a target for direct spend outside London of 50%. In 2023-24, 65% of the investment was made to providers outside the M25. This coupled with other direct fund cost including ScreenSkills fund management resulted in a direct economic spend outside London of 62%.

Of all USF training delivery (excluding the contestable fund), 66% of beneficiaries were based outside London, above the Fund's 2023/24 target of 63%. The USF exceeded its other key Fund aims bar one, as follows: 67% identifying as female (against a target of 50%, unless the aim is to increase the number of those identifying as male in specific roles); 18% saying they are from socially under-represented groups (target: 30%); 23% from minority ethnic groups (target: 20%); 21% saying they have a disability (target: 12%); and 31% identifying as LGBT (target: 10%).

The USF also continues to offer its short course programme – an investment of £182k in an extensive range of free, online career and personal development training courses grouped into three strands:

- 'Step Up': Training to help individuals moving on to a new role or improving their skills in their current role;
- 'Your Life at Work': Workplace best practice and support on staying happy, healthy and productive at work;
- 'Mind Your Business': Training in topics including finance, HR and business affairs;
- 'Connect and Inspire': A combination of online and in person sessions designed to promote knowledge sharing and relationship building.

In 2023/24, 81 distinct courses with 400 individual instances were attended by 3,175 beneficiaries (note: where participants attended more than one session they are only counted once). 68% of participants identified as women; 16% were from minority ethnic groups; 11% said they had a disability; 14% identified as LGBT; 15% were from socially under-represented backgrounds; and 61% were based outside London.

4.2.6 E-learning modules

During 2023/24, ScreenSkills further expanded its range of e-learning modules and increased uptake of the existing modules. A growing number of broadcasters and production companies are now actively encouraging, or mandating ScreenSkills' e-learning modules as part of their own on-boarding process.

Two new modules were launched. ScreenSkills worked with BAFTA albert to produce Introduction to Sustainability for Screen Industries and with TripleC to launch Introduction to Disability, Access and Inclusion.

Modules available by end-March 2024	Launch-date	2023/24 completions	Completions since launch
Coronavirus basic awareness on production	July 2020	4,207	120,085
Tackling harassment and bullying at work	May 2020	8,200	26,548
Getting into the screen industries (total completions for the 5 modules that make up the series)	January 2022	16,038	28,904
Addressing unconscious bias: basic awareness at work	February 2021	6,042	16,149
From script to screen: an introduction to how scripted content gets made (total completions for the 13 modules that make up the series)	November 2022	12,708	17,920
Introduction to mental health awareness	December 2021	4,978	9,882
Mentoring for mentees	April 2020	444	3,167
Coronavirus basic awareness in cinemas	August 2020	2	3,375
Mentoring for mentors	April 2020	147	989
Inclusive hiring	February 2022	336	746
Diversity, equity and inclusion for the screen industries	January 2023	3,569	3,838

Introduction to sustainability for the screen industries	March 2024	248	248
Safeguarding for all: basic introduction for the screen industries	February 2023	2,898	3,081
Best practices for training in the screen industries	March 2022	90	170
Lighting for all skin tones	October 2023	207	207
Software upskilling for screen professionals (total completions for the 7 modules that make up the series)	November 2023	788	788
Introduction to disability, access and inclusion	March 2024	41	41

ScreenSkills' e-learning modules continue to be very positively received - an average of 92% of users are satisfied with their e-learning experience (2022/23 93%).

During the year, ScreenSkills developed a pilot Training Passport together with BBC Studios, ITV Studios and Sky, in consultation with Pact. The ScreenSkills Training Passport was announced and launched in May 2024.

4.2.7 Production Safety Passport (PSP)

ScreenSkills has been working with Health and Safety training providers since 2010 to ensure that film and TV crews stay safe on production by endorsing and recognising quality health and safety training through the [Production Safety Passport \(PSP\) scheme](#). The scheme allows professionals working in film and TV production, who have successfully completed a PSP approved health and safety course, to obtain an online PSP certificate and carry this certificate from job to job as a sign of their expertise in this important area, without needing to re-take their health and safety training.

The PSP group meets monthly and includes health and safety experts from BBC Academy, BBC Studios, ITV, First Option Safety Group, BECTU, Netflix and Sky Studios. Apple joined the group in October 2023.

ScreenSkills ran a survey from mid-January to March 2024 to help raise awareness and value of PSP scheme.

During 2023/24, 14,261 PSP certificates were issued and ScreenSkills endorsed a further 11 courses with 8 providers through the PSP scheme.

Courses endorsed during 2023/24 included X3.5 Safe Management of Production courses with Global, Calvin Hanks, ESS Consultants, MiRisk Media, MSS; X2 general health and safety online courses with BECTU and Safe Elephant; X2 introduction to health and safety, X2 locations and X2 Stunt Awareness courses with Media Safety Ltd, and X2 Manual Handling course with Safe Elephant.

A total of 28 courses across 15 providers were endorsed by ScreenSkills by year-end with 41,443 valid certificates and over 56,000 PSP certificates issued since August 2011.

4.3 Strategic priority 3: Access and inclusion

During 2023/24, ScreenSkills supported and developed training programmes and resources aimed at improving representation across the UK's screen industries.

4.3.1 Film Forward

Funded by the Film Skills Fund, Film Forward is designed to address under representation in the UK film industry at mid-career level by supporting experienced Black and Asian professionals to advance into more senior roles via paid development placements. By carefully matching professionals with at least five years' experience in below-the-line roles in film on UK productions, candidates will gain experience in a step-up role that will enable them to apply for future positions at that level.

Following the success of the pilot, ScreenSkills recruited a second cohort of eight crew working across production, art department, hair and make-up, locations and assistant director. The cohort joined ScreenSkills in October 2023.

4.3.2 Accessibility coordinator training

The High-end TV Skills Fund launched a programme to train new accessibility coordinators that will support the hiring and working life of disabled professionals in television. HETV funded 12 individuals and placements, of which two are in placements as of May 2024.

4.3.3 Co-funded training

These are examples of the training co-funded by The Animation Skills Fund, Children's TV Skills Fund, High-end TV Skills Fund and Unscripted TV Skills Fund during 2023/24:

- Deaf Awareness for Hirers training: 47 beneficiaries.
- Disability Awareness for hirers training: 25 beneficiaries.

These are examples of training co-funded by the HETV Skills Fund and Unscripted TV Skills Fund:

- Mental Health Awareness for managers: 71 beneficiaries.
- Neurodivergence and Inclusion in the Screen Industries: 45 beneficiaries.
- Neurodivergence and Inclusion in the Screen Industries: Leaders and Managers: 20 beneficiaries.

NB: The High-end TV Skills Fund supported an additional 86 beneficiaries with Mental Health Awareness workshops during 2023/24

4.3.4 TV Access Project collaboration

The TV Access Project (TAP) is an alliance of the UK's biggest broadcasters and streamers who have pledged to work together to create a substantive and permanent structural shift which will ensure access provision for deaf, disabled and neurodivergent talent. ScreenSkills is a partner in TAP and supports its vision to see full inclusion in the television industry by 2030, where no disabled talent is ever excluded because barriers have been removed and equity created.

The ScreenSkills website is hosting guidelines produced by TAP for disability inclusion in the UK television production industry called [TV Access Project: The 5As - ScreenSkills](#). This includes a series of free accessible videos which training organisations can use within their own courses and workshops to highlight best practice, as well as PowerPoints and PDFs.

4.3.5 E-learning

ScreenSkills worked with industry and subject experts to produce a new e-learning module Disability, Access and Inclusion, launched in March 2024. (See section 4.2.6)

4.4 Skills policy and funding

4.4.1 Skills forecasting for the screen industry

£23k was invested in 2023/24 by the Skills Funds to provide reliable national workforce data on skill gaps and the following reports were published:

- Unscripted TV Skills Fund: Follow-up research into skills gaps and shortages in the nations and regions. This was [finalised](#) in July 2023;
- An Omnibus survey, conducted with Ipsos MORI, about the public perception of the importance of children's TV. This was [published](#) in October 2023;
- HETV workforce report: The Fund's annual research into skills gaps and shortages. The report was [published](#) in May 2024.

ScreenSkills also undertook research and published reports relating to inclusion and diversity, placements and apprenticeships in the screen industries as follows:

- May 2023: [Placements in film and children's TV](#): Explored industry attitudes toward placements, how many and what type of placements are offered by employers, the benefits of them and the factors which effect the scale and effectiveness of placements. This was conducted with SQW;
- May 2023: ScreenSkills apprenticeship pilots [summary findings](#): This report analysed findings from two apprenticeship pilots in collaboration with the Government and the screen industries. They illustrate the serious systemic issues that prevent our sector from taking full advantage of the opportunity that earn-as-you-learn training presents and the need for fundamental legislative change;
- June 2023: ScreenSkills' [Diversity and Inclusion Playbook](#): Provided a summary of diversity and inclusion target setting in the UK screen industries. It outlines definitions and a common language for working with targets, talking points and recommendations for next steps. This was conducted with Professor Doris Ruth Eikhof;
- December 2023: [Apprenticeships in the Screen Industries](#): Investigated the sector's engagement, understanding and experience of apprenticeships. This was conducted with consultancy ICF.

A further report relating to the Flexi-Job Apprenticeship Pilot will be published later this summer.

4.4.2 Industry influencing and lobbying

ScreenSkills worked with DCMS and DfE to advocate continued skills investment in the screen industries. Additionally, ScreenSkills had representation on key industry groups, including BFC and FISSS.

In March 2023, a Skills Task Force was convened in response to the BFI's Skills Review published in June the previous year. The Task Force was constituted from representatives from all the major broadcasters, streamers and studios alongside ScreenSkills and other sector organisations including Pact, and the national screen agencies. The purpose of the Task Force was to address the skills gaps and shortages prevalent in the screen industries and any related challenges. The Task Force focused its activity in three workstreams – industry training and investment, apprenticeships and pathways into the screen industries from further and higher education.

In November 2023, the Skills Task Force published its report, A Sustainable Future for Skills, which made a series of recommendations to strengthen strategy and partnerships; build sustainable growth and sustainable careers and the vital role of work-based learning in screen sectors' skills development.

A recommendation from the report identified ScreenSkills as the 'lead option' to develop and deliver a pan-industry skills strategy. This would be delivered through transformation of ScreenSkills itself.

4.4.3 Additional Funding

Marketing and Public Relations secured USD \$250,000 from The Adobe Foundation to invest in programmes that provide opportunities for people from under-represented communities in the UK. The programmes will be funded via the Adobe Film and TV Fund.

4.5 ScreenSkills bursaries

Bursaries are a cost-effective way of tackling barriers to skills access and career progression. 1,925 applications were received via the ScreenSkills' bursary system between 1 April 2023 to 31 March 2024. During 2023/2024 ScreenSkills committed a total investment of £1.05m to 948 bursaries¹. 2023/24 bursary investment was funded from the BFI via National Lottery funds and through industry contributions to the Children's TV, Film, HETV and Unscripted TV Skills Funds.

During the year:

- An average bursary amount of £1,506 was applied for across all sectors;
- An average of £867 was awarded per successful applicant, via committed bursaries;
- 45% of all bursaries awarded were to applications involving training costs;
- 43% of all bursaries awarded were to applications involving equipment purchases or software licensing;
- 16% of all bursaries awarded involved driving lessons, as applied for by applicants who demonstrated that the lack of a driving licence prevented them from progressing in the industry;
- 98% of applicants who completed the end-of-initiative survey noted they were either 'satisfied' or 'very satisfied' with their experience of receiving a bursary;
- The largest bursaries were for £3k – awarded for a range of uses including high-specification cameras and accessories and for training for series directors;
- The smallest bursary was for £43.20, enabling an applicant to attend a short course in set decoration.

Diversity figures for actioned bursaries during 2023/24 were: 66% identifying as female; 25% from minority ethnic groups; 18% identifying as having a disability; 22% identifying as LGBT; and 63% based outside London. 60% of approved and actioned bursaries were awarded to applicants at entry or early career-stages.

