



Information Policy & Compliance

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11 August 2011

Freedom of Information Request - RF120110825

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 15 July 2011, seeking the following information:

'I would like to request information you hold on the representation of different age, race, religion, and disability within the the staff and freelancers of the BBC. I have been unable to find the statistics on your website. I would also like to request copies of your impact equality assessments which I have also been unable to locate.'

The tables below show the age, disability and ethnicity figures for BBC staff on permanent or fixed term contracts at 30th June 2011.

Age Bands	Number of Staff	% of Staff
<20	17	0.1
20-29	3090	15.0
30-39	7356	35.8
40-49	6457	31.4
50-59	3113	15.2
60+	503	2.4
Total	20536	100.0

Disability	Number of Staff	% of Staff
Disabled	768	3.8
Not Disabled	19286	96.2
Total	20054	100.0



The BBC's ethnicity figures are calculated using, Ethnic Majority (White British/ English, Welsh/ Scottish) and Ethnic Minority (including Black and Minority Ethnic [BME] and Other White backgrounds)

Ethnic Group	Ethnicity	Number of Staff	% of Staff
Minority	BME	2429	12.3
Minority	Other White Background	1008	5.1
Minority Total		3437	17.4
Majority	Majority	16303	82.6
BBC Total		19740	100.0

The BBC only started collecting information on the religion/belief of new staff in July 2010. In March 2011, the BBC conducted an Internal Census asking all staff to voluntarily update their equal opportunities information. The results of the Census have now all been verified and uploaded into the HR system and the table below represent our current staff profile informed by these results. Please note that the internal census was voluntary so whilst the data (which includes that of new starts) provides a good indication of our employees' comparative religious identity profile, the figures do not represent the entire staff of the BBC.

Faith	Number of Staff	% of Staff
Atheist	1825	8.9
Buddhist	70	0.3
Christian	4619	22.5
Hindu	126	0.6
Jewish	135	0.7
Muslim	246	1.2
None	2992	14.6
Other	524	2.6
Prefer not to say	1075	5.2
Sikh	78	0.4
Unknown	8846	43.1
Total	20536	100.0

We have attached Equality Impact Assessments (EIAs) that were conducted under the three previous public sector equality duties (race equality duty, gender equality duty and disability equality duty). These were in force until April 2011 when the new single public sector equality duty (PSED) came into force and replaced them.

EIAs were carried out in respect of the BBC's main public functions: Television Licensing; certain functions of the BBC Trust and Digital Switchover Helpscheme (DSHS). DSHS assessments are not included as DSHS is not subject to FOIA.

Under the PSED (Equality Act 2011), there is no specific requirement to carry out EIA's. However, since April 2011 when it came into force, the BBC has identified key areas where *Equality Analyses* will be / are being carried out to ensure that due regard has been given to equality and diversity considerations in BBC policy development, planning and review processes.

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied with this response, you have the right to an internal review by a BBC senior manager. Please contact us at the following address: BBC Freedom of Information, Room 2252, White City, 201 Wood Lane, London W12 7TS, 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, whose contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF. Telephone: 01625 545 700. Website: <http://www.ico.gov.uk/>.

Yours sincerely

Rachel Currie
BBC People