Diversity

Diversity and inclusion at the BBC is a creative imperative. It is also the right thing to do. We know that by having an organisation that reflects its audiences, we remain current, relevant and produce the best TV, radio and online content and services.

We are committed to promoting equal opportunities in employment at the BBC. This section reports on our activities in line with our duty under Schedule 3 paragraph 12 of the Agreement. For more information see the Equality Information Report on page 240.

Our people

Since the launch of our Diversity and Inclusion Strategy in April 2016, we continue to drive progress to deliver systemic change. We pledged that by 2020 the BBC will have a workforce at least as diverse, if not more so, than any other broadcaster in the industry and we are well on the way to achieving this commitment. We have launched four new diversity projects that focus on career progression and culture for women, staff with disabilities and those from ethnic minorities and lower socio-economic backgrounds.

We have more women in senior positions than ever before and overall female representation in the workforce is improving too. Four of the BBC Board and Executive Committee members are women. Overall, in March 2018, our leadership roles are made up of 43.3% women and 47.7% of our workforce.

But we recognise that we need to do a lot more to increase the numbers of Black, Asian and Minority Ethnic (BAME) and women senior leaders and we're actively looking at ways to do this.

We are making progress. For the first time we have been listed as a Times Top 50 Employer for Woman 2018. We know there is more to do to reach our target of 50:50 gender balance and we are determined to get there by 2020.

We reported a gender pay gap of 7.6% against a national average of 18.4%. We want to do better and have pledged to close the gap also by 2020.

To help us achieve this, as well as our project which focuses on career progression, we have a range of programmes and development opportunities to inspire, encourage and support women across our organisation. Our new Hilda Matheson Women into Leadership programme is a nations and regions based development programme for women who want to develop their careers at the BBC. Sandy Chalmers is a mentoring programme dedicated to the personal development of women in Radio, with similar programmes running in News and Design and Engineering.

Leadership roles are made up of 43.3% women, with 47.7% of the workforce being female.

The participants of Creative Access

Mind Over Marathon led our Minds Matter season looking at mental health

All BBC staff will have unconscious bias training and we have developed a new disability awareness training package for managers and staff.

2017 CREATIVE DIVERSITY NETWORK AWARDS

At the 2017 Creative Diversity Network Awards, the BBC won a total of six awards, many of which highlighted the diverse nature of our content.

— Drama: *Damilola, Our Loved Boy*

— Factual: *Life and Deaf*

— Production Company of the Year: BBC Children's In-House Production

— Author/Creative: Levi David Addai (Writer, *Damilola, Our Loved Boy*)

— Commissioner or Channel of The Year: BBC Three

— Diversity Champion: Damian Kavanagh (BBC Three)

Black, Asian and Minority Ethnic (BAME) representation is currently 14.8% across the workforce and 10.4% are within leadership roles. The BBC is one of 66 employers and the only broadcaster and media organisation which made the 2017 Best Employers for Race listing.

However while our workforce figure is close to our 2020 target (15%), we are a long way from our leadership target (also 15%) and this requires attention. We also recognise that the highest proportion of BAME staff are currently in the Professional Service and World Service Group areas, so we need to do more work to ensure there is a spread across the whole of the BBC. More detail, including a full breakdown of diversity by division, can be found in the Equality Information Report, on page 240.

There are six placements per year available on our BBC Clore Leadership programme which is aimed at potential leaders from underrepresented backgrounds and this year we have doubled the number of places on our award-winning BAME development and mentoring programme, RISE.

A truly inclusive culture means everyone feels comfortable to bring their whole selves to work. Over 98% of our workforce has given us information about their ethnicity, 94% about their disability status and 84% have told us about their sexual orientation. In our last staff census we saw a sharp increase in sexual orientation and disability disclosure.

We have mandated unconscious bias training for all staff and have developed a new disability awareness training package for managers and staff which will be rolled out in 2018/19. We've doubled the number of places on ELEV8, our mentoring scheme for disabled staff.

All staff and leadership: 31 March 2018

Workforce	31 March 2018	2020 target
Women (all staff)	**47.7%**	50%
Women (leadership)	**43.3%**	50%
Disability (all staff)	**10.4%**	8%
Disability (leadership)	**9.5%**	8%
BAME (all staff)	**14.8%**	15%
BAME (leadership)	**10.4%**	15%
LGBT (all staff)	**11.0%**	8%
LGBT (leadership)	**12.0%**	8%

Extend, a work placement scheme for people with disabilities provides just over 20 people six months of paid work with the BBC.

Socio-economic diversity remains a high priority for the BBC and is one of the four key areas we are focusing on. In our last staff census for the first time we asked questions on individuals' social economic background.

Most recently, the BBC was ranked at 28 amongst the top 50 UK employers in the Social Mobility Index for taking the most action to improve social mobility in the workplace. We are the only broadcaster to publish this data and listed within the index. Our apprenticeships schemes are a great way to ensure greater social mobility within the organisation.

On-air and behind the camera diversity

BBC Television and Radio is now more diverse than ever, with countless examples which reflect the diversity of the nation we serve. At the end of March 2018, we published our first Diversity Commissioning Code of Practice as part of our commitment to increase diversity on and off air to reflect and represent today's UK. The new Code of Practice puts diversity at the heart of the BBC's commissioning processes and reporting framework across TV, radio, online and digital content, standardising the approach across all output for the first time, so action on diversity is agreed and progress checked.

BBC Class Act is a new nationwide search and skills programme for disabled acting talent. Launched in 2017, we received 330 auditions and 32 actors with varying levels of experience were selected to be part of the programme and attended a showcase bringing together content makers, casting executives and agents from across the industry.

Radio 3 has increased the number of female record reviewers to over 50% on its weekly show in order to increase the range of voices and has also committed to recording and broadcasting a previously un-recorded work each from five 'forgotten' female composers with the BBC Orchestras and Choirs. Chineke!, the UK's first majority BME orchestra, made their BBC Proms debut this year which included a BBC Radio 3 commission for the Proms from composer Hannah Kendall, while Sheku Kanneh-Mason who won the prestigious BBC Young Musician competition in 2016 has since regularly featured across our airwaves.

Elsewhere the Asian Network's Comedy Nights are championing diverse talent and Radio 1 and 1Xtra's output for young people, are examples of services that have already led the way and serve a wide range of communities in different ways.

Sharing our first on-screen and behind the camera (off-screen) report for all our suppliers is an important milestone in our commitment to improving the measurement of diversity across our TV content and reporting progress against our targets. We have used Diamond to do this.

Diamond is an online tool used by the BBC, ITV, Channel 4, Channel 5 and Sky to obtain consistent diversity data on programmes. The initiative is supported by Pact and Creative Skillset, and delivered through the Creative Diversity Network.

We know the diversity of production teams and who our audience see and hear in our programmes is vital to how we reflect modern Britain. The Diversity and Inclusion Strategy we launched in 2016 made clear our firm commitment to change by 2020 and aim to have:

— 50% women on screen, on-air and in lead roles across all genres from drama to news;

— 15% black, Asian and ethnic minorities on screen, on-air and in lead roles across all genres;

— 8% disabled people on-screen and on-air including some lead roles; and

— 8% LGBT on screen portrayal including some lead roles.

380 people on new talent schemes across the BBC.

BBC Two drama Man In An Orange Shirt, part of our Gay Britannia season

The MAMA Youth trainees

This first publication of our Diamond data provides an initial view of the progress we are making towards our targets. The data represents 29% of all network hours transmitted from 1 April 2017 to 31 March 2018 on BBC One, BBC Two, BBC Four, CBBC and CBeebies. BBC Three online content and news programmes are excluded although work is underway to collect data for both. The principle is that everyone who works on a programme is invited to submit diversity data; currently we are only able to report on the 26% of individuals who have shared their data. We are working with all our suppliers to increase returns.

The off-screen data includes internal and external suppliers and highlights the need for greater progress across the industry. The publication of our Diversity Code of Practice sets out how we are continuing to work with content producers to increase the diversity of production teams.

Actual on and off-screen diversity: 1 April 2017 to 31 March 2018

Data provided from contributions by individuals who have a role in eligible programmes.

	Actual off-screen	Actual on-screen
Female	53.8%	52.3%
BAME	8.6%	27.3%
Disabled	5.4%	7.4%
LGB	12.3%	10.5%
Trans	0.1%	0.6%
Number of contributions*	73,523	27,777

Perceived on-screen diversity: 1 April 2017 to 31 March 2018

Data input by production companies taking a viewer's perspective of what they see and hear.