Animation bursaries

16 animation applicants were supported through investment via the National Lottery funds and the Film Skills Fund. Total value of these awards was £10k.

Children's TV bursaries

Two bursaries awarded from the Children's TV Skills Fund, with a total investment of £500. Another five bursaries - with a total value of £5.6k - were funded by the BFI via National Lottery Funds and the Film Skills Fund to support applicants working in Children's TV.

BFI/National Lottery investment in bursaries

During 2023/24, £356k of BFI investment via National Lottery Funds was committed (including co-funding) to 387 bursaries across animation, film, HETV, unscripted TV and VFX. 63% of BFI-supported bursaries were awarded to applicants identifying as female; 44% went to applicants from minority ethnic groups in London; 21% went to applicants from minority ethnic groups outside of

¹ A bursary 'commitment' means that the bursary application has been approved at the application review stage and the funds were committed in the 2023/2024 financial year when a formal offer was made to the applicant, to be awarded and paid after the final paperwork has been completed. An 'approved/actioned' bursary means that the bursary was approved, the award has been confirmed to the applicant, the acceptance paperwork has been completed and the initial payments have been made.

London; 20% said they had a disability; 27% identified as LGBT; 31% went to those coming from working class backgrounds; and 62% were based outside of London. 63% of approved and actioned bursaries were awarded to applicants at entry or early career-stages.

Film bursaries

£94k of Film Skills Fund investment was committed to 95 bursary applicants during 2023/24. 67% of recipients identified as female; 26% were from minority ethnic groups; 16% said they have a disability; and 59% were based outside of London. 70% of approved/actioned bursaries were awarded to those at entry or early career-stages.

HETV bursaries

£533k of HETV Skills Fund investment was committed to 459 HETV-related bursaries. 70% of HETV-related bursaries were awarded to applicants identifying as female; 23% went to applicants from minority ethnic groups; 17% said they have a disability (up 7% from last year); 18% identified as LGBT; and 67% were based outside London. 58% of approved/actioned HETV bursaries were awarded to applicants at early career-stage.

Unscripted TV bursaries

£69k of Unscripted TV Skills Fund investment was awarded to 72 bursary applicants during 2023/24. 16 applicants received bursaries for equipment purchases, as they participated in the 'Stepping Up To Shooting AP' training delivered by the Fund. The rest were funded for training and related costs only. 65% of recipients identified as female; 11% were from minority ethnic groups; 21% identified as LGBT; and 54% were based outside London. 32% of approved/actioned bursaries were awarded to applicants at entry or early career-stages.

4.6 ScreenSkills returners mentoring programme

The returners mentoring pilot programme, funded by the Film Skills Fund, was designed to support 20 experienced professionals, from a range of departments and roles, to return to work in the film industry after a career break. The programme matched 21 mentees with an industry mentor for six-months of one-to-one mentoring sessions and provided advice and training on how to get the most out of mentoring. The programme also provided regular networking opportunities and workshops as well as support and encouragement from a cohort of fellow returners to develop the confidence, knowledge and skills needed to re-ignite their career.

The programme launched in December 2022 and was delivered over a 12-month period, concluding in November 2023.

4.7 Marketing, public relations and engagement

During 2023/2024, marketing and public relations supported the key priorities of ScreenSkills and the Skills Funds. Promoting and protecting the reputation of the organisation, its programmes and services to beneficiaries as well as to other target audiences.

Integrated marketing communications campaigns included:

- A Sustainable Future for Skills taskforce report.
- Committee for Culture, Media and Sport consultation on film and high-end television.
- Portfolio Careers (with Arts Council England).
- Bursaries quarterly campaigns.
- Cyclical e-learning campaigns.
- Trainee Finder programme for HETV/children's and film.

Fund specific campaigns included:

Animation Skills Fund

- Manchester Animation Festival.
- Animation Trainee Finder recruitment campaign.

Children's TV Skills Fund

- Westminster Media Forum.
- Mental Health Awareness Training.
- Dream Big! programme.

Film Skills Fund

- Film Forward cohort two recruitment campaign, networking launch event.
- Cannes UK Pavilion sponsorship May 2023.
- Glasgow Film Festival.
- Film Skills Council announcement and breakfast.

HETV Skills Fund

- HETV at 10 integrated campaign including dedicated brand identity, a hero film, plus others to support each priority nation/region, and a series of paid advertorials in key trade publication *Broadcast*.
- Edinburgh TV Festival.
- Leaders of Tomorrow cohort three recruitment, launch event and dedicated asset production.
- Access coordinator programme.

Unscripted TV Skills Fund

- HR Toolkit.
- Series Producer and Production Manager Programme recruitment campaigns.

Marketing collateral

During 2023/24, a series of Skills Fund brand assets were developed including brand films for film, HETV and unscripted. Additionally, a film with a wider pan-org focus for ScreenSkills at Five.

The Film Skills Fund film was also delivered as a cutdown and a brand ident to be used to give the Fund profile at specific sponsored events (e.g. British Independent Film Awards, TNB XPO, Cannes Pavilion).

A dedicated shoot took place featuring the new HETV Leaders of Tomorrow cohort, from which online/social assets were developed to raise the profile of the programme and support recruitment of future cohorts.

Additionally, brand postcards were created to support each Fund. These contained topline details, plus QR codes linking to further information. They were printed to be used as collateral at in-person events (e.g. GFF, Sheffield, CMC, Sundance).

Stakeholder events

During 2023/24, a number of events were hosted for beneficiaries and industry, including:

- HETV@10: a series of events across the nations and regions from July 2023 – March 2024.
- ScreenSkills@5: an event marking five years since the re-brand.
- ScreenSkills: sponsored panel at BE YOU Festival which highlights out-of-London mid-level talent.
- Animation Skills Fund: Manchester Animation Festival and Move Summit.
- Film Skills Fund: a series of events launching the new council and introducing the Film Forward cohort to industry.
- Film Skills Fund: Glasgow Film Festival.
- HETV Leaders of Tomorrow: cohort three launch event.

- Unscripted TV Skills Fund: Sheffield Doc Fest.

ScreenSkills website and social media

During 2023/24, the user experience of the website was improved through integrated campaign planning for logged in and logged out users on the website and across all channels. The website's structure, design and relevancy continued to be assessed and improved. In addition, the roll out of the content accessibility project across platforms was completed.

During 2023/24, ScreenSkills managed two newsletters - a monthly "Training and Opportunities" and quarterly Insight publication. By March 2024, the subscriber base had grown to 104,865, a 6.4% rise on the previous year with average open rates for the two newsletters of 32% and 40% respectively (2022/23: 35.56% and 43%).

In terms of social media, ScreenSkills focused on growth on LinkedIn (29%) and Instagram (88%), with Facebook also growing 3.4%. This overall performance was driven by audience-specific and targeted campaigns, as well as the introduction of dynamic content.

At 31 March 2024, ScreenSkills digital performance was:

- LinkedIn: 52,173 (2022/2023: 39,110)
- Instagram: 15,975 (2022/2023: 9,285)
- Facebook: 27,005 (2022/2023: 25,838)
- Twitter: 74,508 (2022/2023: 75,900)
- Screenskills.com: 6.4m page views (2022/23: 7.6m)

4.8 ScreenSkills platform and user account reporting

During 2023/24, ScreenSkills continued to update its platform, optimising recording and reporting systems.

From April 2023 to March 2024, 33,366 user accounts were created (2022/23: 29,225), and by year end the total number of people registered with ScreenSkills (i.e. those with a ScreenSkills account enabling access to structured training and related support) was 209,226 (2022/23: 176,937).

ScreenSkills delivered 978 activities, such as training, events, bursaries, stepping up programmes and e-learning during 2023/24, resulting in a total of 77,207 interactions delivered to 26,020 unique individuals.

The average number of interactions per user increased from 2.3 in 2022/2023 to 3.0 in 2023/2024, exceeding performance for the last four years and indicating increased user engagement with the platform.

4.9 ScreenSkills: diversity and inclusion

Diversity and inclusion (D&I) is at the heart of ScreenSkills' delivery plans and activities. ScreenSkills helps to develop a diverse talent pipeline by providing development opportunities which are accessible to people from all backgrounds and locations. The Skills Councils and industry working groups advise on skills initiatives which strengthen workforce inclusion. This enables employers to develop workforces which reflect their screen audiences and users.

ScreenSkills' D&I targets for 2023/24 were:

- Gender: 50% Women
- Ethnicity: 20% minority ethnic groups
- Sexual orientation and gender identity: 10% lesbian, gay, bisexual and trans
- Disability: 10% disabled and people who have a learning difference, impairment or long-term condition

- Nations and Regions: 50% outside London

Additionally, in relation to ScreenSkills D&I the 26,020 2023/24 beneficiaries who logged activity via the ScreenSkills website showed:

Category	D&I targets	2023/2024
Women	50%	55.1%
Minority ethnic groups	20%	17.6%
LGBT	10%	17.6%
Disability	10%	12.2%
Out of London	50%	68.2%

ScreenSkills Diversity and Inclusion Targets

Diversity and inclusion targets are tools that enable ScreenSkills:

- To create and nurture an inclusive talent pool with the rich mix of skills which are vital for creativity, employability and productivity; and
- To support equity and fairness.

ScreenSkills' diversity and inclusion target planning will follow the business planning cycle which will be defined in the strategy that will be published later this year.

4.10 ScreenSkills' workforce diversity

ScreenSkills is committed to strengthening and tracking its own workforce diversity. As of March 31, 2024, the organisational diversity profile was:

Workforce Group	%
Female	21%
Male	43%
Minority ethnic groups	16%
LGBTQ	10%
Disabled	6%
Under 20 years old	0%
20 to 29 years old	22%
30 to 39 years old	28%
40 to 49 years old	22%
50 to 59 years old	21%
60 years old and above	7%

5. Plans for 2024/25

5.1 Context and priorities for 2024/25 delivery

As the screen industry continues to evolve and adapt both in response to audience demand for content as well as external factors, the delivery of training - face-to-face and digitally - as well as the provision of resources to support career development remain a priority for ScreenSkills and the Skills Funds. The accelerated convergence between screen sectors in terms of content and technologies means that the need for a workforce that is flexible, and technologically adept will be increasingly vital.

In March 2023, a Skills Task Force was convened in response to the BFI's Skills Review published in June 2022. The Task Force was constituted from representatives from all the major broadcasters, streamers and studios alongside ScreenSkills and other sector organisations including Pact, and the national screen agencies. Its purpose was to address the skills gaps and shortages in the screen industries and any related challenges. The Task Force focused its activity in three workstreams – industry training and investment; apprenticeships; and pathways into the screen industries from further and higher education.

In November 2023, the Skills Task Force published its report, A Sustainable Future for Skills, which made a series of recommendations to strengthen strategy and partnerships; build sustainable growth and sustainable careers; and emphasise the vital role of work-based learning in screen sectors' skills development.

A recommendation from the report identified ScreenSkills as the 'lead option' to develop and deliver a pan-industry skills strategy. This would be delivered through transformation of ScreenSkills itself.

In January 2024, ScreenSkills initiated two workstreams - a Governance Review and a short consultation with key stakeholders from across the screen industries to begin developing a pan-industry skills strategy.

The Governance Review, chaired by Lisa Opie (then Deputy Chair) sought a range of views from across the industry and will publish its key findings and recommendations later this year. Work to develop a strategy for ScreenSkills, that will form the basis for a wider pan-industry strategy will also be published this Autumn.

5.2 2024/25 delivery priorities

By the end of 2024, ScreenSkills will have completed and published the results of its governance review, and its strategy. Subsequently, the organisation will embark on developing - in consultation with the sector - a pan-industry strategy.

