

Mental Health in the
Film and TV Industry
Three years on

Looking
Glass
2022 2022 20



FILM+TV
CHARITY

Introduction

Assessing progress: Looking Glass '22 results

Since its first edition in 2019, the Looking Glass Survey, carried out by the Film and TV Charity, has become a crucial barometer of the mental health and wellbeing of the film and TV industry. It has spurred and informed policy, process and practice not just in the UK but internationally – galvanising evidence-based action to improve mental health in the screen industries.

The original 2019 research uncovered a mental health crisis in the industry, and statistics and stories which alarmed us all. Since then, the Film and TV Charity has extended its support services, run a behaviour change campaign, and launched the Whole Picture Toolkit for mentally healthy productions. Industry leaders have responded not just by supporting these initiatives but by opening up the conversation on mental health, and leading culture change.

Following the second survey in 2021, this third edition from 2022 adds to the growing body of Looking Glass findings and is beginning to build a longitudinal picture of change. The improvements are small – but they are at least heading in the right direction. Overall mental wellbeing scores have improved slightly, fewer respondents described their mental health as poor, and fewer said they were considering leaving the industry. One of the noticeable improvements is the drop in the number of people who have experienced bullying or harassment, falling from 53% in 2021 to 46% in 2022 – though we must remember that this is still *nearly half* our workforce.

Even though 80% of respondents sensed a positive change in in the industry's capability to provide support, it's clear we have a very long way to go. Many metrics remain much worse than national comparators, and only 11% describe the industry as a mentally healthy place to work.

The Looking Glass Survey will now be repeated every two years, continuing to track change, and pinpointing where further effort is needed. We have always been optimistic about the industry's potential for change – this is, after all, a creative and imaginative workplace – and are encouraged by the 80% of survey respondents who sensed a positive change in culture and behaviours.

We remain incredibly grateful to all those industry leaders who have worked hand-in-hand with us to initiate change in their own organisations and in the wider industry. As we shift into a long-term strategy for sustained change, we need their commitment and support more than ever.

Alex Pumfrey
Chief Executive
Film and TV Charity

Thank you

We would like to thank our partners at Brightpurpose who conducted the *Looking Glass '22* research for all their work delivering the survey as part of their evaluation of the Whole Picture Programme.

BRIGHTPURPOSE

Our thanks go to all those who participated in the design and delivery of the Whole Picture Programme. The programme was special and – we believe – impactful because of its co-design approach with a wide range of freelancers, other workers, producers, directors, broadcasters, studios, streamers, and experts in mental health and other disciplines.



Mind were our strategic partners in the Whole Picture Programme, and we are enormously grateful for their expert guidance.

Our sincere thanks go to the members of the Whole Picture Programme who funded and drove this important work: Amazon, Banijay, BBC and BBC Studios, the BFI, Channel 4, Disney, IMG, ITV and ITV Studios, Sky, Sony, Paramount Global and Warner Bros Discovery. We quite literally couldn't have done this without you.

Finally, and most importantly, we want to thank everyone who participated in the research. Many of you took the time to recount difficult experiences, which perhaps you'd not shared before. Your contribution is so important to mobilising change - we thank you for entrusting us with it and we treat it with great care. We hope you can see your experiences and those of your colleagues reflected in this report and that it gives you confidence that change is coming.

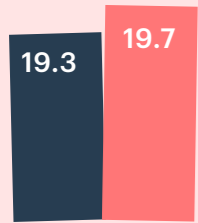


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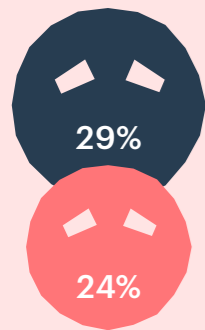
Results highlights

Mental health and wellbeing – incremental improvements.



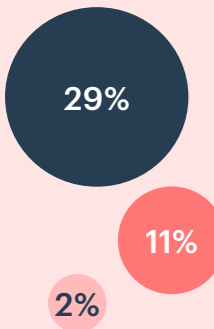
Small improvement in mental wellbeing scores

from **19.3** to **19.7** on the Short Warwick-Edinburgh Mental Wellbeing Scale.¹



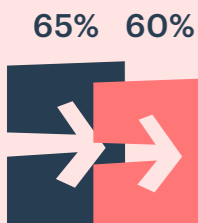
Reduction in those reporting 'poor' mental health

from **29%** in 2021 to **24%** in 2022.



No change in the frequency of suicidal thoughts, attempts or self-harm

29% of respondents considered taking their own life during the year, **two percent** attempted, **11%** self-harmed.



Fewer considered leaving the industry due to mental health concerns

60% in 2022, down from **65%** in 2021.

Conditions – improving after the 2021 post-Covid boom.

Extreme hours high but decreasing:

- **33%** of respondents worked more than 50 hours in the week before the survey, compared to **39%** in 2021.
- **One in seven** still working 61+ hour weeks, compared to one in 50 in the general population.
- **37%** worked more than 48 weeks in the year, compared to **29%** in 2021.
- Work demands continued to have negative effects on personal relationships (**57%**) and the ability to make plans with friends and family (**35%**).

Feelings of job security improved:

- **28%** felt their job was secure, compared to **23%** in 2021.

Financial wellbeing remains a concern:

- **75%** worried about future income.
- **27%** sometimes take work outside the industry to make ends meet.
- **6%** of respondents finding it 'very difficult' financially; **10%** 'quite difficult'.
- **34%** said that late payments were making it harder for them to manage their money.

Capability for support has improved.

Significant increase in those saying industry capable of providing support:

- **38%** in 2022, compared to **30%** in 2021.
- **35%** of freelancers think the industry capable of providing support.

But, continued lack of support for those working on challenging content or with vulnerable contributors:

- Only **15%** think there is sufficient support for those working with challenging content. Only **14%** for those working with vulnerable contributors.

Better line management would improve wellbeing:

- Improved line management was the most popular call, made by **52%** of respondents.

Black and Global Majority workers seek peer support:

- **64%** of Black and **61%** of Asian respondents said that support from peers at work or in the industry would help them manage their wellbeing at work.

Culture – some change, but much to do.

Improved attitudes to mental health, but stigma remains:

- **51%** report positive attitudes among their day-to-day colleagues, compared to **43%** in 2021.
- Only **41%** prepared to disclose a mental health problem.
- The majority who did so saw no improvement in their situation.

No real change in proportion who feel industry culture is bad for wellbeing:

- Only **11%** think the industry is a mentally healthy place to work.
- **83%** say that industry culture has a negative effect on their wellbeing.

Significant decrease in the incidence of bullying, harassment or discrimination:

- **46%** experienced bullying, harassment or discrimination in 2022, down from **53%** in 2021.
- One in two who experienced such behaviour considered leaving the industry.
- Bullying, harassment or discrimination was frequently not reported.
- **45%** of those in management roles who had dealt with bullying complaints did not feel appropriately skilled to do so. Two-thirds of this group wanted more line management training, including training targeted specifically at dealing with behavioural complaints.



80%

sensed a positive change in culture and behaviours – an indicator of the potential for change.

¹ The scale runs from seven to 35, with a UK average of 23.6.

Looking Glass findings: From 2019 to 2022

In 2019 the Film and TV Charity's Looking Glass research found that a shocking **nine in 10 of nearly 5,000 respondents** had experienced a mental health problem – well above the 65% UK-wide figure – and worse, that more than half had considered taking their own life.

Freelancers were particularly vulnerable, and those in our industry who identify as Black and Global Majority, LGBTQ+ or Disabled (or who identified with more than one of those characteristics) were shown to be at significantly greater risk of mental health issues.

The research revealed that working conditions, culture, and lack of capability to support mental health were the principal causes of such poor mental health in the film and TV industry, and it catalysed the creation of the Whole Picture Programme in October 2020 as an urgent 2-year intervention to begin to turn the tide.

This programme has now drawn to a close, but with key elements mainstreamed into the Charity's work, in particular our Whole Picture Toolkit, which is being applied in whole or part by many film and TV productions.

As we launched the programme, the Covid pandemic was causing significant disruption to the industry and now the cost-of-living crisis is biting. While the film and TV production boom is expected to continue, ensuring plenty of work for industry workers, we cannot be immune to the wider UK recessionary trends and higher prices for key goods and services such as energy, food and housing.

Looking Glass '22 provides an advance indication of how the cost-of-living crisis may be felt by industry workers and what the industry can do to respond.

About Looking Glass '22

Looking Glass '22 is the third survey, after the ground-breaking 2019 Looking Glass Report and the 2021 follow-up survey, the results of which were published in early 2022². Going forward, the survey will be repeated biennially, so we and the industry can track change as it occurs and identify areas of persistent difficulty.

