

A group of diverse students in blue school uniforms with yellow trim are seated in a lecture hall. The students are looking towards the right side of the frame. The uniforms consist of blue blazers with yellow piping, white shirts, and blue and yellow striped ties. A crest is visible on the left chest of the blazers. The background shows more students in the same uniforms, some clapping.

B B C

**BBC Equality Information
Report 2023/24**

IN THIS REPORT

Staff

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Freelance

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Cover:
Programme – BBC/Supplier

Left:
Programme – BBC/Supplier
BBC Staff – BBC

This report contains detailed information about our staff and freelancers across a range of different characteristics and broken down by a range of categories. This includes performance against our 50:20:12:25 staff diversity targets.

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Freelance

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STAFF



BBC Staff – BBC

Staff (reporting is shown separately for our staff and freelancers)

All staff and leadership: 31 March 2024

			March 2024	March 2026 Target**
Women	All Staff		50.4%	50%
	Leadership*		49.1%	
B.A.M.E	All Staff		17.2%	20%
	Leadership*		14.4%	
Disability	All Staff		9.3%	12%
	Leadership*		8.0%	
Working Class/Low Socio-economic background	All Staff		20.8%	25%
	Leadership*		19.3%	

N.B. Includes Prefer Not To Say and No Data categories

* Bands E+

** Socio-economic diversity target to be achieved by financial year 2026/27

Staff continued

Age

All staff age distribution by division: 31 March 2024

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Content	2,354	18	314	647	655	540	180	0.8	13.3	27.5	27.8	22.9	7.7
Nations	4,701	39	600	946	1,370	1,340	406	0.8	12.8	20.1	29.1	28.5	8.7
News and Current Affairs	2,381	*	368	579	602	652	172	*	15.5	24.3	25.3	27.4	7.2
Operations Group	6,767	44	1,046	1,826	1,849	1,504	498	0.7	15.5	27.0	27.3	22.2	7.3
UK Public Service	16,203	109	2,328	3,998	4,476	4,036	1,256	0.7	14.4	24.7	27.6	24.9	7.7
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	12	305	535	489	259	56	0.7	18.4	32.3	29.5	15.6	3.5
BBC Studios (TV & Radio Production)	1,401	*	316	430	361	226	59	*	22.6	30.7	25.8	16.1	4.2
BBC Studios	3,057	21	621	965	850	485	115	0.7	20.3	31.6	27.8	15.9	3.7
World Service Group	1,017	*	52	263	358	253	91	*	5.1	25.9	35.2	24.9	8.9
BBC Studioworks	141	*	22	25	32	39	23	*	15.6	17.7	22.7	27.7	16.3
Children in Need	160	*	26	63	41	28	*	*	16.3	39.4	25.6	17.5	*
Other	1,318	*	100	351	431	320	116	*	7.6	26.6	32.7	24.3	8.8
Grand total	20,578	130	3,049	5,314	5,757	4,841	1,487	0.6	14.8	25.8	28.0	23.5	7.3

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Age continued

Leadership staff age distribution by division: 31 March 2024

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Content	446	*	*	61	173	158	52	*	*	13.7	38.8	35.4	11.7
Nations	580	*	*	58	212	251	56	*	*	10.0	36.6	43.3	9.6
News and Current Affairs	574	*	*	74	193	241	61	*	*	12.9	33.6	42.0	10.6
Operations Group	1,292	*	16	268	511	403	94	*	1.2	20.7	39.6	31.2	7.3
UK Public Service	2,892	*	26	461	1,089	1,053	263	*	0.9	15.9	37.7	36.4	9.1
BBC Studios (Sales & Distribution, Branded Services & Management)	481	*	*	132	202	118	21	*	*	27.4	42.0	24.5	4.4
BBC Studios (TV & Radio Production)	296	*	*	46	134	98	17	*	*	15.5	45.3	33.1	5.8
BBC Studios	777	*	*	178	336	216	38	*	*	22.9	43.2	27.8	4.9
World Service Group	180	*	*	21	75	63	19	*	*	11.7	41.7	35.0	10.5
BBC Studioworks	27	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	25	*	*	*	*	10	*	*	*	*	*	40.0	*
Other	232	*	*	31	93	82	23	*	*	13.4	40.1	35.3	9.9
Grand Total	3,901	*	38	670	1,518	1,351	324	*	1.0	17.2	38.9	34.6	8.3