In the interim, ScreenSkills' delivery priorities will focus on the following areas:

1. Frontline skills: Specific programmes and resources to mitigate key skills gaps and grade shortages in the screen industries across the UK and to enable progression and retention;
2. Careers: Initiatives and resources to support career planning, pathways and progression, as well as initiatives enabling wider screen career access;
3. Access and inclusion: Provision of accessible training and employment opportunities – including fair working practices - to improve diversity, equity and inclusion across the UK's screen production value-chain;
4. Partnership and Collaboration: Working with partners across the screen industries and wider sectors such as education to leverage maximum impact and benefit for the workforce;

5. Nations and Regions: Ensuring that programmes and resources are available across the entire UK and developing specific training and resources to support the explicit needs of the Nations and Regions;
6. Skills data and insights: Digital platform, data and insights to inform skills planning and policy and enable value-for-money delivery; and
7. Skills policy and funding: Effective advocacy to secure understanding and support for skills development.

ScreenSkills will continue to deliver support at four career-stages with an emphasis this year on the three post entry stages in line with recommendations from the Task Force report:

- Entry: Those looking at routes in and screen career options (e.g., information and career resources for those considering/advising on screen career pathways and roles);
- Early: Those starting their career, usually with a couple of professional credits (e.g., Trainee Finder, First Break, transferer schemes, apprenticeships and targeted vocational schemes) – with a focus on essential employability skills, networking, progression, retention and career-planning;
- Experienced: Those at mid/senior career-stages, (e.g., Make a Move, Film Forward and targeted return-to-work/step-up/career-change schemes) – with a focus on key skills gaps, grade shortages, future skills, progression, retention, professional skills (leadership, management and business skills) and best practice behaviours; and
- Expert: For those who work consistently in advanced positions within their specialisation, control of departmental budget, and overseeing entry and early career stage colleagues.

6. Financial review

As a charity our generated income is categorised into unrestricted and restricted funds. Our total income for 2023/24 was £13.68m (2022/23: £18.39m), made up of £0.52m (2022/23: £4.44) unrestricted income and £13.16m (2022/23: £13.95m) restricted funding. The detailed split of income and resources expended in the year by fund are shown in note 15.

Our restricted funds include ScreenSkills' Skills Investment Funds (SIFs), BFI Bursary Fund, BFI Job Descriptions, BBC - Production Unlocked Programme, Flexi-Job Apprenticeship Agency Programme, the Creative Careers Programme (CCP) and TV Access Project.

6.1 Funds

6.1.1 Unrestricted funds

Unrestricted income supports the delivery of work-readiness support through training, continuing professional development (CPD) and accreditation. In 2023/24, this amounted to £0.52m (2022/23: £4.44m), which includes British Film Institute (BFI) closing funding from 2022/23 for the 'Future Film Skills' (FFS) programme, Accreditation, Bespoke Training, Skills Development Scotland (SDS) and international licensing. Income is also generated through projects co-funded through public and private investment.

Unrestricted expenditure in 2023/24 amounted to £0.93m (2022/23: £3.85m). During 2023/24, FFS 2022/23 closing funding of £0.16m successfully supported careers, bursaries, CPD and the Centre of Excellence. The other expenditure includes central delivery and support for the funds including infrastructure costs.

The unrestricted deficit for the year is £0.41m (2022/23: surplus £0.58m). There is also transfer of DCMS reserves of £0.17m explained in note 15. The net of the deficit and the transfer decreased the unrestricted reserves to £2.45m.

6.1.2 Restricted funds

ScreenSkills manages a range of restricted funds which enable the charity to support skills development for those wanting to join the screen skills industry and those already working in the industry (freelancers and employees). Contributions to the funds are made by industry. There are also some restricted programmes and projects which are funded by both industry and the public funds. Total restricted income was £13.17m (2022/23: £13.95m) with expenditure at £14.59m (2022/23: £13.18m). The net deficit of £1.42m and reserves transfer of £0.17m (see note 15) decreased the brought-forward reserves of £11.42m from 2022/23 to carried forward reserves of £9.83m. Restricted funds are explained in sections 6.1.2.1 to 6.1.2.7.

6.1.2.1 ScreenSkills' Skills Investment Funds (SIFs)

Skills Investment Fund income for the year was £11.67m (2022/23: £12.02m), made up of voluntary levies collected across the animation, Children's TV, film, high-end TV and Unscripted TV sectors. Fund investment supports growth in the animation, Children's TV, film, HETV, Unscripted TV and visual effects (VFX) sectors, with funds received being disbursed as grants, direct spend and also used for the management and administration of the Skills Investment Funds. The deficit of £1.44m and transfer-in of BBC Production Unlocked reserves of £0.01m and transfer-out of DCMS reserves of £0.17m (see note 15) decreased the reserves to £9.81m (2022/23: £11.41m) and will be included in the available funding for the budgeted spend in 2024/25.

6.1.2.2 BBC Production Unlocked Programme

The BBC provided £92k of funding for the Production Unlocked programme during 2022/23, to run multiple events across UK with a full programme of masterclasses from industry professional, skills workshops and panel discussions. The delivery was completed during the first half of 2023/24 and the balance of the reserves (£11k) has been transferred to USF fund.

6.1.2.3 Flexi-Job Apprenticeship Agency (FJAA) Programme

ScreenSkills was awarded FJAA grant from the Department for Education (DfE) in January 2022 to support the start-up, development or diversification of apprenticeship agencies allowing employers of all sizes to benefit from apprenticeships. ScreenSkills helped the progression of apprentices into the screen industry in partnership with lead partners Amazon Prime Video, Banijay, Freemantle, Lime Pictures and Sky. DfE funding ended in March 2023, and the programme completed in 2023/24 with support of £0.56m from industry partners (2022/23: £1m from DfE and industry partners).

6.1.2.4 Creative Careers Programme (CCP)

In the next phase of Creative Careers Programme (CCP) pilot originally launched in 2018, ScreenSkills was awarded a DCMS grant of £947k in 2022 to run the programme till March 2025. The aim of the grant is to create a comprehensive and coordinated approach to sharing specialist creative careers information, advice and guidance with young people from all backgrounds across England in line with the Government's Levelling Up objectives. During 2023/24, there was a funding of £394k (2022/23: £180k) utilised in the year.

6.1.2.5 BFI Job Descriptions

ScreenSkills received a BFI grant of £50k for a Job Descriptions project to support freelance development in the sector and improve awareness and accessibility of jobs within the industry by reviewing the current use of job descriptions within the UK film and TV production sector and the creations of job description templates that can be most useful and applicable, complementing any existing publicly available resources. The programme completed in the first quarter of 2023/24 utilising the funding of £30k (2022/23: £15k).

6.1.2.6 BFI Bursary Fund

BFI awarded a grant of £1.5m in 2023 of National Lottery funding for 3 years to March 2026 to support ScreenSkills bursaries. The bursaries are there to help remove financial obstacles from career progression within the screen industries. They perform a vital role in opening up the screen industry and help provide a path into or progression within a career in screen. During the first year of the programme in 2023/24, £495k of funding was utilised.

6.1.2.7 TV Access Project

The purpose of the TV Access Project is to address disabled access across the television industry. ScreenSkills received £20k of funding from Netflix for the project that will be delivered during 2024/25.

6.2 Investments

All of ScreenSkills' funds are currently invested in bank accounts held at HSBC. Interest received for the year was £684k (2022/23: £288k). Our investment policy is regularly reviewed to ensure that effective measures are taken to maximise funds and generate sustainable and reliable income to support ScreenSkills' objectives, in line with Charities Commission guidelines. Due to investment timelines balances are held in cash, to ensure certainty of returns and the appropriate access of funds. To utilise the increased base rate, these funds are invested in short term (7 days to 3 months) deposit accounts with HSBC Moneymarket. ScreenSkills held £14.7m of cash in fixed term deposit accounts at the end of March 2024.

6.3 Balance sheet

Fixed assets

Fixed assets decreased to £23k (2022/23: £46k) due to depreciation in the year. There were no additions during the year.

Current assets less liabilities

Cash decreased from £20.13m to £16.46m due to the reduction in the grant creditors balance and is held at a sufficient level to meet current liabilities, which were £5.52m at the end of the year, and to keep minimum reserve levels in each fund.

The debtors balance decreased to £1.32m (2022/23: £1.67m).

Creditors due within one year also decreased by £2.09m to £5.52m (2022/23: £7.61m), mainly within grants payable for programmes completed during 2023/24.

Creditors due after one year was just £8.5k (2022/23: £125k). By the end of March 2024, two grants were due to be completed after March 2025 (2022/23: four grants were due to be completed after March 2024).

6.4 Reserves Policy

The Finance and Audit Committee regularly reviews the Reserves Policy, and the level of holding reserves are reviewed on a quarterly basis. The Committee takes into account the Charity Commission's guidance on charity reserves and considers what level of reserves is appropriate to achieve a balance between delivering against the charity's objectives and maintaining financial sustainability.

The Committee's view is that the base amount of funds to be held as unrestricted 'free reserves' by ScreenSkills - defined as unrestricted reserves, excluding fixed assets - should be in the region of £1.00m. The Committee arrived at this amount after taking into account potential financial risk factors, working capital requirements and areas of future business development. The amount represents an equivalent of nine months' core running costs.

Monitoring and oversight of the reserves held by the charity are undertaken throughout the year through monthly management accounts processes, monthly cash-flow monitoring and quarterly financial reporting and forecasting. The reserves levels are reviewed formally by the Finance and Audit Committee and confirmed by the Board as part of the annual strategic and business planning process. Additional reviews are undertaken if there is a material change to the charity's operations and/or risk profile.

Unrestricted funds at the end of March 2024 decreased to £2.45m (2022/23: £2.69m). Free reserves decreased to £2.42m (2022/23: £2.64m). This is significantly higher than the targeted reserves position of £1.00m. The targets were set in July 2022 following a review of ScreenSkills' Reserves Policy and are subject to regular reviews to ensure that levels remain appropriate. The unrestricted opening reserve of £2.69m, built up over the past few years initially to protect the charity from the risks around the pandemic and then, following a significant reduction in central funding this will enable the charity to adapt our delivery and funding model over the next few years to arrive at a balanced position on an annualised basis. As part of this balancing phase, the unrestricted reserve reduced to £2.45m and is expected to continue to reduce in the coming years. As sustainable funding is established the reserves will return to the base level.

As with unrestricted reserves ScreenSkills has considered what would be an appropriate target level of restricted reserves in order to demonstrate appropriate financial management and stewardship and to ensure the restricted funds' sustainability.

At the end of March 2024, reserves held within restricted funds were £9.83m (2022/23: £11.42m), mainly related to the voluntary Children's TV, Film, HETV and Unscripted TV skills funds. These Skills Investment Funds were established following the introduction of tax relief for these sectors. The investment management process of these Funds includes a focus on ensuring that they have a targeted level of reserves to be reinvested in skills development addressed at identified skills gaps.

The Skills Investment Fund reserves are still at a relatively higher level even though these have reduced during last year. There was reduced income during the year due to the strikes in the industry and the growth has levelled after the recovery. These reserves will provide the Funds with an element of flexibility to help support the industry during 2024/25. Led by the industry working groups, the growth in delivery necessarily follows the income growth, allowing the time to ensure that the increase in spend is appropriately managed, industry led and focused at identified skills gaps. The Skills Funds' reserve levels have started to reduce to balanced operating levels and will continue to do so over the coming years as spend re-aligns reserves against forecast future income contributions.

6.5 Going concern

ScreenSkills' income for 2023/24 was £13.68m, 26% below the prior year income of £18.39m, mainly due to end of the BFI – Future Film Skills multi-year funding. The Skills Funds' contributions income of £11.67m is now 85% of total income which is in line with levels of 2022/23 income of £12.02m. This demonstrates a robust Industry showing continuing support for Skills investment and ScreenSkills delivery. Our business plans for 2024/25 have been prepared to keep the income in line with prior year and increasing delivery to align with the level of reserves held.