As part of the final evaluation of the Whole Picture Programme, we re-ran the Looking Glass survey in amended form in the summer of 2022². Despite reported 'survey fatigue', we were pleased to receive almost as many valid responses (1909) as in 2021.

Survey responses were received from all parts of the industry, all parts of the UK and all types of people working in the industry. The only sector not adequately represented was the exhibition sector and we plan to discuss with this sector how to achieve better representation in the next Looking Glass survey in 2024.

A breakdown of respondents is shown in the annex to this report.

The core Looking Glass questions were the same as last year, in order to update our findings on a consistent basis. However, we added questions on neurodiversity, employment status (to get a better measure of freelance work), perception of change, precise job roles, discrimination on the grounds of disability, seeking support to deal with challenging behaviour, reporting and the outcomes of reporting of bullying, harassment and discrimination.

We only describe percentages as being different from each other where the difference is big enough to be statistically significant. One of the interesting features of Looking Glass '22 is that some statistics have moved significantly while others have stayed the same, suggesting a shifting, complex reality.

² https://filmtvcharity.org.uk/wp-content/uploads/2022/02/LookingGlassReport_2021_Final.pdf.

Looking Glass '22 results

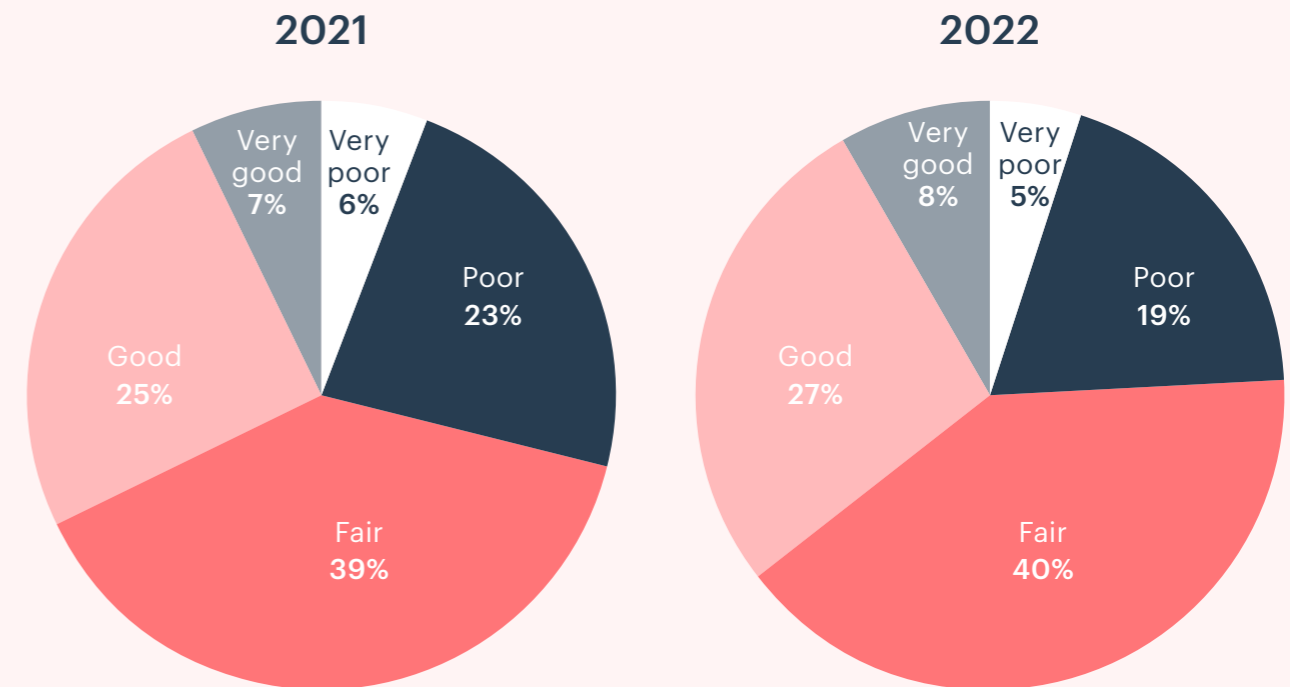
1. Mental health and wellbeing: incremental improvements.

Reduction in those reporting 'poor' mental health

In 2022, 24% of respondents described their mental health as 'poor', compared to 29% in 2021, a significant improvement:

Chart 1

How would you rate your mental health at the moment?



Black and Global Majority respondents had similar self-assessed mental health to the whole respondent group, whereas Disabled, LGBTQ+ and neurodivergent respondents had significantly worse mental health (see Tracker).

There was no significant difference in self-assessed mental health between male and female respondents.

Small improvement in subjective wellbeing scores

There was a slight but statistically significant increase in the average mental wellbeing score of respondents, from 19.3 in 2021 to 19.7 in 2022, compared to the UK average of 23.6.³

Male and female mental wellbeing scores were the same. Black and Global Majority respondents had a slightly higher average SWEMWBS score (20.0), as did those aged 60+ (20.4). However, respondents with a disability (18.7), neurodivergent individuals (18.8) and LGBTQ+ (19.0) had significantly lower SWEMWBS scores.

Loneliness continues to be a problem

In 2022, respondents' average score on the UCLA loneliness scale was 6.0, slightly down from the 6.2 recorded in 2021. The scale runs from three (low loneliness) to nine (high loneliness). 36% of respondents in 2022 scored 7-9 on the scale.

There was no significant difference in loneliness by gender.

Neurodivergent respondents reported significantly higher loneliness (an average of 6.5, with 47% scoring 7-9), as did respondents with a disability (average 6.6, 49% scoring 7-9), Asian or Asian British respondents (average 6.6, 49% scoring 7-9) and LGBTQ+ respondents (average 6.4, 44% scoring 7-9).

On the other hand, respondents who were white, heterosexual, non-disabled and neurotypical had an average UCLA score of 5.6, with only 29% scoring 7-9.

No change in frequency of suicidal thoughts, attempts or self-harm

There was no significant change between 2021 and 2022 in the proportion of respondents having suicidal thoughts in the last year (29%), making an attempt to take their life (2%) or self-harming without the intention of killing themselves (11%).

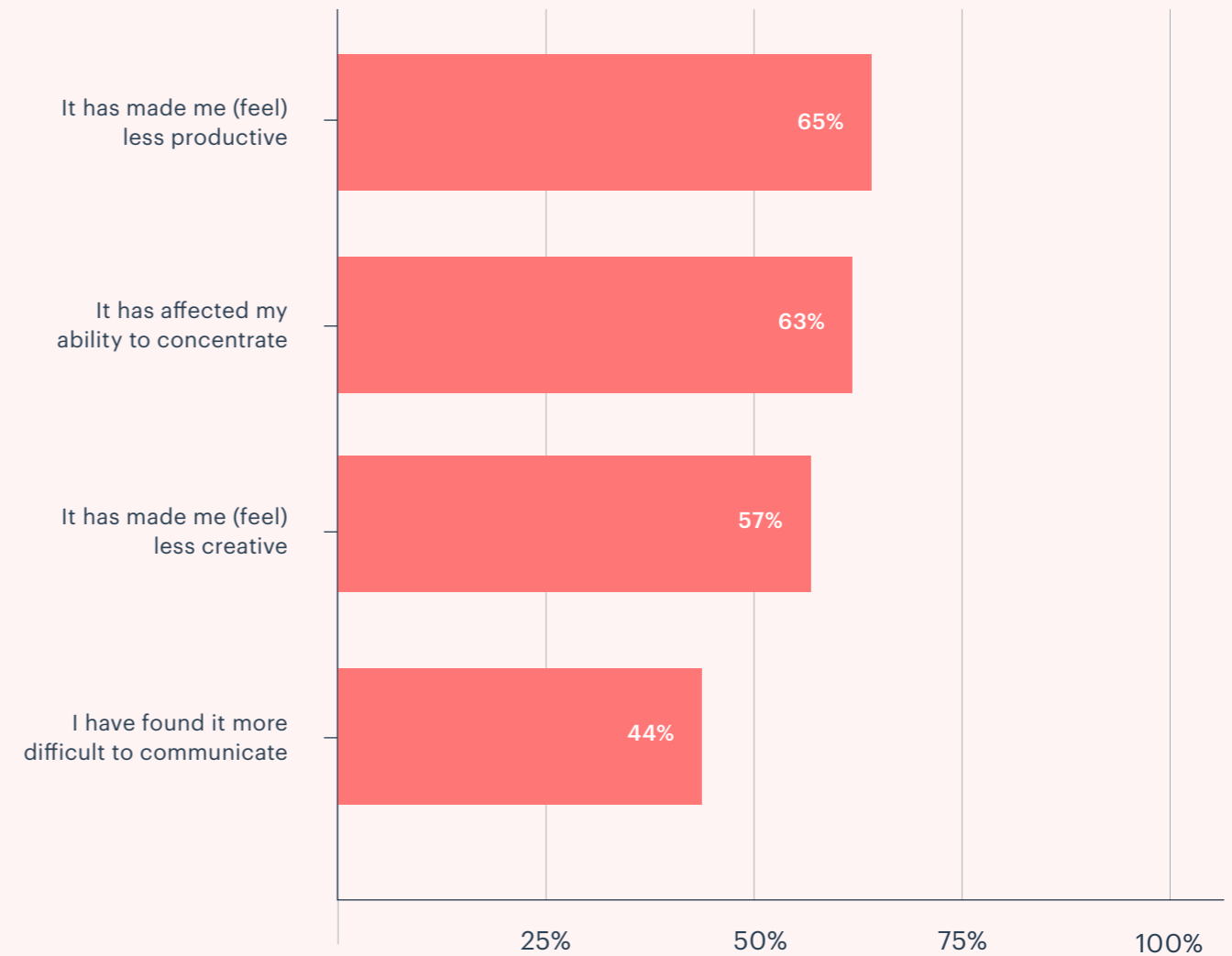
There was a small but significant fall in the proportion of respondents using alcohol to deal with work stress, from 46% in 2021 to 41% in 2022.

