



Information Policy & Compliance

bbc.co.uk/foi bbc.co.uk/privacy

Signor Benati via e-mail

request-247767-f36b2531@whatdotheyknow.com

4 February 2015

Dear Signor Benati

Freedom of Information Request - RFI20150047

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 10th January, seeking the following information:

Following on from Diversity of BBC Leavers ref RFI20140938 please give the following figures for calendar year 2014 broken down by division:

- how many individuals were employed on any type of staff contract;

- how many of those individuals fall into each of the following categories:

i) female,

ii) BME,

iii) disabled,

iv) part time worker,

v) flexible working agreement;

- how many individuals on any type of staff contract were

i) made redundant,

ii) resigned,

iii) signed compromise agreements/consensual termination,

iv) left for any other reason;

- how many of those who were made redundant, resigned or signed compromise/consensual termination agreements or who left for any other reason fall into the following categories:

i) female,

ii) BME,

iii) disabled,

iv) part time worker,

v) flexible working agreement.

The table below shows the number of staff on permanent or fixed term contracts on 31st December 2014. Additionally the tables show the number of female, Black, Asian and minority ethnic (BAME)¹, disabled and part time employees.

	Total Headcount	BME	Female employees	Disabled	Part Time Employees
BBC Trust	63	s40.2	45	s40.2	15
DG Office/Editorial Standards	74	s40.2	45	s40.2	s40.2
Finance and Business	2560	376	1094	156	225
News	7554	1212	3398	264	1610
North	890	87	405	34	78
Northern Ireland	659	s40.2	292	31	99
Policy & Strategy	75	s40.2	33	s40.2	s40.2
Radio	1319	132	698	36	236
Scotland	1176	30	635	34	160
Strategy & Digital	1828	243	646	63	176
Television	2226	224	1424	98	370
Wales	1315	35	627	43	204
Total	19739	2363	9342	768	3190

Below is the number of leavers in the categories you have requested. Those who left the BBC for Other reasons include but are not limited to End of Fixed Term Contract, Retirement and leaving on Health grounds.

	Total Leavers 2014
Consensual Termination	12
Redundancy	250
Resignation	962
Left for other Reasons	1747
Total	2971

The final table shows with the number of leavers who were made redundant or left voluntarily during 2014. We do not record compromise agreement as a reason for leaving, but have included consensual termination in the figures. Individuals could appear in more than one of the columns.

	Total Leavers 2014	BME	Female employees	Disabled	Part Time Employees
Consensual Termination	12	-	s40.2	s40.2	s40.2
Redundancy	250	18	s40.2	s40.2	s40.2
Resignation	962	155	510	33	140
Total	1224	173	641	52	192

We have provided this information with the diversity breakdown you have requested by reason for leaving.

¹ Since June 2010 the BBC has re-baselined the way in which ethnicity statistics are calculated.

We have not supplied this information broken down by division as we are withholding it under section 40(2) as information which is exempt as we believe it constitutes personal data. Additionally you will notice that we are withholding some of the information under section 40(2) where the number of individuals in any category is less than 10.

It is not mandatory for staff or applicants to inform the BBC of their diversity information. Therefore the figures in the tables only relate to records where ethnicity and disability information is known.

The BBC currently publishes general figures relating to the ethnicity of its staff as an annual reporting requirement under the BBC Charter and Agreement and in line with the Public Sector Equality Duty. You can see more about this on the BBC Trust's website:

http://www.bbc.co.uk/bbctrust/governance/tools_we_use/diversity_equality.html

Information relating to flexible working requests is not recorded centrally by the BBC. In order to conduct a fully comprehensive search for the information you have requested would take more than two and a half days; and under section 12 of the Act, we are allowed to refuse to handle the request if it would exceed the 'appropriate limit'.

As the information you have requested would only be held by local HR departments on individual personnel files, we would need to examine every personnel file for every individual across the BBC. The BBC currently employs more than 19,000 staff, therefore, we estimate that to carry out this search would take more than two and a half days. The appropriate limit has been set by the Regulations (SI 2004/3244) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

We are, however, mindful of our duty (under section 16 of the Act) to provide reasonable advice and assistance to you, and specifically to advise how you might narrow your request so that it complies with the time limit. Even to suggest narrowing your request to a specific division eg News or year would also take more than two and a half days to carry out the search.

Please note that, as set out in section 6(1)(b)(ii) of the FOI Act, our subsidiaries (including BBC Studios & Post Production Ltd, UKTV, BBC Global News Ltd and BBC Worldwide Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act.

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate) or see <http://www.ico.gov.uk/>.

Yours sincerely

James Hacker
BBC People