As part of business planning, the five-year income outlook was prepared to 2028/29 showing gradual but conservative increase over the years. Going forward, the organisation has a solid base due to the following:

- Unrestricted fund reserves at March 2024 are at £2.45m, and free reserves (unrestricted funds less fixed assets) increased to £2.42m. This level was achieved through reduced development spend, supporting increased delivery with same level of resources, efficient management of ad-hoc projects and other central savings. This will provide the organisation with time to adapt to a changing funding model, with the ongoing development of new delivery and income streams. Lost Broadcasters' and other central contributions will be replaced over time by new central funding solutions and the growth in the Skills Fund delivery and contributions.
- 2023/24 restricted reserves increased to £9.83m (2022/23: £11.42m), reflecting a steady income against a higher level of delivery in the year. The delivery expenditure will continue to exceed income in the coming year as the reserves gradually reduce to target levels.
- The HETV Skills Fund received a steady level of contributions during 2023/24 even with the impact of the strikes within the industry. There was also a continued increased level of delivery at £9.45m, the reserves closed at £4.87m. As delivery continues at current level, the reserves will realign to target levels over the coming year.
- The Film Skills Fund contributions for the year were £0.92m.
- Since the launch of Unscripted TV Skills Fund June 2021, the fund has shown expected increase in growth and support. The fund received an income of £3.24m during 2023/24, an increase of 73% on 2022/23 income of £1.87m. It is expected to remain at a steady level of c£3.00m per annum.

- BFI awarded a 3 year funding of £1.5m in 2023 for BFI Bursaries Fund to March 2026, there was a delivery of £495k during 2023/24 and will continue with an income £500k per annum for the next 2 years.
- The next phase of Creative Careers programme is continuing with its delivery with DCMS funding of £0.95m to March 2025, awarded in 2022.
- At the end of March 2024, there is a cash balance of £16.46m. The forecast cash flow shows a healthy position throughout 2024/25, with a higher-level forecast during the period to March 2026.

The Board of Trustees has assessed the organisation’s sustainability and has expressed its confidence in the organisation as a going concern. The Trustees are satisfied, based on their role in the organisation's strategic planning for 2024/25 and beyond and their review of ScreenSkills’ budget scenarios, cash flow forecasts and partner organisations’ commitments.

6.6 Risk management

ScreenSkills is committed to managing risk efficiently and effectively in order to deliver against its strategic priorities, and we aim to follow best practice in the identification, assessment and control of risk in making decisions and in implementing our strategic and operational plans. We have applied an updated risk management model to evaluate risks. We have reviewed the potential severity of each risk’s likely impact and occurrence - using an overall weighting towards impact. Each risk is assessed to reflect the level of risk before and after mitigation.

The Board delegates responsibility for setting parameters of the risk management process to the Finance and Audit Committee. The Committee requires the ScreenSkills Senior Management Team to regularly review its risks and controls and to report back on the findings.

The Senior Management Team maintains a Corporate Strategic Risk Register, which contains all significant (high- and medium-level) risks affecting ScreenSkills and its work. This Register is updated on a regular basis and is reviewed by the Finance and Audit Committee. The findings are then reported to the Board for further review and overall approval.

Risks recognised in the Register are those which could have a significant impact.

The summary on the following pages shows the Senior Management Team’s assessment of the significant strategic risks, along with recommended actions and mitigations - for the Trustees’ July 2024 review and approval.

Risk	Effects	Key Mitigations
<p>Adapt and Change “Fail to ensure ScreenSkills can positively respond to external change and challenges.”</p>	<p>Challenging long term planning, misalignment with strategic priorities, financial uncertainty and growth opportunities lost.</p>	<p>Strong/agile business planning, with an updated strategic and funding model. Ongoing review of organisation structure and resourcing, ongoing dialogue with Stakeholders.</p>

Risk	Effects	Key Mitigations
<p>Development and Growth “Inability to identify and/or maximise opportunities for sustainable growth and development of services.”</p>	<p>Organisation unable to move forward or realise opportunities. Improvements in delivery is not realised combined with poor asset utilisation.</p>	<p>Maintain engagement and communication with contributors/training providers/Industry stakeholders. Establish a new growth strategy and develop commercial expertise.</p>
<p>Digital “Fail to ensure ScreenSkills digital strategy and delivery is agile, dynamic, safe & secure.”</p>	<p>Inability to deliver effective efficient services. Systems compromised resulting in possible loss of data and reputational damage.</p>	<p>Clear investment plan with agile digital strategy. Maintain a robust digital infrastructure, clear policies combined with internal and external expertise/support.</p>
<p>Engagement “Inability to identify and maximise opportunities to communicate effectively and maintain relationships with the right people.”</p>	<p>Inability to maximise opportunities and remain relevant to industry. Loss of credibility with Industry resulting in loss of revenues.</p>	<p>Maintain industry ownership, through Board, Councils, working groups and a new Stakeholder forum. Co-ordinated updated Comms strategy, engagement through direct dialogue, events, speaking, social media and newsletters.</p>
<p>Finance “Inability to sustainably balance expectations, income and delivery.”</p>	<p>Reduced ability to deliver planned services and future funding, falling short aspiration and value for money. Reputational damage with Stakeholders.</p>	<p>Strong embedded financial planning, forecasting and reporting, aligned with contingency planning. Agile spending realignment resulting from changes in income or investment.</p>
<p>Internal Communications & Engagement “Fail to ensure we communicate effectively to ensure the best possible outcomes.”</p>	<p>Increased workload and/or loss of key staff. Unable to maximise opportunities and deliver service improvements resulting in a negative stakeholder experience.</p>	<p>Management of organisation culture covering hybrid working, cross over learning opportunities, development and recognition of success. Develop and maintain an internal comms strategy.</p>
<p>Resources “Fail to ensure our workforce has the skills, capability and capacity to deliver.”</p>	<p>Loss of knowledge, relationships and future leaders with pressure on other resources and damage to morale. Unable to meet operational and strategic objectives leading to reputational damage and financial impact.</p>	<p>Update induction, appraisals and development across staff, flexible working with strong organisational culture. Track skills/process documentation, establish fluid roles and spread knowledge across the workforce.</p>

The Trustees believe that - through the Risk Register process - a wide range of risks faced by the organisation have been identified and quantified. The Trustees ensure that, where appropriate, action is being taken and will be taken to manage the identified risks.

6.7 Grant-making policy

ScreenSkills awards funding up to a maximum of £3k per twelve-month period to individuals who are freelancers in the screen industries for training, equipment and other support. By providing funding we are subsidising the cost of training, which is often a barrier to developing the right skills to progress a career. These awards support our objectives of improving entry-level work-readiness and professional development. The overall bursary structure has been consolidated across all ScreenSkills' funds.

ScreenSkills also commissions training and co-invests in organisations which deliver training that directly addresses identified skills gaps and shortages. The amount available depends on the individual programme and its funding guidelines. By partnering with industry we ensure that our investment supports industry business activity and growth by developing skilled professionals to work across the screen skills industry. Industry partnerships can also generate additional funding opportunities, delivering added value to the award. Our interventions also help training providers and educational institutions to develop and deliver courses that address industry skills needs. Applications are sought throughout the year by publishing on our website the guidelines for our various funding programmes. Funding decisions are made regularly with advice taken from groups of industry experts.

ScreenSkills reserves the right not to approve any recommendation or nomination if, through its decision-making, it determines that the resulting grant would not be charitable or would conflict with the organisation's stated policies.

The majority of grants are issued for the current year. If there are any multi-year grants the contract is only issued for a year, and a contract variation to extend the term to the following year is issued once the current year has been completed satisfactorily.

7. Key management personnel and Remuneration Policy

7.1 Key management personnel

The Trustees, the Chief Executive Officer and the Director of Finance & Operations are ScreenSkills' key management personnel.

7.2.1 Remuneration Policy

All salaries are usually reviewed annually by the Remuneration Committee which consists of CEO, the Director of Finance and Operations, members from the Board and Finance & Audit Committee and HR. The following factors are taken into consideration during the review:

- Whether there should be a standard cost-of-living increase for all staff;
- Whether there have been significant changes to any roles (monitored throughout the year and addressed when it becomes clear that responsibilities have changed);
- Pay awards that are above the agreed standard increase.

The salary review process usually takes place in March each year. If a standard increase is awarded it is implemented in April of that year. A standard increase may be agreed with the Finance and Audit Committee, taking into account the:

- Funding available for ScreenSkills to increase salaries;
- National economic climate (with factors including the Retail Price Index, inflation rate and benchmarking where possible).

A standard salary increase for the CEO is part of the above process, and any additional increase is approved by the Board of Directors.

8. Funds held as custodian

A bursary was established in the memories of David Fraser and Andrea Wonfor, with contributions from organisations and individuals. The purpose of the David Fraser and Andrea Wonfor bursary is to support up-and-coming theatre directors in gaining experience of working in television.

In March 2023, in association with Directors UK and Lime Pictures, a placement was offered for stage directors to train in directing for television and completed during year. ScreenSkills managed the finances of the bursary on behalf of the Trustees. Funds have been fully utilised during the year. Further detail on the funds held as custodian can be found in note 18.

9. Trustees' liability insurance

Trustees' liability insurance premiums charged to the accounts were £759 (2022/23: £745).

10. Auditor

RSM UK Audit LLP has indicated its willingness to continue in office.

As far as each of the Trustees is aware:

- (a) There is no relevant audit information of which the charitable company's auditor is unaware;
and
- (b) Trustees have taken all appropriate steps to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees' Report, which includes the Strategic Report, is being signed by the Trustees in their capacity as Directors.

Signatory on behalf of the Board:

Trustee: *Lisa M. Opie*

LISA OPIE (ScreenSkills' Board Chair)

Date: 17 July 2024

Statement of Trustees' responsibilities

The Trustees (who are also Directors of ScreenSkills Limited for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP).
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdiction.

Independent auditor's report

Opinion

We have audited the financial statements of ScreenSkills Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees Report and Financial Statements other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Trustees Report and Financial Statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the directors' report and the strategic report prepared for the purposes of company law and included within the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report and the strategic report, included within the trustees' annual report, have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report or the strategic report, included within the trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out on page 45, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the charitable company operates in and how the charitable company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the charitable company's governing document

and tax legislation and Charities (Protection and Social Investment) Act 2016. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees' Report and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to the General Data Protection Regulations. We performed audit procedures to enquire of management and those charged with governance whether the charitable company is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The audit engagement team identified the risk of management override of controls and the completeness and cut-off of income as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates, reviewing after-date bank statements and reviewing minutes for references to income levels.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charity's trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity, its members as a body, and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RSM UK Audit LLP

ZOE LONGSTAFF-TYRRELL (Senior Statutory Auditor)
For and on behalf of RSM UK AUDIT LLP, Statutory Auditor
Chartered Accountants

Portland
25 High Street
Crawley
West Sussex
RH10 1BG

17/07/24

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

ScreenSkills Limited
 STATEMENT OF FINANCIAL ACTIVITIES (incorporating the income and expenditure account) for
 the year ending 31 March 2024

		Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
	Note	£	£	£	£
Income					
Grants and donations	1	-	11,027,238	11,027,238	12,125,078
Income from charitable activities					
Industry Intelligence and Influencing	2	10,242	-	10,242	223,388
Entry Level Diversity and Work Readiness	2	33,798	981,085	1,014,883	1,788,389
Professional Development	2	378,766	550,274	929,040	3,889,334
Other trading activities					
Investment Income		77,305	606,777	684,082	287,757
Other		17,086	-	17,086	73,978
Total income		<u>517,197</u>	<u>13,165,374</u>	<u>13,682,571</u>	<u>18,387,924</u>
Expenditure on Charitable activities					
Industry Intelligence and Influencing		12,092	39,442	51,534	264,461
Entry Level Diversity and Work Readiness		152,388	3,140,935	3,293,323	5,434,280
Professional Development		749,225	11,406,675	12,155,900	11,280,294
Products and Services		14,155	-	14,155	54,118
Total expenditure	4	<u>927,860</u>	<u>14,587,052</u>	<u>15,514,912</u>	<u>17,033,153</u>
Net expenditure		(410,663)	(1,421,678)	(1,832,341)	1,354,771
Transfer	15a	168,091	(168,091)	-	-
Net movement in funds		(242,572)	(1,589,769)	(1,832,341)	1,354,771
Total funds brought forward		2,688,021	11,422,542	14,110,563	12,755,792
Total funds carried forward		<u><u>2,445,449</u></u>	<u><u>9,832,773</u></u>	<u><u>12,278,222</u></u>	<u><u>14,110,563</u></u>

ScreenSkills Limited
BALANCE SHEET as at 31 March 2024
Company Registration Number 02576828

		2024	2023
	Note	£	£
Fixed Assets			
Tangible Assets	7	23,204	45,855
Investments	7b	1	1
		<u>23,205</u>	<u>45,856</u>
Current Assets			
Debtors	8	1,320,700	1,672,590
Cash at bank and in hand	11	<u>16,459,387</u>	<u>20,130,889</u>
		17,780,087	21,803,479
Creditors: Amounts falling due within one year	9	5,516,570	7,614,015
Net Current Assets		<u>12,263,517</u>	<u>14,189,464</u>
Total Assets less Current Liabilities		12,286,722	14,235,320
Creditors: Amounts falling due after more than one year	10	8,500	124,757
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>12,278,222</u>	<u>14,110,563</u>
CAPITAL AND RESERVES			
Unrestricted funds		2,445,449	2,688,021
Restricted funds		<u>9,832,773</u>	<u>11,422,542</u>
	15	<u>12,278,222</u>	<u>14,110,563</u>

The Financial Statements on pages 50 to 77 were approved by the Board and authorised for issue on 17 July 2024.