	Perceived on-screen
Female	42.6%
BAME	20.7%
Disabled	5.1%
LGBT	5.2%
Trans	0.1%
Number of contributions*	244,829
% for whom diversity characteristics were determined	82.5%

Notes:
Data includes 29% of all network hours transmitted from 1 April 2017 to 31 March 2018.
Programmes commissioned before 15 August 2016 are not included.
Data is based on internal and external suppliers.
Of those who were invited to submit diversity data, we have a 26% response rate.
Channels: BBC One, BBC Two, BBC Four, CBBC, CBeebies (Excludes: BBC Three online content, news programmes, BBC News and BBC Parliament).
Reporting period covered: 1 April 2017 to 31 March 2018.
Date report was generated on: 14 May 2018.
Data source: Diamond/Silvermouse.
*   An individual may make multiple contributions to a programme or programmes.

+ For more information on Diamond see: creativediversitynetwork.com/diamond/

Our partners

We believe we can make the most impact by working collaboratively with our partners within and outside the industry in order to deliver our diversity commitments. The BBC is working closely with the Creative Diversity Network to encourage participation across the industry of Diamond.

We continue to meet with the Director-General's Diversity Action Group to increase awareness and engagement of the range and scale of diversity initiatives.

With regard to socio-economic diversity, we continue to work with Bridge Group on further analysis of our social diversity data. We're also working with The Business Disability Forum to ensure that we have a culture that is accessible and fit for purpose for disabled staff.

Aimed at potential leaders from under-represented backgrounds, the BBC Clore Leadership Programme has run for the past three years. A total of 16 employees have taken up their 12-month placement which includes personalised development.

Over the summer of 2017 we hosted nine interns from Leonard Cheshire. The scheme, run by the charity, seeks to create career opportunities for young disabled people through three-month work placements.

We once again teamed up with Creative Access, a social enterprise that focuses on finding internships within the creative industries for young people from black, Asian and other non-white minority ethnic backgrounds.

Through the MAMA Youth Project we provided 20 four-week placements in mid-June for 18-25 year olds from under-represented groups or with limited educational or employment opportunities.

The Felix Dexter bursary offers two six month traineeships and bursaries for two high potential comedy writers from BAME backgrounds. Similarly, the Caroline Aherne Bursary is aimed at northern female comedy writers and performers.

We've signed up to the Tech Talent Charter to demonstrate our commitment to implement IT industry guidelines for diverse hiring. We've also renewed our membership with WISE to help work towards increasing the number of women in the tech sector.

Best Employers for Race List 2017
Only broadcaster/media organisation

Top 10
VERCIDA – Gender and BAME Employer

Top 100
Apprenticeship Employers List

2nd
LinkedIn Top Companies list 2018

Top 50
The Times, Top 50 Employers for Women 2018

Top 3
The Open University Award for Macro Employer of the Year

Top 50
Social Mobility Employer Index 2017

Equality Information Report

Our annual Equality Information Report provides an update on the progress we have made in relation to equality, diversity and inclusion for our workforce.

Doctor Who

Staff (reporting is shown separately for our staff and freelancers)

All staff and leadership: 31 March 2018

Workforce	All staff	Leadership	2020 target
Women	47.7%	43.3%	50.0%
BAME	14.8%	10.4%	15.0%
Disability	10.4%	9.5%	8.0%
LGBT	10.9%	12.0%	8.0%

Age
All staff age distribution by division: 31 March 2018

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Content	886	*	162	301	291	110	20	0.2	18.3	34.0	32.8	12.4	2.3
Corporate, Policy and External Affairs	212	–	38	81	51	30	12	–	17.8	38.2	24.1	14.2	5.7
Deputy Director-General Group	5,402	92	1,074	1,655	1,436	958	187	1.7	19.9	30.6	26.6	17.7	3.5
English Regions	3,003	–	289	794	934	774	212	–	9.6	26.4	31.1	25.8	7.1
Nations and Regions	2,732	*	263	660	885	762	157	0.2	9.6	24.2	32.4	27.9	5.7
Network News	3,246	*	325	885	988	895	152	–	10.0	27.3	30.4	27.6	4.7
Radio and Education	1,912	*	307	555	483	458	108	0.1	16.1	29.0	25.2	24.0	5.6
UK Public Service	**17,393**	**101**	**2,458**	**4,931**	**5,068**	**3,987**	**848**	**0.6**	**14.1**	**28.4**	**29.1**	**22.9**	**4.9**
World Service Group	1,316	–	102	443	405	282	84	–	7.8	33.7	30.8	21.4	6.3
BBC Studios	1,409	*	385	439	343	201	35	0.4	27.3	31.2	24.3	14.3	2.5
Worldwide	1,105	*	237	429	307	117	14	0.1	21.4	38.8	27.8	10.6	1.3
Other	236	–	45	80	45	62	*	–	19.1	33.8	19.1	26.3	1.7
Grand Total	**21,459**	**108**	**3,227**	**6,322**	**6,168**	**4,649**	**985**	**0.5**	**15.0**	**29.5**	**28.7**	**21.7**	**4.6**

Senior leadership staff age distribution by division: 31 March 2018

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Content	176	–	*	36	92	40	*	–	0.5	20.5	52.3	22.7	4.0
Corporate, Policy and External Affairs	67	–	–	20	24	15	*	–	–	29.9	35.8	22.4	11.9
Deputy Director-General Group	978	–	10	245	408	286	29	–	1.0	25.1	41.7	29.2	3.0
English Regions	111	–	–	*	36	55	13	–	–	6.3	32.4	49.6	11.7
Nations and Regions	202	–	–	12	90	88	12	–	–	5.9	44.6	43.6	5.9
Network News	537	–	–	69	210	224	34	–	–	12.9	39.1	41.7	6.3
Radio and Education	223	–	*	38	90	79	14	–	0.9	17.0	40.4	35.4	6.3
UK Public Service	**2,294**	**–**	**13**	**427**	**950**	**787**	**117**	**–**	**0.6**	**18.6**	**41.4**	**34.3**	**5.1**
World Service Group	173	–	*	18	69	72	13	–	0.6	10.4	39.9	41.6	7.5
BBC Studios	206	–	*	23	98	72	11	–	1.0	11.1	47.6	35.0	5.3
Worldwide	366	–	14	129	158	59	*	–	3.8	35.3	43.2	16.1	1.6
Other	21	–	–	*	*	*	*	–	–	23.8	28.6	42.8	4.8
Grand Total	**3,060**	**–**	**30**	**602**	**1,281**	**999**	**148**	**–**	**1.0**	**19.7**	**41.9**	**32.6**	**4.8**

All staff data reflects UK based employee contracts only.
Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

All staff age distribution by job family: 31 March 2018

Job Family	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Commissioning	143	–	*	21	67	40	*	–	4.9	14.7	46.8	28.0	5.6
Programming	10,216	*	1,354	3,113	3,161	2,156	426	0.1	13.3	30.4	30.9	21.1	4.2
Technical/ Engineering	5,338	*	774	1,470	1,368	1,387	334	0.1	14.5	27.5	25.6	26.0	6.3
Sales/Marketing	599	*	159	242	138	51	*	0.2	26.5	40.4	23.1	8.5	1.3
Support/Admin	3,261	*	416	1,001	981	732	130	–	12.8	30.7	30.1	22.4	4.0
Not Allocated	1,902	95	517	475	453	283	79	5.0	27.1	25.0	23.8	14.9	4.2
Grand Total	**21,459**	**108**	**3,227**	**6,322**	**6,168**	**4,649**	**985**	**0.5**	**15.0**	**29.5**	**28.7**	**21.7**	**4.6**

Senior leadership staff age distribution by job family: 31 March 2018

Job Family	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Commissioning	99	–	–	12	48	32	*	–	–	12.1	48.5	32.3	7.1
Programming	1,244	–	*	154	527	483	75	–	0.4	12.4	42.4	38.8	60
Technical/ Engineering	396	–	*	90	175	116	14	–	0.3	22.7	44.2	29.3	3.5
Sales/Marketing	101	–	–	39	42	19	*	–	–	38.6	41.6	18.8	10
Support/Admin	841	–	14	207	325	261	34	–	1.8	24.6	38.6	31.0	4.0
Not Allocated	379	–	10	100	164	88	17	–	2.6	26.4	43.3	23.2	4.5
Grand Total	**3,060**	**–**	**30**	**602**	**1,281**	**999**	**148**	**–**	**1.0**	**19.7**	**41.9**	**32.6**	**4.8**

All staff age distribution by grade bands: 31 March 2018

Grade band	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Worldwide non-SM equivalent	812	–	231	337	172	63	*	–	28.4	41.5	21.2	7.8	1.1
Bands 1-4	2,262	100	739	410	419	418	176	4.4	32.7	18.1	18.5	18.5	7.8
Bands 5-7	9,542	*	1,941	3,148	2,278	1,756	411	0.1	20.3	33.0	23.9	18.4	4.3
Bands 8/9	5,783	–	286	1,825	2,018	1,413	241	–	4.9	31.6	34.9	24.4	4.2
Bands 10/11	2,715	–	30	591	1,143	835	116	–	1.1	21.8	42.1	30.7	4.3
Bands SM2/1	345	–	–	11	138	164	32	–	–	3.2	40.0	47.5	9.3
Grand Total	**21,459**	**108**	**3,227**	**6,322**	**6,168**	**4,649**	**985**	**0.5**	**15.0**	**29.5**	**28.7**	**21.7**	**4.6**

All staff leaver and joiner distribution by age: 31 March 2018

Category	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Leavers	3,464	25	1,162	1,127	613	389	148	0.7	33.6	32.5	17.7	11.2	4.3
Joiners	3,915	98	1,786	1,181	554	243	53	2.5	45.6	30.2	14.1	6.2	1.4

All staff data reflects UK based employee contracts only.
Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
* Data has been replaced with an asterisk where figures are below sample size.

