

# The Looking Glass: Mental health in the UK Film, Television and Cinema Industry

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## Mental health crisis in the Film and TV industry

All proportions are rounded to 0 decimals.

### 1. Experience of mental health problems (aggregated yes/no)

Table 1.1 Experience of mental health problems by gender, employment status and age

Proportion who have experienced a mental health problem	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
No	13%	14%	14%	14%	9%	11%	11%	13%	20%
Yes	87%	86%	86%	86%	91%	89%	89%	87%	80%

Table 1.2 Experience of mental health problems by Subsector and ethnicity

Proportion who have experienced a mental health problem	Subsector					Ethnicity			
	Production & Development	Post-production VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean /Black British	Mixed/ Multiple	Asian or Asian British
No	14%	14%	16%	11%	15%	13%	19%	6%	7%
Yes	86%	86%	84%	89%	85%	87%	81%	94%	93%

Table 1.3 Experience of mental health problems by Disability, carer status and sexual orientation

Proportion who have experienced a mental health problem	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
No	15%	5%	14%	13%	14%	7%	5%
Yes	85%	95%	86%	87%	86%	93%	95%

## 2. Experience of specific mental health problem

Table 2.1 Experience of specific mental health problem, by gender, employment status and age

This question allowed respondents to select more than one of the available choices. As such, the column proportions do not tally to 100%.

Proportion who have experienced a specific mental health problem	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining	16-29 years old	30-39 years old	40-49 years old	50 and over
A personality disorder	3%	4%	4%	4%	4%	3%	5%	4%	3%
A phobia	17%	14%	18%	14%	14%	19%	16%	12%	13%
Alcohol or drug dependence	14%	19%	14%	20%	16%	12%	20%	22%	16%
An eating disorder	17%	11%	16%	12%	10%	12%	16%	11%	12%
Any other anxiety disorder	29%	27%	29%	27%	30%	36%	30%	22%	18%
Any other mental, emotional or neurological condition	10%	6%	9%	7%	8%	7%	8%	10%	6%
Attention deficit hyperactivity disorder (ADHD) or Attention deficit disorder (ADD)	6%	11%	9%	9%	13%	12%	11%	9%	5%
Bipolar disorder (or 'manic depression')	4%	5%	6%	4%	5%	6%	4%	5%	4%
Depression	60%	66%	62%	65%	66%	64%	67%	63%	62%
Obsessive compulsive disorder (OCD)	10%	13%	13%	11%	11%	13%	13%	11%	8%
Panic attacks	55%	42%	48%	46%	50%	51%	50%	47%	38%
Post-natal depression	7%	0%	3%	3%	1%	0%	3%	5%	4%
Post-traumatic stress disorder	20%	14%	15%	17%	16%	11%	19%	19%	16%
Seasonal affective disorder	24%	18%	21%	18%	26%	21%	24%	18%	15%
Psychosis or schizophrenia	1%	1%	1%	1%	1%	1%	1%	1%	1%
Nervous breakdown	15%	14%	14%	14%	18%	17%	14%	14%	11%

## 2.2 Experience of specific mental problem, by subsector and ethnicity

Proportion who have experienced a mental health problem	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
A personality disorder	4%	4%	5%	3%	6%	3%	7%	3%	1%
A phobia	13%	14%	20%	15%	22%	15%	7%	10%	29%
Alcohol or drug dependence	17%	22%	18%	17%	12%	17%	18%	17%	13%
An eating disorder	11%	12%	19%	13%	17%	13%	14%	14%	22%
Any other anxiety disorder	28%	31%	35%	27%	28%	28%	33%	26%	33%
Any other mental, emotional or neurological condition	7%	9%	6%	8%	9%	7%	8%	8%	20%
Attention deficit hyperactivity disorder (ADHD) or Attention deficit disorder (ADD)	8%	10%	12%	11%	8%	9%	18%	25%	7%
Bipolar disorder (or 'manic depression')	5%	5%	11%	3%	7%	5%	1%	6%	2%
Depression	61%	65%	65%	65%	69%	64%	34%	66%	79%
Obsessive compulsive disorder (OCD)	10%	12%	14%	11%	14%	12%	2%	7%	17%
Panic attacks	47%	50%	46%	45%	51%	47%	57%	35%	54%
Post-natal depression	3%	3%	1%	2%	4%	3%	0%	3%	0%
Post-traumatic stress disorder	18%	17%	13%	15%	13%	16%	12%	17%	11%
Seasonal affective disorder	19%	22%	23%	19%	22%	20%	8%	20%	28%
Psychosis or schizophrenia	1%	1%	0%	0%	3%	1%	5%	2%	2%
Nervous breakdown	14%	17%	17%	11%	21%	14%	27%	13%	16%