All staff age distribution by Job Family: 31 March 2024

Job Family	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Commissioning	280	*	12	66	89	93	19	*	4.3	23.6	31.8	33.2	6.7
Programming	9,317	*	1,275	2,401	2,716	2,324	593	*	13.7	25.8	29.2	24.9	6.3
Sales/Marketing	830	*	185	288	234	106	16	*	22.3	34.7	28.2	12.8	1.9
Support/Admin	4,457	115	773	1,027	1,198	1,049	295	2.6	17.3	23.0	26.9	23.5	6.7
Technical/Engineering	5,309	*	788	1,469	1,416	1,149	482	*	14.8	27.7	26.7	21.6	9.1
Not Allocated	385	*	16	63	104	120	82	*	4.2	16.4	27.0	31.2	21.2
Grand Total	20,578	130	3,049	5,314	5,757	4,841	1,487	0.6	14.8	25.8	28.0	23.5	7.3

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Age continued

Leadership staff age distribution by Job Family: 31 March 2024

Job Family	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Commissioning	186	*	*	23	68	80	15	*	*	12.4	36.6	43.0	8.0
Programming	1,684	*	12	222	633	653	164	*	0.7	13.2	37.6	38.8	9.7
Sales/Marketing	174	*	*	38	84	46	*	*	*	21.8	48.3	26.4	*
Support/Admin	1,213	*	18	241	470	387	97	*	1.5	19.9	38.7	31.9	8.0
Technical/Engineering	644	*	*	146	263	185	43	*	*	22.7	40.8	28.7	6.7
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	3,901	*	38	670	1,518	1,351	324	*	1.0	17.2	38.9	34.6	8.3

All staff age distribution by grade bands: 31 March 2024

Grade band	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
A	182	*	61	29	20	35	36	*	33.5	15.9	11.0	19.2	19.9
B	2,010	*	699	450	323	388	142	*	34.8	22.4	16.1	19.3	7.0
C	6,224	*	1,431	1,866	1,401	1,137	385	*	23.0	30.0	22.5	18.3	6.1
D	7,369	*	457	2,195	2,385	1,810	518	*	6.2	29.8	32.4	24.6	6.9
E	2,495	*	33	536	1,006	745	175	*	1.3	21.5	40.3	29.9	7.0
F	1,107	*	*	117	423	448	114	*	*	10.6	38.2	40.5	10.2
SL	299	*	*	17	89	158	35	*	*	5.7	29.8	52.8	11.7
Not Allocated	892	113	363	104	110	120	82	12.7	40.7	11.7	12.3	13.5	9.1
Grand Total	20,578	130	3,049	5,314	5,757	4,841	1,487	0.6	14.8	25.8	28.0	23.5	7.3

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Staff continued

Age continued

All staff leaver and joiner distribution by age: 31 March 2024

Category	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Leavers	2,588	12	691	677	463	422	323	0.5	26.7	26.2	17.9	16.3	12.4
Joiners	2,437	106	1,081	728	332	164	26	4.3	44.4	29.9	13.6	6.7	1.1

All staff leaver distribution by age and reason for leaving: 31 March 2024

Reason for leaving	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Voluntary	863	*	228	330	201	76	23	*	26.4	38.2	23.3	8.8	2.7
Redundancy	794	*	22	118	173	273	208	*	2.8	14.9	21.8	34.4	26.1
End FTC	804	*	439	214	80	45	20	*	54.6	26.6	10.0	5.6	2.5
Other Involuntary	36	*	*	11	*	12	*	*	*	30.6	*	33.3	*
Other	91	*	*	*	*	16	65	*	*	*	*	17.6	71.4
Grand Total	2,588	12	691	677	463	422	323	0.5	26.7	26.2	17.9	16.3	12.4