All staff leaver distribution by age and reason for leaving: 31 March 2018

Reason for leaving	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Voluntary	1,248	*	366	528	238	96	18	0.2	29.3	42.3	19.1	7.7	1.4
Redundancy	626	–	22	138	217	197	52	–	3.5	22.0	34.7	31.5	8.3
End FTC	1,478	23	763	446	141	73	32	1.6	51.6	30.2	9.5	4.9	2.2
Other involuntary	52	–	*	12	12	14	*	–	15.4	23.1	23.1	26.9	11.5
Other	60	–	*	*	*	*	40	–	5.0	5.0	8.3	15.0	66.7
Grand Total	**3,464**	**25**	**1,162**	**1,127**	**613**	**389**	**148**	**0.7**	**33.6**	**32.5**	**17.7**	**11.2**	**4.3**

All staff internal mover distribution by age: 31 March 2018

Internal move type	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Attachment	1,738	–	264	789	492	177	16	–	15.2	45.4	28.3	10.2	0.9
Promotion	463	*	173	179	88	21	*	0.2	37.4	38.7	19.0	4.5	0.2
Transfer	1,788	*	683	618	336	136	11	0.2	38.2	34.6	18.8	7.6	0.6
Grand Total	**3,989**	*****	**1,120**	**1,586**	**916**	**334**	**28**	**0.1**	**28.1**	**39.8**	**22.9**	**8.4**	**0.7**

All staff age distribution by contract type: 31 March 2018

Contract type	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Continuing	18,378	*	1,765	5,456	5,762	4,474	920	–	9.6	29.7	31.4	24.3	5.0
Fixed term less than 1 yr	2,283	24	1,117	673	306	125	38	1.1	48.9	29.5	13.4	5.5	1.7
Fixed term 1 yr+	728	83	328	179	84	39	15	11.4	45.0	24.6	11.6	5.4	2.1
Flexicon	70	–	17	14	16	11	12	–	24.3	20.0	22.9	15.7	17.1
Grand Total	**21,459**	**108**	**3,227**	**6,322**	**6,168**	**4,649**	**985**	**0.5**	**15.0**	**29.5**	**28.7**	**21.7**	**4.6**

All staff age distribution by length of service: 31 March 2018

Length of service (yrs)	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Less than 1	3,043	87	1,324	928	465	201	38	2.9	43.5	30.5	15.3	6.6	1.2
1<3	3,088	21	1,137	1,113	524	254	39	0.7	36.8	36.0	17.0	8.2	1.3
3<5	2,359	–	545	1,015	515	227	57	–	23.1	43.1	21.8	9.6	2.4
5<10	3,528	–	219	1,864	948	411	86	–	6.2	52.8	26.9	11.7	2.4
10+	9,441	–	*	1,402	3,716	3,556	765	–	–	14.9	39.4	37.6	8.1
Grand Total	**21,459**	**108**	**3,227**	**6,322**	**6,168**	**4,649**	**985**	**0.5**	**15.0**	**29.5**	**28.7**	**21.7**	**4.6**

All staff data reflects UK based employee contracts only.
Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Disability
All staff disability distribution by division: 31 March 2018

Division	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Content	809	83	726	10.3	89.7
Corporate, Policy and External Affairs	191	25	166	13.1	86.9
Deputy Director-General Group	4,869	627	4,242	12.9	87.1
English Regions	2,790	248	2,542	8.9	91.1
Nations and Regions	2,554	242	2,312	9.5	90.5
Network News	3,004	291	2,713	9.7	90.3
Radio and Education	1,757	219	1,538	12.5	87.5
UK Public Service	**15,974**	**1,735**	**14,239**	**10.9**	**89.1**
World Service Group	1,182	83	1,099	7.0	93.0
BBC Studios	1,293	125	1,168	9.7	90.3
Worldwide	981	81	900	8.3	91.7
Other	213	17	196	8.0	92.0
Grand Total	**19,643**	**2,041**	**17,602**	**10.4**	**89.6**

Senior leadership staff disability distribution by division: 31 March 2018

Division	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Content	162	17	145	10.5	89.5
Corporate, Policy and External Affairs	60	*	52	13.3	86.7
Deputy Director-General Group	912	96	816	10.5	89.5
English Regions	106	16	90	15.1	84.9
Nations and Regions	193	13	180	6.7	93.3
Network News	510	43	467	8.4	91.6
Radio and Education	213	29	184	13.6	86.4
UK Public Service	**2,156**	**222**	**1,934**	**10.3**	**89.7**
World Service Group	158	13	145	8.2	91.8
BBC Studios	192	15	177	7.8	92.2
Worldwide	337	21	316	6.2	93.8
Other	19	–	19	–	100.0
Grand Total	**2,862**	**271**	**2,591**	**9.5**	**90.5**

All staff disability distribution by job family: 31 March 2018

Job Family	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Commissioning	128	12	116	9.4	90.6
Programming	9,486	892	8,594	9.4	90.6
Technical/Engineering	4,837	566	4,271	11.7	88.3
Sales/Marketing	537	70	467	13.0	87.0
Support/Admin	3,014	352	2,662	11.7	88.3
Not Allocated	1,641	149	1,492	9.1	90.9
Grand Total	**19,643**	**2,041**	**17,602**	**10.4**	**89.6**

All staff data reflects UK based employee contracts only.
Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Senior leadership staff disability distribution by job family: 31 March 2018

Job Family	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Commissioning	92	*	84	8.7	91.3
Programming	1,173	107	1,066	9.1	90.9
Technical/Engineering	373	40	333	10.7	89.3
Sales/Marketing	93	*	84	9.7	90.3
Support/Admin	779	79	700	10.1	89.9
Not Allocated	352	28	324	8.0	92.0
Grand Total	**2,862**	**271**	**2,591**	**9.5**	**90.5**

All staff disability distribution by grade bands: 31 March 2018

Grade band	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Worldwide non-SM equivalent	710	62	648	8.7	91.3
Bands 1-4	1,963	244	1,719	12.4	87.6
Bands 5-7	8,737	935	7,802	10.7	89.3
Bands 8/9	5,371	529	4,842	9.8	90.2
Bands 10/11	2,541	240	2,301	9.4	90.6
Bands SM2/1	321	31	290	9.7	90.3
Grand Total	**19,643**	**2,041**	**17,602**	**10.4**	**89.6**

All staff leaver and joiner distribution by disability: 31 March 2018

Category	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Leavers	3,020	307	2,713	10.2	89.8
Joiners	3,247	290	2,957	8.9	91.1

All staff leaver distribution by disability and reason for leaving: 31 March 2018

Reason for leaving	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Voluntary	1,105	105	1,000	9.5	90.5
Redundancy	592	54	538	9.1	90.9
End FTC	1,218	131	1,087	10.8	89.2
Other involuntary	48	*	39	18.8	81.2
Other	57	*	49	14.0	86.0
Grand Total	**3,020**	**307**	**2,713**	**10.2**	**89.8**

All staff internal mover distribution by disability: 31 March 2018

Internal move type	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Attachment	1,649	194	1,455	11.8	88.2
Promotion	427	52	375	12.2	87.8
Transfer	1,558	180	1,378	11.6	88.4
Grand Total	**3,634**	**426**	**3,208**	**11.7**	**88.3**

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Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

All staff disability distribution by contract type: 31 March 2018

		Disability (numbers)		Disability (%)	
Contract type	Total	Disabled	Not disabled	Disabled	Not disabled
Continuing	16,998	1,764	15,234	10.4	89.6
Fixed term less than 1 yr	1,991	205	1,786	10.3	89.7
Fixed term 1 yr+	589	64	525	10.9	89.1
Flexicon	65	*	57	12.3	87.7
Grand Total	**19,643**	**2,041**	**17,602**	**10.4**	**89.6**

