

Equality information report

The following tables present our staff diversity data in full by characteristic on a divisional basis and for the BBC as a whole; numbers and percentages are used for total transparency. Data is provided on a voluntary basis by the individual when they join the BBC and through routine diversity censuses.

Equality information report

All figures exclude those where we do not hold diversity information for this characteristic.

All staff age distribution by division: 31 March 2016

Division	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
BBC Trust	63	–	5	21	18	16	3	–	7.9	33.3	28.6	25.4	4.8
Children in Need	112	–	38	44	21	7	2	–	33.9	39.3	18.8	6.3	1.8
DG Office/CD Office/ES&P*	52	–	–	4	20	18	10	–	–	7.7	38.5	34.6	19.2
English Regions	3,043	6	369	891	944	669	164	0.2	12.1	29.3	31.0	22.0	5.4
Finance and Operations	2,497	1	303	721	784	581	107	–	12.1	28.9	31.4	23.3	4.3
Global News & World Service	1,495	–	130	512	477	291	85	–	8.7	34.2	31.9	19.5	5.7
Network News	3,081	–	263	921	1,034	749	114	–	8.5	29.9	33.6	24.3	3.7
North	1,186	37	311	422	262	137	17	3.1	26.2	35.6	22.1	11.6	1.4
Northern Ireland	678	–	73	189	207	188	21	–	10.8	27.9	30.5	27.7	3.1
Radio	1,273	–	120	327	384	367	75	–	9.4	25.7	30.2	28.8	5.9
Scotland	1,234	4	153	341	391	283	62	0.3	12.4	27.6	31.7	22.9	5.0
Strategy & Digital	2,011	–	503	845	480	152	31	–	25.0	42.0	23.9	7.6	1.5
Studioworks	103	1	8	21	29	41	3	1.0	7.8	20.4	28.2	39.8	2.9
Television	2,227	18	515	705	616	328	45	0.8	23.1	31.7	27.7	14.7	2.0
Wales	1,297	9	155	391	363	327	52	0.7	12.0	30.1	28.0	25.2	4.0
Worldwide	1,777	–	402	755	470	130	20	–	22.6	42.5	26.4	7.3	1.1
BBC total	22,131	76	3,348	7,110	6,502	4,284	811	0.3	15.1	32.1	29.4	19.4	3.7

Senior leadership age distribution by division: 31 March 2016

Division	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
BBC Trust	26	–	–	10	6	9	1	–	–	38.5	23.1	34.6	3.8
Children in Need	9	–	–	–	–	–	–	–	–	–	–	–	–
DG Office/CD Office/ES&P*	28	–	–	2	8	12	6	–	–	7.1	28.6	42.9	21.4
English Regions	113	–	–	7	48	46	12	–	–	6.2	42.5	40.7	10.6
Finance and Operations	537	–	13	125	227	159	13	–	2.4	23.3	42.3	29.6	2.4
Global News & World Service	173	–	–	22	71	65	15	–	–	12.7	41.0	37.6	8.7
Network News	496	–	–	54	234	178	30	–	–	10.9	47.2	35.9	6.0
North	190	–	2	44	76	61	7	–	1.1	23.2	40.0	32.1	3.7
Northern Ireland	49	–	–	4	24	21	–	–	–	8.2	49.0	42.9	–
Radio	112	–	–	16	41	46	9	–	–	14.3	36.6	41.1	8.0
Scotland	102	–	–	14	44	37	7	–	–	13.7	43.1	36.3	6.9
Strategy & Digital	329	–	2	126	136	61	4	–	0.6	38.3	41.3	18.5	1.2
Studioworks	14	–	–	1	6	7	–	–	–	7.1	42.9	50.0	–
Television	365	–	2	48	192	109	14	–	0.5	13.2	52.6	29.9	3.8
Wales	93	–	–	11	40	37	5	–	–	11.8	43.0	39.8	5.4
Worldwide	389	–	7	156	169	49	8	–	1.8	40.1	43.4	12.6	2.1
BBC total	3,026	–	26	642	1,328	898	132	–	0.9	21.2	43.9	29.7	4.4

* Includes Director-General's Office, Creative Director's Office, and Editorial Standards & Policy. Senior leadership category includes grades 10-SM1

