



Jenny Jones

Via: request-624587-c83c68db@whatdotheyknow.com
request-624588-84513cd1@whatdotheyknow.com
request-624589-80d76c2e@whatdotheyknow.com
request-624590-4719e7b3@whatdotheyknow.com
request-624591-2c452df5@whatdotheyknow.com
request-624592-b8e48ada@whatdotheyknow.com

11 December 2019

Dear Jenny Jones

Freedom of Information Requests - RFI20191933, RFI20191934, RFI20191935, RFI20191936, RFI20191937, RFI20191938

Thank you for your requests to the BBC of 01 December 2019 seeking the following information under the Freedom of Information Act 2000 ('the Act'):

RFI20191933

Please could you provide information on the number of attachments that have ended since March 2019, broken down by gender.

Please you provide it in the format:

Attachments ended: x

Attachments by men ended: y

Attachments by women ended: z

RFI20191934

Could you provide me with information on the number of attachments ended by the BBC since March 2019 that have resulted in the person on attachment moving to a lower pay band than that of the attachment? An example of this might be someone's Band E attachment ending, and them reverting to a Band D continuing contract.

Could you further provide me with the gender breakdown of those in this situation: ie how many men had attachments end and reverted to a continuing contract on a lower pay band, and how many women did?

RFI20191935

Could you provide me with information on the number of attachments ended by the BBC since March 2019 that have resulted in the person on attachment moving to a lower pay band than that of the attachment? An example of this might be someone's Band E attachment ending, and them reverting to a Band D continuing contract.

Could you further provide me with the Ethnicity breakdown of those in this situation: ie how many BAME employees had attachments end and reverted to a continuing contract on a lower pay band, and how many non BAME did?

RFI20191936

Could you provide me with information on the number of attachments ended by the BBC since March 2019 that have resulted in the person on attachment no longer working at the BBC, or working there on a freelance basis?

Could you further provide me with the gender breakdown of those in this situation: ie how many men had attachments end and reverted to a continuing contract on a lower pay band, and how many women did?

RFI20191937,

Could you provide me with information on the number of attachments ended by the BBC since March 2019 that have resulted in the person on attachment no longer working at the BBC, or working there on a freelance basis?

Could you further provide me with the ethnicity breakdown of those in this situation: ie how many BAME employees had attachments end and no longer worked at the BBC, and how may non BAME employees did?

RFI20191938

Could you please tell me how many employees reached the end of fixed term contracts at the BBC since March 2019, and either left the BBC or worked for it as a freelancer?

Could you further provide a breakdown of those employees by gender?

Response

The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 (SI 2004/3244) state that two or more requests to one public authority can be aggregated for the purposes of calculating costs if they are:

- made by one person, or by different persons who appear to the public authority to be acting in concert or in pursuance of a campaign;
- for the same or similar information; and
- the subsequent request is received by the public authority within 60 working days of the previous request.

We have therefore aggregated the above requests for this reason.

The Act does not require us to comply with a request if to do so would exceed the appropriate limit as set out in the Fees Regulations (SI 2004/3244). The appropriate limit has been set at £450 (equivalent to two and a half days work, at an hourly rate of £25). In order to respond in full to your request we estimate that to carry out this search would take BBC Staff more than two and a half days. [\[INSERT REASONS WHY\]](#) Therefore, under section 12 of the Act, we are refusing to handle the request as it would exceed the appropriate limit.

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.

[DELETE AS APPROPRIATE:-]

We would suggest [INCLUDE SUGGESTION FOR NARROWING]

[OR:-]

However, due to the nature of your request and the records not being held in a readily accessible and extractable format, we are unable to suggest a way in which to refine your request in order to obtain the information you are interested in within the cost limit.

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. A request for an internal review must be made within 40 working days of receiving the BBC's response to your original request.

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 or see <https://ico.org.uk/>.

Yours sincerely

Information Rights
BBC Legal