All staff disability distribution by length of service: 31 March 2018

		Disability (numbers)		Disability (%)	
Length of service (yrs)	Total	Disabled	Not disabled	Disabled	Not disabled
Less than 1	2,661	208	2,453	7.8	92.2
1<3	2,487	282	2,205	11.3	88.7
3<5	2,265	220	2,045	9.7	90.3
5<10	3,387	368	3,019	10.9	89.1
10+	8,843	963	7,880	10.9	89.1
Grand Total	**19,643**	**2,041**	**17,602**	**10.4**	**89.6**

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Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Ethnicity
All staff ethnicity distribution by division: 31 March 2018

Division	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Content	843	123	48	672	14.6	5.7	79.7
Corporate, Policy and External Affairs	208	25	13	170	12.0	6.3	81.7
Deputy Director-General Group	5,134	875	316	3,943	17.0	6.2	76.8
English Regions	2,888	241	78	2,569	8.3	2.7	89.0
Nations and Regions	2,644	82	290	2,272	3.1	11.0	85.9
Network News	3,099	464	230	2,405	15.0	7.4	77.6
Radio and Education	1,853	204	92	1,557	11.0	5.0	84.0
UK Public Service	**16,669**	**2,014**	**1,067**	**13,588**	**12.1**	**6.4**	**81.5**
World Service Group	1,196	651	115	430	54.4	9.6	36.0
BBC Studios	1,345	130	75	1,140	9.6	5.6	84.8
Worldwide	1,046	204	108	734	19.5	10.3	70.2
Other	227	24	*	195	10.6	3.5	85.9
Grand Total	**20,483**	**3,023**	**1,373**	**16,087**	**14.8**	**6.7**	**78.5**

Senior leadership staff ethnicity distribution by division: 31 March 2018

Division	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Content	166	14	10	142	8.4	6.0	85.6
Corporate, Policy and External Affairs	66	*	*	57	6.0	7.6	86.4
Deputy Director-General Group	944	88	67	789	9.3	7.1	83.6
English Regions	106	*	*	94	8.5	2.8	88.7
Nations and Regions	194	*	26	164	2.1	13.4	84.5
Network News	520	45	24	451	8.7	4.6	86.7
Radio and Education	219	23	*	187	10.5	4.1	85.4
UK Public Service	**2,215**	**187**	**144**	**1,884**	**8.4**	**6.5**	**85.1**
World Service Group	163	56	12	95	34.3	7.4	58.3
BBC Studios	201	15	11	175	7.5	5.5	87.0
Worldwide	348	49	30	269	14.1	8.6	77.3
Other	21	–	*	20	–	4.8	95.2
Grand Total	**2,948**	**307**	**198**	**2,443**	**10.4**	**6.7**	**82.9**

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Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

All staff ethnicity distribution by job family: 31 March 2018

Job Family	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Commissioning	137	19	14	104	13.9	10.2	75.9
Programming	9,772	1,500	651	7,621	15.3	6.7	78.0
Technical/Engineering	5,065	657	308	4,100	13.0	6.1	80.9
Sales/Marketing	567	60	46	461	10.6	8.1	81.3
Support/Admin	3,134	509	218	2,407	16.2	7.0	76.8
Not Allocated	1,808	278	136	1,394	15.4	7.5	77.1
Grand Total	**20,483**	**3,023**	**1,373**	**16,087**	**14.8**	**6.7**	**78.5**

Senior leadership staff ethnicity distribution by job family: 31 March 2018

Job Family	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Commissioning	95	*	11	77	7.4	11.6	81.0
Programming	1,201	143	61	997	11.9	5.1	83.0
Technical/Engineering	377	37	24	316	9.8	6.4	83.8
Sales/Marketing	100	*	*	90	4.0	6.0	90.0
Support/Admin	814	79	69	666	9.7	8.5	81.8
Not Allocated	361	37	27	297	10.2	7.5	82.3
Grand Total	**2,948**	**307**	**198**	**2,443**	**10.4**	**6.7**	**82.9**

All staff ethnicity distribution by grade bands: 31 March 2018

Grade band	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Worldwide non-SM equivalent	769	167	86	516	21.7	11.2	67.1
Bands 1-4	2,152	318	106	1,728	14.8	4.9	80.3
Bands 5-7	9,095	1,443	627	7,025	15.9	6.9	77.2
Bands 8/9	5,519	788	356	4,375	14.3	6.4	79.3
Bands 10/11	2,615	286	170	2,159	10.9	6.5	82.6
Bands SM2/1	333	21	28	284	6.3	8.4	85.3
Grand Total	**20,483**	**3,023**	**1,373**	**16,087**	**14.8**	**6.7**	**78.5**

All staff leaver and joiner distribution by ethnicity: 31 March 2018

Category	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Leavers	3,265	535	253	2,477	16.4	7.7	75.9
Joiners	3,608	637	280	2,691	17.7	7.7	74.6

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All staff leaver distribution by ethnicity and reason for leaving: 31 March 2018

Reason for leaving	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Voluntary	1,167	222	93	852	19.0	8.0	73.0
Redundancy	604	69	43	492	11.4	7.1	81.5
End FTC	1,384	233	107	1,044	16.8	7.7	75.5
Other involuntary	51	*	*	38	15.7	9.8	74.5
Other	59	*	*	51	5.1	8.5	86.4
Grand Total	**3,265**	**535**	**253**	**2,477**	**16.4**	**7.7**	**75.9**

All staff internal mover distribution by ethnicity: 31 March 2018

Internal move type	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Attachment	1,687	245	114	1,328	14.5	6.8	78.7
Promotion	451	66	28	357	14.6	6.2	79.2
Transfer	1,697	317	127	1,253	18.7	7.5	73.8
Grand Total	**3,835**	**628**	**269**	**2,938**	**16.4**	**7.0**	**76.6**

All staff ethnicity distribution by contract type: 31 March 2018

Contract type	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Continuing	17,603	2,517	1,148	13,938	14.3	6.5	79.2
Fixed term less than 1 yr	2,136	367	162	1,607	17.2	7.6	75.2
Fixed term 1 yr+	679	137	54	488	20.2	8.0	71.8
Flexicon	65	*	*	54	3.1	13.8	83.1
Grand Total	**20,483**	**3,023**	**1,373**	**16,087**	**14.8**	**6.7**	**78.5**

All staff ethnicity distribution by length of service: 31 March 2018

Length of service (yrs)	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Less than 1	2,792	505	223	2,064	18.1	8.0	73.9
1<3	2,936	524	258	2,154	17.8	8.8	73.4
3<5	2,264	369	191	1,704	16.3	8.4	75.3
5<10	3,353	583	223	2,547	17.3	6.7	76.0
10+	9,138	1,042	478	7,618	11.4	5.2	83.4
Grand Total	**20,483**	**3,023**	**1,373**	**16,087**	**14.8**	**6.7**	**78.5**

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Gender
All staff gender distribution by division: 31 March 2018

Division	Total	Gender band (numbers)		Gender band (%)	
		Female	Male	Female	Male
Content	886	409	477	46.2	53.8
Corporate, Policy and External Affairs	212	149	63	70.3	29.7
Deputy Director-General Group	5,402	2,227	3,175	41.2	58.8
English Regions	3,003	1,388	1,615	46.2	53.8
Nations and Regions	2,732	1,219	1,513	44.6	55.4
Network News	3,246	1,480	1,766	45.6	54.4
Radio and Education	1,912	1,085	827	56.7	43.3
UK Public Service	**17,393**	**7,957**	**9,436**	**45.7**	**54.3**
World Service Group	1,316	636	680	48.3	51.7
BBC Studios	1,409	899	510	63.8	36.2
Worldwide	1,105	617	488	55.8	44.2
Other	236	132	104	55.9	44.1
Grand Total	**21,459**	**10,241**	**11,218**	**47.7**	**52.3**

Senior leadership staff gender distribution by division: 31 March 2018

Division	Total	Gender band (numbers)		Gender band (%)	
		Female	Male	Female	Male
Content	176	79	97	44.9	55.1
Corporate, Policy and External Affairs	67	38	29	56.7	43.3
Deputy Director-General Group	978	381	597	39.0	61.0
English Regions	111	49	62	44.1	55.9
Nations and Regions	202	77	125	38.1	61.9
Network News	537	233	304	43.4	56.6
Radio and Education	223	107	116	48.0	52.0
UK Public Service	**2,294**	**964**	**1,330**	**42.0**	**58.0**
World Service Group	173	71	102	41.0	59.0
BBC Studios	206	103	103	50.0	50.0
Worldwide	366	178	188	48.6	51.4
Other	21	*	13	38.1	61.9
Grand Total	**3,060**	**1,324**	**1,736**	**43.3**	**56.7**

All staff gender distribution by job family: 31 March 2018

Job Family	Total	Gender band (numbers)		Gender band (%)	
		Female	Male	Female	Male
Commissioning	143	83	60	58.0	42.0
Programming	10,216	5,342	4,874	52.3	47.7
Technical/Engineering	5,338	1,328	4,010	24.9	75.1
Sales/Marketing	599	375	224	62.6	37.4
Support/Admin	3,261	2,131	1,130	65.3	34.7
Not Allocated	1,902	982	920	51.6	48.4
Grand Total	**21,459**	**10,241**	**11,218**	**47.7**	**52.3**

Senior leadership staff gender distribution by job family: 31 March 2018

Job Family	Total	Gender band (numbers)		Gender band (%)	
		Female	Male	Female	Male
Commissioning	99	53	46	53.5	46.5
Programming	1,244	549	695	44.1	55.9
Technical/Engineering	396	72	324	18.2	81.8
Sales/Marketing	101	54	47	53.5	46.5
Support/Admin	841	425	416	50.5	49.5
Not Allocated	379	171	208	45.1	54.9
Grand Total	**3,060**	**1,324**	**1,736**	**43.3**	**56.7**

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*   Data has been replaced with an asterisk where figures are below sample size.