All staff age distribution by grade band: 31 March 2016

Grade band	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Worldwide non-SM equivalent	1,463	–	397	634	333	86	13	–	27.1	43.3	22.8	5.9	0.9
Bands 1-4	2,739	74	846	588	558	481	192	2.7	30.9	21.5	20.4	17.6	7.0
Bands 5-7	9,451	2	1,855	3,413	2,280	1,606	295	–	19.6	36.1	24.1	17.0	3.1
Bands 8/9	5,452	–	224	1,833	2,003	1,213	179	–	4.1	33.6	36.7	22.2	3.3
Bands 10/11	2,620	–	26	621	1,164	702	107	–	1.0	23.7	44.4	26.8	4.1
Bands SM2/1	406	–	–	21	164	196	25	–	–	5.2	40.4	48.3	6.2
BBC total	22,131	76	3,348	7,110	6,502	4,284	811	0.3	15.1	32.1	29.4	19.4	3.7

All staff leaver and joiner distribution by age: 01 April 2015 – 31 March 2016

Category	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Leavers	3,646	35	1,243	1,230	617	353	168	1.0	34.1	33.7	16.9	9.7	4.6
Joiners	3,440	76	1,743	1,040	389	146	46	2.2	50.7	30.2	11.3	4.2	1.3

All staff leaver distribution by age and reason for leaving: 01 April 2015 – 31 March 2016

Reason for leaving	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Voluntary	1,392	4	383	619	254	112	20	0.3	27.5	44.5	18.2	8.0	1.4
Redundancy	487	–	19	138	148	130	52	–	3.9	28.3	30.4	26.7	10.7
End of FTC	1,608	31	832	451	178	75	41	1.9	51.7	28.0	11.1	4.7	2.5
Other involuntary	92	–	8	19	33	27	5	–	8.7	20.7	35.9	29.3	5.4
Other	67	–	1	3	4	9	50	–	1.5	4.5	6.0	13.4	74.6
BBC total	3,646	35	1,243	1,230	617	353	168	1.0	34.1	33.7	16.9	9.7	4.6

All staff internal mover distribution by age: 01 April 2015 – 31 March 2016

Internal move type	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Attachment	1,090	–	230	507	274	73	6	–	21.1	46.5	25.1	6.7	0.6
Promotion	1,011	–	289	439	219	61	3	–	28.6	43.4	21.7	6.0	0.3
Transfer	1,597	14	652	526	266	125	14	0.9	40.8	32.9	16.7	7.8	0.9
BBC total	3,698	14	1,171	1,472	759	259	23	0.4	31.7	39.8	20.5	7.0	0.6

All staff age distribution by contract type: 31 March 2016

Contract type	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Continuing	17,872	1	1,583	5,703	5,856	3,997	732	–	8.9	31.9	32.8	22.4	4.1
Fixed term <1 yr	2,654	26	1,275	858	314	143	38	1.0	48.0	32.3	11.8	5.4	1.4
Fixed term 1 yr +	637	48	272	178	81	48	10	7.5	42.7	27.9	12.7	7.5	1.6
Flexicon	126	1	33	34	24	20	14	0.8	26.2	27.0	19.0	15.9	11.1
Local recruit	842	–	185	337	227	76	17	–	22.0	40.0	27.0	9.0	2.0
BBC total	22,131	76	3,348	7,110	6,502	4,284	811	0.3	15.1	32.1	29.4	19.4	3.7

All staff age distribution by length of service: 31 March 2016

Length of service (yrs)	Age band (numbers)							Age band (%)					
	Total	<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
<1	2,781	54	1,269	914	372	142	30	1.9	45.6	32.9	13.4	5.1	1.1
1<3	3,663	22	1,319	1,376	675	228	43	0.6	36.0	37.6	18.4	6.2	1.2
3<5	2,246	–	543	1,049	444	173	37	–	24.2	46.7	19.8	7.7	1.6
5<10	4,140	–	214	2,259	1,090	485	92	–	5.2	54.6	26.3	11.7	2.2
10+	9,301	–	3	1,512	3,921	3,256	609	–	–	16.3	42.2	35.0	6.5
BBC total	22,131	76	3,348	7,110	6,502	4,284	811	0.3	15.1	32.1	29.4	19.4	3.7

All staff disability distribution by division: 31 March 2016

Division	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
BBC Trust	63	3	60	4.8	95.2
Children in Need	112	6	106	5.4	94.6
DG Office/CD Office/ES&P*	52	2	50	3.8	96.2
English Regions	3,002	108	2,894	3.6	96.4
Finance and Operations	2,444	128	2,316	5.2	94.8
Global News & World Service	1,278	25	1,253	2.0	98.0
Network News	3,006	117	2,889	3.9	96.1
North	1,176	68	1,108	5.8	94.2
Northern Ireland	673	27	646	4.0	96.0
Radio	1,262	29	1,233	2.3	97.7
Scotland	1,226	32	1,194	2.6	97.4
Strategy & Digital	1,993	68	1,925	3.4	96.6
Studioworks	102	4	98	3.9	96.1
Television	2,217	93	2,124	4.2	95.8
Wales	1,287	38	1,249	3.0	97.0
Worldwide	1,202	16	1,186	1.3	98.7
BBC total	21,097	764	20,333	3.6	96.4