Poor mental wellbeing damages effectiveness at work

We asked a new question in 2022 about the impact of mental wellbeing on respondents' effectiveness at work. Nearly two-thirds said that mental wellbeing made them feel less productive:

Chart 2

At any point in the past year, has your mental wellbeing affected your ability to work in any of the following ways:



These answers highlight the efficiency costs (sometimes hidden) paid by the industry for a working culture that damages people's mental wellbeing, something we also hear from companies implementing our Whole

Picture Toolkit. The potential for improved productivity is an additional motivation for making active attempts to improve industry culture.

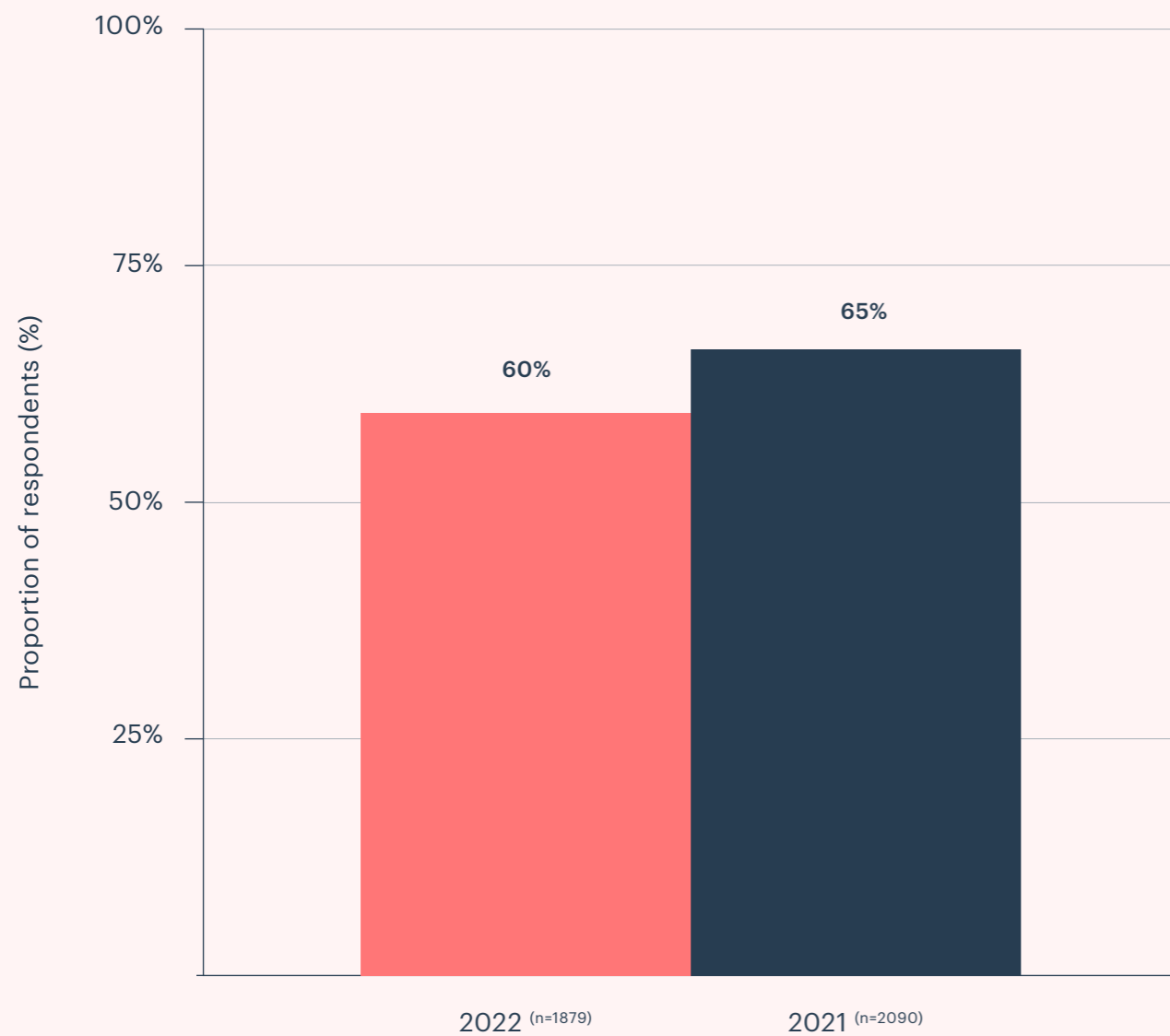
³ The Short Warwick Edinburgh Mental Wellbeing Scale runs from 7 to 35.

Fewer considered leaving the industry due to mental wellbeing concerns

Looking Glass '22 saw a significant fall in the proportion of respondents thinking about leaving the industry due to concerns about their mental wellbeing, from 65% in 2021 to 60% in 2022. However, 60% is still a very high number, demonstrating the need for further and faster change.

Chart 3

Proportion of respondents who had thought about leaving the industry in the last year due to concerns about their mental wellbeing



The youngest (age 20-24) and oldest (aged 65+) had the lowest rates of thinking of leaving (around two fifths), while about two-thirds of women aged 25-59 thought of leaving in the last year, and about half of mid-career men. The highest percentage by age was for men aged 40-44, of whom 71% (+/- 9%) thought of leaving in the last year.

Among the reasons for thinking of leaving, experience of adverse behaviour figures highly:

- 25% of those who experienced bullying left the job they were working on at the time.
- 52% of those who experienced bullying considered leaving the industry completely.
- One-third of those experiencing racial or sexual harassment or discrimination considered leaving the industry.
- Half of those experiencing harassment or discrimination due to disability considered leaving the industry.

In 2022, we published our *Absent Friends report*,⁴ which compared the age distribution of the UK film and TV industry workforce with that of the whole UK workforce and concluded that the film and TV industry is missing between 24,000 and 35,000 workers aged 50+. These are people who have either not joined the industry, or left early, likely due to the well-known problems with work culture (excessive hours and pressure, long commutes, bullying, harassment and discrimination etc).

Workforce retention is a key motivation for companies implementing our Whole Picture Toolkit. Improved retention could go a long way towards meeting the expected demand for labour over the next few years as estimated by ScreenSkills and the BFI.⁵

