



# BBC Pay Gap Report 2020



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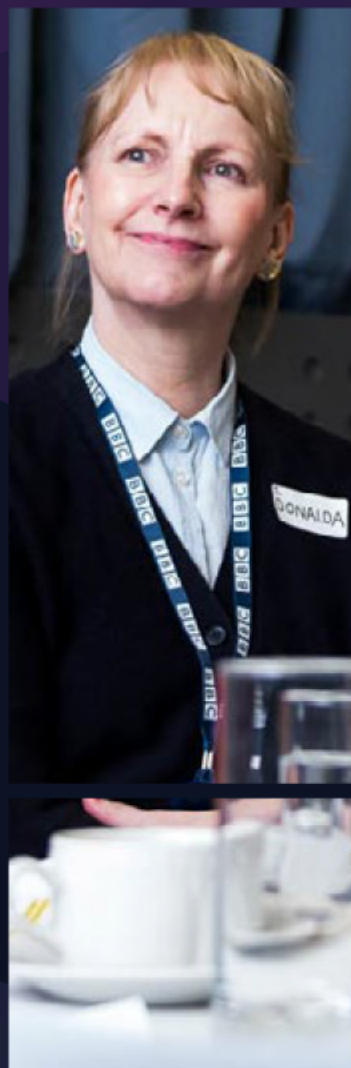
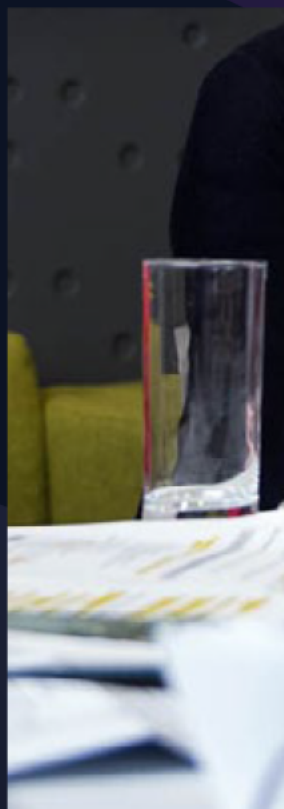
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# Introduction



I'm proud to say that, for the third year in a row, the BBC has reduced its gender pay gap – down to a new low of 6.2%. That's a reduction of a third since 2017 and reflects the considerable focus we've placed on this challenge in the organisation.

**BBC Public Service Broadcasting  
median pay gap**

2017	9.3%
2018	7.6%
2019	6.7%
<b>2020</b>	<b>6.2%</b>

In 2017 we were the first broadcaster to publish our gender pay gap. We also voluntarily published the pay gap for black, Asian and minority ethnic staff, disabled staff and those working part time. In 2019 we added the pay gap for LGBTQ+ employees.

In this year's BBC Pay Gap Report we are taking our commitment to transparency even further by providing more data than ever before on pay distribution for all the above categories. For the first time we are reporting information on the pay gaps across career bands for our black, Asian and minority ethnic employees, our LGBTQ+ employees and our disabled employees.

Looking at the data, I'm proud to say that for the third year in a row, the BBC has reduced its gender pay gap – down to a new low of 6.2%. That's a reduction of a third since 2017 and reflects the considerable focus we've placed on this challenge in the organisation.

Our gender pay gap is significantly lower than the national average of 17.3% in 2019 and is noticeably lower than the reported average across the civil service of 11.1%. When we compare our position to others in the media industry such as ITV, Channel 4 and Sky, we continue to lead the way.

This report shows that the gender pay gap across all our career bands is +/-3% and for those jobs where we have the largest numbers of staff – journalists, producers and assistant editors – the median gap is comfortably below 3%. And I'm pleased to report that our black, Asian and minority ethnic and LGBTQ+ pay gaps are also all comfortably under 3% and our disability gap is close to 3%.

There is great progress demonstrated in this report, but also areas where the data shows we need to work harder. We have ambitious diversity and inclusion plans and this report sets out more detail on what we have been doing in the past few years. We know there are areas, particularly in representation at leadership levels, where we need to do more. So we will continue our work to improve the representation of all groups at all levels, to continue to narrow the gender pay gap, and to encourage greater diversity and inclusion across the BBC.