Senior leadership disability distribution by division: 31 March 2016

Division	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
BBC Trust	26	3	23	11.5	88.5
Children in Need	9	–	–	–	–
DG Office/CD Office/ES&P*	28	–	28	–	100.0
English Regions	109	4	105	3.7	96.3
Finance and Operations	532	29	503	5.5	94.5
Global News & World Service	171	3	168	1.8	98.2
Network News	490	15	475	3.1	96.9
North	187	4	183	2.1	97.9
Northern Ireland	49	1	48	2.0	98.0
Radio	110	4	106	3.6	96.4
Scotland	102	1	101	1.0	99.0
Strategy & Digital	324	7	317	2.2	97.8
Studioworks	14	2	12	14.3	85.7
Television	362	8	354	2.2	97.8
Wales	93	2	91	2.2	97.8
Worldwide	386	–	386	–	100.0
BBC total	2,993	84	2,909	2.8	97.2

* Includes Director-General's Office, Creative Director's Office, and Editorial Standards & Policy. Local recruits are excluded from the above data tables. Senior leadership category includes grades 10-SM1

All staff disability distribution by grade band: 31 March 2016

Grade band	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
WW non-SM equivalent	857	16	841	1.9	98.1
Bands 1-4	2,476	124	2,352	5.0	95.0
Bands 5-7	9,373	373	9,000	4.0	96.0
Bands 8/9	5,398	167	5,231	3.1	96.9
Bands 10/11	2,590	75	2,515	2.9	97.1
Bands SM2/1	403	9	394	2.2	97.8
BBC total	21,097	764	20,333	3.6	96.4

All staff leaver and joiner distribution by disability: 01 April 2015 – 31 March 2016

Category	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
Leavers	3,456	158	3,298	4.6	95.4
Joiners	3,256	120	3,136	3.7	96.3

All staff leaver distribution by disability and reason for leaving: 01 April 2015 – 31 March 2016

Reason for leaving	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
Voluntary	1,264	46	1,218	3.6	96.4
Redundancy	454	34	420	7.5	92.5
End of FTC	1,593	68	1,525	4.3	95.7
Other involuntary	79	5	74	6.3	93.7
Other	66	5	61	7.6	92.4
BBC total	3,456	158	3,298	4.6	95.4

All staff internal mover distribution by disability: 01 April 2015 – 31 March 2016

Internal move type	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
Attachment	1,079	44	1,035	4.1	95.9
Promotion	1,005	38	967	3.8	96.2
Transfer	1,582	83	1,499	5.2	94.8
BBC total	3,666	165	3,501	4.5	95.5

All staff disability distribution by contract type: 31 March 2016

Contract type	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
Continuing	17,691	639	17,052	3.6	96.4
Fixed term <1 yr	2,648	95	2,553	3.6	96.4
Fixed term 1 yr +	633	28	605	4.4	95.6
Flexicon	125	2	123	1.6	98.4
BBC total	21,097	764	20,333	3.6	96.4

All staff disability distribution by length of service: 31 March 2016

Length of service (yrs)	Disability (numbers)			Disability (%)	
	Total	Disabled	Not disabled	Disabled	Not disabled
<1	2,592	91	2,501	3.5	96.5
1<3	3,416	96	3,320	2.8	97.2
3<5	2,128	73	2,055	3.4	96.6
5<10	3,912	133	3,779	3.4	96.6
10+	9,049	371	8,678	4.1	95.9
BBC total	21,097	764	20,333	3.6	96.4

All staff ethnicity distribution by division: 31 March 2016

Division	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
BBC Trust	62	5	4	53	8.1	6.5	85.5
Children in Need	107	10	5	92	9.3	4.7	86.0
DG Office/CD Office/ES&P*	50	5	4	41	10.0	8.0	82.0
English Regions	2,958	234	67	2,657	7.9	2.3	89.8
Finance and Operations	2,341	405	159	1,777	17.3	6.8	75.9
Global News & World Service	1,155	616	139	400	53.3	12.0	34.6
Network News	2,906	368	186	2,352	12.7	6.4	80.9
North	1,130	134	39	957	11.9	3.5	84.7
Northern Ireland	660	7	186	467	1.1	28.2	70.8
Radio	1,228	128	53	1,047	10.4	4.3	85.3
Scotland	1,207	35	40	1,132	2.9	3.3	93.8
Strategy & Digital	1,872	271	198	1,403	14.5	10.6	74.9
Studioworks	101	8	4	89	7.9	4.0	88.1
Television	2,131	235	134	1,762	11.0	6.3	82.7
Wales	1,268	34	17	1,217	2.7	1.3	96.0
Worldwide	1,104	213	152	739	19.3	13.8	66.9
BBC total	20,282	2,708	1,387	16,187	13.4	6.8	79.8