⁴ <https://filmtvcharity.org.uk/leading-change/absent-friends-report/>

⁵ <https://www.bfi.org.uk/industry-data-insights/reports/bfi-skills-review-2022>

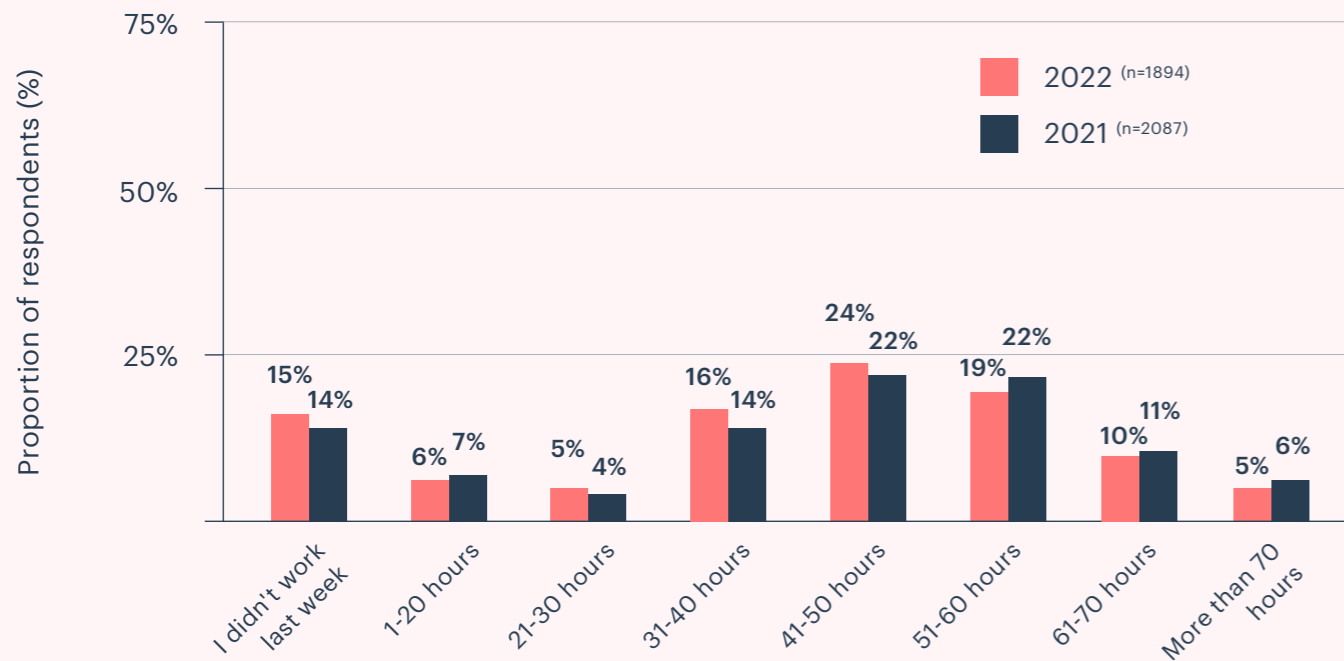
2. Conditions – improving slightly after the 2021 post-Covid boom

Extreme hours high but decreasing

The UK production boom continues but has cooled a little and respondents to Looking Glass '22 reported a slight easing in long working hours compared with the year before. The proportion working 50+ hours in the week before the survey fell from 39% in 2021 to 34% in 2022, while the proportion working 31-50 hours increased:

Chart 4

Number of hours worked in the week before completing the survey



While hours dropped slightly, there was an increase in the number of weeks worked in the year, with 37% working more than 48 weeks, compared to 29% in 2021, reflecting the ongoing demand for UK production and a lower level of Covid-disruption in 2022.

While the availability of work is welcome, especially in the context of the cost-of-living crisis, working 48+ weeks in a year would suggest that many workers did not get the 28

days holiday that is statutory for employed workers. Not taking holidays – like excessive working hours – can contribute to burnout and early industry exit.

A majority of respondents reported that work continues to disrupt their personal lives. 57% said that work had a negative effect on their personal relationships (60% in 2021) and 35% that work stopped them from making plans with their friends and family (29% in 2021).

These numbers have potentially serious implications. Last year, our *Mind-Craft* report⁶ found that, of all the things measured in Looking Glass '21, *loneliness* was the largest single factor contributing to poor mental health among film and TV workers. If long working weeks and years disrupt people's personal and family lives, loneliness is likely to increase with consequent damage to mental health.

Feelings of job security improved.

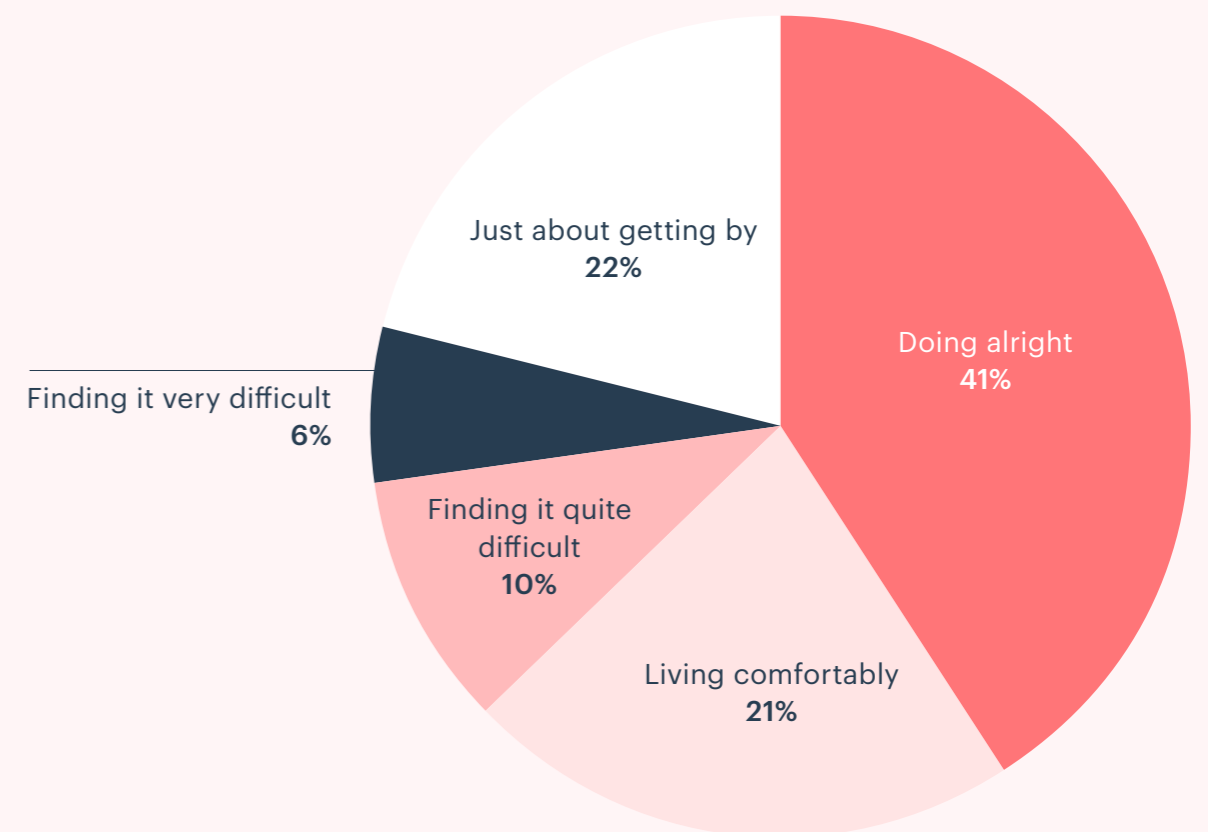
In 2022, 28% said they felt their job was secure, compared to 23% in 2021.

Financial wellbeing remains a concern.

Looking Glass '22 was completed in the summer of 2022, before the peak of the cost-of-living crisis. However, respondents' answers to our financial questions give insight into how industry workers are likely to fare over the next year. A majority of respondents say they are 'living comfortably' or 'doing alright', but 16% reported that they are finding it 'difficult' or 'very difficult'. It is this group – which could be as many as 35,000 workers – who could be plunged into distress from the combination of inflation, energy price rises, and higher rent and mortgage costs.

Chart 5

How well would you say you are managing financially?



⁶ *Mind-Craft* reported a statistical model of the mental health of film and TV workers derived from an analysis of the Looking Glass '21 responses using the techniques of factor analysis and multiple regression. See: <https://filmtvcharity.org.uk/mind-craft-report/>

Higher proportions of Black and Global Majority respondents (23%), those with a disability (23%) and neurodivergent individuals (21%) were finding things financially 'very difficult' or 'quite difficult'. Differences by age, sexuality or gender were not large enough to be significant.

Our *Mind-Craft* statistical model⁷ found that 'struggling financially' was the fourth largest factor influencing the mental health of film and TV workers, so it is reasonable to expect significant mental health damage from the cost-of-living crisis.

Employers and engagers of freelance labour will need to be on the lookout for signs of financial distress among their crews, which could – as well as hurting the people concerned – significantly damage work performance.

24% of respondents (in mid-2022) said that they 'struggled to concentrate at work because of worrying about money', while 30% said that 'they felt tired at work after losing sleep over money worries'.

One simple contribution would be for companies to pay freelancers on time: 34% of respondents said that 'late payments for completed work are making it harder for me to manage my money'.

3. Capability for support has improved.

Significant increase in those saying the industry is capable of providing support

38% of respondents thought there was capability across the industry to give workers the support they need in their roles, up from 30% in 2021. This significant increase was mirrored among freelancers, 35% of whom agreed with this statement in 2022, compared with only 26% in 2021.

