British Broadcasting Corporation Room 2252, White City, 201 Wood Lane, London W12 7TS
Telephone 020 8008 2883 Fax 020 8008 2398 Email foi@bbc.co.uk

Information Policy & Compliance
bbc.co.uk/foi

11th February 2011

Freedom of Information Request - RFI20110061

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 13 January 2011 and clarified by you on 18th January. You requested:

> *'…please inform me of the Sexual and Race breakdown of your Public Service…sexual orientation and race for all staff and 'guests'.'*

We do not hold information relating to the ethnic background or sexual orientation of 'guests' on BBC programmes, therefore we are unable to provide you with this data.

Please find below workforce statistics relating to the ethnic background of staff as at 31 December 2010**.** Please note that the data we have available only refers to BBC staff – those employed on permanent or fixed-term contracts: this does not include casuals or freelancers.

It is not mandatory for staff to inform the BBC of their ethnicity, therefore our figures only relate to records where the ethnicity is known (currently 97% of the workforce). The figures also exclude Local Recruits - staff who are recruited and work locally, outside the UK.

	No of Staff	**% Staff**
Ethnic Minorities	2,555	12.7
Ethnic Majority	17,519	87.3
Total	**20,074**	**100.0**

As at 31 December 2010, the BBC employed 2,555 staff from an ethnic minority background: this constitutes 12.7% of the workforce where the ethnicity is known.

INVESTOR IN PEOPLE

The BBC has not previously collected any information regarding the sexual orientation of its staff. We have only recently started to collect and record this information for new joiners to the BBC via recruitment monitoring forms; therefore the figures we do hold are not representative of the total staff population.

Please find below workforce statistics relating to the sexual orientation of staff as at 31 December 2010. Please note that the data we have available only refers to BBC staff – those employed on permanent or fixed-term contracts: this does not include casuals or freelancers.

It is not mandatory for staff to inform the BBC of their sexual orientation, therefore our figures only relate to records where this is known (currently 4% of the workforce).

Sexual Orientation	**Number of Staff**
Bisexual	7
Gay man	39
Gay woman/lesbian	8
Heterosexual/straight	848
Total	**902**

Please note, as our subsidiaries (BBC Studios & Post Production Ltd, UKTV, BBC World, BBC Worldwide Ltd and World Service Trust) are not subject to the Act – under section 6(1) (b)(ii) – the information for their personnel is not included in the figures quoted above.

The BBC's Equal Opportunities Policy can be found at the following:

http://www.bbc.co.uk/foi/publication_scheme/classes/policies_procedures/equal_opportunities_diversity.shtml

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see http://www.ico.gov.uk/

Yours sincerely

Rachel Currie
BBC People