



Information Rights

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

Darren Dredge

Via email: request-625356-b5f20e73@whatdotheyknow.com

18 December 2019

Dear Mr Dredge,

Freedom of Information request – RFI20191974

Thank you for your request to the BBC of 6th December 2019 seeking the following information under the Freedom of Information (FOI) Act 2000:

I would very much like to see a comprehensive breakdown of the ethnicity and religious breakdown of your staff by salary band (please include contractors and celebrities paid as 'suppliers' or third parties. I would also like a postcode breakdown of your staff, if not postcode then town/city/country.

Very keen to understand your commitment to ethnic diversity and religious diversity at a macro level as a state funded institution.

In addition full visibility of staff on PAYE and this under contract and their salary band.

In response to your request the information you seek, including grade, division and job family for all UK based employees and freelancers can be found in the following location (p258-283):

<https://downloads.bbc.co.uk/aboutthebbc/reports/annualreport/2018-19.pdf>

We believe that releasing the location where employees' reside may contravene section 40(2) (personal information) of the FOI Act. Under section 40(2), personal information about identifiable living individuals is exempt if disclosure to a third party would breach one or more principles in the General Data Protection Regulation. The individual(s) concerned would not expect their personal data to be disclosed to a third party. Therefore, disclosure would breach the principle to only process personal data lawfully, fairly and in a transparent manner.

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