Senior leadership ethnicity distribution by division: 31 March 2016

Division	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
BBC Trust	25	–	3	22	–	12.0	88.0
Children in Need	9	–	–	–	–	–	–
DG Office/CD Office/ES&P*	28	3	–	25	10.7	–	89.3
English Regions	110	7	–	103	6.4	–	93.6
Finance and Operations	519	56	33	430	10.8	6.4	82.9
Global News & World Service	160	47	19	94	29.4	11.9	58.8
Network News	480	29	16	435	6.0	3.3	90.6
North	184	11	1	172	6.0	0.5	93.5
Northern Ireland	48	–	14	34	–	29.2	70.8
Radio	110	10	7	93	9.1	6.4	84.5
Scotland	98	–	9	89	–	9.2	90.8
Strategy & Digital	315	21	16	278	6.7	5.1	88.3
Studioworks	14	1	–	13	7.1	–	92.9
Television	348	24	17	307	6.9	4.9	88.2
Wales	93	4	2	87	4.3	2.2	93.5
Worldwide	355	53	37	265	14.9	10.4	74.6
BBC total	2,897	266	175	2,456	9.2	6.0	84.8

* Includes Director-General's Office, Creative Director's Office, and Editorial Standards & Policy. Local recruits and those with unknown ethnicity are excluded from the above data tables. 'Ethnic majority' includes the following categories only: White English, White Scottish, White Welsh and White British. Senior leadership category includes grades 10-SM1

All staff ethnicity distribution by grade band: 31 March 2016

Grade band	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
WW non-SM equivalent	789	166	121	502	21.0	15.3	63.6
Bands 1-4	2,383	323	118	1,942	13.6	5.0	81.5
Bands 5-7	8,989	1,307	617	7,065	14.5	6.9	78.6
Bands 8/9	5,224	646	356	4,222	12.4	6.8	80.8
Bands 10/11	2,502	238	152	2,112	9.5	6.1	84.4
Bands SM2/1	395	28	23	344	7.1	5.8	87.1
BBC total	20,282	2,708	1,387	16,187	13.4	6.8	79.8

All staff leaver and joiner distribution by ethnicity: 01 April 2015 – 31 March 2016

Category	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
Leavers	3,242	474	313	2,455	14.6	9.7	75.7
Joiners	3,061	469	303	2,289	15.3	9.9	74.8

All staff leaver distribution by ethnicity and reason for leaving: 01 April 2015 – 31 March 2016

Reason for leaving	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
Voluntary	1,207	203	136	868	16.8	11.3	71.9
Redundancy	426	55	35	336	12.9	8.2	78.9
End of FTC	1,466	188	138	1,140	12.8	9.4	77.8
Other involuntary	76	26	4	46	34.2	5.3	60.5
Other	67	2	–	65	3.0	–	97.0
BBC total	3,242	474	313	2,455	14.6	9.7	75.7

All staff internal mover distribution by ethnicity: 01 April 2015 – 31 March 2016

Internal move type	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
Attachment	1,031	137	66	828	13.3	6.4	80.3
Promotion	939	108	55	776	11.5	5.9	82.6
Transfer	1,485	221	118	1,146	14.9	7.9	77.2
BBC total	3,455	466	239	2,750	13.5	6.9	79.6

All staff ethnicity distribution by contract type: 31 March 2016

Contract type	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
Continuing	17,069	2,189	1,089	13,791	12.8	6.4	80.8
Fixed term <1 yr	2,497	395	227	1,875	15.8	9.1	75.1
Fixed term 1 yr +	598	109	59	430	18.2	9.9	71.9
Flexicon	118	15	12	91	12.7	10.2	77.1
BBC total	20,282	2,708	1,387	16,187	13.4	6.8	79.8

