



Information Policy & Compliance
bbc.co.uk/foi

03 April 2013

Freedom of Information Request - RFI20130217

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 13th February, seeking the following information:

Part 1 – Most recent statistics for employment of African-Caribbean males employed by BBC Vision

1. *“How many African-Caribbean males did the BBC Vision employ on 31st December 2012, or on the date of the last count (whichever is the most recent date)?*
2. *A breakdown of how many African-Caribbean male staff there are in:*
 - a. *BBC Vision are in bands SM1 and SM2;*
 - b. *BBC Vision are in grades 2 to 11, including 7L.*
3. *A breakdown of how many African-Caribbean male staff there were in BBC Vision in 31st December 2005, or on the nearest available date:*
 - a. *in bands SM1 and SM2;*
 - b. *grades 2 to 11, including 7L.*

Part 2 – Statistics for employment of African-Caribbean males

4. *Annual figures for the number of African-Caribbean males employed by BBC Vision on the following dates:*
 - a. *31st December 2009*
 - b. *31st December 2006*

In each instance, if the figure for the 31st December is not available, please provide an available figure for the relevant financial or calendar year.”

About our ethnicity statistics

The BBC has been collecting data relating to the ethnicity of its staff as an annual reporting requirement under the BBC Charter and Agreement for a number of years. In 2010 we updated our ethnicity classifications informed by guidance from the Equality and Human Rights Commission and in line with the UK Census. Since that time we have been using more detailed classifications under three broad headings:

1. Ethnic Majority staff (which includes White British/English/ Scottish/Welsh)
2. Black and Minority Ethnic staff (Black, Mixed, Asian, Chinese, Middle/Near Eastern)
3. Other White Backgrounds (which includes Irish, Central & Eastern European, Gypsy/Traveller & white staff from other backgrounds).

You should note that it is not mandatory for staff to inform the BBC of their diversity information. Therefore any figures quoted would only relate to records where the information is known.

You can read more about the BBC's duty to promote equality in employment on the BBC Trust's website:

http://www.bbc.co.uk/bbctrust/governance/tools_we_use/diversity_equality/equality_employment.html

Our response to your request is set out below.

Questions 1 and 2

The BBC does not record information on the ethnicity of staff using the classification 'African-Caribbean' as per your request, however under the heading 'Black and Minority Ethnic' (heading 2, as explained above), we collect information on those employees who are Black African and Black Caribbean as well as mixed ethnicity categories which include White & Black African and White & Black Caribbean. We have looked at staff in these 4 categories in order to obtain information relevant to your request.

In relation to questions 1 and 2, we are withholding the information held by the BBC about staff in the 4 categories identified above under section 40(2) of the Act. As the response relates to a small number of staff, this could lead to individuals being identified. Personal information about living individuals is exempt if disclosure to a third party would breach one or more principles of the Data Protection Act 1998. The individuals concerned would not expect personal details relating to their ethnicity to be disclosed. To do so would be unfair; therefore, disclosure would breach the First Data Protection Principle, fair and lawful processing.

Questions 3 and 4

Prior to 2010 we did not record ethnicity broken down into the specific categories above; therefore we are unable to supply the figures for the dates you requested.

I hope this response satisfies your request.

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. 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

Karen Wood
BBC People