## 2.3 Experience of specific mental health problem, by disability, caring responsibilities and sexual orientation

Proportion who have experienced a mental health problem	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
A personality disorder	3%	8%	3%	5%	3%	3%	5%
A phobia	14%	23%	14%	19%	14%	21%	23%
Alcohol or drug dependence	16%	22%	17%	16%	16%	20%	24%
An eating disorder	12%	18%	13%	15%	12%	16%	24%
Any other anxiety disorder	27%	34%	28%	24%	27%	30%	36%
Any other mental, emotional or neurological condition	6%	21%	7%	10%	7%	9%	15%
Attention deficit hyperactivity disorder (ADHD) or Attention deficit disorder (ADD)	8%	18%	8%	12%	9%	11%	17%
Bipolar disorder (or 'manic depression')	4%	14%	5%	5%	4%	4%	14%
Depression	62%	77%	64%	67%	63%	62%	78%
Obsessive compulsive disorder (OCD)	11%	19%	12%	13%	11%	12%	15%
Panic attacks	45%	59%	48%	44%	45%	60%	63%
Post-natal depression	3%	4%	2%	5%	3%	0%	1%
Post-traumatic stress disorder	15%	26%	15%	18%	15%	14%	23%
Seasonal affective disorder	19%	27%	20%	20%	19%	25%	24%
Psychosis or schizophrenia	0%	4%	1%	2%	1%	1%	3%
Nervous breakdown	12%	27%	14%	17%	13%	18%	25%

### 3. Self-rated mental health

#### 3.1 Self-rated mental health by gender, employment status and age

How would you rate your mental health at the moment?	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining	16-29 years old	30-39 years old	40-49 years old	50 and over
Very good	9%	8%	7%	9%	9%	4%	6%	6%	19%
Good	30%	25%	26%	27%	28%	25%	26%	30%	27%
Fair	36%	40%	39%	39%	35%	42%	38%	42%	33%
Poor	20%	22%	23%	20%	24%	23%	26%	17%	19%
Very poor	5%	4%	5%	5%	5%	6%	4%	6%	3%

#### 3.2 Self-rated mental health by subsector and ethnicity

How would you rate your mental health at the moment?	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
Very good	8%	7%	5%	9%	9%	8%	8%	11%	15%
Good	30%	27%	33%	23%	24%	27%	44%	22%	24%
Fair	37%	40%	36%	40%	41%	39%	30%	41%	36%
Poor	21%	21%	16%	24%	22%	22%	2%	21%	15%
Very poor	4%	6%	10%	4%	4%	4%	16%	5%	10%

### 3.3 Self-rated mental health by disability, caring responsibilities and sexual orientation

How would you rate your mental health at the moment?	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Very good	9%	4%	8%	9%	8%	11%	7%
Good	28%	25%	28%	26%	28%	26%	15%
Fair	40%	31%	38%	39%	38%	40%	35%
Poor	19%	32%	22%	21%	21%	19%	29%
Very poor	4%	8%	4%	5%	4%	5%	14%

### 4. A) Mean wellbeing score (SWEMWBS)

The Short Warwick-Edinburgh Wellbeing Scale is based on seven questions of which the scores translate into an overall raw score, which is then transformed into a useable score. Scores may range from 7 to 35 and lower scores indicate lower mental wellbeing, whereas higher scores indicate higher levels of mental wellbeing.

#### 4. A) 1) Mental wellbeing by gender, employment status and age

Mean SWEMWBS-based mental wellbeing	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Mean mental wellbeing	19.51	19.50	19.68	19.35	19.48	19.65	19.12	19.41	19.86
Standard deviation	3.55	3.39	3.48	3.44	3.37	3.37	3.41	3.53	3.51

#### 4. A) 2) Mental wellbeing by subsector and ethnicity

Mean SWEMWBS-based mental wellbeing	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
Mean mental wellbeing	19.50	19.56	19.31	19.25	20.09	19.53	20.18	19.08	19.20
Standard deviation	3.36	3.49	3.26	3.25	3.94	3.43	4.28	3.50	3.54

#### 4. B) 3) Mental wellbeing by disability, caring responsibilities and sexual orientation

Mean SWEMWBS-based mental wellbeing	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Mean mental wellbeing	19.61	19.01	19.43	19.70	19.56	19.50	19.05
Standard deviation	3.41	3.76	3.39	3.69	3.51	3.02	3.40

#### 4. B) Proportion of people with low mental wellbeing (SWEMWBS)

The Short Warwick-Edinburgh Wellbeing Scale is based on seven questions of which the scores translate into an overall score. The literature recommends to use 1 standard deviation from the mean to indicate categories of low and high mental wellbeing. The tables below report the proportion of people with low mental wellbeing (i.e., one standard deviation or more below the sample mean).