**Tim Davie**  
Director-General  
September 2020

# Pay at the BBC

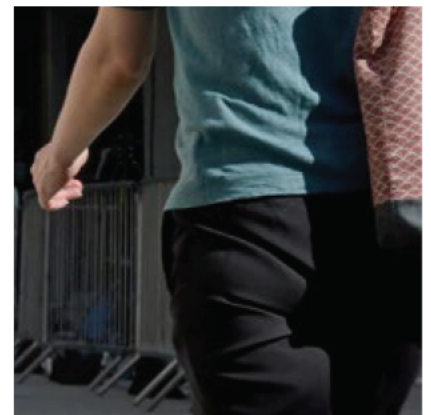
In recent years the BBC has transformed its approach to pay. With the agreement of the unions and the support of our staff, we have now completed the final phase of the reform of our policies, our pay structure and our terms and conditions, providing an unparalleled level of transparency and consistency.

Employees are now mapped to 880 distinct jobs across 27 job families and seven career bands. Each job has a clear, market-informed pay range delivering industry-leading levels of pay transparency. We use independent experts and professional pay and benefit surveys to inform these ranges, ensuring employees are paid fairly and competitively with rules and guidance to maintain consistency.

## Pay gaps

A pay gap is the difference in average gross hourly earnings between two defined categories of employees – for example, female and male employees for the gender pay gap or disabled and non-disabled employees for the disability pay gap. It is based on salaries paid directly to employees before income tax and social security contributions are deducted. The following sections examine the pay gaps for BBC public service employees in the UK, excluding Northern Ireland, for the following specific categories:

- Female and male employees
- Black, Asian and Minority Ethnic employees (BAME)
- Disabled employees
- LGBTQ+ employees





# Gender Pay Gap

The median gender pay gap at the BBC has fallen again to 6.2%, from 9.3% in 2017. The mean gender pay gap has also reduced to 6.3%, down from 10.7% in 2017 when we first published our gender pay gap.

Work has continued over the past year to reduce the gap, and this has been closely monitored by the Executive Committee and BBC Board. For the second year running we conducted a Fair Pay Check, reviewing the pay of every individual to ensure they are positioned appropriately within their job pay range.

We've continued to address our ambition to have more women in senior leader roles. Against a target of 50%, we now have 45% of women in senior roles.

**This table breaks down the gender pay gap across our seven career bands**

	Pay gap	Female staff
A	3%	279
B	-1%	1,159
C	2%	2,646
D	2%	2,311
E	3%	724
F	3%	276
SL	-4%	102

We've also focused on our technology division, Design and Engineering. Like all organisations across the industry, broadcast technology and digital roles have a higher proportion of men in both senior and junior positions. There is strong competition in this market and individuals with digital and technology skills often command higher salaries. We've seen a higher level of pay inflation in these roles than in other areas, contributing to the overall gender pay gap within the BBC.

We're actively recruiting more women into roles in Design and Engineering, including schemes such as Step into Tech and through our Career Returners Programme. Over time, this will help to address the balance and narrow the BBC gender pay gap.