All staff internal mover distribution by age: 31 March 2024

Internal move type	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Attachment	894	*	199	335	238	117	*	*	22.3	37.5	26.6	13.1	*
Promotion	918	*	254	302	226	102	26	*	27.7	32.9	24.6	11.1	2.8
Transfer	1,513	*	474	480	362	171	24	*	31.3	31.7	23.9	11.3	1.7
Grand Total	3,325	10	927	1,117	826	390	55	0.3	27.9	33.6	24.8	11.7	1.7

All staff age distribution by contract type: 31 March 2024

Contract type	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Continuing	18,930	81	2,296	4,850	5,534	4,722	1,447	0.4	12.1	25.6	29.2	24.9	7.8
Fixed Term less than 1 yr	483	41	198	136	64	30	14	8.5	41.0	28.2	13.3	6.2	2.8
Fixed Term 1 yr+	1,159	*	555	328	159	88	21	*	47.9	28.3	13.7	7.6	1.8
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	130	3,049	5,314	5,757	4,841	1,487	0.6	14.8	25.8	28.0	23.5	7.3

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

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Staff continued

Age continued

All staff age distribution by length of service: 31 March 2024

Length of service (years)	Total	Age band (numbers)						Age band (%)					
		<20	20–29	30–39	40–49	50–59	60+	<20	20–29	30–39	40–49	50–59	60+
<1	2,187	101	940	659	303	157	27	4.6	43.0	30.1	13.9	7.2	1.2
1-<3	3,506	25	1,349	1,270	558	257	47	0.7	38.5	36.2	15.9	7.3	1.4
3-<5	1,484	*	373	577	340	165	29	*	25.1	38.9	22.9	11.1	2.0
5-<10	4,378	*	380	1,855	1,259	685	197	*	8.7	42.4	28.8	15.6	4.5
10+	9,023	*	*	953	3,297	3,577	1,187	*	*	10.6	36.5	39.6	13.2
Grand Total	20,578	130	3,049	5,314	5,757	4,841	1,487	0.6	14.8	25.8	28.0	23.5	7.3

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Disability

All staff disability distribution by division: 31 March 2024

Division	Total	Disability (numbers)				Disability (%)				Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Content	2,354	257	1,922	112	63	10.9	81.6	4.8	2.7	53	2.3
Nations	4,701	406	3,988	221	86	8.6	84.8	4.7	1.9	78	1.7
News and Current Affairs	2,381	226	2,005	109	41	9.5	84.2	4.6	1.7	27	1.1
Operations Group	6,767	665	5,665	322	115	9.8	83.7	4.8	1.7	236	3.5
UK Public Service	16,203	1,554	13,580	764	305	9.6	83.8	4.7	1.9	394	2.4
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	121	1,425	79	31	7.3	86.1	4.8	1.8	46	2.8
BBC Studios (TV & Radio Production)	1,401	149	1,171	47	34	10.6	83.6	3.4	2.4	35	2.5
BBC Studios	3,057	270	2,596	126	65	8.8	84.9	4.1	2.2	81	2.6
World Service Group	1,017	60	870	42	45	5.9	85.5	4.1	4.5	11	1.1
BBC Studioworks	141	14	117	*	*	9.9	83.0	*	*	*	*
Children in Need	160	18	135	*	*	11.3	84.4	*	*	*	*
Other	1,318	92	1,122	53	51	7.0	85.1	4.0	3.9	17	1.3
Grand Total	20,578	1,916	17,298	943	421	9.3	84.1	4.6	2.0	492	2.4

Leadership staff disability distribution by division: 31 March 2024

Division	Total	Disability (numbers)				Disability (%)				Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Content	446	43	381	18	*	9.6	85.4	4.0	*	11	2.5
Nations	580	43	503	24	10	7.4	86.7	4.1	1.8	11	1.9
News and Current Affairs	574	34	508	21	11	5.9	88.5	3.7	1.9	*	*
Operations Group	1,292	128	1,091	48	25	9.9	84.4	3.7	2.0	53	4.1
UK Public Service	2,892	248	2,483	111	50	8.6	85.9	3.8	1.7	79	2.7
BBC Studios (Sales & Distribution, Branded Services & Management)	481	26	430	17	*	5.4	89.4	3.5	*	11	2.3
BBC Studios (TV & Radio Production)	296	24	256	*	*	8.1	86.5	*	*	*	*
BBC Studios	777	50	686	25	16	6.4	88.3	3.2	2.1	18	2.3
World Service Group	180	12	156	*	*	6.7	86.7	*	*	*	*
BBC Studioworks	27	*	25	*	*	*	92.6	*	*	*	*
Children in Need	25	*	24	*	*	*	96.0	*	*	*	*
Other	232	14	205	*	*	6.0	88.4	*	*	*	*
Grand total	3,901	312	3,374	144	71	8.0	86.5	3.7	1.8	103	2.6