#### 4. B) 1) Low mental wellbeing by gender, employment status and age

Proportion of people with SWEMWBS-based low wellbeing	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Low mental wellbeing	12%	12%	11%	13%	11%	11%	14%	11%	12%



4. B) 2) Low mental wellbeing by subsector and ethnicity

Proportion of people with SWEMWBS-based low wellbeing	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broad-casting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
Low mental wellbeing	12%	12%	16%	12%	11%	12%	19%	14%	18%

4. B) 3) Low mental wellbeing by disability, caring responsibilities and sexual orientation

Proportion of people with SWEMWBS-based low wellbeing	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Low mental wellbeing	11%	14%	12%	12%	12%	11%	14%

## 5. Considering leaving the industry due to concerns for mental wellbeing

### 5.1 Considering leaving the industry, by gender, employment status and age

Considered leaving the industry due to concerns for mental wellbeing	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining	16-29 years old	30-39 years old	40-49 years old	50 and over
No	37%	38%	42%	34%	33%	40%	27%	36%	48%
Yes	63%	62%	58%	66%	67%	60%	73%	64%	52%

### 5.2 Considering leaving the industry, by subsector and ethnicity

Considered leaving the industry due to concerns for mental wellbeing	Subsector						Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition		Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British	White
No	34%	35%	47%	32%	58%	38%	46%	30%	27%	
Yes	66%	65%	53%	68%	42%	62%	54%	70%	73%	

### 5.3 Considering leaving the industry, by disability, caring responsibilities and sexual orientation

Considered leaving the industry due to concerns for mental wellbeing	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
No	39%	29%	35%	42%	38%	32%	31%
Yes	61%	71%	65%	58%	62%	68%	69%

## Conditions

### 6. Hours worked

#### 6.1 Hours worked by gender, employment status and age

How many hours did you work last week?	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
<30 hours	12%	13%	12%	13%	12%	15%	7%	12%	16%
30-40 hours	20%	14%	25%	10%	9%	16%	16%	18%	14%
41-50 hours	32%	30%	38%	24%	34%	31%	35%	29%	24%
51-60 hours	14%	21%	16%	20%	20%	20%	19%	19%	13%
>60 hours	10%	12%	7%	15%	12%	10%	13%	12%	10%
Didn't work	13%	10%	3%	18%	13%	7%	9%	11%	23%

#### 6.2 Hours worked by subsector and ethnicity

How many hours did you work last week?	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
<30 hours	9%	8%	10%	10%	28%	12%	30%	9%	9%
30-40 hours	12%	17%	31%	13%	31%	16%	24%	16%	21%
41-50 hours	24%	43%	31%	35%	31%	30%	25%	42%	28%
51-60 hours	22%	20%	11%	21%	4%	19%	7%	0%	0%
>60 hours	17%	5%	5%	10%	3%	11%	7%	12%	9%
Didn't work	15%	7%	11%	11%	2%	11%	7%	8%	21%

## 6.3 Hours worked by disability, caring responsibilities and sexual orientation

How many hours did you work last week?	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
<30 hours	12%	16%	10%	20%	12%	13%	14%
30-40 hours	16%	19%	16%	17%	17%	10%	25%
41-50 hours	31%	25%	31%	25%	30%	36%	26%
51-60 hours	19%	13%	19%	14%	19%	21%	14%
>60 hours	11%	12%	11%	11%	11%	10%	8%
Didn't work	11%	16%	11%	13%	11%	10%	13%

## 7. Control over working hours

### 7.1 Control over hours by gender, employment status and age

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Control over my working hours	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
A very positive impact	17%	11%	17%	11%	13%	13%	15%	14%	12%
A somewhat positive impact	17%	15%	21%	12%	13%	15%	15%	17%	16%
No impact	10%	17%	14%	14%	17%	15%	11%	13%	18%
A somewhat negative impact	30%	30%	29%	29%	34%	33%	28%	29%	29%
A very negative impact	26%	27%	19%	34%	23%	24%	31%	27%	25%

## 7.2 Control over hours by subsector and ethnicity

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Control over my working hours	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
A very positive impact	11%	19%	15%	10%	26%	13%	35%	13%	22%
A somewhat positive impact	12%	17%	20%	13%	28%	16%	5%	12%	20%
No impact	14%	17%	22%	14%	10%	14%	21%	14%	19%
A somewhat negative impact	32%	26%	28%	32%	22%	30%	14%	38%	16%
A very negative impact	30%	21%	15%	32%	14%	27%	25%	23%	23%