All staff gender distribution by grade bands: 31 March 2018

Grade band	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Worldwide non-SM equivalent	812	471	341	58.0	42.0
Bands 1-4	2,262	1,280	982	56.6	43.4
Bands 5-7	9,542	4,675	4,867	49.0	51.0
Bands 8/9	5,783	2,491	3,292	43.1	56.9
Bands 10/11	2,715	1,197	1,518	44.1	55.9
Bands SM2/1	345	127	218	36.8	63.2
Grand Total	**21,459**	**10,241**	**11,218**	**47.7**	**52.3**

All staff leaver and joiner distribution by gender: 31 March 2018

Category	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Leavers	3,464	1,987	1,477	57.4	42.6
Joiners	3,915	2,127	1,788	54.3	45.7

All staff leaver distribution by gender and reason for leaving: 31 March 2018

Reason for leaving	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Voluntary	1,248	656	592	52.6	47.4
Redundancy	626	385	241	61.5	38.5
End FTC	1,478	900	578	60.9	39.1
Other involuntary	52	28	24	53.8	46.2
Other	60	18	42	30.0	70.0
Grand Total	**3,464**	**1,987**	**1,477**	**57.4**	**42.6**

All staff internal mover distribution by gender: 31 March 2018

Internal move type	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Attachment	1,738	1,036	702	59.6	40.4
Promotion	463	208	255	44.9	55.1
Transfer	1,788	964	824	53.9	46.1
Grand Total	**3,989**	**2,208**	**1,781**	**55.4**	**44.6**

All staff gender distribution by contract type: 31 March 2018

Contract type	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Continuing	18,378	8,551	9,827	46.5	53.5
Fixed term less than 1 yr	2,283	1,328	955	58.2	41.8
Fixed term 1 yr+	728	321	407	44.1	55.9
Flexicon	70	41	29	58.6	41.4
Grand Total	**21,459**	**10,241**	**11,218**	**47.7**	**52.3**

All staff gender distribution by length of service: 31st March 2018

Length of service (yrs)	Total	Gender band (numbers) Female	Male	Gender band (%) Female	Male
Less than 1	3,043	1,576	1,467	51.8	48.2
1<3	3,088	1,599	1,489	51.8	48.2
3<5	2,359	1,162	1,197	49.3	50.7
5<10	3,528	1,697	1,831	48.1	51.9
10+	9,441	4,207	5,234	44.6	55.4
Grand Total	**21,459**	**10,241**	**11,218**	**47.7**	**52.3**

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* Data has been replaced with an asterisk where figures are below sample size.

Religion

All staff religion and belief distribution (numbers): 31 March 2018

Total	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC total	**21,459**	**3,518**	**117**	**6,056**	**268**	**187**	**518**	**134**	**685**	**8,196**	**1,780**

All staff religion and belief distribution (percentages): 31 March 2018

Total	Religion and belief (%)									
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC total	**16.4**	**0.5**	**28.2**	**1.3**	**0.9**	**2.4**	**0.6**	**3.2**	**38.2**	**8.3**

Senior leadership staff religion and belief distribution (numbers): 31 March 2018

Total	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC total	**3,060**	**533**	**15**	**1,001**	**38**	**47**	**48**	**21**	**81**	**1,036**	**240**

Senior leadership staff religion and belief distribution (percentages): 31 March 2018

Total	Religion and belief (%)									
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC total	**17.4**	**0.5**	**32.7**	**1.2**	**1.5**	**1.6**	**0.7**	**2.7**	**33.9**	**7.8**

All staff religion and belief distribution by grade bands (numbers): 31 March 2018

Grade band	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
Worldwide non-SM equivalent	812	127	*	240	31	*	24	*	29	271	71
Bands 1-4	2,262	314	*	636	17	11	43	16	71	963	185
Bands 5-7	9,542	1,565	62	2,612	105	74	271	61	332	3,648	812
Bands 8/9	5,783	979	28	1,567	77	46	132	32	172	2,278	472
Bands 10/11	2,715	475	13	874	36	41	41	20	74	923	218
Bands SM2/1	345	58	*	127	*	*	*	*	*	113	22
Grand Total	**21,459**	**3,518**	**117**	**6,056**	**268**	**187**	**518**	**134**	**685**	**8,196**	**1,780**

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Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

All staff religion and belief distribution by grade bands (percentages): 31 March 2018

Grade band	Religion and belief (%)									
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/excluded
Worldwide non-SM equivalent	15.6	0.7	29.6	3.8	1.1	3.0	0.5	3.6	33.4	8.7
Bands 1-4	13.9	0.3	28.1	0.8	0.5	1.9	0.7	3.1	42.6	8.1
Bands 5-7	16.4	0.7	27.4	1.1	0.8	2.8	0.6	3.5	38.2	8.5
Bands 8/9	16.9	0.5	27.1	1.3	0.8	2.3	0.6	2.9	39.4	8.2
Bands 10/11	17.5	0.5	32.2	1.3	1.5	1.5	0.7	2.8	34.0	8.0
Bands SM2/1	16.8	0.6	36.8	0.6	1.7	2.0	0.3	2.0	32.8	6.4
Grand Total	**16.4**	**0.5**	**28.2**	**1.3**	**0.9**	**2.4**	**0.6**	**3.2**	**38.2**	**8.3**

All staff leaver and joiner distribution by religion and belief (numbers): 31 March 2018

Category	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/excluded
Leavers	3,464	671	28	877	49	29	74	27	145	1,007	557
Joiners	3,915	755	24	932	51	34	102	26	141	1,245	605

All staff leaver and joiner distribution by religion and belief (percentages): 31 March 2018

Category	Religion and belief (%)									
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/excluded
Leavers	19.4	0.8	25.3	1.4	0.8	2.1	0.8	4.2	29.1	16.1
Joiners	19.3	0.6	23.8	1.3	0.9	2.6	0.7	3.6	31.8	15.4

All staff leaver distribution by religion and belief and reason for leaving (numbers): 31 March 2018

Reason for leaving	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/excluded
Voluntary	1,248	234	*	298	27	10	30	13	57	380	191
Redundancy	626	109	10	192	*	*	*	*	20	158	118
End FTC	1,478	314	10	349	15	14	36	11	67	442	220
Other involuntary	52	*	–	20	*	*	–	–	–	10	13
Other	60	*	–	18	–	–	*	*	*	17	15
Grand Total	**3,464**	**671**	**28**	**877**	**49**	**29**	**74**	**27**	**145**	**1,007**	**557**

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Totals for each characteristic differ due to varying disclosure rates.
* Data has been replaced with an asterisk where figures are below sample size.