Signed on behalf of the Board by:

Lisa M. Opie
Trustee.....
LISA OPIE (ScreenSkills' Board Chair)

17 July 2024

ScreenSkills Limited
 STATEMENT OF CASH FLOWS for the year ending 31 March 2024

	Note	2024 £	2023 £
Cash flow from operating activities			
Net cash used in operating activities	14	(4,355,584)	3,139,916
Cash flow from investing activities			
Interest income		684,082	287,757
Purchase of fixed assets		-	(49,920)
Net cash provided by investing activities		<u>684,082</u>	<u>237,837</u>
Net decrease in cash and cash equivalent		<u>(3,671,502)</u>	<u>3,377,753</u>
Cash and cash equivalent at the beginning of the year	11	20,130,889	16,753,136
Cash and cash equivalents at the end of year	11	<u>16,459,387</u>	<u>20,130,889</u>

The Accounting policies and Notes to the Financial Statements on pages 53 to 77 form part of these accounts.

Accounting policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS 102), revised 1 January 2019) the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Accounts are presented in sterling rounded to the nearest £, the functional currency of the charity.

Company information

ScreenSkills Ltd is a charity registered in England and Wales and a company limited by guarantee without share capital. It was incorporated on 24 January 1991 (Company number: 02576828) and registered as a charity on 23 November 1992, (Charity number: 1015324). It is also a charity registered in Scotland (Charity No: SC039556).

Public benefit entity

ScreenSkills meets the definition of a public benefit entity under FRS 102.

The Trustees confirm that they have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales. The Trustees further confirm that the activities of ScreenSkills are carried out in line with its objects, for the public benefit.

Going concern

The Trustees have prepared the financial statements on the going concern basis. The Trustees are satisfied that this basis is appropriate as a result of their role in the organisation's strategic review (setting out plans for 2024/25 onwards including high level financial forecasts to March 2026) and having reviewed the budget scenarios and cash flow forecasts along with partners' ongoing commitments and support. A more detailed explanation of the going concern review is covered in Section 6.5 of the Trustees' Report.

Income

Income represents the value, excluding value added tax (VAT), of contributions receivable from organisations in the United Kingdom.

Income from donations and charitable income is recognised when entitlement has been established and as soon as the amount and receipt can be adequately measured and is probable. Performance-related grants are recognised as services are performed and the relevant conditions are met. Contractual income is recognised based on the level of activity carried out and as services are performed. All other income is recognised as the criteria of measurement, entitlement and probability (as laid out in the Charities SORP) are met.

Grants and contracts

Grant income that is subject to conditions that require a level of performance before the charity is entitled to the funds is deferred and not recognised until: either those conditions are fully met; or the fulfilment of those conditions is wholly within the control of the charity and it is probable that such conditions will be fulfilled in the reporting period (see note 3). Equally when work has been performed and conditions have been met income may be accrued for the period to which it relates (see note 8).

Expenditure

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is allocated to the particular activity where the cost relates to that activity. The costs of governing the charity and supporting the charitable activities are based on specific costs and overheads apportioned on a headcount and delivery spend basis and are attributed to each activity. Note 4 explains the allocations and the apportionment basis used.

Grants payable

Grants payable are payments made to training providers or individuals to deliver training or to receive training that is in line with the furtherance of the charitable objects of the charity. Across all funds, financial liabilities are recognised from the time an offer is made and are included in grants payable. The notification gives the recipient a reasonable expectation that they will receive funding and the chance of funds being withdrawn before acceptance is received is unlikely. An award is only ever not paid when there has been a breach in contract and the award is rescinded or the awardee advises they are no longer able to deliver.

The majority of funds awarded are expected to complete delivery within one year leaving a few exceptions that are due to complete in more than one year (see note 10). Should any reporting requirements be outstanding 10% of the grant is usually withheld until they have been met. As at 31 March 2024 there are 10 grants that had amounts withheld (2022/23: nil).

Support costs

Support costs are those functions that assist the work of the charity but cannot be directly attributable to specific charitable activities. Support costs include governance costs, office costs, premises and staff costs not directly attributable to activities. These are allocated per activity headcount and delivery spend. Governance costs reflect strategic and organisational costs and compliance with constitutional and statutory requirements.

Value Added Tax (VAT)

The charity is registered for VAT and is engaged in a mixture of non-business activities, exempt supplies and taxable supplies. Since April 2022, ScreenSkills operates the partial exemption 'Standard Method' based on taxable supplies in respect of recovering residual input tax incurred by the charity for taxable supplies. We are able to recover costs solely in relation to commercial activity.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Taxation

ScreenSkills is a registered charity and, as such, is exempt from taxation on its income to the extent that it is applied for charitable purposes.

Fund accounting

Unrestricted funds support the infrastructure costs for delivery and underpinning activities of the organisation. These funds are not considered 'restricted' as per Charities SORP FRS 102. Restricted funds are used for specific purposes as laid down by the donor or grant making body. Expenditure which meets the necessary criteria is allocated against the funds, together with a fair allocation of support costs when permitted by the funding conditions. The individual assets and liabilities of each fund are shown in note 16.

Pensions

ScreenSkills offers membership to a Group Personal Pension Scheme with Aviva, which is a defined contribution scheme. This operates on a salary sacrifice basis. The standard contribution is 4% from the employer and a minimum of 4% from the employee. Benefits are eventually dependent on investment performance with Aviva and the subsequent underlying value of funds at retirement. Employees become eligible to join the scheme on completion of three months' service. The amount charged to the statement of financial activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

Redundancy/termination payments

Termination benefits are payable when employment is terminated before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The charity recognises termination benefits when it is demonstrably committed to either (i) terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or (ii) providing termination benefits as a result of an offer made to encourage voluntary redundancy. Redundancy payments are made to staff that have over two years' continuous service as an employee of ScreenSkills (not including service before age 18). This does not include agency temps, apprentices, consultants or freelancers who are not employees of ScreenSkills. Redundancy and termination payments are accounted for in the period in which they are agreed. Payments are calculated on the basis of the following which is inclusive of Statutory Redundancy Pay.

Leased assets and obligations

All leases held are 'operating leases' and the annual rentals are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

Tangible fixed assets

Fixed assets are stated at historical cost. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

Office equipment	over 3 years
Fixtures and fittings	over 3 years
IT equipment	over 3 years
Leasehold improvements	over the lower of lease term or 5 years

Intangible fixed assets

Intangible fixed asset costs capitalised represent software costs capitalised in accordance with FRS 102. These are stated at historical cost and amortised on a straight-line basis over the period in which revenue is expected to be generated. ScreenSkills considers three years to be the expected useful life from the year of acquisition for all computer software. All assets over a value of £1,000 are capitalised. Assets of a lower value are also capitalised if they are expected to have a useful life of three years or more.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments and are not considered to be of a financing nature. Basic financial instruments, which comprise cash at bank and in hand, together with trade and other debtors and creditors, accrued income and expenditure, are originally measured at their transaction value and then subsequently at settlement value.

Cash at bank and in hand is defined as all cash held in instant and 3 months or less deposit accounts. Grants receivable and payable that are non-contractual/non-exchange are not financial instruments.

Key accounting estimates and areas of judgement

Estimates and judgements are reviewed on an ongoing basis and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. ScreenSkills makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual result.

Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There were no significant estimates or judgements made in these Financial Statements. In arriving at our going concern assessment, we have made appropriate assumptions while preparing budgets and forecasts based on conservative view of current economic and post-pandemic situation.

1 Grants and Donations

	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Broadcasters*	-	175,000	175,000	(3,970)	(43,493)	(47,463)
Voluntary Levy	-	10,852,238	10,852,238	-	11,802,869	11,802,869
Apprenticeship Programmes	-	-	-	-	369,672	369,672
Total	-	11,027,238	11,027,238	(3,970)	12,129,048	12,125,078

* Broadcasters' debit income in 2022/23 relates to recategorisation of transitions funding received in prior year to Voluntary Levy.

2 Unrestricted Projects Summary

	Income from Charitable Activities £	Expenditure On Charitable Activities £	Surplus / (Deficit) £
<u>Industry Intelligence and Influencing</u>			
Central Support	-	1,807	(1,807)
British Film Institute	10,242	10,285	(43)
Total Industry Intelligence and Influencing	10,242	12,092	(1,850)
<u>Entry Level Diversity and Work Readiness</u>			
	£	£	£
Central Support	-	118,445	(118,445)
British Film Institute	33,798	33,943	(145)
Total Entry Level Diversity and Work Readiness	33,798	152,388	(118,590)
<u>Professional Development</u>			
	£	£	£
Apprenticeships	1,772	-	1,772
British Film Institute	10,833	10,879	(46)
Apprenticeships	12,605	10,879	1,726
Accreditation - Select	91,712	70,139	21,573
British Film Institute	29,967	30,096	(129)
Accreditation/ Quality provision	121,679	100,235	21,444
Skills Development Scotland	52,985	40,745	12,240
Bespoke Training	71,228	41,812	29,416
International Training	47,428	44,543	2,885
British Film Institute	79,016	79,356	(340)
CPD	250,657	206,456	44,201
British Film Institute	(17,497)	(17,572)	75
Centres of excellence	(17,497)	(17,572)	75
British Film Institute	8,867	8,905	(38)
Mentoring	8,867	8,905	(38)
British Film Institute	2,455	2,465	(10)
Bursaries	2,455	2,465	(10)
Central Support	-	437,857	(437,857)
Central Support	-	437,857	(437,857)
Total Professional Development	378,766	749,225	(370,459)
Products and Services	-	14,155	(14,155)
Total Unrestricted Projects	422,806	927,860	(505,054)

3 Government Grants receivable for furtherance of the charity's objectives

During 2023/24 ScreenSkills received the following Government grants:

Department of Culture, Media and Sports (DCMS)

A total of £359,126 of restricted grant was for Creative Careers Programme (CCP) (2022/23: £180,385).

Welsh Government

A total of £28,000 of restricted grant was received for development of Head of Departments training in Wales (2022/23: £Nil).

Department for Education (DfE)

A total of £2,000 of unrestricted grant for Apprenticeship Incentive Scheme for training apprentices (2022/23: A total of £369,672 of restricted grant for Flexi Job Apprenticeship Agency (FJAA) programme and a total of £55,500 of unrestricted grant for Apprenticeship Incentive Scheme for employing apprentices).

Department for Work and Pensions (DWP)

There were no grants from DWP (2022/23: £2,883 of unrestricted grant for access support at work).

There were no unfulfilled conditions at year end for the grants listed above.