## 7.3 Control over hours by disability, caring responsibilities and sexual orientation

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Control over my working hours	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
A very positive impact	13%	16%	13%	15%	13%	12%	19%
A somewhat positive impact	16%	13%	14%	18%	15%	20%	21%
No impact	14%	14%	14%	14%	14%	14%	10%
A somewhat negative impact	31%	26%	31%	29%	30%	27%	30%
A very negative impact	26%	32%	28%	23%	28%	26%	21%

## 8. Feeling valued at work

### 8.1 Feeling valued at work, by gender, employment status and age

To what extent do you agree with the following statements? - "I feel valued at work"	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining	16-29 years old	30-39 years old	40-49 years old	50 and over
Strongly disagree	12%	7%	9%	8%	10%	6%	9%	10%	11%
Somewhat disagree	22%	17%	18%	18%	22%	17%	22%	17%	19%
Somewhat agree	38%	45%	44%	43%	37%	51%	43%	41%	32%
Strongly agree	11%	12%	13%	10%	12%	10%	9%	17%	13%
Neither agree nor disagree	16%	19%	16%	20%	19%	16%	17%	15%	25%

### 8.2 Feeling valued at work, by subsector and ethnicity

To what extent do you agree with the following statements? - "I feel valued at work"	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
Strongly disagree	8%	8%	15%	9%	7%	8%	10%	12%	10%
Somewhat disagree	20%	17%	26%	17%	16%	19%	13%	25%	17%
Somewhat agree	44%	45%	31%	42%	44%	44%	37%	34%	31%
Strongly agree	11%	14%	14%	9%	18%	12%	12%	13%	28%
Neither agree nor disagree	17%	15%	14%	22%	15%	18%	27%	16%	14%

### 8.3 Feeling valued at work, by disability, caring responsibilities and sexual orientation

To what extent do you agree with the following statements? - "I feel valued at work"	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Strongly disagree	8%	13%	9%	8%	9%	5%	10%
Somewhat disagree	18%	22%	18%	21%	19%	17%	17%
Somewhat agree	43%	41%	44%	40%	43%	42%	44%
Strongly agree	12%	9%	11%	14%	12%	13%	13%
Neither agree nor disagree	18%	15%	19%	17%	18%	23%	16%

## 9. Financial situation

### 9.1 Financial situation by gender, employment status and age

How well would you say you are managing financially these days? Would you say you are...	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Living comfortably	19%	17%	19%	17%	12%	12%	18%	23%	19%
Doing alright	39%	37%	36%	40%	36%	35%	43%	37%	38%
Just about getting by	26%	30%	32%	25%	32%	36%	27%	24%	25%
Finding it quite difficult	9%	10%	8%	11%	13%	11%	8%	9%	13%
Finding it very difficult	6%	6%	4%	7%	8%	7%	3%	7%	6%

### 9.2 Financial situation by subsector and ethnicity

How well would you say you are managing financially these days? Would you say you are...	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
Living comfortably	19%	15%	24%	16%	16%	18%	3%	12%	17%
Doing alright	38%	43%	29%	42%	31%	38%	25%	35%	33%
Just about getting by	26%	28%	27%	31%	33%	29%	29%	34%	15%
Finding it quite difficult	11%	10%	10%	8%	12%	10%	20%	12%	27%
Finding it very difficult	6%	5%	10%	3%	8%	5%	24%	7%	8%

### 9.3 Financial situation by disability, caring responsibilities and sexual orientation

How well would you say you are managing financially these days? Would you say you are...	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Living comfortably	19%	13%	18%	17%	18%	20%	15%
Doing alright	38%	33%	39%	37%	38%	33%	30%
Just about getting by	29%	26%	29%	25%	29%	28%	34%
Finding it quite difficult	9%	16%	9%	14%	9%	13%	15%
Finding it very difficult	5%	13%	5%	7%	5%	6%	6%



## Culture

### 10. Bullying and harassment

This question allowed respondents to select as many answers as suited their situation. As such, one correspondent may have selected witnessing AND experiencing bullying AND witnessing inappropriate behaviour. Therefore, the column proportions do not tally to 100%.