But, continued lack of support for those working on challenging content or with vulnerable contributors

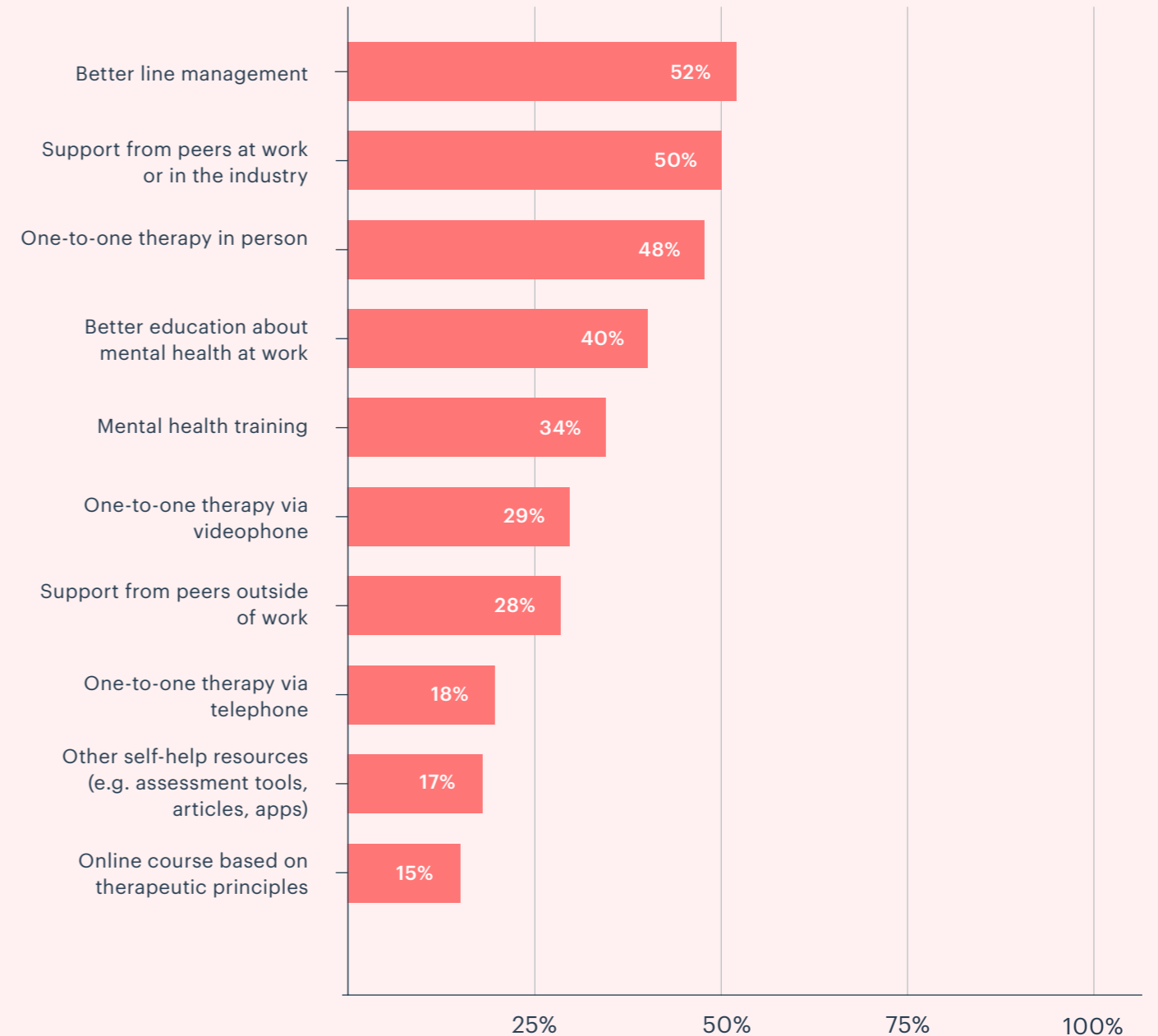
A continuing issue is the perceived lack of support given to people working on traumatic stories or on shows with vulnerable contributors. Only 15% of those who had worked on challenging or traumatic stories, and 14% of those who had worked with vulnerable contributors, felt there was sufficient support available.

Better line management would improve wellbeing

As with 2021, respondents to Looking Glass '22, made a strong call for 'better line management', which was the measure selected most frequently (52%) to help people manage their wellbeing at work:

Chart 6

Measures to help people manage their wellbeing at work



Black and Global Majority workers seek peer support:

While better line management was the most popular remedy overall, Black and Global Majority workers expressed a particular desire for more peer support. 64% of Black and 61% of Asian respondents said that support from peers at work or in the industry would help them manage their wellbeing at work

⁷ <https://filmtvcharity.org.uk/mind-craft-report/>

4. Culture – positive changes but a long way to go

80% sensed a positive change in culture and behaviours*

*New research for 2022

Improved attitudes to mental health, but stigma remains

Overall, the working environment was seen as being more receptive to discussions about mental health, with 51% of respondents reporting positive attitudes among their day-to-day colleagues towards those experiencing mental health issues, compared to 43% in 2021.

On the other hand, of those experiencing a mental health problem during the year, only 41% told someone they work with about it. Of those who told someone, most (71%) told a colleague/co-worker. Only 42% told a manager.

Unfortunately, speaking to someone about a mental health problem usually did not result in positive change. Only one-third of those who spoke to a manager, HR or occupational health said that it improved things. The exception was for the small minority (7%) who spoke to a Mental First Aider/Champion, 50% of whom found it led to improvement.

This underlines the need for more training of managers to respond appropriately and effectively to those who report experiencing mental health problems.

No real change in proportion who feel industry culture is bad for wellbeing

Only 11% of respondents described the industry as a mentally healthy place to work (10% in 2021), while 83% say that industry culture has a negative effect on their wellbeing:

Chart 7

Whether or not situation improved, by whom the person spoke to about a mental health problem

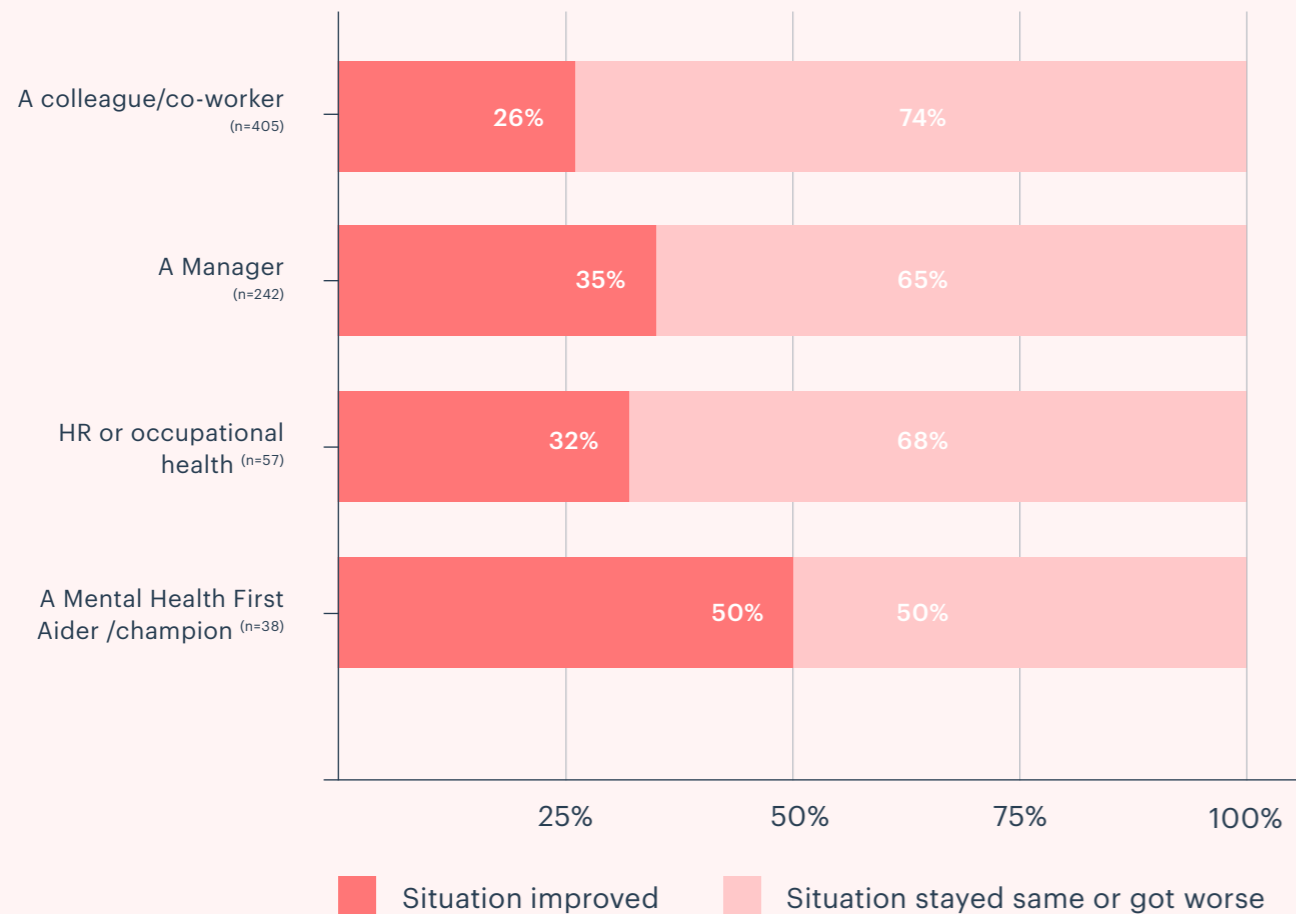
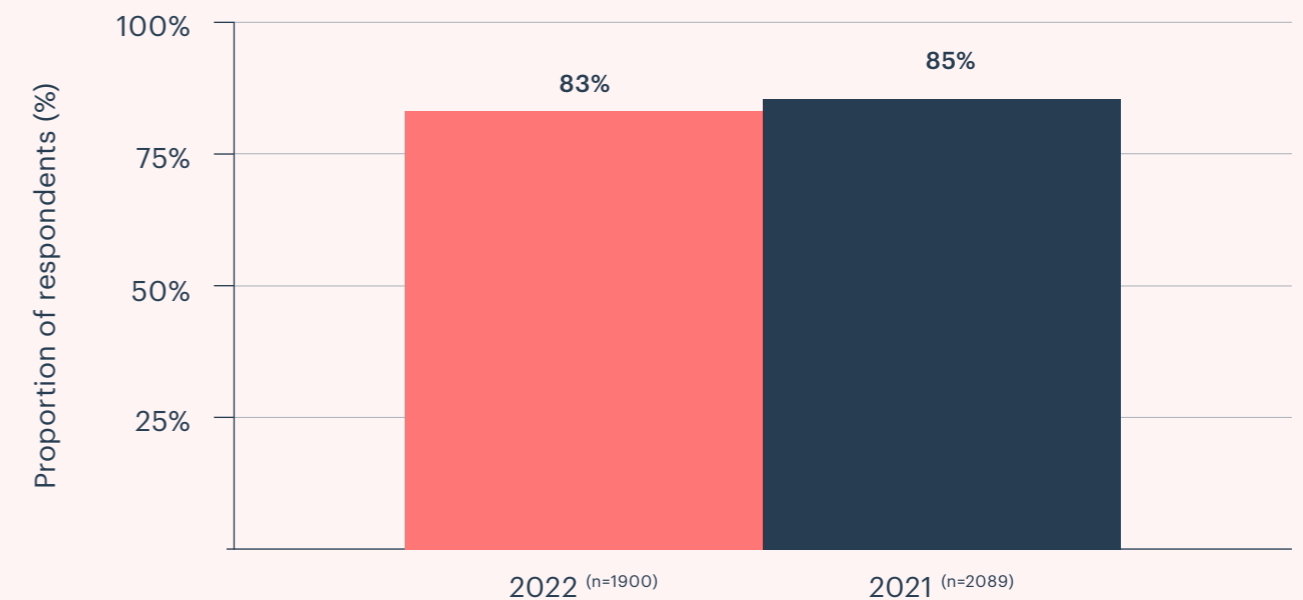


