



Information Policy & Compliance

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

03 April 2013

Freedom of Information Request - RFI20130337

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 28th February, seeking the following information:

I would like to know the total number of staff employed on continuing or fixed term contract at 31st December 2012, whose ethnic origin was known to the Corporation i.e. staff whose ethnic origin had been declared as belonging to one of the groups below, data which is collected under the Charter Requirement.

- 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).*

I would also like the figure for the total number of staff employed on continuing or fixed term contract at 31st December 2011 and 31st December 2010 whose ethnic origin was known to the Corporation.

As you know from previous requests, 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 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

It is not mandatory for staff to inform the BBC of their diversity information. Therefore the figures in the responses below only relate to records where the information is known.

The table below shows the ethnic origin of BBC staff (where known) in each of the last 3 years on 31st December.

	31/12/2012	31/12/2011	31/12/2010
Ethnicity Majority	15156	15510	17349
Black & Minority Ethnic	2214	2253	2437
Other White Background	1006	982	134
Total	18376	18745	19920

As our subsidiaries (BBC Studios & Post Production Ltd, UKTV, BBC World News Ltd, 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.

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