#### 10.1 Witnessed or experienced bullying or harassment by gender, employment status and age

<i>Proportion having witnessed or experienced bullying or harassment</i>	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Experienced bullying behaviour at work	67%	50%	46%	64%	61%	42%	60%	66%	62%
Experienced sexual harassment at work	39%	12%	19%	24%	22%	16%	25%	24%	24%
Witnessed behaviour that seemed intimidating or humiliating	79%	73%	70%	79%	81%	68%	81%	79%	77%
Witnessed inappropriate behaviour that seemed unwanted and of a sexual nature	41%	31%	33%	36%	39%	33%	41%	34%	31%
None	9%	17%	18%	11%	11%	20%	11%	11%	14%
Prefer not to say	1%	2%	2%	1%	0%	2%	1%	1%	1%

## 10.2 Witnessed or experienced bullying or harassment by subsector and ethnicity

Proportion who witnessed or experienced bullying or harassment	Subsector					Ethnicity				
	Production & development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean / Black British	Mixed/ Multiple	Asian or Asian British	Other ethnic group
Experienced bullying behaviour at work	64%	52%	50%	59%	32%	57%	62%	47%	48%	76%
Experienced sexual harassment at work	26%	15%	21%	22%	14%	22%	15%	22%	15%	28%
Witnessed behaviour that seemed intimidating or humiliating	80%	67%	72%	79%	61%	75%	66%	73%	83%	90%
Witnessed inappropriate behaviour that seemed unwanted and of a sexual nature	38%	29%	34%	34%	34%	36%	18%	29%	40%	35%
None	10%	20%	16%	11%	28%	14%	27%	18%	13%	6%
Prefer not to say	1%	3%	3%	1%	4%	1%	0%	5%	1%	1%

### 10.3 Witnessed or experienced bullying or harassment by disability, caring responsibilities, sexual orientation

Proportion witnessed or experienced bullying or harassment	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Experienced bullying behaviour at work	55%	64%	55%	63%	56%	58%	54%
Experienced sexual harassment at work	21%	27%	21%	26%	21%	20%	31%
Witnessed behaviour that seemed intimidating or humiliating	75%	78%	75%	76%	75%	77%	82%
Witnessed inappropriate behaviour that seemed unwanted and of a sexual nature	34%	40%	36%	33%	34%	38%	51%
None	15%	11%	15%	13%	15%	12%	9%
Prefer not to say	1%	1%	1%	2%	1%	3%	3%

## 11. Whether bullying and harassment is taken seriously at work

### 11.1 Whether bullying and harassment is taken seriously at work by gender, employment status and age

To what extent do you agree with the following statements? - "Bullying and harassment are taken seriously where I work"	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Strongly disagree	15%	10%	9%	15%	10%	7%	14%	18%	13%
Somewhat disagree	23%	20%	16%	24%	27%	21%	26%	18%	18%
Somewhat agree	22%	31%	34%	23%	23%	35%	24%	23%	26%
Strongly agree	15%	15%	22%	9%	19%	16%	13%	16%	16%
Neither agree nor disagree	24%	23%	18%	28%	21%	21%	23%	25%	27%

### 11.2 Whether bullying and harassment is taken seriously at work by subsector and ethnicity

To what extent do you agree with the following statements? - "Bullying and harassment are taken seriously where I work"	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
Strongly disagree	14%	10%	19%	12%	6%	12%	24%	16%	12%
Somewhat disagree	25%	16%	11%	23%	12%	22%	14%	14%	30%
Somewhat agree	25%	28%	30%	30%	32%	28%	17%	30%	23%
Strongly agree	10%	14%	19%	11%	39%	15%	27%	22%	20%
Neither agree nor disagree	26%	32%	21%	23%	11%	24%	18%	18%	15%

### 11.3 Whether bullying and harassment is taken seriously at work by disability, caring responsibility and sexual orientation

To what extent do you agree with the following statements? - "Bullying and harassment are taken seriously where I work"	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Strongly disagree	12%	16%	13%	10%	12%	14%	17%
Somewhat disagree	21%	22%	22%	17%	21%	23%	19%
Somewhat agree	28%	27%	26%	32%	28%	27%	28%
Strongly agree	15%	13%	15%	18%	15%	17%	20%
Neither agree nor disagree	24%	22%	24%	23%	23%	20%	16%

## 12. Impact on wellbeing of speaking up at work

### 12.1 Impact on wellbeing of speaking up by gender, employment status and age

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Ability to speak up about working environment and practices	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	33-29 years old	30-39 years old	40-49 years old	50 and over
A very positive impact	10%	5%	9%	6%	8%	7%	8%	9%	6%
A somewhat positive impact	22%	21%	27%	17%	17%	25%	19%	22%	17%
No impact	18%	28%	24%	25%	19%	27%	22%	22%	25%
A somewhat negative impact	28%	27%	26%	29%	28%	26%	27%	27%	30%
A very negative impact	22%	18%	15%	22%	28%	15%	24%	19%	22%

## 12.2 Impact on wellbeing of speaking up by subsector and ethnicity

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Ability to speak up about working environment and practices	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
A very positive impact	7%	8%	9%	6%	11%	7%	19%	13%	4%
A somewhat positive impact	19%	24%	33%	17%	32%	21%	31%	9%	49%
No impact	22%	27%	18%	25%	26%	25%	19%	20%	7%
A somewhat negative impact	29%	26%	24%	29%	22%	28%	6%	26%	25%
A very negative impact	22%	15%	15%	24%	9%	19%	24%	32%	14%