All staff ethnicity distribution by length of service: 31 March 2016

Length of service (yrs)	Ethnicity (numbers)				Ethnicity (%)		
	Total	BME	Other white background	Majority	BME	Other white background	Majority
<1	2,442	421	267	1,754	17.2	10.9	71.8
1<3	3,211	531	340	2,340	16.5	10.6	72.9
3<5	1,928	306	173	1,449	15.9	9.0	75.2
5<10	3,739	590	244	2,905	15.8	6.5	77.7
10+	8,962	860	363	7,739	9.6	4.1	86.4
BBC total	20,282	2,708	1,387	16,187	13.4	6.8	79.8

All staff gender distribution by division: 31 March 2016

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
BBC Trust	63	43	20	68.3	31.7
Children in Need	112	89	23	79.5	20.5
DG Office/CD Office/ES&P*	52	32	20	61.5	38.5
English Regions	3,043	1,398	1,645	45.9	54.1
Finance and Operations	2,497	1,075	1,422	43.1	56.9
Global News & World Service	1,495	730	765	48.8	51.2
Network News	3,081	1,379	1,702	44.8	55.2
North	1,186	555	631	46.8	53.2
Northern Ireland	678	302	376	44.5	55.5
Radio	1,273	685	588	53.8	46.2
Scotland	1,234	661	573	53.6	46.4
Strategy & Digital	2,011	751	1,260	37.3	62.7
Studioworks	103	24	79	23.3	76.7
Television	2,227	1,408	819	63.2	36.8
Wales	1,297	622	675	48.0	52.0
Worldwide	1,777	1,020	757	57.4	42.6
BBC total	22,131	10,775	11,356	48.7	51.3

Senior leadership gender distribution by division: 31 March 2016

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
BBC Trust	26	14	12	53.8	46.2
Children in Need	9	–	–	–	–
DG Office/CD Office/ES&P*	28	13	15	46.4	53.6
English Regions	113	47	66	41.6	58.4
Finance and Operations	537	233	304	43.4	56.6
Global News & World Service	173	74	99	42.8	57.2
Network News	496	188	308	37.9	62.1
North	190	74	116	38.9	61.1
Northern Ireland	49	16	33	32.7	67.3
Radio	112	51	61	45.5	54.5
Scotland	102	48	54	47.1	52.9
Strategy & Digital	329	103	226	31.3	68.7
Studioworks	14	2	12	14.3	85.7
Television	365	160	205	43.8	56.2
Wales	93	39	54	41.9	58.1
Worldwide	389	186	203	47.8	52.2
BBC total	3,026	1,254	1,772	41.4	58.6

* Includes Director-General's Office, Creative Director's Office, and Editorial Standards & Policy. Local recruits and those with unknown ethnicity are excluded from the above data tables. 'Ethnic majority' includes the following categories only: White English, White Scottish, White Welsh and White British. Senior leadership category includes grades 10-5M1

All staff gender distribution by grade band: 31 March 2016

Grade band	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
WW non-SM equivalent	1,463	875	588	59.8	40.2
Bands 1-4	2,739	1,579	1,160	57.6	42.4
Bands 5-7	9,451	4,717	4,734	49.9	50.1
Bands 8/9	5,452	2,350	3,102	43.1	56.9
Bands 10/11	2,620	1,105	1,515	42.2	57.8
Bands SM2/1	406	149	257	36.7	63.3
BBC total	22,131	10,775	11,356	48.7	51.3

All staff leaver and joiner distribution by gender: 01 April 2015 – 31 March 2016

Category	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Leavers	3,646	1,951	1,695	53.5	46.5
Joiners	3,440	1,907	1,533	55.4	44.6

All staff leaver distribution by gender and reason for leaving: 01 April 2015 – 31 March 2016

Reason for leaving	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Voluntary	1,392	723	669	51.9	48.1
Redundancy	487	235	252	48.3	51.7
End of FTC	1,608	932	676	58.0	42.0
Other involuntary	92	40	52	43.5	56.5
Other	67	21	46	31.3	68.7
BBC total	3,646	1,951	1,695	53.5	46.5

All staff internal mover distribution by gender: 01 April 2015 – 31 March 2016

Internal move type	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Attachment	1,090	621	469	57.0	43.0
Promotion	1,011	515	496	50.9	49.1
Transfer	1,597	870	727	54.5	45.5
BBC total	3,698	2,006	1,692	54.2	45.8

All staff gender distribution by contract type: 31 March 2016

Contract type	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Continuing	17,872	8,359	9,513	46.8	53.2
Fixed term <1 yr	2,654	1,548	1,106	58.3	41.7
Fixed term 1 yr +	637	302	335	47.4	52.6
Flexicon	126	67	59	53.2	46.8
Local recruit	842	499	343	59.3	40.7
BBC total	22,131	10,775	11,356	48.7	51.3