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

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Staff continued

Disability continued

All staff disability distribution by Job Family: 31 March 2024

Job Family	Disability (numbers)					Disability (%)				Non-disabled neurodivergent	
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Commissioning	280	32	236	10	*	11.4	84.3	3.6	*	*	*
Programming	9,317	812	7,911	414	180	8.7	84.9	4.4	2.0	155	1.7
Sales/Marketing	830	72	705	42	11	8.7	84.9	5.1	1.3	24	2.9
Support/Admin	4,457	485	3,705	204	63	10.9	83.1	4.6	1.4	125	2.8
Technical/Engineering	5,309	506	4,426	250	127	9.5	83.4	4.7	2.4	180	3.4
Not allocated	385	*	315	23	38	*	81.8	6.0	9.9	*	*
Grand total	20,578	1,916	17,298	943	421	9.3	84.1	4.6	2.0	492	2.4

Leadership staff disability distribution by Job Family: 31 March 2024

Job Family	Disability (numbers)					Disability (%)				Non-disabled neurodivergent	
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Commissioning	186	15	162	*	*	8.1	87.1	*	*	*	*
Programming	1,684	117	1,467	64	36	6.9	87.1	3.8	2.2	25	1.5
Sales/Marketing	174	13	150	*	*	7.5	86.2	*	*	*	*
Support/Admin	1,213	120	1,034	45	14	9.9	85.2	3.7	1.2	33	2.7
Technical/Engineering	644	47	561	22	14	7.3	87.1	3.4	2.2	37	5.7
Not allocated	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,901	312	3,374	144	71	8.0	86.5	3.7	1.8	103	2.6

All staff disability distribution by grade bands: 31 March 2024

Grade band	Disability (numbers)					Disability (%)				Non-disabled neurodivergent	
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
A	182	23	145	*	*	12.6	79.7	*	*	*	*
B	2,010	258	1,604	102	46	12.8	79.8	5.1	2.3	47	2.3
C	6,224	625	5,174	304	121	10.0	83.1	4.9	2.0	141	2.3
D	7,369	597	6,307	339	126	8.1	85.6	4.6	1.7	184	2.5
E	2,495	179	2,169	102	45	7.2	86.9	4.1	1.8	69	2.8
F	1,107	102	952	31	22	9.2	86.0	2.8	2.0	27	2.4
SL	299	31	253	11	*	10.4	84.6	3.7	*	*	*
Not allocated	892	101	694	46	51	11.3	77.8	5.2	5.7	12	1.3
Grand total	20,578	1,916	17,298	943	421	9.3	84.1	4.6	2.0	492	2.4

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Staff continued

Disability continued

All staff leaver and joiner distribution by disability: 31 March 2024

Category	Total	Disability (numbers)				Disability (%)				Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Leavers	2,588	302	2,081	140	65	11.7	80.4	5.4	2.5	26	1.0
Joiners	2,437	308	1,870	106	153	12.6	76.7	4.3	6.4	23	0.9

All staff leaver distribution by disability and reason for leaving: 31 March 2024

Reason for leaving	Total	Disability (numbers)				Disability (%)				Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Voluntary	863	79	719	46	19	9.2	83.3	5.3	2.2	12	1.4
Redundancy	794	71	670	40	13	8.9	84.4	5.0	1.7	*	*
End FTC	804	134	593	48	29	16.7	73.8	6.0	3.5	*	*
Other involuntary	36	*	27	*	*	*	75.0	*	*	*	*
Other	91	11	72	*	*	12.1	79.1	*	*	*	*
Grand total	2,588	302	2,081	140	65	11.7	80.4	5.4	2.5	26	1.0