4 Total Expenditure

a) Breakdown of Total Expenditure

	Direct Costs £	Grants £	Support Costs £	Total 2024 £	Total 2023 £
Industry Intelligence and Influencing	45,936	-	5,598	51,534	264,461
Entry Level Diversity and Work Readiness	1,730,028	1,281,382	281,913	3,293,323	5,434,280
Professional Development	4,251,298	6,881,023	1,023,579	12,155,900	11,280,294
Products and Services	13,619	-	536	14,155	54,118
Total 2024	6,040,881	8,162,405	1,311,626	15,514,912	-
Total 2023	7,430,746	8,885,326	717,081	-	17,033,153

b) Total Expenditure - Restricted Funds

	Direct Costs £	Grants £	Support Costs £	Total 2024 £	Total 2023 £
Industry Intelligence and Influencing	37,521	-	1,921	39,442	46,352
Entry Level Diversity and Work Readiness	1,703,656	1,279,981	157,298	3,140,935	5,032,176
Professional Development	3,961,250	6,880,450	564,975	11,406,675	8,101,046
Products and Services	-	-	-	-	-
Total 2024	5,702,427	8,160,431	724,194	14,587,052	-
Total 2023	4,714,609	7,780,845	684,120	-	13,179,574

c) Total Expenditure - Unrestricted Funds

	Direct Costs £	Grants £	Support Costs £	Total 2024 £	Total 2023 £
Industry Intelligence and Influencing	8,415	-	3,677	12,092	218,109
Entry Level Diversity and Work Readiness	26,372	1,401	124,615	152,388	402,104
Professional Development	290,048	573	458,604	749,225	3,179,248
Products and Services	13,619	-	536	14,155	54,118
Total 2024	338,454	1,974	587,432	927,860	-
Total 2023	2,716,137	1,104,481	32,961	-	3,853,579

d) Analysis of support costs

	Staff Costs - Indirect £	Premises £	Comms £	Governance £	Other £	2024 Total £	2023 Total £
Industry Intelligence and Influencing	3,570	501	587	432	508	5,598	18,919
Entry Level Diversity and Work Readiness	151,633	32,005	37,495	28,345	32,435	281,913	252,220
Professional Development	549,018	116,081	136,032	104,781	117,667	1,023,579	447,242
Products and Services	242	51	62	128	53	536	(1,300)
Total 2024	704,463	148,638	174,176	133,686	150,663	1,311,626	-
Total 2023	332,314	44,603	13,298	51,875	274,991	-	717,081

Support costs of £1.31m (2022/23: £0.72m) include staff costs, general overheads, central services charges and recovery that ScreenSkills considers to be core staff and overheads. It shows a significant increase of 83% on prior year due to double effect of lower recovery than the central costs during 2023/24 and higher recovery than the central costs in the prior year. Any staff and associated costs including marketing, communication and events which are solely associated with fund programmes, are allocated as direct costs. Direct costs in 2023/24 include overall programme delivery staff, marketing, events, performance audits, systems and evaluation costs.

4 (e) Analysis of Governance Costs

	2024	2023
	£	£
Meeting costs	3,411	2,966
Executive expenses	263	370
Legal and professional fees	81,537	6,311
Auditor's remuneration	48,475	42,228
Total governance costs	133,686	51,875

5 Net Income

	2024	2023
	£	£
Net Income is after charging:		
Depreciation on tangible fixed assets	22,652	32,569
Amortisation on intangible fixed assets	-	12,960
Amounts payable to RSM UK Audit LLP and its associates in respect to both audit and non-audit services are as follows:		
- Statutory audit 23/24	40,250	-
- Statutory audit 22/23	-	35,100
- Remuneration for non-audit work	7,467	4,750
Operating leases:		
- Land and Buildings	172,987	148,050
- Office Equipment	2,170	2,666

6 Employees

	2024	2023
	£	£
Staff costs		
Wages and salaries	3,509,819	4,112,268
Social security costs	333,383	385,762
Other pension costs	130,515	139,504
Redundancy	17,040	6,479
Total	<u>3,990,757</u>	<u>4,644,013</u>

The average number of employees are calculated on the basis of average monthly headcount:

	2024	2023
	No.	No.
Direct project staff	45	61
Apprentices	19	40
Support activity staff	<u>25</u>	<u>13</u>
Total	<u>89</u>	<u>114</u>

The number of employees whose emoluments amounted to over £60,000 in the period was as follows:

	2024	2023
	No.	No.
£ 60,001 - £ 70,000	3	3
£ 70,001 - £ 80,000	2	2
£ 80,001 - £ 90,000	2	4
£ 110,001 - £ 120,000	-	1
£ 120,001 - £ 130,000	2	-
£ 150,001 - £ 160,000	1	-
£ 180,001 - £ 190,000	<u>-</u>	<u>1</u>
	<u>10</u>	<u>11</u>

All 10 employees (2022/23: 10 out of 11 employees) earning over £60,000 were members of the group personal pension scheme. They benefitted from employer's contributions at rates of 4% and 10%.

The aggregate total of employer's pension contributions made on behalf of employees earning over £60,000 was £39,233 (2022/23: £45,091).

The key management personnel of the charity were the Trustees, Chief Executive Officer and the Director of Finance & Operations. The costs include a total amount of £12,000 for a consultant agreement made to Richard Johnston, the Trustee. The total employee costs of the key management personnel are detailed below.

	2024	2023
	£	£
Salaries	320,412	299,981
Employer's National Insurance	34,715	36,944
Pension payments	17,944	22,290
	<u>373,071</u>	<u>359,215</u>

Trustees' Liability insurance premiums charged to the accounts was £759 (2022/23: £745).

Trustees' Remuneration and Expenses

There were no gifts given to Trustees in the year. (2022/23: There were two leaving gifts given to Trustees of the values: Christine Healy - £173 and Alex Hope - £123).

No pension or national insurance contributions were made on behalf of Trustees.

There were payments of a total amount of £12,000 for a consultant agreement and £203.83 of business expenses for Richard Johnston during the year (2022/23: There were £370.25 of travel expenses incurred for Richard Johnston). For further details on Trustees Related Party Transactions see note 20.

7 Tangible Fixed Assets

	Office Equipment £	Fixtures & equipment £	IT Equipment £	Total £
Cost				
1 April 2023	5,036	4,483	197,471	206,990
31 March 2024	<u>5,036</u>	<u>4,483</u>	<u>197,471</u>	<u>206,990</u>
Depreciation				
1 April 2023	5,036	4,483	151,615	161,134
Charge for year	-	-	22,652	22,652
31 March 2024	<u>5,036</u>	<u>4,483</u>	<u>174,267</u>	<u>183,786</u>
Net Book Value				
31 March 2024	<u>-</u>	<u>-</u>	<u>23,204</u>	<u>23,204</u>
31 March 2023	<u>-</u>	<u>-</u>	<u>45,855</u>	<u>45,855</u>

7a Intangible Fixed Assets

	IT Software £	Total £
Cost		
1 April 2023	20,704	20,704
31 March 2024	<u>20,704</u>	<u>20,704</u>
Amortisation		
1 April 2023	20,704	20,704
31 March 2024	<u>20,704</u>	<u>20,704</u>
Net Book Value		
31 March 2024	<u>-</u>	<u>-</u>
31 March 2023	<u>-</u>	<u>-</u>

7b Investments

ScreenSkills Ltd has invested £1 in the share capital of its wholly owned subsidiary Creative Skillset Trading Ltd, Company number 11433230, registered address Ibex House, 42-47 Minories, London, England, EC3N 1DY. It was incorporated on 26 June 2018. The subsidiary has been excluded from consolidation on the basis of immateriality. The subsidiary is dormant and there were no trading activities during this year and prior year.

8 Debtors

	2024 £	2023 £
Due within 1 year		
Trade debtors	316,800	452,378
Other debtors	-	1,308
Prepayments and accrued income	1,003,900	1,218,904
Total	<u>1,320,700</u>	<u>1,672,590</u>

9 Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	115,691	201,188
Other creditors (*)	70,539	86,757
Other taxation and social security costs	135,713	159,864
Funds held in trust for 3rd party (Note 18)	3,563	35,758
Accruals	447,757	475,045
Deferred income (Note 19)	18,014	32,630
BFI grants payable (Note 21)	40,390	178,133
Other grants payable (Note 21)	4,684,903	6,444,640
Total	<u>5,516,570</u>	<u>7,614,015</u>

* Other creditors include £38k (2023: £38k) received for Employer Ownership Pilot Programme (EOP), in previous years, which was not fully utilised. This programme is now closed. Balance of fund will be used in line with the objectives of the restricted fund.

10 Creditors: Amounts falling due in more than one year

	2024 £	2023 £
Amounts payable by instalments falling due:		
Grants payable (Note 21)	8,500	124,757
Total	<u>8,500</u>	<u>124,757</u>

11 Cash & cash equivalents

	2024 £	2023 £
Bank – Current Accounts	1,758,823	1,729,405
Bank – Deposit Account*	14,700,000	18,400,000
Cash Cards	564	1,484
Total	<u>16,459,387</u>	<u>20,130,889</u>

* Deposit accounts are fixed term deposit accounts for 1 month and 2 months.

12 Reconciliation of net funds

	2023 £	Cash flow	2024 £
Cash at bank and in hand	20,130,889	(3,671,502)	16,459,387
Debt due within one year	-	-	-
Total	<u><u>20,130,889</u></u>	<u><u>(3,671,502)</u></u>	<u><u>16,459,387</u></u>

13 Operating Lease Commitments

As at 31 March 2024 the charity had total non-cancellable operating leases as follows:

	2024 £	2023 £
Land and Buildings		
Payable within 1 year	148,500	169,200
Payable within 2-5 years	-	-
	<u>148,500</u>	<u>169,200</u>
Office Equipment		
Payable within 1 year	2,170	2,170
Payable within 2-5 years	-	2,170
	<u>2,170</u>	<u>4,340</u>
Total Lease Commitment	<u><u>150,670</u></u>	<u><u>173,540</u></u>

14 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net expenditure/(income)	(1,832,341)	1,354,771
Add back amortisation and depreciation charge	22,652	45,528
Loss on disposal of fixed assets	-	4,658
Deduct interest income	(684,082)	(287,757)
Increase in debtors	351,890	911,153
(Decrease)/Increase in creditors	(2,213,703)	1,111,563
	<u><u>(4,355,584)</u></u>	<u><u>3,139,916</u></u>

**15a Charity Funds
Current Year**

	Bal b/fwd 01 April 2023 £	Income £	Expenditure £	Transfer*	Bal c/fwd 31 March 2024 £
Unrestricted	2,688,021	517,197	(927,860)	168,091	2,445,449
Restricted					
ScreenSkills' Skills Investment Funds (SIFs)	11,409,766	11,669,759	(13,109,308)	(157,444)	9,812,773
BBC Production Unlocked	12,776	-	(2,129)	(10,647)	-
Flexi-Job Apprenticeship Agency (FJAA) Programme	-	557,791	(557,791)	-	-
Creative Careers Programme (CCP)	-	393,700	(393,700)	-	-
BFI Job Descriptions	-	29,594	(29,594)	-	-
BFI Bursary Fund	-	494,530	(494,530)	-	-
TV Access Project	-	20,000	-	-	20,000
Total Restricted	<u>11,422,542</u>	<u>13,165,374</u>	<u>(14,587,052)</u>	<u>(168,091)</u>	<u>9,832,773</u>
Total	<u>14,110,563</u>	<u>13,682,571</u>	<u>(15,514,912)</u>	<u>-</u>	<u>12,278,222</u>

* There are two reserves transfers at the end of March 2024. 1) BBC provided a funding of £92k for Production Unlocked programme during 2022/23 and the delivery completed in 2023/24 and as per agreement £10,647 - the balance of the funds has been transferred to Unscripted TV Skills (USF) fund. 2) SIF's opening reserves include £168,091 of Department of Culture, Media and Sports (DCMS) matching funding reserves from 2016-17, relating to skills development across various sectors. There are no specific restrictions on this funding, so these are being classed as unrestricted and are transferred from SIF's restricted reserves to unrestricted reserves.