All staff leaver distribution by religion and belief and reason for leaving (percentages): 31 March 2018

Reason for leaving	Religion and belief (%)									Prefer not to say/ excluded
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	
Voluntary	18.8	0.6	23.9	2.2	0.8	2.4	1.0	4.6	30.4	15.3
Redundancy	17.4	1.6	30.7	1.0	0.6	1.1	0.3	3.2	25.2	18.9
End FTC	21.3	0.7	23.6	1.0	1.0	2.4	0.7	4.5	29.9	14.9
Other involuntary	13.5	–	38.5	1.9	1.9	–	–	–	19.2	25.0
Other	11.6	–	30.0	–	–	1.7	1.7	1.7	28.3	25.0
Grand Total	**19.4**	**0.8**	**25.3**	**1.4**	**0.8**	**2.1**	**0.8**	**4.2**	**29.1**	**16.1**

All staff religion and belief distribution by contract type (numbers): 31 March 2018

Contract type	Total	Religion and belief (numbers)									Prefer not to say/ excluded
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	
Continuing	18,378	2,921	101	5,246	227	157	432	111	559	7,252	1,372
Fixed term less than 1 yr	2,283	450	14	589	24	26	65	20	91	684	320
Fixed term 1 yr+	728	139	*	201	17	*	21	*	29	231	82
Flexicon	70	*	–	20	–	*	–	–	*	29	*
Grand Total	**21,459**	**3,518**	**117**	**6,056**	**268**	**187**	**518**	**134**	**685**	**8,196**	**1,780**

All staff religion and belief distribution by contract type (percentages): 31 March 2018

Contract type	Religion and belief (%)									Prefer not to say/ excluded
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	
Continuing	15.9	0.5	28.5	1.2	0.9	2.4	0.6	3.0	39.5	7.5
Fixed term less than 1 yr	19.7	0.6	25.8	1.1	1.1	2.8	0.9	4.0	30.0	14.0
Fixed term 1 yr+	19.1	0.3	27.6	2.3	0.4	2.9	0.4	4.0	31.7	11.3
Flexicon	11.4	–	28.6	–	1.4	–	–	8.6	41.4	8.6
Grand Total	**16.4**	**0.5**	**28.2**	**1.3**	**0.9**	**2.4**	**0.6**	**3.2**	**38.2**	**8.3**

All staff religion and belief distribution by length of service (numbers): 31 March 2018

Length of service (yrs)	Total	Religion and belief (numbers)									Prefer not to say/ excluded
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	
Less than 1	3,043	563	19	753	42	26	81	19	102	965	473
1<3	3,088	627	19	855	73	27	85	35	125	966	276
3<5	2,359	476	10	687	30	25	85	17	95	758	176
5<10	3,528	582	20	1,001	53	28	129	13	110	1,341	251
10+	9,441	1,270	49	2,760	70	81	138	50	253	4,166	604
Grand Total	**21,459**	**3,518**	**117**	**6,056**	**268**	**187**	**518**	**134**	**685**	**8,196**	**1,780**

All staff religion and belief distribution by length of service (percentages): 31 March 2018

Length of service (yrs)	Religion and Belief (%)									Prefer not to say/ excluded
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	
Less than 1	18.5	0.6	24.7	1.4	0.9	2.7	0.6	3.4	31.7	15.5
1<3	20.3	0.6	27.7	2.4	0.9	2.8	1.1	4.0	31.3	8.9
3<5	20.2	0.4	29.1	1.3	1.1	3.6	0.7	4.0	32.1	7.5
5<10	16.5	0.6	28.4	1.5	0.8	3.7	0.3	3.1	38.0	7.1
10+	13.5	0.5	29.2	0.7	0.9	1.5	0.5	2.7	44.1	6.4
Grand Total	**16.4**	**0.5**	**28.2**	**1.3**	**0.9**	**2.4**	**0.6**	**3.2**	**38.2**	**8.3**

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Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Sexual orientation & gender identity
All staff sexual orientation and gender identity distribution by division (numbers): 31 March 2018

Division	Total	Sexual orientation (numbers)						Transgender	LGBT
		Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded		
Content	886	16	23	15	667	*	163	13	66
Corporate, Policy and External Affairs	212	*	16	–	167	*	26	*	24
Deputy Director-General Group	5,402	115	213	66	4,183	31	794	110	509
English Regions	3,003	32	107	17	1,991	18	838	59	221
Nations and Regions	2,732	23	83	15	1,869	*	733	46	170
Network News	3,246	62	134	30	1,986	22	1,012	57	292
Radio and Education	1,912	34	74	29	1,277	11	487	45	183
UK Public Service	**17,393**	**284**	**650**	**172**	**12,140**	**94**	**4,053**	**335**	**1,465**
World Service Group	1,316	21	31	4	850	10	400	11	76
BBC Studios	1,409	45	65	18	1,032	10	239	34	168
Worldwide	1,105	18	44	*	917	*	119	36	101
Other	236	*	*	*	182	*	45	*	10
Grand Total	**21,459**	**369**	**794**	**202**	**15,121**	**117**	**4,856**	**417**	**1,820**

All staff sexual orientation and gender identity distribution by division (percentages): 31 March 2018

Division	Sexual orientation (%)						Transgender	LGBT
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded		
Content	1.8	2.6	1.7	75.3	0.2	18.4	1.8	9.1
Corporate, Policy and External Affairs	0.9	7.5	–	78.8	0.5	12.3	2.7	12.9
Deputy Director-General Group	2.1	3.9	1.2	77.5	0.6	14.7	2.4	11.0
English Regions	1.0	3.6	0.6	66.3	0.6	27.9	2.7	10.2
Nations and Regions	0.9	3.0	0.6	68.4	0.3	26.8	2.3	8.5
Network News	1.9	4.1	0.9	61.2	0.7	31.2	2.6	13.1
Radio and Education	1.8	3.9	1.5	66.8	0.6	25.4	3.2	12.8
UK Public Service	**1.6**	**3.7**	**1.0**	**69.8**	**0.6**	**23.3**	**2.5**	**11.0**
World Service Group	1.6	2.3	0.3	64.6	0.8	30.4	1.2	8.3
BBC Studios	3.2	4.6	1.3	73.2	0.7	17.0	2.9	14.4
Worldwide	1.6	4.0	0.5	83.0	0.2	10.7	3.7	10.2
Other	0.4	1.7	1.3	77.1	0.4	19.1	0.5	5.2
Grand Total	**1.7**	**3.7**	**1.0**	**70.5**	**0.5**	**22.6**	**2.5**	**11.0**

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*   Data has been replaced with an asterisk where figures are below sample size.

Senior leadership staff sexual orientation and gender identity distribution by division (numbers): 31 March 2018

Division	Total	Sexual orientation (numbers)							
		Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded	Transgender	LGBT
Grand Total	**3,060**	**40**	**156**	**33**	**2,274**	**16**	**541**	**71**	**303**

Senior leadership staff sexual orientation and gender identity distribution by division (percentages): 31 March 2018

Division	Sexual orientation (%)							
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded	Transgender	LGBT
Grand Total	**1.3**	**5.1**	**1.1**	**74.3**	**0.5**	**17.7**	**2.8**	**12.0**

All staff sexual orientation and gender identity distribution by job family (percentages): 31 March 2018

Job Family	Sexual orientation (%)							
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded	Transgender	LGBT
Commissioning	0.7	6.3	1.4	76.9	–	14.7	4.1	13.1
Programming	1.7	3.7	0.9	67.2	0.6	25.9	2.8	11.6
Technical/Engineering	1.9	3.5	1.0	69.3	0.6	23.7	1.8	10.5
Sales/Marketing	1.0	6.5	1.2	79.0	0.3	12.0	1.9	11.8
Support/Admin	1.3	3.5	1.1	81.9	0.5	11.7	2.8	9.7
Not Allocated	2.2	3.6	0.5	68.7	0.4	24.6	2.9	11.2
Grand Total	**1.7**	**3.7**	**1.0**	**70.5**	**0.5**	**22.6**	**2.5**	**11.0**

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Socio-economic background (school type)
All staff socio-economic background (school type) distribution by division: 31 March 2018

Division	Total	School type (numbers)			School type (%)		
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school
Content	519	284	134	101	54.7	25.8	19.5
Corporate, Policy and External Affairs	143	77	38	28	53.8	26.6	19.6
Deputy Director-General Group	3,278	1,974	825	479	60.2	25.2	14.6
English Regions	1,424	858	349	217	60.3	24.5	15.2
Nations and Regions	1,396	866	416	114	62.0	29.8	8.2
Network News	1,370	704	332	334	51.4	24.2	24.4
Radio and Education	1,042	583	258	201	55.9	24.8	19.3
UK Public Service	**9,172**	**5,346**	**2,352**	**1,474**	**58.3**	**25.6**	**16.1**
World Service Group	338	166	96	76	49.1	28.4	22.5
BBC Studios	843	514	186	143	61.0	22.0	17.0
Worldwide	651	350	178	123	53.8	27.3	18.9
Other	140	80	40	20	57.1	28.6	14.3
Grand Total	**11,144**	**6,456**	**2,852**	**1,836**	**57.9**	**25.6**	**16.5**

Senior leadership staff socio-economic background (school type) distribution by division: 31 March 2018

Division	Total	School type (numbers)			School type (%)		
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school
Content	115	67	21	27	58.3	18.3	23.4
Corporate, Policy and External Affairs	46	23	*	14	50.0	19.6	30.4
Deputy Director-General Group	675	369	161	145	54.7	23.9	21.4
English Regions	71	39	21	11	54.9	29.6	15.5
Nations and Regions	131	78	44	*	59.5	33.6	6.9
Network News	242	106	49	87	43.8	20.2	36.0
Radio and Education	167	88	42	37	52.7	25.1	22.2
UK Public Service	**1,447**	**770**	**347**	**330**	**53.2**	**24.0**	**22.8**
World Service Group	80	30	24	26	37.5	30.0	32.5
BBC Studios	123	65	27	31	52.8	22.0	25.2
Worldwide	239	105	62	72	43.9	26.0	30.1
Other	15	10	*	*	66.7	20.0	13.3
Grand Total	**1,904**	**980**	**463**	**461**	**51.5**	**24.3**	**24.2**