All staff gender distribution by length of service: 31 March 2016

Length of service (yrs)	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
<1	2,781	1,505	1,276	54.1	45.9
1<3	3,663	1,881	1,782	51.4	48.6
3<5	2,246	1,166	1,080	51.9	48.1
5<10	4,140	2,020	2,120	48.8	51.2
10+	9,301	4,203	5,098	45.2	54.8
BBC total	22,131	10,775	11,356	48.7	51.3

All staff religion and belief distribution (numbers): 31 March 2016

Division	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
BBC total	22,131	2,388	89	5,490	206	149	403	110	584	4,236	1,363	7,113

All staff religion and belief distribution (percentages): 31 March 2016

Division	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
BBC total	10.8	0.4	24.8	0.9	0.7	1.8	0.5	2.6	19.1	6.2	32.1

Senior leadership religion and belief distribution (numbers): 31 March 2016

Division	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
BBC total	3,026	350	13	844	27	33	36	9	70	545	185	914

Senior leadership religion and belief distribution (percentages): 31 March 2016

Division	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
BBC total	11.6	0.4	27.9	0.9	1.1	1.2	0.3	2.3	18.0	6.1	30.2

Senior leadership category includes grades 10-SM1

All staff religion and belief distribution by grade band (numbers): 31 March 2016

Grade band	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
WW non-SM equivalent	1,463	123	5	248	17	10	19	5	31	232	99	674
Bands 1-4	2,739	248	9	725	15	9	42	21	76	511	157	926
Bands 5-7	9,451	1,065	46	2,376	91	61	215	54	262	1,987	617	2,677
Bands 8/9	5,452	602	16	1,297	56	36	91	21	145	961	305	1,922
Bands 10/11	2,620	306	13	717	26	27	32	8	60	470	164	797
Bands SM2/I	406	44	0	127	1	6	4	1	10	75	21	117
BBC total	22,131	2,388	89	5,490	206	149	403	110	584	4,236	1,363	7,113

All staff religion and belief distribution by grade band (percentages): 31 March 2016

Grade band	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
WW non-SM equivalent	8.4	0.3	17.0	1.2	0.7	1.3	0.3	2.1	15.9	6.8	46.1
Bands 1-4	9.1	0.3	26.5	0.5	0.3	1.5	0.8	2.8	18.7	5.7	33.8
Bands 5-7	11.3	0.5	25.1	1.0	0.6	2.3	0.6	2.8	21.0	6.5	28.3
Bands 8/9	11.0	0.3	23.8	1.0	0.7	1.7	0.4	2.7	17.6	5.6	35.3
Bands 10/11	11.7	0.5	27.4	1.0	1.0	1.2	0.3	2.3	17.9	6.3	30.4
Bands SM2/I	10.8	–	31.3	0.2	1.5	1.0	0.2	2.5	18.5	5.2	28.8
BBC total	10.8	0.4	24.8	0.9	0.7	1.8	0.5	2.6	19.1	6.2	32.1

All staff leaver and joiner distribution by religion and belief (numbers): 01 April 2015 – 31 March 2016

Category	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Leavers	3,646	553	26	912	49	34	54	20	154	946	282	616
Joiners	3,440	619	20	917	49	28	75	33	152	993	345	209

All staff leaver and joiner distribution by religion and belief (percentages): 01 April 2015 – 31 March 2016

Category	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Total leavers	15.2	0.7	25.0	1.3	0.9	1.5	0.5	4.2	25.9	7.7	16.9
Total joiners	18.0	0.6	26.7	1.4	0.8	2.2	1.0	4.4	28.9	10.0	6.1

All staff leaver distribution by religion and belief and reason for leaving (numbers): 01 April 2015 – 31 March 2016

Reason for leaving	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Voluntary	1,391	189	12	326	26	12	24	8	45	348	81	320
Redundancy	484	58	3	124	3	3	5	–	14	67	23	184
End of FTC	1,600	296	11	423	13	18	24	–	90	517	172	36
Other involuntary	95	5	–	21	7	1	1	3	4	8	3	42
Other	76	5	–	18	–	–	–	9	1	6	3	34
Total leavers	3,646	553	26	912	49	34	54	20	154	946	282	616

All staff leaver distribution by religion and belief and reason for leaving (percentages): 01 April 2015 – 31 March 2016