Unrestricted Funds

Unrestricted funds are received from various parties with no conditions attached as to how they may be used other than for the general purpose of achieving the charitable objectives. Unrestricted income supports the delivery of work-readiness through training, continuing professional development (CPD) and accreditation. In 2023/24 this amounted to £0.52m which includes funding from the BFI's 'Future Film Skills' Fund (FFS), closed in 2022/23 with some final programmes completing in 2023/24, Bespoke Training courses, Accreditation, Skills Development Scotland (SDS) and international licensing of online assets. Income is also generated through projects co-funded through public and private investment. The unrestricted deficit of £0.41m and DCMS reserves transfer decreased the reserves to £2.45m.

Restricted Funds

ScreenSkills manages a range of restricted funds which enable the charity to support skills development for those wanting to join the screen industry and those already working in the industry (freelancers and employees). Restricted funding is received from various parties under strict terms, which determine how the funding can be used. Such funding is ring fenced as restricted funds and specific expenditure and a reasonable proportion of overheads are allocated against the income.

ScreenSkills Limited's Skills Investment Funds (SIF)

ScreenSkills Limited's Skills Investment Funds, through income received from broadcasters, streamers and industry, offer opportunities for the growth of the film, High-end TV, Unscripted TV, children's TV, animation, games and visual effects (VFX) industries.

The funds received are disbursed as grants, direct delivery and also pay for the management and administration of the fund. The funds generated a deficit of £1.44m which decreased the reserves to £9.83m including the transfer of BBC Production Unlocked programme closed in the year and DCMS reserves.

BBC – Production Unlocked Programme

BBC provided a funding of £92k for Production Unlocked programme during 2022/23 to run multiple events across UK with a full programme of masterclasses from industry professional, skills workshops and panel discussions. The delivery was completed in the first half of 2023/24 and the balance of the funds (£10,647) has been transferred to USF fund.

Flexi-Job Apprenticeship Agency (FJAA) Programme

ScreenSkills was awarded FJAA grant from Department for Education (DfE) in January 2022 to support the start-up, development or diversification of apprenticeship agencies allowing employers of all sizes to benefit from apprenticeships. ScreenSkills helped the progression of apprentices into the screen industry in partnership with Sky, Prime, Banijay, Lime and Fremantle. DfE funding ended in March 2023 and the programme completed in 2023/24 with £0.56m support from industry partners.

Creative Careers Programme (CCP)

In the next phase of Creative Careers Programme (CCP) pilot originally launched in 2018, ScreenSkills received a DCMS grant of £947k to run the programme till March 2025. The programme started in the last quarter of 2022/23 with delivery spend of £394k during 2023/24. The aim of the grant is to create a comprehensive and coordinated approach to sharing specialist creative careers information, advice and guidance with young people from all backgrounds across England in line with the Government's Levelling Up objectives.

BFI – Job Descriptions Project

ScreenSkills was awarded a BFI grant of £50k for Job Descriptions project to support freelance development in the sector and improve awareness and accessibility of jobs within the industry by reviewing the current use of job descriptions within the UK film and TV production sector and the creations of job description templates that can be most useful and applicable, complementing any existing publicly available resources. The project was completed in the first quarter of 2023/24, utilising £30k of funding.

BFI – Bursary Fund

BFI awarded a grant of £1.5m of National Lottery funding for 3 years to March 2026 to support ScreenSkills bursaries. The bursaries are there to help remove financial obstacles from career progression within the screen industries. They perform a vital role in opening up the screen industry and help provide a path into or progression within a career in screen. In 2023/24, £495k of funding was utilised.

TV Access Project

The purpose of the TV Access Project is to address disabled access across the television industry. ScreenSkills received £20k of funding from Netflix for the project that will be delivered during 2024/25.

15b Charity Funds comparatives	Bal b/fwd 01 April 2022 £	Income £	Expenditure £	Transfer*	Bal c/fwd 31 March 2023 £
Unrestricted	2,103,023	4,438,577	(3,853,579)	-	2,688,021
Restricted					
ScreenSkills' Skills Investment Funds (SIFs)	10,426,228	12,018,626	(11,153,684)	118,596	11,409,766
TV Skills Fund (TVSF)	99,502	4,578	14,516	(118,596)	-
BBC Production Unlocked	-	92,206	(79,430)	-	12,776
ScreenSkills Apprenticeship Programme (SAP)	127,039	326,417	(453,456)	-	-
Flexi-Job Apprenticeship Agency (FJAA) Programme	-	1,006,171	(1,006,171)	-	-
Arts Council England (ACE)	-	305,520	(305,520)	-	-
Creative Careers Programme (CCP)	-	180,385	(180,385)	-	-
BFI Job Descriptions	-	15,444	(15,444)	-	-
Total Restricted	<u>10,652,769</u>	<u>13,949,347</u>	<u>(13,179,574)</u>	<u>-</u>	<u>11,422,542</u>
Total	<u>12,755,792</u>	<u>18,387,924</u>	<u>(17,033,153)</u>	<u>-</u>	<u>14,110,563</u>

16 Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Fixed assets	23,205	-	23,205	45,856	-	45,856
Cash at bank and in hand	2,570,991	13,888,396	16,459,387	2,926,970	17,203,919	20,130,889
Other net liabilities	(148,747)	(4,055,623)	(4,204,370)	(284,805)	(5,781,377)	(6,066,182)
Total	2,445,449	9,832,773	12,278,222	2,688,021	11,422,542	14,110,563

17 Grants Payable in furtherance of charitable objectives

	Unrestricted Funds	Restricted Funds	Total 2024	Unrestricted Funds	Restricted Funds	Total 2023
	£	£	£	£	£	£
Awards						
BFI	31,400	-	31,400	867,177	-	867,177
Skills Funds	-	8,567,800	8,567,800	-	7,225,533	7,225,533
TVSF	-	-	-	-	2,000	2,000
BBC	-	-	-	-	70,000	70,000
CCP	-	-	-	-	97,785	97,785
Total Awards	31,400	8,567,800	8,599,200	867,177	7,395,318	8,262,495
No of Grants to organisations	1	967	968	39	855	894
Bursaries						
	£	£	£	£	£	£
BFI	-	356,187	356,187	452,429	-	452,429
Skills Funds	-	697,277	697,277	-	528,488	528,488
	-	1,053,464	1,053,464	452,429	528,488	980,917
No of Bursaries	-	1,015	1,015	429	546	975
Total Awards and Bursaries	31,400	9,621,264	9,652,664	1,319,606	7,923,806	9,243,412
Total number of Awards and Bursaries	1	1,982	1,983	468	1,401	1,869

All grants disclosed above are payable to organisations, and all bursaries are payable to individuals. A detailed breakdown of grants awarded are included in note 21.

18 Funds held in trust for a third party

The following reflects the movement in funds held for a third party which have not been included in the Statement of Financial Activities:

	David Fraser and Andrea Wonfor Bursary
	£
Brought forward	35,758
Funds expended	(32,195)
Carried forward	3,563

ScreenSkills Ltd has granted Directors UK to use the funds to mentor a theatre director onto a TV drama. The funds of £32,195 have been used for the delivery during 2023/24 and the balance will be transferred during 2024/25. Amounts held at the year-end are reflected in the creditors balance per note 9.

19 Deferred income

The following reflects the movement in the deferral of incoming resources. The deferred income relates to the international licenses for the online assets where income is deferred as per the license period and for BFI Bursary fund where income is deferred to match the expenditure incurred and committed.

	2024	2023
	£	£
Brought forward	32,630	29,383
Released income to charitable activities	(26,753)	(11,753)
Income deferred in year	12,137	15,000
Carried forward	18,014	32,630

20 Related Party Transactions

Skills fund contributions are received from entities in which ScreenSkills Trustees and members of the various skills councils are employees/directors. These transactions are undertaken on the same terms as all other entities therefore they have not been disclosed here.

On the similar basis, ScreenSkills issues grants and have supplier contracts with such entities however these are also made on the same terms as all other entities, therefore they have not been disclosed here. None of the individuals in question are considered to have control over both ScreenSkills and the entity in which they are an employee/director.

21 Grants Awarded

	Grant Creditors 2022/23 b/f	Granted in 2023-24	No of grants	Paid in 2023-24	Rescinded in 2023-24	Grant Creditors 2023/24 c/f
Awards	£	£		£	£	£
DV Talent Ltd	168,765.45	353,281.08	5	(237,911.42)	(17,335.11)	266,800.00
Mission Accomplished Ltd	183,239.77	249,222.46	7	(260,065.23)	(5,426.98)	166,970.02
Thecallsheet.co.uk Ltd	165,934.60	236,199.79	6	(282,160.37)	(143.35)	119,830.67
Final Pixel Ltd	-	230,000.00	2	(212,464.00)	-	17,536.00
Dancing Ledge Productions	38,970.50	154,500.00	3	(84,370.50)	(7,500.00)	101,600.00
University Of Salford	168,050.05	143,650.00	3	(199,034.32)	(35,988.73)	76,677.00
NFTS	97,965.00	124,250.00	2	(109,215.34)	(32,999.66)	80,000.00
Create Studios Digital Media CIC	7,644.00	116,860.00	1	(6,879.60)	-	117,624.40
BBC Natural History & Factual Prod. Ltd	-	111,859.30	13	(20,000.00)	-	91,859.30
Reeltime Media	-	104,342.32	3	(43,181.13)	-	61,161.19
Talking Point Ltd	36,197.95	95,105.33	3	(80,864.93)	(22,638.35)	27,800.00
Jnr Blue Ltd	-	93,800.00	1	(25,227.00)	-	68,573.00
TripleC Creative Confidence Collective	157,504.80	92,615.00	2	(88,077.70)	-	162,042.10
Annie Little Hair Arts	-	88,435.00	1	(80,038.39)	-	8,396.61
Indielab Ltd	-	80,000.00	1	(16,000.00)	-	64,000.00
BBC Children's Productions Ltd	1,859.00	78,075.00	19	(65,524.75)	(509.25)	13,900.00
Soho Editors Training Ltd	-	76,074.72	4	(43,033.37)	-	33,041.35
ITV Studios Ltd	18,600.00	75,320.00	7	(36,320.00)	(12,600.00)	45,000.00
New Pictures	26,640.00	73,638.00	9	(88,278.00)	-	12,000.00
Grand Scheme Media	178,944.00	72,056.00	2	(120,108.20)	(4,400.00)	126,491.80
Addie Orfila Training	28,450.00	65,999.00	3	(50,235.64)	(700.00)	43,513.36
Alison Surtees	28,450.00	65,999.00	3	(50,235.64)	(700.00)	43,513.36
Brassic Legacy Ltd	-	65,810.00	11	(42,985.00)	-	22,825.00
Every Sense Ltd	24,877.65	64,906.80	2	(82,906.45)	-	6,878.00
Euston Films Productions Ltd	35,000.00	64,244.00	12	(99,244.00)	-	-
Sgil Cymru	60,000.00	62,750.00	2	(46,191.00)	-	76,559.00
Two Cities (Blue Lights 2) Ltd	-	61,130.00	9	(61,130.00)	-	-
Joanna Woolf	-	60,000.00	1	(34,700.02)	-	25,299.98
Media Career Advice	40,216.34	60,000.00	1	(63,347.51)	(5,688.32)	31,180.51
Minim UK Productions Ltd	16,060.00	59,800.00	8	(69,800.00)	(6,060.00)	-
Into Film	-	59,067.00	2	(18,493.99)	-	40,573.01
NFTS Scotland	49,800.00	58,960.00	2	(40,591.59)	(14,200.41)	53,968.00
Truham Boys Ltd	36,635.65	57,990.00	7	(70,039.55)	(4,586.10)	20,000.00
LBM Dept Q Ltd	-	57,420.00	6	-	-	57,420.00
Media Trust	-	50,000.00	1	-	-	50,000.00
Dandi Network Ltd	-	49,900.00	1	(18,660.23)	-	31,239.77
Whoniverse2 Ltd	-	49,312.20	7	-	-	49,312.20
Belladonna Films Ltd	-	48,910.00	9	(45,390.00)	-	3,520.00
SNB (Black Doves) Ltd	-	48,598.65	8	(9,383.65)	-	39,215.00
Big Talk Offenders Ltd	38,330.00	48,470.00	7	(64,730.00)	(22,070.00)	-
SDTA Productions Ltd	32,980.00	48,450.00	9	(46,840.00)	(1,440.00)	33,150.00
Castle Pictures Ltd	-	47,380.00	7	-	-	47,380.00
WP Lockerbie Ltd	-	47,045.00	9	-	-	47,045.00
Subtotal	1,641,114.76	3,951,425.65	221	(3,013,658.52)	(194,986.26)	2,383,895.63