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Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

All staff socio-economic background (parental degree) distribution by division: 31 March 2018

Division	Total	Parental degree (numbers)		Parental degree (%)	
		No	Yes	No	Yes
Content	524	273	251	52.1	47.9
Corporate, Policy and External Affairs	150	66	84	44.0	56.0
Deputy Director-General Group	3,497	1,686	1,811	48.2	51.8
English Regions	1,399	784	615	56.0	44.0
Nations and Regions	1,379	694	685	50.3	49.7
Network News	1,546	675	871	43.7	56.3
Radio and Education	1,067	481	586	45.1	54.9
UK Public Service	**9,562**	**4,659**	**4,903**	**48.7**	**51.3**
World Service Group	562	202	360	35.9	64.1
BBC Studios	843	364	479	43.2	56.8
Worldwide	726	305	421	42.0	58.0
Other	132	67	65	50.8	49.2
Grand Total	**11,825**	**5,597**	**6,228**	**47.3**	**52.7**

Senior leadership staff socio-economic background (parental degree) distribution by division: 31 March 2018

Division	Total	Parental degree (numbers)		Parental degree (%)	
		No	Yes	No	Yes
Content	117	62	55	53.0	47.0
Corporate, Policy and External Affairs	50	23	27	46.0	54.0
Deputy Director General Group	719	331	388	46.0	54.0
English Regions	72	48	24	66.7	33.3
Nations and Regions	131	75	56	57.3	42.7
Network News	275	105	170	38.2	61.8
Radio and Education	175	84	91	48.0	52.0
UK Public Service	**1,539**	**728**	**811**	**47.3**	**52.7**
World Service Group	106	29	77	27.4	72.6
BBC Studios	131	56	75	42.7	57.3
Worldwide	271	115	156	42.4	57.6
Other	14	*	*	50.0	50.0
Grand Total	**2,061**	**935**	**1,126**	**45.4**	**54.6**

All staff socio-economic background (parental occupation) distribution by division: 31 March 2018

Division	Total	Parental occupation (numbers)			Parental occupation (%)		
		Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations	Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations
Content	540	329	66	145	60.9	12.2	26.9
Corporate, Policy and External Affairs	149	106	20	23	71.2	13.4	15.4
Deputy Director-General Group	3,588	2,098	445	1,045	58.5	12.4	29.1
English Regions	1,392	758	196	438	54.5	14.1	31.4
Nations and Regions	1,406	781	195	430	55.5	13.9	30.6
Network News	1,529	1,008	174	347	65.9	11.4	22.7
Radio and Education	1,057	671	134	252	63.5	12.7	23.8
UK Public Service	**9,661**	**5,751**	**1,230**	**2,680**	**59.5**	**12.7**	**27.8**
World Service Group	558	407	49	102	72.9	8.8	18.3
BBC Studios	831	535	101	195	64.4	12.1	23.5
Worldwide	738	493	87	158	66.8	11.8	21.4
Other	140	78	17	45	55.8	12.1	32.1
Grand Total	**11,928**	**7,264**	**1,484**	**3,180**	**60.9**	**12.4**	**26.7**

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Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Senior leadership staff socio-economic background (parental occupation) distribution by division: 31 March 2018

Division	Total	Parental occupation (numbers)			Parental occupation (%)		
		Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations	Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations
Content	119	69	11	39	58.0	9.2	32.8
Corporate, Policy and External Affairs	49	32	*	14	65.3	6.1	28.6
Deputy Director-General Group	724	449	99	176	62.0	13.7	24.3
English Regions	68	30	13	25	44.1	19.1	36.8
Nations and Regions	132	61	18	53	46.2	13.6	40.2
Network News	264	182	33	49	68.9	12.5	18.6
Radio and Education	170	93	31	46	54.7	18.2	27.1
UK Public Service	**1,526**	**916**	**208**	**402**	**60.0**	**13.7**	**26.3**
World Service Group	107	78	14	15	72.9	13.1	14.0
BBC Studios	127	86	11	30	67.7	8.7	23.6
Worldwide	270	183	33	54	67.8	12.2	20.0
Other	14	*	*	*	64.3	14.3	21.4
Grand Total	**2,044**	**1,272**	**268**	**504**	**62.2**	**13.1**	**24.7**

All staff socio-economic background (school type) distribution by Job Family: 31 March 2018

Job Family	Total	School type (numbers)			School type (%)		
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school
Commissioning	97	55	24	18	56.7	24.7	18.6
Programming	4,875	2,781	1,197	897	57.0	24.6	18.4
Technical/Engineering	2,717	1,684	706	327	62.0	26.0	12.0
Sales/Marketing	364	209	85	70	57.4	23.4	19.2
Support/Admin	2,135	1,223	569	343	57.3	26.7	16.0
Not Allocated	956	504	271	181	52.7	28.4	18.9
Grand Total	**11,144**	**6,456**	**2,852**	**1,836**	**57.9**	**25.6**	**16.5**

Senior leadership staff socio-economic background (school type) distribution by Job Family: 31 March 2018

Job Family	Total	School type (numbers)			School type (%)		
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school
Commissioning	71	39	20	12	54.9	28.2	16.9
Programming	654	339	155	160	51.8	23.7	24.5
Technical/Engineering	261	155	63	43	59.4	24.1	16.5
Sales/Marketing	71	38	12	21	53.5	16.9	29.6
Support/Admin	597	303	149	145	50.7	25.0	24.3
Not Allocated	250	106	64	80	42.4	25.6	32.0
Grand Total	**1,904**	**980**	**463**	**461**	**51.5**	**24.3**	**24.2**

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All staff socio-economic background (parental degree) distribution by job family: 31 March 2018

Job Family	Total	Parental degree (numbers)		Parental degree (%)	
		No	Yes	No	Yes
Commissioning	100	55	45	55.0	45.0
Programming	5,217	2,353	2,864	45.1	54.9
Technical/Engineering	2,869	1,433	1,436	49.9	50.1
Sales/Marketing	398	182	216	45.7	54.3
Support/Admin	2,217	1,139	1,078	51.4	48.6
Not Allocated	1,024	435	589	42.5	57.5
Grand Total	**11,825**	**5,597**	**6,228**	**47.3**	**52.7**

Senior leadership staff socio-economic background (parental degree) distribution by job family: 31 March 2018

Job Family	Total	Parental degree (numbers)		Parental degree (%)	
		No	Yes	No	Yes
Commissioning	74	39	35	52.7	47.3
Programming	716	319	397	44.6	55.4
Technical/Engineering	281	127	154	45.2	54.8
Sales/Marketing	76	35	41	46.1	53.9
Support/Admin	634	288	346	45.4	54.6
Not Allocated	280	127	153	45.4	54.6
Grand Total	**2,061**	**935**	**1,126**	**45.4**	**54.6**

All staff socio-economic background (parental occupation) distribution by job family: 31 March 2018

Job Family	Total	Parental occupation (numbers)			Parental occupation (%)		
		Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations	Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations
Commissioning	98	48	14	36	49.0	14.3	36.7
Programming	5,190	3,308	620	1,262	63.8	11.9	24.3
Technical/Engineering	2,964	1,713	372	879	57.7	12.6	29.7
Sales/Marketing	400	249	47	104	62.3	11.7	26.0
Support/Admin	2,237	1,256	311	670	56.1	13.9	30.0
Not Allocated	1,039	690	120	229	66.5	11.5	22.0
Grand Total	**11,928**	**7,264**	**1,484**	**3,180**	**60.9**	**12.4**	**26.7**

Senior leadership staff socio-economic background (parental occupation) distribution by job family: 31 March 2018

Job Family	Total	Parental occupation (numbers)			Parental occupation (%)		
		Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations	Higher managerial and professional occupations	Intermediate occupations	Routine and manual occupations
Commissioning	72	38	10	24	52.8	13.9	33.3
Programming	701	425	91	185	60.6	13.0	26.4
Technical/Engineering	288	177	39	72	61.5	13.5	25.0
Sales/Marketing	76	52	*	15	68.5	11.8	19.7
Support/Admin	631	400	81	150	63.4	12.8	23.8
Not Allocated	276	180	38	58	65.2	13.8	21.0
Grand Total	**2,044**	**1,272**	**268**	**504**	**62.2**	**13.1**	**24.7**

All staff data reflects UK based employee contracts only.
Senior leadership is defined as grades 10 and above.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Freelance (reporting is shown separately for our staff and freelancers)

