



Information Policy & Compliance
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Signor Benati
via e-mail: request-379483-7cf99011@whatdotheyknow.com

30 January 2017

Dear Mr Benati

Freedom of Information Request - RF12017001

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 1 January 2017, seeking the following information:

Following on from Diversity of BBC Leavers ref RF120160108 please give the following figures for calendar year 2016 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.*

Table 1 below shows the number of staff employed on permanent or fixed term contracts on 31 December 2016, broken down by division. Additionally the tables show the number of female, Black and Minority Ethnic staff (BME), disabled and part time employees.

Please note, due to small numbers in some of the divisions, we have grouped these smaller divisions (including Communication, Director Generals Office, Editorial Standards & Policy, Policy and BBC Trust) into 'Deputy Director General Group' to prevent individuals from being identified.

Table 1: Number of Staff Employed as at 31 December 2016

Division	Total Number of Staff	BME	Female	Disabled	Part-Time
BBC Studios	1,655	143	1,060	47	186
Content	1,013	119	489	39	89
Deputy Director General Group	5,122	763	2,141	220	421
Nations and Regions	2468	57	1175	80	360
News and Current Affairs	6398	962	2950	225	1356
Radio and Education	1,741	169	965	66	243
Totals	18,397	2,213	8,780	677	2,655

Table 2: Number of Leavers in 2016 by Category

Reason	Count of staff
Other Reasons*	1548
Redundancy	345
Resignation	1011
Grand Total	2904

Table 2 shows the number of leavers in the calendar year 2016 in the categories you have requested. We do not record compromise agreement as a reason for leaving.

*Those who left the BBC for 'other reasons' include, but are not limited to, end of fixed term contracts, retirement and leaving on health grounds.

Table 3: Diversity of Leavers during 2016 by Category

Reason for Leaving	Total Number of Leavers	BME	Female	Disabled	Part-Time
Redundancy	345	39	181	19	72
Resignation	1,011	138	516	26	105
Other Reasons*	1,548	190	908	62	167
Total	2,904	379	1,605	107	344

Table 3 shows the diversity breakdown of leavers during 2016 by reason for leaving. Individuals could appear in more than one of the columns.

*Those who left the BBC for 'other reasons' include, but are not limited to, end of fixed term contracts, retirement and leaving on health grounds.

In addition, we are withholding the breakdown by division under section 40(2) (personal information) of the Act. As breaking the information down in this way would result in small numbers across the categories, this could lead to individuals being identified. Under section 40(2) of the Act, personal information about identifiable living individuals is exempt if disclosure to a third party would breach one or more principles in the Data Protection Act 1998. The individuals concerned would not expect their personal data to be disclosed to a third party. To do so would be unfair; therefore, disclosure would breach the First Data Protection Principle (fair and lawful processing).

It is not mandatory for staff 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

The BBC's Diversity and Inclusion Strategy is available at the following address:

<http://www.bbc.co.uk/diversity/strategy/diversity-and-inclusion2016>

The BBC's Equality Information Report for 2015/16 can be found at the following address:

<http://downloads.bbc.co.uk/diversity/pdf/equality-information-report-2016.pdf>

Information relating to flexible working requests is not recorded centrally by the BBC. As the information you have requested would only be held on individual personnel files, in order to respond in full to your request the BBC would need to examine every personnel file for every individual across the BBC. As the BBC currently employs more than 18,000 staff, we estimate that to carry out this search would take more than two and a half days. Under section 12 of the Act, we are allowed to refuse to handle the request if it

would exceed the appropriate limit. The appropriate limit has been set by the Regulations (SI 2004/3244).

We are 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. We are however concerned that, because of the way the BBC holds the information that you request, it is not possible to suggest any meaningful way of narrowing. For example, even if the search were to be narrowed to a single division, the amount of information that would need to be searched would still be very large.

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, therefore information for their personnel is not included in this response.

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

BBC People