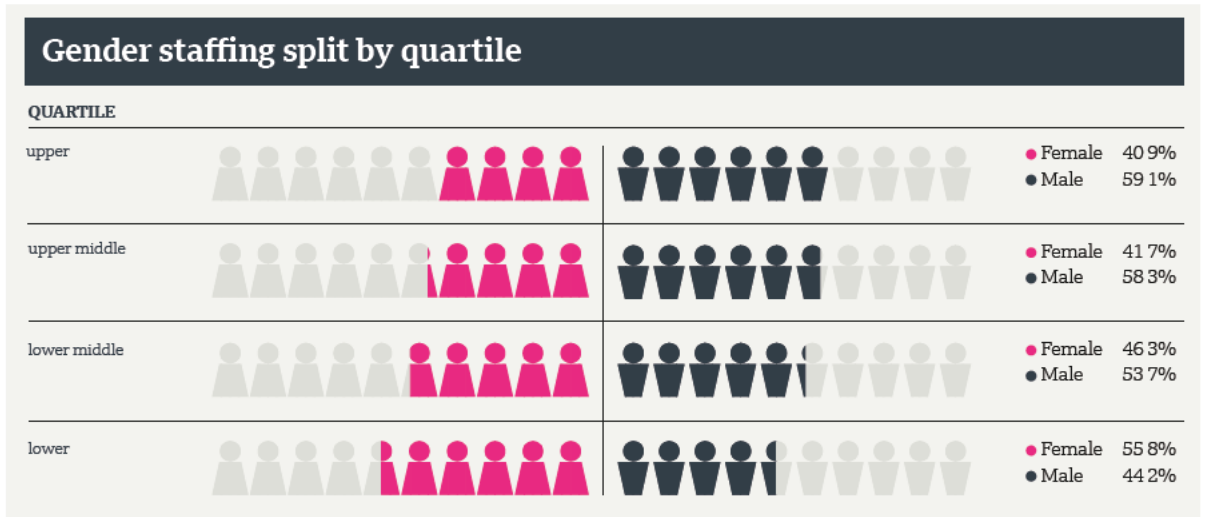


# Pay split by quartile

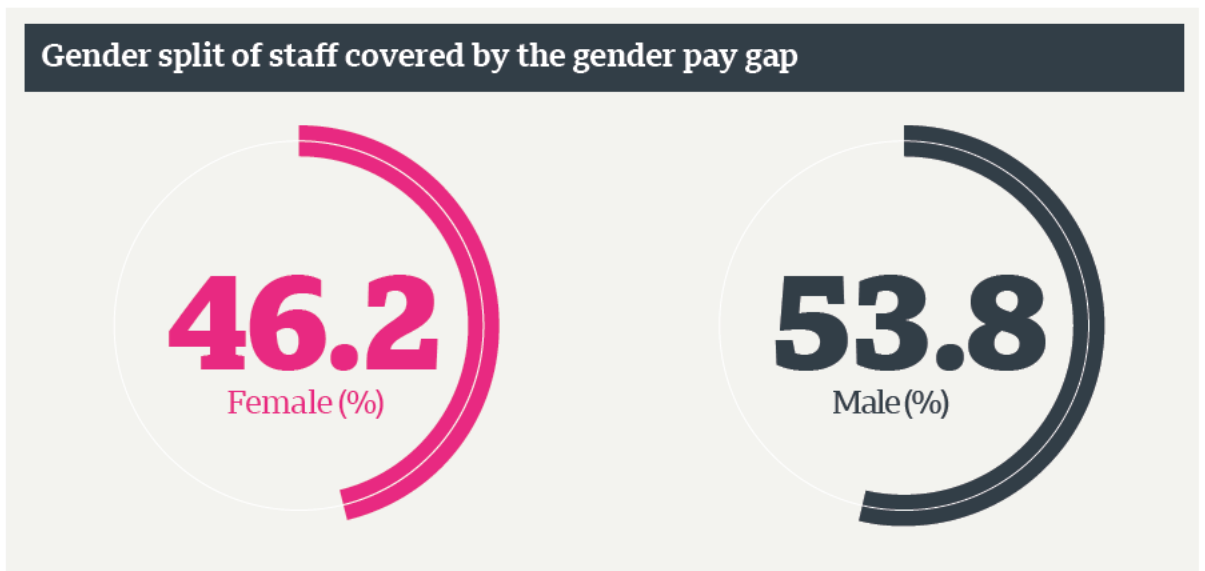
In line with statutory requirements, the gender pay and workforce figures shown in this report are for BBC Public Service Broadcasting staff based in England, Scotland and Wales. The gender pay gap including Northern Ireland is 6.3% (median) and 6.5% (mean).

BBC Studios reports on its gender pay gap separately as it has over 250 employees, and therefore is not included in this report.

When reviewing our pay gaps, we draw up a list of our employees' earnings – from the highest to the lowest – and split it into four even groups, or quartiles. The graph below shows the proportion of women and men in each group.