All staff age distribution by division: Freelance 2017/18

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Deputy Director-General Group	1,281	*	227	326	340	269	116	0.2	17.7	25.5	26.5	21.0	9.1
Content	627	*	178	183	146	93	23	0.6	28.4	29.2	23.3	14.8	3.7
Corporate, Policy and External Affairs	31	–	*	*	13	*	*	–	9.7	16.1	41.9	19.4	12.9
Nations and Regions	1,608	36	394	297	361	308	212	2.2	24.4	18.5	22.5	19.2	13.2
News and Current Affairs	3,012	26	846	694	669	474	303	0.9	28.1	23.0	22.2	15.7	10.1
Radio and Education	1,501	*	426	407	330	212	117	0.6	28.4	27.1	22.0	14.1	7.8
Sub Total	**8,060**	**78**	**2,074**	**1,912**	**1,859**	**1,362**	**775**	**1.0**	**25.7**	**23.7**	**23.1**	**16.9**	**9.6**
BBC Studios	6,910	52	1,679	1,855	1,776	1,076	472	0.8	24.3	26.8	25.7	15.6	6.8
BBC Total	**14,970**	**130**	**3,753**	**3,767**	**3,635**	**2,438**	**1,247**	**0.9**	**25.0**	**25.2**	**24.3**	**16.3**	**8.3**

All staff disability distribution by division: Freelance 2017/18

Division	Total	Disability (numbers)		Disability (%)	
		Disabled	Not disabled	Disabled	Not disabled
Deputy Director-General Group	777	49	728	6.3	93.7
Content	410	25	385	6.1	93.9
Corporate, Policy and External Affairs	20	*	17	15.0	85.0
Nations and Regions	929	44	885	4.7	95.3
News and Current Affairs	1,902	106	1,796	5.6	94.4
Radio and Education	831	56	775	6.7	93.3
Sub Total	**4,869**	**283**	**4,586**	**5.8**	**94.2**
BBC Studios	3,534	203	3,331	5.7	94.3
BBC Total	**8,403**	**486**	**7,917**	**5.8**	**94.2**

All staff ethnicity distribution by division: Freelance 2017/18

Division	Total	Ethnicity band (numbers)			Ethnicity band (%)		
		BAME	Other white background	White UK	BAME	Other white background	White UK
Deputy Director-General Group	1,168	117	85	966	10.0	7.3	82.7
Content	560	90	23	447	16.0	4.1	79.9
Corporate, Policy and External Affairs	27	*	*	22	14.8	3.7	81.5
Nations and Regions	1,460	59	158	1,243	4.1	10.8	85.1
News and Current Affairs	2,695	525	208	1,962	19.5	7.7	72.8
Radio and Education	1,387	116	77	1,194	8.3	5.6	86.1
Sub Total	**7,297**	**911**	**552**	**5,834**	**12.5**	**7.5**	**80.0**
BBC Studios	6,138	470	306	5,362	7.7	5.0	87.3
BBC Total	**13,435**	**1,381**	**858**	**11,196**	**10.3**	**6.4**	**83.3**

All staff data reflects UK based employee contracts only.
Totals for each characteristic differ due to varying disclosure rates.
* Data has been replaced with an asterisk where figures are below sample size.

All staff gender distribution by division: Freelance 2017/18

Division	Total	Gender band (numbers)		Gender band (%)	
		Female	Male	Female	Male
Deputy Director-General Group	1,281	469	812	36.6	63.4
Content	627	236	391	37.6	62.4
Corporate, Policy and External Affairs	31	16	15	51.6	48.4
Nations and Regions	1,608	626	982	38.9	61.1
News and Current Affairs	3,012	1,360	1,652	45.2	54.8
Radio and Education	1,501	790	711	52.6	47.4
Sub Total	**8,060**	**3,497**	**4,563**	**43.4**	**56.6**
BBC Studios		6,910	3,011	3,899	43.6	56.4
BBC Total	**14,970**	**6,508**	**8,462**	**43.5**	**56.5**

All staff religion and belief distribution (numbers): Freelance 2017/18

Total	Total	Religion and belief (numbers)									
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC Total	**14,970**	**2,582**	**110**	**3,838**	**64**	**143**	**215**	**54**	**653**	**4,124**	**3,187**

All staff religion and belief distribution (percentages): Freelance 2017/18

Total	Religion and belief (%)									
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say/ excluded
BBC Total	**17.3**	**0.7**	**25.6**	**0.4**	**1.0**	**1.4**	**0.4**	**4.4**	**27.5**	**21.3**

All staff sexual orientation and gender identity distribution by division (numbers): Freelance 2017/18

Division	Total	Sexual orientation (numbers)						
		Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded	LGB
Deputy Director-General Group	1,281	12	42	16	942	*	261	78
Content	627	12	13	7	466	*	125	36
Corporate, Policy and External Affairs	31	*	*	–	21	–	*	*
Nations and Regions	1,608	14	31	12	1,255	*	289	64
News and Current Affairs	3,012	52	86	26	2,260	18	570	182
Radio and Education	1,501	23	45	22	1,118	14	279	104
Sub Total	**8,060**	**114**	**220**	**83**	**6,062**	**51**	**1,530**	**468**
BBC Studios	6,910	87	190	60	4,929	51	1,593	388
BBC Total	**14,970**	**201**	**410**	**143**	**10,991**	**102**	**3,123**	**856**

All staff sexual orientation and gender identity distribution by division (percentages): Freelance 2017-18

Division	Sexual orientation (%)						
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say/excluded	LGB
Deputy Director-General Group	0.9	3.3	1.3	73.5	0.6	20.4	7.6
Content	1.9	2.1	1.1	74.3	0.6	20.0	7.2
Corporate, Policy and External Affairs	3.2	9.7	–	67.7	–	19.4	16.0
Nations and Regions	0.9	1.9	0.7	78.0	0.5	18.0	4.9
News and Current Affairs	1.7	2.8	0.9	75.0	0.6	19.0	7.5
Radio and Education	1.5	3.0	1.5	74.5	0.9	18.6	8.5
Sub Total	**1.4**	**2.7**	**1.1**	**75.2**	**0.6**	**19.0**	**7.2**
BBC Studios	1.3	2.7	0.9	71.3	0.7	23.1	7.3
BBC Total	**1.3**	**2.7**	**1.0**	**73.4**	**0.7**	**20.9**	**7.2**

All staff data reflects UK based employee contracts only.
Totals for each characteristic differ due to varying disclosure rates.
*   Data has been replaced with an asterisk where figures are below sample size.

Volume of internal complaints

The following table summarises the volume of internal complaints received in relation to allegations of bullying, harassment and sexual harassment.

Data of this sort is not published by other, similar organisations, so we are unable to compare our performance.

Complaints made and investigated

	2017/18	2016/17	2015/16	2014/15
Bullying and Harassment Grievance complaints notified either direct to HR, via a grievance being raised, or via the confidential B&H helpline.	**51 formal cases**[1,2] — 5 sexual harassment — 46 bullying and harassment — 37 closed — 13 ongoing — 1 withdrawn Average time to close case: 78 days	**41 formal cases** — 3 sexual harassment — 38 bullying and harassment — 26 closed — 8 ongoing — 7 withdrawn Average time to close case: 62 days	**41 formal cases** — 1 sexual harassment — 40 bullying and harassment — 28 closed — 8 ongoing — 5 withdrawn Average time to close case: 58 days	**47 cases** — 1 sexual harassment — 46 bullying and harassment — 13 upheld partially or fully — 31 not upheld — 2 withdrawn Average time to close case: 83 days
Whistleblowing cases Whistleblowing allegations are received either via Expolink, who manage an independent whistleblowing hotline on our behalf, via senior management including the Senior Independent Director, or directly to the Business Assurance and Investigations teams.	**15 cases in total (covering a range of issues covering safety, theft, fraud):** — 2 upheld — 8 unsupported — 5 on-going	**26 cases in total (covering a range of issues covering safety, theft, fraud):** — 5 upheld — 19 unsupported — 2 on-going	**31 cases in total**	**20 cases in total**

1 In addition, in 2017/18, Eight cases were heard as disciplinaries, relating to complaints of misconduct made outside the grievance process.
2 In October 2017, the Me Too movement emerged, highlighting international sexual harassment and assault. The movement became known by its hashtag #metoo. The BBC has continued to raise awareness of how staff can raise concerns. In total the BBC had 48 #metoo cases in 2017/18, nine are included in the statistics above (four of the 'Formal Cases' above and five of the 'disciplinaries' under footnote 1). The remaining 39 did not become formal cases or disciplinaries for a variety of reasons: e.g. the complaint was withdrawn, the individual who was complained about was no longer working at the BBC or the complainant wasn't able to identify the person concerned (or the person concerned was deceased). In all #metoo cases, where appropriate, the BBC has advised the individuals how to refer their concerns to the relevant authorities e.g. the police and/or the BBC has offered support.