Reason for leaving	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Voluntary	13.6	0.9	23.4	1.9	0.9	1.7	0.6	3.2	25.0	5.8	23.0
Redundancy	12.0	0.6	25.6	0.6	0.6	1.0	–	2.9	13.8	4.8	38.0
End of FTC	18.5	0.7	26.4	0.8	1.1	1.5	–	5.6	32.3	10.8	2.3
Other involuntary	5.3	–	22.1	7.4	1.1	1.1	3.2	4.2	8.4	3.2	44.2
Other	6.6	–	23.7	–	–	–	11.8	1.3	7.9	3.9	44.7
BBC total	15.2	0.7	25.0	1.3	0.9	1.5	0.5	4.2	25.9	7.7	16.9

All staff religion and belief distribution by contract type (numbers): 1 March 2015

Contract type	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Continuing	17,872	1,776	63	4,510	173	120	299	81	434	3,174	999	6,243
Fixed term <1 yr	2,654	486	17	727	21	25	79	24	112	842	259	62
Fixed term 1 yr +	637	112	6	208	12	3	22	4	25	173	57	15
Flexicon	126	11	3	36	–	–	2	1	11	40	9	13
Local recruit	842	3	–	9	–	1	1	–	2	7	39	780
BBC total	22,131	2,388	89	5,490	206	149	403	110	584	4,236	1,363	7,113

All staff religion and belief distribution by contract type (percentages): 31 March 2016

Contract type	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
Continuing	9.9	0.4	25.2	1.0	0.7	1.7	0.5	2.4	17.8	5.6	34.9
Fixed term <1 yr	18.3	0.6	27.4	0.8	0.9	3.0	0.9	4.2	31.7	9.8	2.3
Fixed term 1 yr +	17.6	0.9	32.7	1.9	0.5	3.5	0.6	3.9	27.2	8.9	2.4
Flexicon	8.7	2.4	28.6	–	–	1.6	0.8	8.7	31.7	7.1	10.3
Local recruit	0.4	–	1.1	–	0.1	0.1	–	0.2	0.8	4.6	92.6
BBC total	10.8	0.4	24.8	0.9	0.7	1.8	0.5	2.6	19.1	6.2	32.1

All staff religion and belief distribution by length of service (numbers): 31 March 2016

Length of service (yrs)	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
<1	2,781	468	18	761	48	17	68	34	113	768	271	215
1<3	3,663	546	22	1,038	48	35	112	25	114	1,130	276	317
3<5	2,246	276	7	636	35	11	72	7	49	609	189	355
5<10	4,140	380	15	895	27	31	79	11	112	625	236	1,729
10+	9,301	718	27	2,160	48	55	72	33	196	1,104	391	4,497
BBC total	22,131	2,388	89	5,490	206	149	403	110	584	4,236	1,363	7,113

All staff religion and belief distribution by contract type (percentages): 31 March 2016

Length of service (yrs)	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	Not known
<1	16.8	0.6	27.4	1.7	0.6	2.4	1.2	4.1	27.6	9.7	7.7
1<3	14.9	0.6	28.3	1.3	1.0	3.1	0.7	3.1	30.8	7.5	8.7
3<5	12.3	0.3	28.3	1.6	0.5	3.2	0.3	2.2	27.1	8.4	15.8
5<10	9.2	0.4	21.6	0.7	0.7	1.9	0.3	2.7	15.1	5.7	41.8
10+	7.7	0.3	23.2	0.5	0.6	0.8	0.4	2.1	11.9	4.2	48.3
BBC total	10.8	0.4	24.8	0.9	0.7	1.8	0.5	2.6	19.1	6.2	32.1

All staff sexual orientation distribution (numbers): 31 March 2016

Division	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
BBC total	22,131	156	605	145	12,723	46	1,400	7,056

All staff sexual orientation distribution (percentages): 31 March 2016

Division	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
BBC total	0.7	2.7	0.7	57.5	0.2	6.3	31.9

Senior leadership sexual orientation distribution (numbers): 31 March 2016

Division	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
BBC total	3,026	14	104	25	1,799	3	183	898

Senior leadership sexual orientation distribution (percentages): 31 March 2016

Division	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
BBC total	0.5	3.4	0.8	59.5	0.1	6.0	29.7

Senior leadership category includes grades 10-SM1

All staff sexual orientation distribution by grade band (numbers): 31 March 2016

Division	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
WW non-SM equivalent	1,463	8	39	3	641	1	132	639
Bands 1-4	2,739	25	57	18	1,539	8	168	924
Bands 5-7	9,451	72	252	68	5,739	24	622	2,674
Bands 8/9	5,452	37	153	31	3,005	10	295	1,921
Bands 10/11	2,620	13	83	19	1,560	3	161	781
Bands SM2/1	406	1	21	6	239	–	22	117
BBC total	22,131	156	605	145	12,723	46	1,400	7,056