The following shows the eligible overall proportion of women and men across BBC Public Service Broadcasting in England, Scotland and Wales. That figure of 46.2% increases to 48.3% when all BBC Group (UK) employees are included (as shown in the BBC Group's Annual Report and Accounts 2019/20).





# Black, Asian and Minority Ethnic Pay Gap

The median pay gap at the BBC for black, Asian and minority ethnic staff is -0.3%. The mean pay gap is 3.0%.

Last year we showed staff where they sit in either their job or band pay range in comparison to their colleagues, split by gender. This year we have extended this by adding black, Asian and minority ethnic pay transparency charts for staff to access.

We've also worked hard to meet our workforce targets. 15.7% of our staff are now from a black, Asian and minority ethnic background, slightly higher than our 2020 overall target of 15%. Our leadership figures are 12.3% - and although this is an improvement we have some way to go to meet our target of 15%. We'll continue to focus on representative leadership and are taking active steps to reach our target.

This table breaks down the BAME pay distribution across bands, with the gaps in each band all comfortably under 3%

	Pay gap	BAME staff
A	-2%	113
B	-5%	317
C	-5%	1,046
D	-4%	837
E	-4%	236
F	-1%	54
SL	-	18

As with the gender figures, we have used the four even pay quartiles to show the proportion of BAME and non-BAME employees in each group.

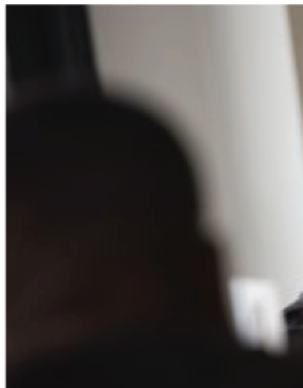
## BAME staffing split per quartile

### QUARTILE



**-0.3%**

The median pay gap at the BBC for black, Asian and minority ethnic staff



# Black, Asian and Minority Ethnic pay gap

Every key BBC leadership group is appointing two new Senior Leadership Team Advisers, introducing diverse talent with broader backgrounds, perspectives and insights onto our key senior decision-making groups. 86% of the Advisers identify as black, Asian or from an ethnic minority.

Earlier this year, June Sarpong, Director of Creative Diversity, announced a series of initiatives to hardwire diversity and inclusion throughout the BBC's creative teams. These include a toolkit for the creative industry and BBC creative staff with the aim of prioritising diversity across creative decision-making, culture and output, as the BBC aims to establish best practice for the industry.

We're providing more data on pay distribution, increasing openness and transparency with staff and licence fee payers.

The following table breaks down black, Asian and minority ethnic staff into five specific categories of ethnicity.

	<b>BBC 2020</b>
Mixed	<b>3.4%</b>
Black	<b>6.9%</b>
Asian	<b>-1.3%</b>
Other BAME	<b>-8.6%</b>
Other white background	<b>-3.4%</b>





# Disability pay gap

Our disability median pay gap at the BBC is 3.6% and the mean is 4.9%. We have reported our disability pay gap since 2017.

This year we have included our disability pay gap by BBC pay band where we have more than 20 employees with a disability in the band.

	Pay gap	Staff with a disability
A	3%	67
B	0%	233
C	1%	541
D	0%	521
E	-1%	148
F	2%	63
SL	-	20

This year we have begun work to develop a Disability Passport – a living document’ to ensure workplace adjustments are tailored and preserved for individual users if they change jobs or their line manager changes, helping us to remove barriers to progression within the organisation. We are also extending our internal development programme for staff, BBC Elev8, to support disabled production talent into roles which support their career development and accelerate change across the industry.

## Disability staffing split per quartile

Using the four even pay quartiles, this table shows the proportion of disabled and non-disabled employees in each group.



**3.6%**  
The median pay gap at the BBC for staff with a disability

# LGBTQ+ pay gap

The BBC first published our LGBTQ+ pay gap figure last year. The median this year has marginally increased from 0.7% to 0.8% and the mean has reduced from 0.7% to -0.3%.

As with the other categories in this report, this year we have included our LGBTQ+ pay gap by BBC pay band where we have more than 20 LGBTQ+ employees.