Chart 8

Proportion of respondents feeling that industry culture has a negative impact on mental wellbeing



This very high number shows the need for sustained effort by the industry over the years ahead to improve its conditions, capability and culture.

There was no difference by ethnicity, but lower proportions of women, those with a disability and neurodivergent individuals rated the industry a mentally healthy place to work.

Significant decrease in the incidence of bullying, harassment or discrimination

Compared to 2021, a smaller proportion of respondents to Looking Glass '22 experienced bullying, harassment or discrimination, down from 53% in 2021 to 46% in 2022:

Furthermore, respondents reported *stronger* negative effects on their mental health from bullying, harassment, or discrimination:

Chart 9
Incidence of bullying, harassment or discrimination

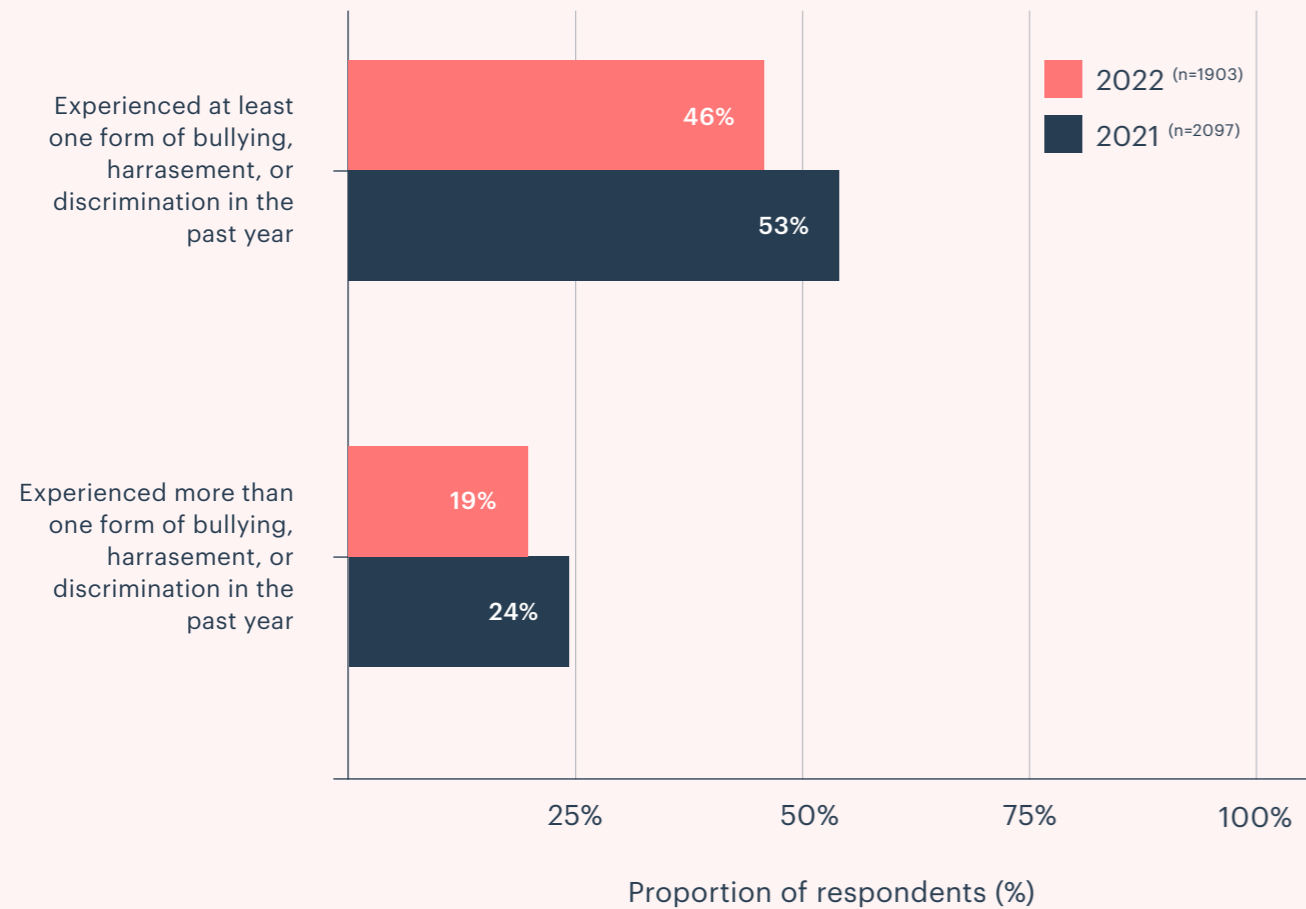
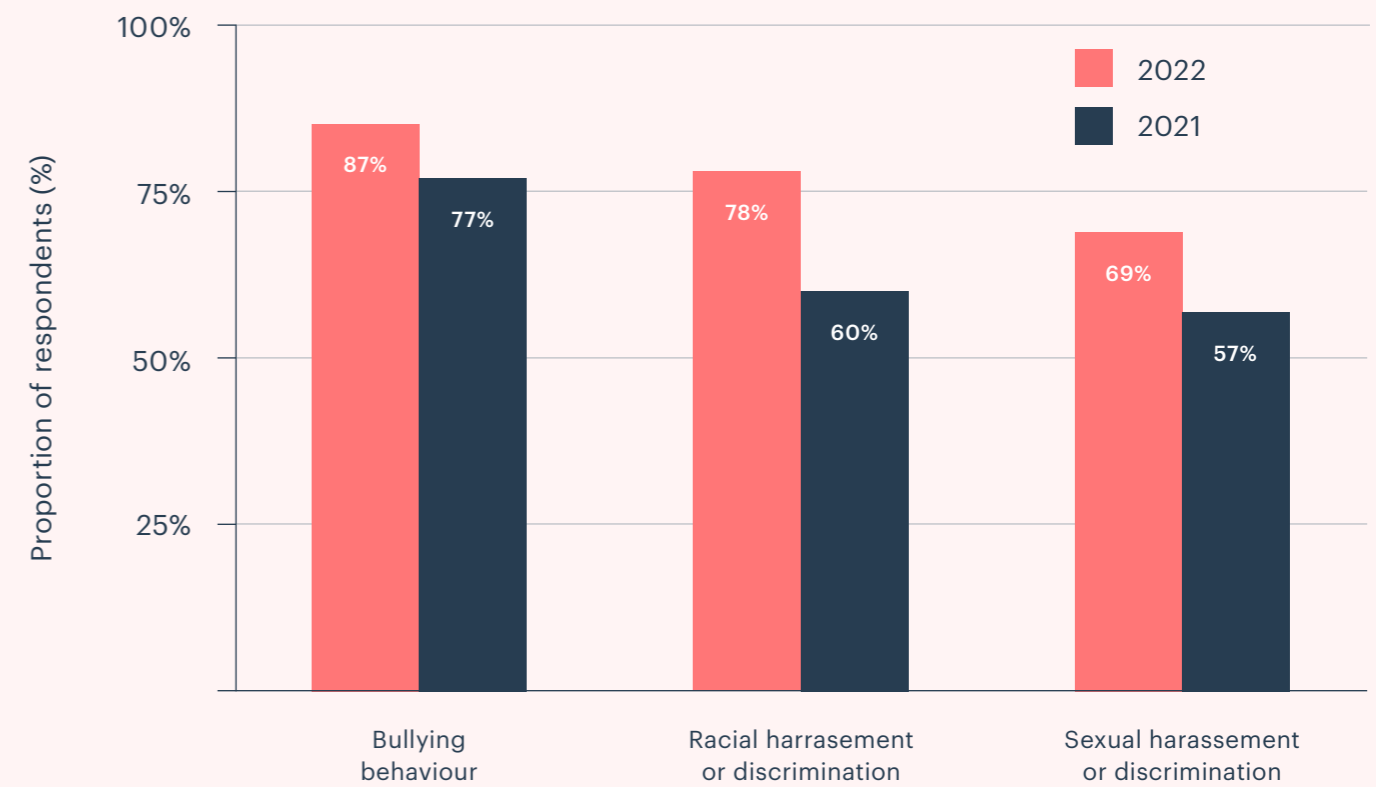


