



Information Policy & Compliance
bbc.co.uk/foi

Imran Khan via e-mail

request-3908xxxxxxxx@xxxxxxxxxxxxxxxxxxx

13 July 2010

Dear Mr Khan,

Freedom of Information Request - RF120100859

Thank you for your requests under the Freedom of Information Act 2000 ("the Act") received on 17 June 2010, seeking the following information:

- 1. The number of job applications for lawyer/solicitor level roles made to the Council's Legal Department within the last 3 years.*
- 2. The number of job applications for lawyer/solicitor level roles made to the Corporation's Legal department by Muslim males within the last 3 years.*
- 3. How many of the above applications by Muslim males have been successful.*
- 4. How many Muslim males currently work as lawyers/Solicitors for the Corporation and how many have worked as lawyers/Solicitors on a yearly basis over the last 3 years.*
- 5. Has the Corporation ever looked at the above as an issue of concern and at what level in the Corporation's corporate structure was it considered.*

In response to the first part of your request, please find below the number of applications and hires handled by BBC HR Direct Recruitment teams for each of the last 3 financial years. For the purposes of this request, we have searched for any roles with 'lawyer' or 'solicitor' in the title:

Financial Year	Applications	Hires
2007/2008	420	17
2008/2009	439	10
2009/2010	228	13
Total	1,087	40



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Please note, as our subsidiaries (BBC Studios & Post Production Ltd, UKTV, BBC World, BBC Worldwide Ltd, World Service Trust and BBC Children in Need) are not subject to the Act – under section 6(1) (b)(ii) – the information for their personnel is not included in the figures quoted above.

In response to parts 2-4 of your request, we have not previously recorded/monitored faith information for applicants or staff, therefore we can confirm that the information you have requested is not held. However, faith/belief monitoring is being introduced for all job applicants and new recruits this year. The intention is to gain a more rounded picture of our employee work profile across divisions and job families, to help inform policy and planning going forward.

In response to part 5 of your request, the corporation monitors the diversity of its employees within different divisions (work areas) and within different job families (professions). Data relating to staff diversity including ethnic diversity is reported to Diversity Board, which is chaired by the Director General and also to the BBC Trust. Analyses of data relating to job families have been used to explore where specific interventions to increase diversity particularly at senior manager level such as the BBC Mentoring and Development Programme (MDP), should be made. This year this part positive action programme, which aims to develop diverse senior managers, was opened up to all job families including Legal.

I hope this response satisfies your request.

Your Appeal Rights:

If you are not satisfied with this response you have the right to an internal review by a BBC senior manager. Please contact us at the following address: BBC Freedom of Information, Room 2252, White City, 201 Wood Lane, London W12 7TS, 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, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely

Robert Johnston
BBC People