



Information Rights

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April Ryan

[request-693476-8c44687a@whatdotheyknow.com](mailto:request-693476-8c44687a@whatdotheyknow.com)

19 October 2020

Dear April Ryan,

**Freedom of Information request – RFI20201517**

Thank you for your request to the BBC of 24<sup>th</sup> September 2020 seeking the following information under the Freedom of Information (FOI) Act 2000:

- 1 - How many journalists are employed across your organisation?*
- 2 - Of that number, how many have a registered disability?*
- 3 - Of the number of candidates for any given role, how many times has a disabled journalist been shortlisted?*
- 4 - As above, but how many have been accepted?*
- 5 - How many of those candidates are BAME candidates?*
- 6 - When a disabled journalist applies for a role, what kind of adjustments are made to typical "gold standard " entry requirements in order to reflect this? (E.g. digital prowess in place of shorthand)*
- 7 - How many journalists employed by the BBC have benefited from adaptations/reasonable adjustments in order to help them succeed in the workplace?*

We have understood your request to pertain to the recruitment of journalists at the BBC at any point in time and the associated diversity information.

In order to respond in full to your request we estimate that to provide you with the diversity information of journalist recruitment at any point would take BBC Staff 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) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

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 would suggest limiting your request to the last two financial years.

In addition the BBC discloses the diversity of its employees on an annual basis in the BBC Equality Information Report which can be found in the following location (p222):

<http://downloads.bbc.co.uk/aboutthebbc/reports/annualreport/2019-20.pdf>

The BBC recruitment policy can also be found in the following location:

[http://downloads.bbc.co.uk/foi/classes/policies\\_procedures/recruitment-policy-2020.pdf](http://downloads.bbc.co.uk/foi/classes/policies_procedures/recruitment-policy-2020.pdf)

The BBC Diversity and Inclusion Policy can be found in the following location

[http://downloads.bbc.co.uk/foi/classes/policies\\_procedures/diversity-and-inclusion-policy-2020.pdf](http://downloads.bbc.co.uk/foi/classes/policies_procedures/diversity-and-inclusion-policy-2020.pdf)

As set out in section 6(1)(b)(ii) of the Act, our subsidiaries (including BBC Studioworks Limited, UKTV, BBC Global News Ltd and BBC Studios Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act. As such, information relating to these entities is not considered in the above response.

## **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,

**BBC HR**