All staff internal mover distribution by disability: 31 March 2024

Internal move type	Total	Disability (numbers)				Disability (%)				Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Attachment	894	80	771	34	*	8.9	86.2	3.8	*	20	2.2
Promotion	918	86	773	41	18	9.4	84.2	4.5	1.9	27	2.9
Transfer	1,513	154	1,268	67	24	10.2	83.8	4.4	1.6	34	2.2
Grand total	3,325	320	2,812	142	51	9.6	84.6	4.3	1.5	81	2.4

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

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Staff continued

Disability continued

All staff disability distribution by contract type: 31 March 2024

Contract type	Disability (numbers)					Disability (%)				Non-disabled neurodivergent	
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
Continuing	18,930	1,717	15,995	872	346	9.1	84.5	4.6	1.8	463	2.4
Fixed Term less than 1 yr	483	65	378	20	20	13.5	78.3	4.1	4.1	*	*
Fixed Term 1 yr+	1,159	133	921	51	54	11.5	79.5	4.4	4.6	22	1.9
Flexicon	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	1,916	17,298	943	421	9.3	84.1	4.6	2.0	492	2.4

All staff disability distribution by length of service: 31 March 2024

Length of service (yrs)	Disability (numbers)					Disability (%)				Non-disabled neurodivergent	
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)
<1	2,187	262	1,694	93	138	12.0	77.5	4.3	6.2	20	0.9
1-<3	3,506	363	2,971	160	12	10.4	84.7	4.6	0.3	119	3.4
3-<5	1,484	164	1,235	80	*	11.1	83.2	5.4	*	40	2.7
5-<10	4,378	380	3,638	212	148	8.7	83.1	4.8	3.4	131	3.0
10+	9,023	747	7,760	398	118	8.3	86.0	4.4	1.3	182	2.0
Grand total	20,578	1,916	17,298	943	421	9.3	84.1	4.6	2.0	492	2.4

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Disability continued

All staff disability description distribution by division: 31 March 2024

Division	Disabled total	Disability description (numbers)													
		Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Content	257	53	22	*	36	*	41	47	40	*	*	*	14	*	72
Nations	406	89	43	12	41	*	66	67	51	*	*	18	53	11	105
News and Current Affairs	226	40	18	*	21	*	36	23	34	*	*	*	17	*	83
Operations Group	665	118	59	15	102	11	100	148	90	*	*	14	68	16	175
UK Public Service	1,554	300	142	37	200	23	243	285	215	*	*	39	152	40	435
BBC Studios (Sales & Distribution, Branded Services & Management)	121	21	12	7	21	*	29	24	17	*	*	*	19	*	23
BBC Studios (TV & Radio Production)	149	17	8	3	33	*	34	33	16	*	*	*	*	*	42
BBC Studios	270	38	20	10	54	*	63	57	33	*	*	*	28	*	65
World Service Group	60	*	*	*	*	*	11	*	10	*	*	*	*	*	24
BBC Studioworks	14	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	18	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	92	*	*	*	*	*	19	*	17	*	*	*	11	*	32
Grand total	1,916	350	171	49	262	23	325	351	265	*	*	43	191	49	532

All staff disability description distribution by division: 31 March 2024

Division	Disability description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Content	20.6	8.6	*	14.0	*	16.0	18.3	15.6	*	*	*	5.4	*	28.0
Nations	21.9	10.6	3.0	10.1	*	16.3	16.5	12.6	*	*	4.4	13.1	2.7	25.9
News and Current Affairs	17.7	8.0	*	9.3	*	15.9	10.2	15.0	*	*	*	7.5	*	36.7
Operations Group	17.7	8.9	2.3	15.3	1.7	15.0	22.3	13.5	*	*	2.1	10.2	2.4	26.3
UK Public Service	19.3	9.1	2.4	12.9	1.5	15.6	18.3	13.8	*	*	2.5	9.8	2.6	28.0
BBC Studios (Sales & Distribution, Branded Services & Management)	17.4	9.9	5.8	17.4	0.0	24.0	19.8	14.0	*	*	*	15.7	*	19.0
BBC Studios (TV & Radio Production)	11.4	5.4	2.0	22.1	0.0	22.8	22.1	10.7	*	*	*	*	*	28.2
BBC Studios	14.1	7.4	3.7	20.0	0.0	23.3	21.1	12.2	*	*	*	10.4	*	24.1
World Service Group	*	*	*	*	*	18.3	*	16.7	*	*	*	*	*	40.0
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	20.7	*	18.5	*	*	*	12.0	*	34.8
Grand total	18.3	8.9	2.6	13.7	1.2	17.0	18.3	13.8	*	*	2.2	10.0	2.6	27.8