Chart 10
Proportion of respondents who felt their experience of bullying, harassment, or discrimination had negatively affected their mental health



While this is an improvement, the absolute numbers are still unacceptably high. In the past year:

- 33% of respondents experienced bullying behaviour at work.
- 24% of Black and Global Majority respondents experienced racial harassment or discrimination at work.

- 12% of respondents experienced sexual harassment or discrimination at work (16% of those who identify as female or non-binary).
- 19% of respondents who considered themselves to live with a disability or long-term health condition had experienced harassment or discrimination at work because of their Disabled status.

Negative impacts for their work were felt by 44-65% of those who experienced bullying, harassment or discrimination (65% of those experiencing bullying).

Around one-fifth of those experiencing such behaviours left the job they were working on at the time.

One in two of people experiencing such behaviours *considered leaving the industry.*

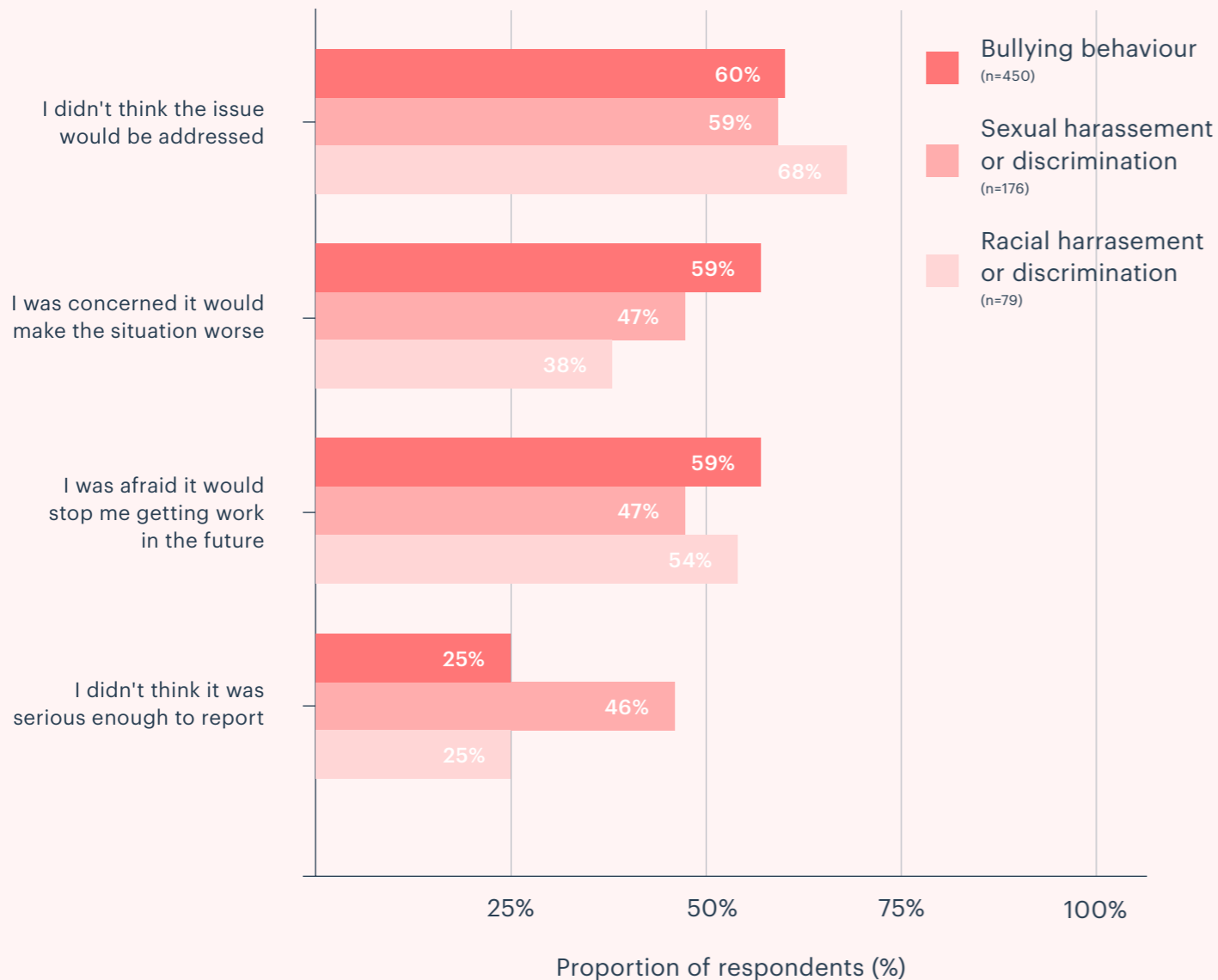
We see in these results the strong link between adverse workplace behaviours and the excessive attrition of workers from the industry, contributing to the labour shortages currently being experienced.

Only half of respondents said they would seek out support if they experienced bullying, harassment or discrimination. Among those who experienced such behaviours but did not report them, the main reasons were that they felt nothing would be done and/or the

situation made worse, and/or that they would suffer consequences in the form of loss of future work:

Chart 11

Reasons for not reporting bullying, harassment, or discrimination



These results illustrate the power imbalances in the industry. There is an urgent need to find a means of enabling workers to report

bullying, harassment and discrimination *without losing future work* and for effective action to be taken against the perpetrators.

How to deal with bullying, harassment or discrimination?*

*New research for 2022

The most popular remedies selected by those who had an experience of bullying reported to them were an independent reporting body (55%), an anonymous whistleblowing service (53%) and line management/supervisory training (53%).

Over half of respondents worked in a role that included responsibility for the wellbeing of other people. Of these, 35% had someone report to them that they had experienced bullying behaviour, harassment or discrimination. However, 45% of these felt that they did not have the knowledge or skills to address the issue.