With the coronavirus pandemic halting parades and other live events, the BBC marked 50 years of Pride this year with a series of online events and special programming.

Using the four even pay quartiles, the table (below) shows the proportion of employees identifying as LGBTQ+ and those who do not.

	Pay gap	Staff identified as LGBTQ+
A	3%	67
B	4%	156
C	0%	514
D	0%	487
E	-3%	140
F	5%	59
SL	-1%	30

## LGBTQ+ staffing split per quartile

### QUARTILE



**0.8%**

The median pay gap at the BBC for LGBTQ+ staff



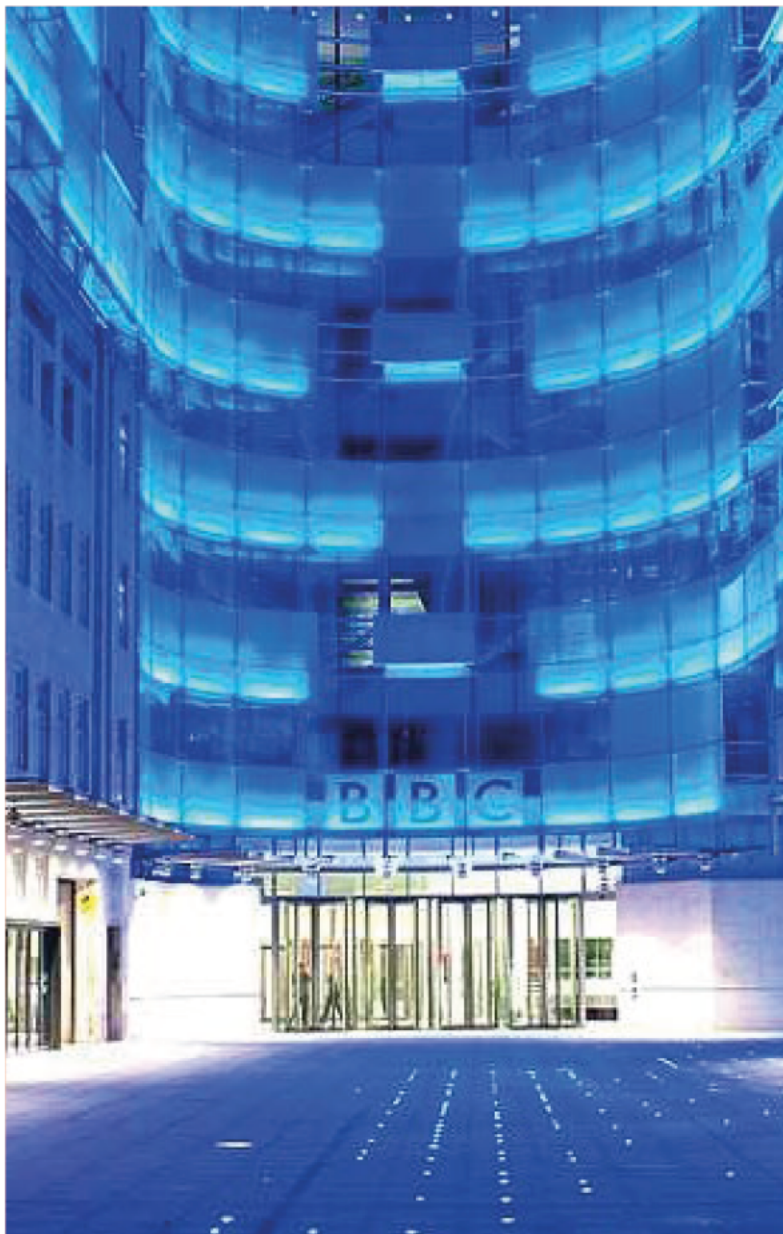


# Overview

## Headline pay gaps 2019/20 for all five categories

This table summarises the headline pay gap figures for the four categories covered in detail in the report as well as the category for part-time employees.