## 12.3 Impact on wellbeing of speaking up by disability, caring responsibilities and sexual orientation

Thinking about your current or most recent job, to what degree do the following factors impact your mental wellbeing? - Ability to speak up about working environment and practices	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
A very positive impact	7%	8%	7%	10%	7%	7%	11%
A somewhat positive impact	21%	21%	21%	21%	21%	21%	26%
No impact	25%	20%	24%	24%	24%	27%	16%
A somewhat negative impact	28%	24%	28%	27%	28%	27%	21%
A very negative impact	18%	26%	20%	18%	19%	19%	26%

### 13. Perception of attitudes about mental health in the industry

#### 13.1 Perception of attitudes by gender, employment status and age

To what extent do you agree with the following statement? - "People working in this industry have a positive attitude towards people experiencing mental health issues"	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	15-29 years old	30-39 years old	40-49 years old	50 and over
Strongly disagree	17%	13%	10%	18%	17%	10%	18%	19%	13%
Somewhat disagree	34%	28%	27%	34%	30%	26%	31%	36%	31%
Somewhat agree	20%	19%	27%	14%	13%	25%	18%	16%	15%
Strongly agree	3%	6%	8%	3%	5%	9%	4%	2%	3%
Neither agree nor disagree	25%	34%	29%	31%	35%	31%	28%	26%	37%

#### 13.2 Perception of attitudes by subsector and ethnicity

To what extent do you agree with the following statements? - "People working in this industry have a positive attitude towards people experiencing mental health issues"	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
Strongly disagree	18%	17%	19%	12%	7%	14%	36%	17%	25%
Somewhat disagree	33%	27%	26%	34%	17%	31%	16%	24%	20%
Somewhat agree	18%	17%	22%	18%	29%	19%	27%	16%	20%
Strongly agree	3%	3%	6%	5%	13%	5%	9%	1%	13%
Neither agree nor disagree	28%	35%	27%	32%	33%	31%	12%	42%	21%

### 13.3 Perception of attitudes by disability, caring responsibilities and sexual orientation

To what extent do you agree with the following statements? - "People working in this industry have a positive attitude towards people experiencing mental health issues"	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Strongly disagree	13%	23%	15%	13%	13%	25%	20%
Somewhat disagree	31%	26%	30%	36%	31%	29%	33%
Somewhat agree	19%	23%	18%	22%	19%	21%	16%
Strongly agree	5%	5%	4%	7%	5%	3%	7%
Neither agree nor disagree	32%	24%	33%	23%	32%	23%	25%



## Capability

### 14. Talking about mental health at work

#### 14.1 Talking about mental health at work by gender, employment status and age

Have you told anyone you work with about the mental health problem you have experienced?	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
						65%	62%	64%	73%
No	63%	67%	61%	69%	64%	65%	62%	64%	73%
Yes	37%	33%	39%	31%	36%	35%	38%	36%	27%

#### 14.2 Talking about mental health at work by subsector and by ethnicity

Have you told anyone you work with about the mental health problem you have experienced?	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/African/Caribbean/Black British	Mixed/Multiple	Asian or Asian British
							65%	81%	66%
No	67%	65%	71%	70%	48%	64%	65%	81%	66%
Yes	33%	35%	29%	30%	52%	36%	35%	19%	34%

#### 14.3 Talking about mental health at work by disability, caring responsibilities and sexual orientation

Have you told anyone you work with about the mental health problem you have experienced?	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
					66%	64%	47%
No	68%	53%	66%	63%	66%	64%	47%
Yes	32%	47%	34%	37%	34%	36%	53%

## 15. Where people would look for support

This question allowed respondents to select as many answers as suited their situation. Therefore, the column proportions do not tally to 100%.

### 15.1 Where people would look for support, by gender, employment status and age

Where would you go for support if you were experiencing a mental health problem? Please select all that apply	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
Friends	65%	56%	61%	57%	62%	70%	59%	57%	45%
Family	56%	59%	61%	56%	57%	60%	61%	59%	48%
My manager	8%	7%	13%	2%	8%	9%	7%	7%	4%
Colleagues / a co-worker	16%	14%	18%	11%	19%	17%	14%	12%	13%
A union	1%	1%	1%	1%	3%	0%	1%	1%	3%
Film and TV Support Line	4%	3%	2%	4%	4%	2%	2%	3%	6%
Another helpline	5%	4%	5%	4%	5%	4%	5%	5%	2%
My GP	50%	42%	47%	44%	38%	39%	42%	45%	57%
Private counselling	41%	32%	33%	39%	30%	27%	40%	43%	35%
A charity	7%	8%	7%	8%	10%	8%	9%	6%	7%
Self help resources (such as mindfulness apps or books)	30%	20%	23%	25%	23%	26%	25%	23%	20%
Other	2%	2%	3%	2%	1%	3%	2%	3%	2%