All staff sexual orientation distribution by grade band (percentages): 31 March 2016

Division	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
WW non-SM equivalent	0.5	2.7	0.2	43.8	0.1	9.0	43.7
Bands 1-4	0.9	2.1	0.7	56.2	0.3	6.1	33.7
Bands 5-7	0.8	2.7	0.7	60.7	0.3	6.6	28.3
Bands 8/9	0.7	2.8	0.6	55.1	0.2	5.4	35.2
Bands 10/11	0.5	3.2	0.7	59.5	0.1	6.1	29.8
Bands SM2/1	0.2	5.2	1.5	58.9	–	5.4	28.8
BBC total	0.7	2.7	0.7	57.5	0.2	6.3	31.9

All staff leaver and joiner distribution by sexual orientation (numbers): 01 April 2015 – 31 March 2016

Category	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Leavers	3,646	33	125	38	2,465	23	354	608
Joiners	3,440	53	118	30	2,580	21	429	209

All staff leaver and joiner distribution by sexual orientation (percentages): 01 April 2015 – 31 March 2016

Category	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Leavers	0.9	3.4	1.0	67.6	0.6	9.7	16.7
Joiners	1.5	3.4	0.9	75.0	0.6	12.5	6.1

All staff leaver distribution by sexual orientation and reason for leaving (numbers): 01 April 2015 – 31 March 2016

Reason for leaving	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Voluntary	1,392	8	60	13	896	6	91	318
Redundancy	487	2	18	4	248	1	36	178
End of FTC	1,608	23	44	18	1,251	15	221	36
Other involuntary	92	–	2	2	42	–	4	42
Other	67	–	1	1	28	1	2	34
BBC total	3,646	33	125	38	2,465	23	354	608

**All staff leaver distribution by sexual orientation and reason for leaving (percentages):
01 April 2015 – 31 March 2016**

Reason for leaving	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Voluntary	0.6	4.3	0.9	64.4	0.4	6.5	22.8
Redundancy	0.4	3.7	0.8	50.9	0.2	7.4	36.6
End of FTC	1.4	2.7	1.1	77.8	0.9	13.7	2.2
Other involuntary	–	2.2	2.2	45.7	–	4.3	45.7
Other	–	1.5	1.5	41.8	1.5	3.0	50.7
BBC total	0.9	3.4	1.0	67.6	0.6	9.7	16.7

All staff sexual orientation distribution by contract type (numbers): 31 March 2016

Contract type	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Continuing	17,872	95	489	104	9,983	32	983	6,186
Fixed term <1 yr	2,654	47	94	31	2,097	13	310	62
Fixed term 1 yr +	637	12	17	8	528	1	56	15
Flexicon	126	2	4	1	94	–	12	13
Local recruit	842	–	1	1	21	–	39	780
BBC total	22,131	156	605	145	12,723	46	1,400	7,056

All staff sexual orientation distribution by contract type (percentages): 31 March 2016

Contract type	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
Continuing	0.5	2.7	0.6	55.9	0.2	5.5	34.6
Fixed term <1 yr	1.8	3.5	1.2	79.0	0.5	11.7	2.3
Fixed term 1 yr +	1.9	2.7	1.3	82.9	0.2	8.8	2.4
Flexicon	1.6	3.2	0.8	74.6	–	9.5	10.3
Local recruit	–	0.1	0.1	2.5	–	4.6	92.6
BBC total	0.7	2.7	0.7	57.5	0.2	6.3	31.9

All staff sexual orientation distribution by length of service (numbers): 31 March 2016

Length of service (yrs)	Total	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
<1	2,781	42	93	24	2,071	12	324	215
1<3	3,663	34	138	38	2,823	13	302	315
3<5	2,246	14	65	18	1,597	5	201	346
5<10	4,140	20	122	20	2,068	5	195	1,710
10+	9,301	46	187	45	4,164	11	378	4,470
BBC total	22,131	156	605	145	12,723	46	1,400	7,056

All staff sexual orientation distribution by length of service (percentages): 31 March 2016

Length of service (yrs)	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	Not known
<1	1.5	3.3	0.9	74.5	0.4	11.7	7.7
1<3	0.9	3.8	1.0	77.1	0.4	8.2	8.6
3<5	0.6	2.9	0.8	71.1	0.2	8.9	15.4
5<10	0.5	2.9	0.5	50.0	0.1	4.7	41.3
10+	0.5	2.0	0.5	44.8	0.1	4.1	48.1
BBC total	0.7	2.7	0.7	57.5	0.2	6.3	31.9

Senior leadership category includes grades 10-SM1