ScreenSkills Limited
NOTES TO FINANCIAL STATEMENTS for the year ending 31 March 2024

	Grant Creditors 2022/23 b/f	Granted in 2023-24	No of grants	Paid in 2023-24	Rescinded in 2023-24	Grant Creditors 2023/24 c/f
Awards (b/fwd)	£	£		£	£	£
Subtotal	1,641,114.76	3,951,425.65	221	(3,013,658.52)	(194,986.26)	2,383,895.63
Of Productions (Gold) Ltd	-	46,600.00	7	-	-	46,600.00
Wild Mercury (The Rig 2) Ltd	-	46,010.00	5	(41,980.00)	-	4,030.00
Moonage Pictures Ltd	-	45,985.00	11	(45,145.00)	-	840.00
SP Film Productions Ltd	-	45,660.00	17	(45,660.00)	-	-
Fleet River Productions Ltd	10,000.00	45,418.40	8	(9,843.40)	(10,000.00)	35,575.00
Moonage Pictures (The Five) Ltd	-	44,845.00	8	(44,845.00)	-	-
LBM Insomnia Ltd	-	44,538.20	8	(44,538.20)	-	-
Road Trip Television Ltd	-	44,182.40	7	-	-	44,182.40
Red Planet (Beyond 2) Ltd	-	44,159.21	4	(44,159.21)	-	-
WTTV Productions Ltd	-	43,980.00	6	-	-	43,980.00
WP The Gathering Ltd	-	43,755.00	6	(23,755.00)	-	20,000.00
3Dami	33,240.87	43,000.00	1	(52,267.40)	(23,973.47)	-
Broke & Bones Drama Prod. Ltd	-	42,900.00	10	(8,790.00)	-	34,110.00
Merman Sapphire Ltd	-	42,320.00	5	(33,285.00)	-	9,035.00
Buccaneer (The Crow Girl) Ltd	-	42,315.00	7	-	-	42,315.00
DALG 3 Productions Ltd	-	41,621.00	8	-	-	41,621.00
Bild Studios Ltd	-	40,000.00	1	(40,000.00)	-	-
Tell Me Everything Ltd	-	39,095.00	4	(39,095.00)	-	-
QSP MY Ltd	-	38,740.00	5	-	-	38,740.00
BBC Comedy Productions	-	38,639.80	12	(38,639.80)	-	-
Pathe JOY Ltd	-	38,320.00	8	(31,360.00)	-	6,960.00
LBP Outlander Ltd	11,831.43	38,052.79	4	(23,684.22)	-	26,200.00
Birds Eye View Ltd	-	38,000.00	1	(28,224.89)	-	9,775.11
Grafton House Productions Ltd	-	36,725.00	4	-	-	36,725.00
Playground Television UK Ltd	-	36,460.00	4	-	-	36,460.00
Just Barbara Productions Ltd	-	36,216.05	7	(36,216.05)	-	-
TSC Entertainment (ATB) Ltd	68,500.00	35,860.00	3	(76,480.00)	(17,880.00)	10,000.00
104 Projects CIC	1,000.00	35,000.00	1	(22,340.00)	-	13,660.00
CTM 13 Productions Ltd	10,000.00	34,920.00	5	(44,920.00)	-	-
Identical Productions Ltd	-	34,000.00	3	-	-	34,000.00
Kimberlite Productions Ltd	-	33,200.00	4	(23,200.00)	-	10,000.00
Fantastic Productions Ltd	-	32,675.00	5	-	-	32,675.00
The Forge Entertainment (Gen Z) Ltd	-	32,225.00	6	(32,225.00)	-	-
Big Talk Ludwig Ltd	-	31,830.00	4	-	-	31,830.00
Boarders Production Ltd	-	31,716.00	8	(31,716.00)	-	-
QSP TRK Ltd	-	31,620.00	5	(31,620.00)	-	-
QSP Buried Ltd	-	30,975.00	4	-	-	30,975.00
DLP (The Responder S2) Ltd	-	30,144.00	3	(30,144.00)	-	-
Kudos (SAS) Ltd	6,000.00	30,000.00	3	(30,000.00)	(6,000.00)	-
Och Aye Productions Ltd	-	30,000.00	1	(6,000.00)	-	24,000.00
Moving Body Arts	-	29,994.01	1	(5,998.80)	-	23,995.21
Subtotal	1,781,687.06	5,523,122.51	445	(3,979,790.49)	(252,839.73)	3,072,179.35

ScreenSkills Limited
NOTES TO FINANCIAL STATEMENTS for the year ending 31 March 2024

	Grant Creditors 2022/23 b/f	Granted in 2023-24	No of grants	Paid in 2023-24	Rescinded in 2023-24	Grant Creditors 2023/24 c/f
Awards (b/fwd)	£	£		£	£	£
Subtotal	1,781,687.06	5,523,122.51	445	(3,979,790.49)	(252,839.73)	3,072,179.35
Tiger Aspect (KAW) Ltd	-	29,700.00	2	(11,700.00)	-	18,000.00
Animation Associates Ltd	-	29,685.00	1	(21,103.00)	-	8,582.00
Trinity Productions Ltd	-	29,630.00	4	(19,685.00)	-	9,945.00
Carnival Film and Television Ltd	-	28,770.00	4	(5,000.00)	-	23,770.00
Recall TV Ltd	33,160.00	28,428.00	2	(61,468.00)	(120.00)	-
Gower Avenue Films Ltd	21,240.00	27,690.00	4	(21,570.00)	(1,110.00)	26,250.00
Rostov Productions Ltd	24,000.00	27,568.40	4	(51,568.40)	-	-
Virdee 420 Ltd	-	27,400.00	4	-	-	27,400.00
Curfew Productions 1 Ltd	-	27,127.80	4	-	-	27,127.80
ITV Venturer Ltd	31,720.00	27,000.00	4	(58,720.00)	-	-
Magical North Productions Ltd	-	27,000.00	2	(10,000.00)	-	17,000.00
ITV Grace Ltd	35,000.00	26,700.00	3	(41,700.00)	-	20,000.00
ITV The Bay Ltd	15,000.00	26,654.00	5	(41,654.00)	-	-
ITV RE Ltd	-	26,575.00	4	(4,875.00)	-	21,700.00
Sister (Eric) Ltd	12,000.00	26,425.00	3	(27,000.00)	-	11,425.00
The Ink Black Heart Ltd	-	26,410.00	4	-	-	26,410.00
Afro Hair Academy Wales	-	26,201.53	1	(18,939.40)	-	7,262.13
Shirley Benson	-	26,201.00	1	(7,690.00)	-	18,511.00
Carnival Productions Two Ltd	-	26,190.00	2	(2,040.00)	-	24,150.00
QSP FMO Ltd	38,920.00	25,960.00	2	(64,880.00)	-	-
Devil's Hour Ltd	56,400.00	25,326.20	7	(42,600.00)	(13,800.00)	25,326.20
Hibiscus Pictures Ltd	-	25,250.00	3	(25,250.00)	-	-
British Independent Film Awards	-	25,000.00	1	(5,000.00)	-	20,000.00
Doc Society	-	25,000.00	1	-	-	25,000.00
Warp Films Ltd	-	25,000.00	2	(17,500.00)	-	7,500.00
BBC Studios	35,200.00	24,540.00	5	(37,540.00)	(22,200.00)	-
London 3 Film Ltd	-	23,905.00	2	-	-	23,905.00
Miss Austen Ltd	-	23,905.00	6	(23,905.00)	-	-
MT Marlow Murder Club Ltd	-	23,580.00	9	(23,580.00)	-	-
WP Show Trial Ltd	-	23,400.00	6	(23,400.00)	-	-
Dinosaur Productions Ltd	-	22,027.00	5	(22,027.00)	-	-
I Jack White Ltd	-	22,000.00	3	-	-	22,000.00
Olde Tale Productions Ltd	-	22,000.00	2	-	-	22,000.00
The Forge Ent. (Debs2) Ltd	-	22,000.00	2	-	-	22,000.00
Cross Plains Productions Ltd	13,660.00	21,993.95	4	(21,993.95)	(13,660.00)	-
Geekyrock Ltd	-	21,481.87	5	(21,481.87)	-	-
QSP SO Ltd	-	21,400.00	4	(21,400.00)	-	-
Expectation Drama (2) Ltd	-	21,375.00	2	-	-	21,375.00
Perfect Peggy Productions Ltd	45,700.00	21,214.11	3	(66,914.11)	-	-
DLP (Domino Day) Ltd	22,000.00	21,200.00	2	(42,000.00)	-	1,200.00
Tiger Aspect Animation Ltd	-	21,150.00	3	-	-	21,150.00
Subtotal	2,165,687.06	6,553,186.37	582	(4,843,975.22)	(303,729.73)	3,571,168.48

ScreenSkills Limited
NOTES TO FINANCIAL STATEMENTS for the year ending 31 March 2024

	Grant Creditors 2022/23 b/f	Granted in 2023-24	No of grants	Paid in 2023-24	Rescinded in 2023-24	Grant Creditors 2023/24 c/f
	£	£		£	£	£
Awards (b/fwd)						
Subtotal	2,165,687.06	6,553,186.37	582	(4,843,975.22)	(303,729.73)	3,571,168.48
TCS UK Productions 9 Ltd	-	21,120.00	12	(16,200.00)	-	4,920.00
Costume Skills Collective	-	21,000.00	1	(4,200.00)	-	16,800.00
Little A Productions Ltd	-	20,940.00	6	(20,940.00)	-	-
The Forge Ent. (Shardlake) Ltd	-	20,775.00	3	(20,775.00)	-	-
Roughcut Television (WMRT) Ltd	-	20,765.00	5	(6,419.00)	-	14,346.00
Identical Productions Ltd	-	20,725.00	2	-	-	20,725.00
Playground Television UK Ltd	-	20,629.59	4	-	-	20,629.59
Gorilla Group TV Ltd	-	20,500.00	2	(10,000.00)	-	10,500.00
Element Pictures Prod. UK Ltd	-	20,310.00	3	(5,815.00)	-	14,495.00
Buccaneer (WP3) Ltd	-	20,135.00	2	-	-	20,135.00
Academy of Live Technology	-	20,000.00	1	(20,000.00)	-	-
Cinemagic Ltd	-	20,000.00	1	(18,000.00)	-	2,000.00
Drummer TV	-	20,000.00	2	(10,000.00)	-	10,000.00
Eagle Eye Drama Ltd	-	20,000.00	1	(20,000.00)	-	-
Escape Studios Ltd	10,227.03	20,000.00	1	(20,000.00)	(10,227.03)	-
Hull Productions Ltd	36,450.00	20,000.00	1	(56,450.00)	-	-
It's My Shout	3,420.00	20,000.00	2	(13,420.00)	-	10,000.00
Jax Media	-	20,000.00	2	-	-	20,000.00
Liverpool John Moores University	-	20,000.00	1	(18,000.00)	-	2,000.00
Red Planet Pictures	-	20,000.00	1	(20,000.00)	-	-
Scandal Productions Ltd	7,860.00	20,000.00	2	(20,000.00)	(7,860.00)	-
Grants to companies < £20k	4,354,802.19	1,619,114.13	331	(3,974,861.19)	(1,134,974.45)	864,080.68
Bursaries (amounts paid to Individuals)	169,084.09	1,053,464.26	1015	(1,054,168.92)	(36,386.04)	131,993.39
Total	6,747,530.37	9,652,664.35	1983	(10,173,224.33)	(1,493,177.25)	4,733,793.14