



Information Policy & Compliance
bbc.co.uk/foi

26 September 2011

Freedom of Information Request - RF120111085

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 30 August 2011, seeking information relating to the ethnic background of BBC staff. For ease of reference we have separated your request into 2 sections; please find below responses to each part of your request:

1. The number of staff in the BBC based on the 16 plus one categorisation and their grades and departments or units of the corporation particularly those related to news and current affairs including the World Service and other associated areas.

The BBC currently publishes general figures relating to the ethnicity of its staff as an annual reporting requirement under the BBC Charter and Agreement and in line with the Public Sector Equality Duty (EA 2010). We reflect the ethnicity of our staff under three broad headings: Ethnic Majority staff (White British/English/ Scottish/Welsh) Black and Minority Ethnic staff (Black, Mixed, Asian, Chinese, Middle/Near Eastern) and staff from Other White Backgrounds (Irish, Central & Eastern European, Gypsy/Traveller & white staff from other backgrounds). You can see more about this on the BBC Trust's website: http://www.bbc.co.uk/bbctrust/about/how_we_govern/diversity_equality/index.shtml

Please find below workforce statistics relating to the ethnic background of staff in these categories as at 31 August 2011, broken down by division. Please note that the data we have available only refers to BBC staff ie 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 98% of the workforce). The figures also exclude Local Recruits - staff who are recruited and work locally, outside the UK.

Under section 40(2) of the Act, we are withholding figures in some of the categories below. As these relate to a small number of staff, this could lead to individuals being identified. Personal information about living individuals is exempt if disclosure to a third party would breach one or more principles of the Data Protection Act 1998. As individuals who work at the BBC do not expect their personal details to be disclosed, to do so would be unfair and disclosure would, therefore, breach the First Data Protection Principle, fairness.

Table 1: Ethnicity Group by Division as at 31 August 2011

Division	BME	Other White Background	Ethnic Majority	Total
Audio & Music	166	56	1,254	1,476
Creative Directors Office	s.40	s.40	s.40	3
Director Generals Office	s.40	s.40	s.40	17
Finance	72	37	441	550
Future Media	148	88	675	911
Global News & World Service	631	116	560	1,307
Journalism HQ	s.40	s.40	43	52
News	580	192	5,252	6,024
North	87	21	730	838
Northern Ireland	s.40	s.40	514	676
Operations	334	147	1,913	2,394
Scotland	38	40	1,199	1,277
Trust	s.40	s.40	56	70
Vision	279	125	2,233	2,637
Wales	29	11	1,179	1,219
Total	2,385	1,002	16,064	19,451

The table below shows a breakdown of these numbers by the detailed categories currently in use by the BBC. Following a recent change in the categories used for recording ethnicity at the BBC, not all staff have chosen to update their details to reflect the new categories. Therefore, the table below includes both old and new categories. Due to the number of categories, it is not possible to break these figures down further by division or grade as this would result in very small numbers and make individuals identifiable.

Table 2: Number of Staff by Ethnic Category as at 31 August 2011

Ethnic Category	Number of Staff
Asian British	137
Asian English	12
Asian Scottish	1
Asian Welsh	4
Asian/Asian British	441
Bangladeshi	25
Indian	181
Pakistani	45
Other Asian Background	85
African	61
Black British	137
Black English	16
Black Scottish	1
Black Welsh	2
Black/Black British	252
Caribbean	38
Other Black Background	7
Other: Black	47
Central or Eastern European (CEE)	45
CEE British	15
CEE Scottish	1
Other Central or Eastern European Background	22

Chinese	64
Chinese British	23
Chinese English	4
Chinese Scottish	1
Other Chinese Background	14
Middle/Near Eastern (MNE)	327
MNE British	22
MNE English	3
Other MNE Background	21
Mixed British	36
Mixed English	10
Mixed Ethnic	130
Mixed Scottish	3
Mixed Welsh	3
White & Asian	78
White & Black African	26
White & Black Caribbean	38
Other Mixed Background	90
White Irish	368
White Irish Traveller	2
Other White Background	549
White	7,020
White British	5,515
White English	2,156
White Scottish	736
White Welsh	621
White: European	1
White: Other	15
Total	19,451

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

2. The number of grievances, disciplinarys and cases to industrial tribunal based on their ethnic breakdown.

For the purposes of this request, we are providing information relating to the previous financial year, 1 April 2010 to 31 March 2011.

A human resources case management database was established in April 2006 and was the first central record of formal disciplinary and grievance procedures relating to BBC staff under the BBC's Disciplinary and Grievance Policies. During the last financial year, 130 disciplinary and grievance cases were recorded on the database – the table below shows the ethnic breakdown (where known) of the staff to which these relate. Please note the records only relate to staff ie those employed on permanent and fixed-term contracts. Casuals and freelancers are not covered by the same policy.

Table 1: Disciplinary & Grievance Cases

Ethnicity Group	Number of Staff
BME	46
Other White Background	2
Ethnic Majority	78
Unknown	4

Total	130
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Please note, the figures only refer to those cases recorded on the database and do not include, for example, cases dealt with informally. The BBC's policies on Disciplinary and Grievance can be found on our publication scheme at the following address:

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

During the last financial year, there were 22 employment tribunal/industrial tribunal claims lodged against the BBC – the table below shows the ethnic breakdown of the complainants, where known.

Table 2: Employment/Industrial Tribunal Claims

Ethnicity Group	Number of Individuals
BME	7
Other White Background	0
Ethnic Majority	12
Unknown	3
Total	22

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

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 or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely,

Karen Wood
BBC People