	<b>Median (2020)</b>	<b>Mean (2020)</b>	Median (2019)	Mean (2019)
Gender	<b>6.2%</b>	<b>6.3%</b>	6.7%	6.8%
BAME	<b>-0.3%</b>	<b>3.0%</b>	-1.1%	3.2%
Disability	<b>3.6%</b>	<b>4.9%</b>	3.1%	4.8%
LGBTQ+	<b>0.8%</b>	<b>-0.3%</b>	0.7%	-0.7%
Part-time	<b>2.6%</b>	<b>3.9%</b>	1.7%	1.5%



# A more inclusive BBC

## 2014

BBC launched leadership schemes to boost diversity

Introduced 15% target for BAME representation in leadership

Launched Diversity and Inclusion strategy

## 2015

### Career Path Framework (CPF)

Introduced our CPF which defines the core jobs across the BBC, grouping them into job families and career levels. This has clarified career paths and significantly reduced the number of job titles across the BBC, as well as providing the job structure that underpins the new transparent pay structure that followed in 2018.

### Terms and Conditions Review

Started our review of terms and conditions

**BBC Census** – Provided a comprehensive overview of the diversity of our employees

**'Growing the next STEM generation'** launched

## 2016

**Introduced leader, gender and LGBTQ+ targets**

**Launched pan-BBC Women's employee network**

**Disclosure** – We now annually report the names of all employees/freelancers of the BBC paid more than £150,000

**World Service Pay Review** – Aligned pay for journalists in BBC World Service to Network News

**Equal Pay Audit** – Published an equal pay audit of staff (overseen by Sir Patrick Elias QC, a former Court of Appeal judge)

**GPG Report including BAME and Disability** – In October, we were one of the first to publish our Pay Gap Report

**Pay Principles consultation** – management response included newly developed pay principles

## 2017

Published 'Making the BBC a great workplace for women'

**On Air Review** – We published and consulted on our proposed new approach to the pay of our on-air presenters, editors and correspondents

**Senior Manager Review** – Consulted on and implemented Career Path Framework and transparent job pay ranges for senior leaders

**Staff pay transparency** – Consulted on and introduced market-informed job pay ranges for each CPF job at the BBC and published guidelines on the factors that inform where individuals sit within their job pay range

**Fair Pay Check** – Completed our first 'fair pay check' using the new job pay ranges and pay guidelines

**GPG** – Introduced reporting for LGBTQ+ and by our career bands

**Enhanced parental leave** – Changes to maternity, paternity and parental leave went live

## 2018

**BBC launches scheme to get women into tech careers** – A new scheme from the BBC will enable women looking to move into a career in software engineering to gain the skills they need to do so known as the Step into Tech scheme

**Returns Programme** – Supports and attracts senior women who've had a career break

**BBC Public Service Transparency Review** – BBC's board commissioned Will Hutton and Christopher Saul to examine pay transparency in the BBC. The review was published in 2019 and concluded that the BBC was 'among the UK leaders in pay transparency'

**NAO** – The National Audit Office (NAO) conducted a full audit into pay at the BBC and concluded 'The BBC has taken significant steps to improve the consistency, transparency and fairness of its staff pay and working practices, and is well ahead of other organisations on pay transparency and the gender pay gap'

**PeopleView** – Additional information added to our staff database, 'PeopleView', to show the distribution of pay by gender and ethnicity within pay bands and pay ranges.

## 2019

### 2020 and beyond

Enhanced training for team leaders and HR Business Partners on making and explaining pay decisions and pay positioning

Establishing more transparency on pay distribution data through our changes to the yearly Pay Gap Report, giving greater clarity to staff and licence fee payers

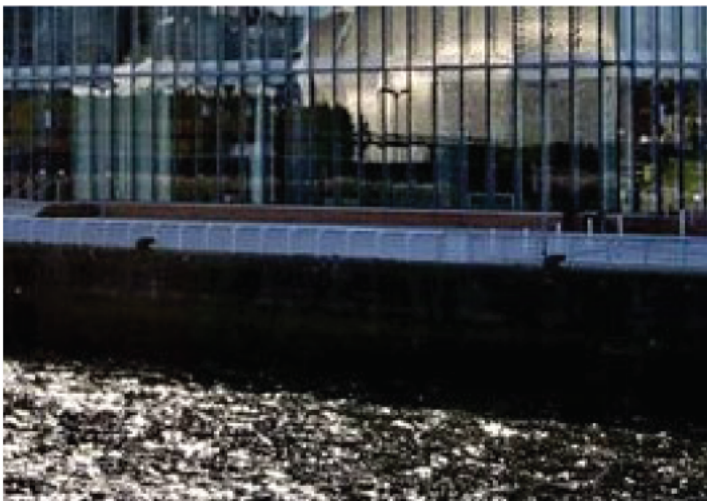
Building a new approach and a new process to explain and manage pay progression within the job pay ranges