## 15.2 Where people would look for support, by subsector and ethnicity

Where would you go for support if you were experiencing a mental health problem? Please select all that apply	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
Friends	59%	58%	56%	60%	59%	59%	79%	48%	57%
Family	57%	61%	54%	60%	56%	59%	56%	53%	44%
My manager	5%	5%	9%	8%	13%	7%	5%	8%	25%
Colleagues / a co-worker	13%	11%	19%	14%	19%	15%	7%	0%	0%
A union	2%	2%	0%	0%	1%	1%	0%	1%	0%
Film and TV Support Line	4%	2%	4%	3%	2%	3%	1%	0%	2%
Another helpline	5%	4%	7%	3%	6%	4%	1%	2%	2%
My GP	43%	45%	47%	44%	53%	46%	46%	33%	39%
Private counselling	38%	38%	36%	41%	16%	36%	23%	31%	49%
A charity	7%	6%	3%	10%	7%	7%	28%	10%	3%
Self help resources (such as mindfulness apps or books)	25%	25%	29%	22%	24%	23%	31%	26%	23%
Other	2%	4%	4%	2%	4%	2%	3%	2%	5%

### 15.3 Where people would look for support, by disability, caring responsibilities and sexual orientation

Where would you go for support if you were experiencing a mental health problem? Please select all that apply	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
Friends	59%	58%	59%	64%	57%	70%	77%
Family	59%	51%	58%	57%	61%	47%	42%
My manager	6%	14%	7%	7%	7%	8%	12%
Colleagues / a co-worker	14%	21%	14%	16%	15%	16%	14%
A union	1%	2%	1%	3%	1%	1%	1%
Film and TV Support Line	3%	4%	3%	4%	3%	2%	1%
Another helpline	4%	7%	5%	4%	4%	4%	8%
My GP	43%	60%	46%	46%	45%	52%	48%
Private counselling	35%	43%	34%	42%	35%	40%	43%
A charity	8%	8%	8%	9%	7%	11%	12%
Self help resources (such as mindfulness apps or books)	23%	30%	23%	28%	23%	23%	37%
Other	2%	6%	2%	4%	2%	4%	3%

## 16. Barriers to support

This question allowed respondents to select as many answers as suited their situation. Therefore, the column proportions do not tally to 100%. Instead, these data tables show us that, for example, among women, the most often mentioned barrier is not having time (48%), followed by a concern that they will not be offered work again (45%).

### 16.1 What barriers to support have you encountered, by gender, employment status and age

Have you experienced any of the following barriers in accessing support to manage your mental wellbeing?	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
I don't have time	48%	47%	45%	48%	62%	53%	55%	47%	30%
I'm worried people will judge me if they know I'm experiencing a mental health problem	43%	42%	42%	41%	52%	45%	41%	45%	36%
I'm worried I won't be offered work if people know I'm experiencing a mental health problem	45%	40%	30%	50%	54%	43%	41%	46%	39%
Services are too expensive	38%	30%	33%	31%	43%	33%	40%	36%	19%
Services aren't available where I live	7%	5%	5%	5%	10%	4%	6%	6%	7%
Services aren't available where I work	16%	16%	12%	18%	21%	14%	19%	12%	18%
I have not tried to access support to manage my mental health	26%	28%	31%	25%	24%	31%	22%	24%	33%
I have accessed support without experiencing any barriers	8%	7%	10%	6%	5%	6%	7%	7%	10%
There aren't services which I would want to access	6%	8%	7%	7%	11%	9%	7%	6%	8%
Other	3%	3%	2%	3%	5%	3%	4%	3%	2%

## 16.2. What barriers to support have you encountered, by subsector and ethnicity

Have you experienced any of the following barriers in accessing support to manage your mental wellbeing?	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
I don't have time	54%	53%	44%	42%	45%	42%	40%	70%	43%
I'm worried people will judge me if they know I'm experiencing a mental health problem	42%	40%	35%	45%	38%	42%	35%	49%	54%
I'm worried I won't be offered work if people know I'm experiencing a mental health problem	50%	39%	31%	41%	29%	38%	35%	56%	46%
Services are too expensive	36%	30%	43%	31%	28%	30%	23%	49%	41%
Services aren't available where I live	6%	6%	8%	4%	9%	5%	7%	9%	9%
Services aren't available where I work	17%	14%	20%	16%	11%	16%	10%	24%	12%
I have not tried to access support to manage my mental health	27%	30%	29%	26%	30%	27%	25%	19%	29%
I have accessed support without experiencing any barriers	7%	7%	6%	6%	12%	11%	9%	3%	31%
There aren't services which I would want to access	6%	7%	8%	7%	14%	6%	8%	18%	6%
Other	3%	4%	3%	3%	2%	3%	13%	1%	4%

