



Information Rights

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

Robert Steele Reynolds

Sent via email only: request-797424-1f82cba0@whatdotheyknow.com

02 November 2021

Dear Mr Reynolds,

Freedom of Information request – RFI20211509

Thank you for your request to the BBC of 6 October 2021 seeking the following information under the Freedom of Information (FOI) Act 2000:

“[...]”

1. *The total number of staff (managers, assistants etc) employed at the BBC to oversee DIVERSITY within the company and within BBC programming.*
2. *The total amount paid in salaries and expenses to these employees per year”*

In response to your request there are 14 full-time equivalent (EFT) individuals currently employed across the BBC Public Service with specific responsibility for both workforce and creative Diversity and Inclusion.

In response to salaries and expenses; we are withholding this information under section 40(2) (personal information) of the 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.

However we are able to provide you with the job titles and pay bands. All our Public Service Broadcasting (PSB) jobs fall into a broad band career level from A-F and each level has a pay range. The bands are the same for both inside and outside of London; however those within London are entitled to London Weighting.

In addition to Bands A-F there is also a senior leader (SL) Band. There are no set salary ranges for staff at this level. The titles are as follows:

- Senior HR Business Partner; Band F (£67,770 - £112,948)

- Senior Head of HR; Band SL
- HR Business Partner; Band E (£48,516 - £82,144)
- Creative Diversity Partner; Band E (£48,516 - £82,144)
- HR Specialist; Band D (£36,195 - £56,474)
- Business Coordinator; Band C (£25,670 - £40,045)

In addition there is also the Director of Creative Diversity further information about this position can be found at <https://www.bbc.com/aboutthebbc/whoweare/june-sarpong>.

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