## 2020



# Additional payments at the BBC

BBC Public Service Broadcasting does not pay bonuses. Licence fee-funded discretionary bonuses for senior management and executives stopped in 2009.



The statutory requirements for reporting on gender pay include a 'bonus gender pay gap'. In line with that guidance, we calculate the figures below on our voucher recognition scheme and long-service awards although we do not consider these to be bonus payments. The voucher-based recognition scheme allows staff in bands A to F to be rewarded for exceptional performance.

During the year 1,823 staff received vouchers, with the median amount being £250. 198 staff received long-service awards and the average payment was £4,960.

This year we're also voluntarily publishing details of BAME staff in receipt of the voucher recognition scheme.

The proportion of female staff receiving a long-service award payment was 1.0%, whilst the proportion of men was 1.2%. The proportion of BAME staff receiving a payment was 0.8%.

We expect this number to vary year on year, depending on the recipients, but we continue to monitor it to ensure staff are being rewarded fairly.

The significant mean 'bonus' pay gap reported this year is due to the distribution of our long-service award payments for 25 years' service at the BBC. The gap varies significantly dependent upon the numbers of men and women who achieve 25 years' service in a given year. In 2017/18 the additional payments gender gap was 2.5%, last year it was 23.1% and this year it is 37.6%. The distribution of our workforce has more men with service over 20 years and therefore more men than women will typically qualify for the award each year.

	Mean	Median
Gender bonus gap	<b>37.6%</b>	<b>0%</b>
BAME bonus gap	<b>25.3%</b>	<b>0%</b>
Disability bonus gap	<b>24.6%</b>	<b>20%</b>
LGBTQ+ bonus gap	<b>16.6%</b>	<b>0%</b>



# Why the gender pay gap is not the same as equal pay

Nationally, one of the main reasons for the gender pay gap is that more men are likely to hold senior positions.

## What is the difference between the gender pay gap and equal pay?

The gender pay gap is not the same as equal pay. Ever since the Equal Pay Act of 1970, it has been illegal to pay different amounts to men and women doing the same work, unless there is a 'genuine material factor' for the difference.

The gender pay gap measures the difference in the hourly pay of all men and women in an organisation, and is expressed as a percentage of male employees' hourly pay. It is reported on a mean and median basis.

The mean is the overall average of all employees' salaries and can therefore be skewed by any extremely high or low salaries. The median involves listing all salaries in order, from lowest to highest, and picking the salary in the middle.

## What does this report include?

The BBC's Pay Gap Report sets out the difference in hourly pay between men and women, on both a mean and median basis. As before, we have included voluntary disclosures of other pay gaps at the BBC. Statutory calculations and results have been assured by the BBC's Internal Audit team.

This report provides both the statutory disclosures required of BBC Public Service Broadcasting, as well as further context around gender pay at the BBC. BBC Public Service Broadcasting for staff based in England, Scotland and Wales includes the World Service but excludes our commercial subsidiaries, BBC Studios, Global News Limited, BBC Studioworks, Children in Need and Media Action.

We have included data for people on staff contracts (both permanent and fixed-term). This includes our on-air presenters who have BBC staff contracts, but not presenters on freelance contracts.

As in previous years, the BBC also excludes from its pay gap reporting agency workers who were engaged full-time for the BBC but employed through third-party agencies. This is because they will be included in the Pay Gap Report submitted by the agency that employs them.

17.3%

National average pay gap

Equal pay



Men and women are paid the same for the work

The gender pay gap



The difference between the gross hourly earnings for both men and women



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