16.3. What barriers to support have you encountered, by disability, caring responsibilities and sexual orientation

What would help you to manage your mental wellbeing at work? Please select all that apply	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Hetero sexual or straight	Gay or lesbian	Bisexual
I don't have time	48%	47%	47%	52%	47%	43%	59%
I'm worried people will judge me if they know I'm experiencing a mental health problem	40%	53%	42%	44%	41%	45%	49%
I'm worried I won't be offered work if people know I'm experiencing a mental health problem	39%	59%	42%	46%	40%	48%	58%
Services are too expensive	32%	38%	33%	29%	32%	32%	52%
Services aren't available where I live	4%	16%	5%	8%	5%	6%	12%
Services aren't available where I work	15%	21%	15%	16%	15%	18%	21%
I have not tried to access support to manage my mental health	29%	16%	28%	26%	28%	27%	14%
I have accessed support without experiencing any barriers	8%	8%	7%	9%	7%	9%	9%
There aren't services which I would want to access	7%	10%	7%	10%	7%	6%	10%
Other	3%	5%	3%	2%	3%	5%	4%

## 17. Support that would help manage wellbeing

This is a question for which respondents were able to select however many of the eight options provided. As such, the proportions for each column do not tally to 100%. Rather, each row should be read as a question onto itself. For example, the table can be interpreted to read: With 64% of female respondents indicating that support at work would help them manage their mental wellbeing, this was the most popular response among women. For men, one to one therapy and support at work are tied at 49%.

### 17.1 Support to help manage wellbeing, by gender, employment status and age

What would help you to manage your mental wellbeing at work? Please select all that apply	Gender		Employment status			Age			
	Female	Male	An employee	Self-employed/freelancer	Combining employment and freelance work	16-29 years old	30-39 years old	40-49 years old	50 and over
One to one therapy	50%	49%	52%	47%	53%	54%	56%	45%	40%
Group therapy	8%	8%	8%	8%	12%	8%	9%	5%	10%
Peer support	31%	32%	29%	32%	37%	32%	29%	30%	34%
Online therapy	13%	10%	12%	11%	11%	15%	12%	10%	5%
Telephone therapy	12%	7%	6%	10%	9%	8%	10%	9%	7%
Self-help resources	19%	18%	19%	18%	17%	23%	18%	18%	12%
Support at work	64%	49%	58%	50%	59%	55%	59%	52%	48%
Other	6%	9%	8%	8%	6%	8%	7%	7%	9%



## 17.2 Support to help manage mental wellbeing by subsector and ethnicity

What would help you to manage your mental wellbeing at work? Please select all that apply	Subsector					Ethnicity			
	Production & Development	Post-production, VFX and Animation	Distribution	Broadcasting	Cinema Exhibition	White	Black/ African/ Caribbean/ Black British	Mixed/ Multiple	Asian or Asian British
One to one therapy	50%	51%	55%	52%	44%	49%	72%	43%	75%
Group therapy	8%	7%	10%	9%	8%	8%	8%	11%	20%
Peer support	31%	28%	30%	34%	28%	31%	41%	37%	41%
Online therapy	11%	11%	13%	10%	14%	11%	16%	10%	30%
Telephone therapy	10%	8%	5%	7%	8%	8%	10%	8%	18%
Self-help resources	20%	19%	14%	16%	21%	18%	20%	20%	36%
Support at work	56%	53%	61%	52%	54%	54%	51%	60%	57%
Other	8%	10%	5%	5%	13%	7%	3%	12%	8%

### 17.3 Support to help manage mental wellbeing, by disability, caring responsibilities and sexual orientation

What would help you to manage your mental wellbeing at work? Please select all that apply	Disability or long term health condition		Carer		Sexual orientation		
	No	Yes	No	Yes	Heterosexual or straight	Gay or lesbian	Bisexual
One to one therapy	49%	57%	49%	49%	49%	53%	61%
Group therapy	8%	9%	9%	6%	8%	12%	9%
Peer support	31%	38%	31%	37%	32%	26%	29%
Online therapy	11%	10%	12%	9%	10%	18%	19%
Telephone therapy	9%	7%	9%	9%	8%	13%	11%
Self-help resources	18%	23%	19%	18%	18%	19%	21%
Support at work	54%	54%	56%	50%	54%	54%	59%
Other	8%	9%	7%	10%	8%	5%	8%