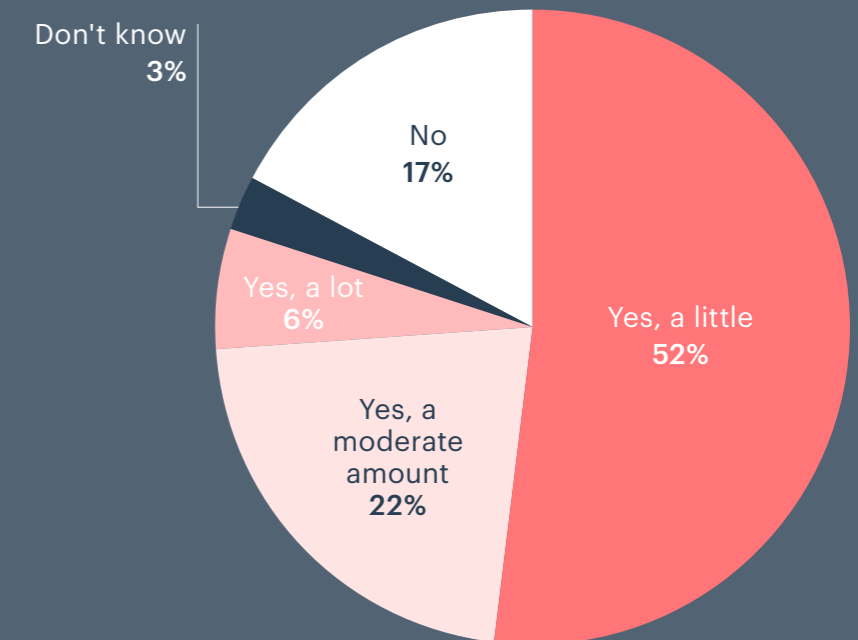
Older workers (aged 40+) were more confident that they had the required skills (59%) than younger workers (45%).

Two-thirds thought that line management training and training specific to behavioural complaints would help them deal with such situations in the future.

This is something both urgent and feasible, which would enable production and commissioners to achieve rapid and measurable change. We encourage the industry to work on this as a priority.

One of the most positive findings of Looking Glass '22 is that 80% of respondents said that they sensed some positive change in the industry:

Chart 12
Proportion of respondents sensing a positive change in culture and behaviours in the industry



This result shows that though we are only at the beginning of a process of change, the industry's efforts have been noticed.

A foundation for change has been created, one which we can jointly build on in the future.

Conclusion

Two of the most positive findings of Looking Glass '22 are the small but statistically significant improvement in the overall mental health of film and TV workers and the fact that 80% of respondents reported that they sensed a positive change in the culture and behaviours of the industry. There was a slight easing in long working hours, a fall in the incidence of bullying, harassment, and discrimination and a smaller proportion of respondents who thought of leaving the industry in the last year.

These results give us hope and show that, with work and commitment, change is possible and that the industry's first steps to improve the mental health of its workforce have been noticed.

This said, we must not be complacent as we clearly still have a long way to go. Only 11% of respondents rate the industry as a mentally healthy place to work. Workers are still reluctant to report cases of bullying, harassment or discrimination and, if they do, the results are too often not positive. Clearly much more needs to be done to create a safe and responsive environment for dealing with cases of unacceptable behaviour. Despite positive change, the mental wellbeing of the film and TV workforce remains substantially below that of the UK average and our working practices and culture are still having a detrimental impact on our people.

While the Covid pandemic seems to be passing, the cost-of-living crisis has arrived and there is a substantial minority of film and TV workers who are in a vulnerable financial situation which may damage their productivity and their mental wellbeing.

The findings of Looking Glass '22 reassure us that change is possible, and within our gift, but they also remind us of the mountain we still have to climb. They galvanise us to redouble our efforts to consolidate and continue the vital work to address the culture, conditions and capability of our industry that shape the mental health of our workforce.

The Whole Picture Programme was a two-year urgent response as part of a 10+ year sustainable plan to support the long-term mental health of our industry. The Charity, supported by our industry Task Force members and our many partners and changemakers, will continue to drive this important work forward. Promoting mental health and wellbeing is at the heart of the Charity's mission, and the work initiated by the Whole Picture Programme will be embedded into our ongoing activities. We will continue to offer access to high quality, evidence based mental health support, we will work to embed best practice through our Whole Picture Toolkit, and work with our partners to maintain the momentum for change.

The Film and TV mental health tracker

Looking Glass '22 is the third such survey run by the Film and TV Charity, following surveys in 2019 and 2021. In the future we will re-run the research every two years, updating key statistics, tracking improvements and highlighting persistent problems. The tracker that follows contains the most important metrics which together constitute a barometer of progress and a mechanism for accountability.

The tracker provides a snapshot of our industry's mental health and monitors for improvements in the 'Three Cs' identified as underlying causes of poor mental health in the Looking Glass '19 research: Conditions, Culture and Capability.

	Looking Glass '19	Looking Glass '21	Looking Glass '22	'22 compared with '21 ⁸	National comparators (where they exist)
Mental health and wellbeing indicators					
Subjective wellbeing score ⁹	19.4	19.3	19.7	SLIGHTLY BETTER	23.5
Rate their mental health at the moment 'good' or 'very good'	35%	32%	35%	ABOUT THE SAME	-
Disabled individuals	29%	24% ± 4%	24% ± 4%	SAME	-
Black and Global Majority (BGM)	33-52%	32% ± 6%	34% ± 6%	ABOUT THE SAME	-
LGBTQ+ individuals	22-37%	25% ± 4%	26% ± 5%	SAME	-
Neurodivergent individuals			27% ± 4%	-	
Experienced suicidal thoughts	55% (Ever)	31% (Past year)	29% (Past year)	ABOUT THE SAME	20% ¹⁰
Conditions					
Feel the industry is a mentally health place to work	Not asked	10%	11%	SAME	-
Culture					
Experienced at least one form of bullying, harassment or discrimination	84% (Ever)	53% (Past year)	46% (Past year)	BETTER	-
Would not tell anyone about a mental health issue		61%	59%	ABOUT THE SAME	-
Capability					
Feel the industry has the necessary capability to support workers	Not asked	30%	38%	BETTER	-
Propensity to leave					
Considering leaving the industry due to mental health concerns	63% (Ever)	65% (Past year)	60% (Past year)	BETTER	-
Disabled individuals	71%	74% ± 5%	67% ± 5%	ABOUT THE SAME	-
Black and Global Majority (BGM)	54-73%	60% ± 6%	53% ± 6%	ABOUT THE SAME	-
LGBTQ+ individuals	62-69%	68% ± 4%	63% ± 5%	ABOUT THE SAME	-
Neurodivergent individuals			66% ± 4%	-	

⁸ Changes are indicated only where they are statistically significant.

⁹ The Short Warwick Edinburgh Mental Wellbeing Scale, ranging from 7 to 35. The mean UK population score has been measured as 23.5, with a Standard Deviation of 3.9, meaning that 15% of the population fall below a score of 19.6. See [here](#) for further information. According to

the Warwick Medical School a score of 18-20 indicates 'possible mild depression'.

¹⁰ APMS (2016), Adult Psychiatric Morbidity Survey: survey of mental health and wellbeing, NHS England.

Respondent Demographics for Looking Glass '22

	Number of responses received	Responses from this group as a percentage of total responses received
Work mainly in...		
Cinema, Exhibition and Film Festivals	52	3%
Film	283	15%
High-end TV	446	23%
TV	666	35%
I do a mix of more than one of these	453	24%
Majority of work...		
On permanent contracts of employment (PAYE)	434	24%
On temporary contracts of employment (PAYE)	500	27%
Self-employed, registered as a Sole Trader	535	29%
Self-employed, trading through a Ltd Co (with no employees)	338	18%
Company owners with employees (including partners in a CIC).	39	2%
Live in...		
East Midlands	29	2%
East of England	42	2%
London	876	46%
North East	26	1%
North West	122	6%
South East	222	12%
South West	186	10%

West Midlands	44	2%
Yorkshire and the Humber	81	4%
Northern Ireland	23	1%
Scotland	145	8%
Wales	68	4%
I do not live in the UK	34	2%
Gender		
Female	1174	62%
Male	657	35%
Prefer not to say	30	2%
Non-binary	26	1%
Age		
16-19	3	<1%
20-24	97	5%
25-29	274	15%
30-34	337	18%
35-39	305	16%
40-44	236	12%
45-49	221	12%
50-54	182	10%
55-59	122	6%
60-64	69	4%
65-69	27	1%
70 or older	16	1%

Ethnicity		
Asian or Asian British	75	4%
Black/African/Caribbean/Black British	55	3%
Mixed/Multiple	97	5%
White	1559	82%
Other ethnic group	57	3%
Disability or long term health condition		
No	1437	76%
Yes	380	20%
Prefer not to say	65	3%
Caring responsibilities		
No	1386	73%
Yes	464	25%
Prefer not to say	39	2%
Sexual Orientation		
Bisexual	187	10%
Gay or lesbian	125	7%
Heterosexual or straight	1410	74%
Other	55	3%
Prefer not to say	117	6%
Neurodiversity		
Having any one of the following conditions: learning disability, learning difficulty, condition affecting coordination, autism, condition affecting concentration or other similar condition.	457	24%
Not having any of the above conditions	1452	76%

2022

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