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Staff continued

Disability continued

All staff disability description distribution by Job Family: 31 March 2024

Job Family	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Commissioning	32	*	*	*	*	*	*	13	*	*	*	*	*	*	*
Programming	812	151	70	18	95	*	140	108	110	*	*	16	65	20	256
Sales/Marketing	72	12	*	*	*	*	16	12	13	*	*	*	*	*	20
Support/Admin	485	107	42	17	69	*	97	104	71	*	*	14	64	18	92
Technical/Engineering	506	76	51	13	87	*	65	113	62	*	*	12	52	*	153
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	1,916	350	171	49	262	23	325	351	265	*	*	43	191	49	532

All staff disability description distribution by Job Family: 31 March 2024

Job Family	Disability description (%)														
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data	
Commissioning	*	*	*	*	*	*	40.6	*	*	*	*	*	*	*	
Programming	18.6	8.6	2.2	11.7	*	17.2	13.3	13.5	*	*	2.0	8.0	2.5	31.5	
Sales/Marketing	16.7	*	*	*	*	22.2	16.7	18.1	*	*	*	*	*	27.8	
Support/Admin	22.1	8.7	3.5	14.2	*	20.0	21.4	14.6	*	*	2.9	13.2	3.7	19.0	
Technical/Engineering	15.0	10.1	2.6	17.2	*	12.8	22.3	12.3	*	*	2.4	10.3	*	30.2	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Grand total	18.3	8.9	2.6	13.7	1.2	17.0	18.3	13.8	*	*	2.2	10.0	2.6	27.8	

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Staff continued

Disability continued

All staff disability description distribution by grade bands: 31 March 2024

Grade band	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
A	23	*	*	*	*	*	*	*	*	*	*	*	*	*	*
B	258	59	20	*	33	*	40	41	24	*	*	*	26	*	77
C	625	93	59	17	89	*	101	117	80	*	*	14	58	16	201
D	597	104	55	11	80	*	93	109	89	*	*	14	68	*	152
E	179	45	13	*	19	*	29	28	30	*	*	*	17	*	45
F	102	17	10	*	12	*	27	14	26	*	*	*	*	*	21
SL	31	12	*	*	*	*	*	*	*	*	*	*	*	*	*
Not Allocated	101	13	11	*	23	*	22	35	*	*	*	*	*	*	26
Grand total	1,916	350	171	49	262	23	325	351	265	*	*	43	191	49	532

All staff disability description distribution by grade bands: 31 March 2024

Grade band	Disability description (%)														
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data	
A	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
B	22.9	7.8	2.7	12.8	*	15.5	15.9	9.3	*	*	*	10.1	*	29.8	
C	14.9	9.4	2.7	14.2	*	16.2	18.7	12.8	*	*	2.2	9.3	2.6	32.2	
D	17.4	9.2	1.8	13.4	*	15.6	18.3	14.9	*	*	2.3	11.4	*	25.5	
E	25.1	7.3	*	10.6	*	16.2	15.6	16.8	*	*	*	9.5	*	25.1	
F	16.7	9.8	*	11.8	*	26.5	13.7	25.5	*	*	*	*	*	20.6	
SL	38.7	*	*	*	*	*	*	*	*	*	*	*	*	*	
Not Allocated	12.9	10.9	*	22.8	*	21.8	34.7	*	*	*	*	*	*	25.7	
Grand total	18.3	8.9	2.6	13.7	1.2	17.0	18.3	13.8	*	*	2.2	10.0	2.6	27.8	

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Staff continued

Disability continued

All staff leaver and joiner distribution by disability description: 31 March 2024

Category	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Leavers	302	43	27	12	46	*	74	50	39	*	*	*	17	10	108
Joiners	308	45	26	25	80	*	85	95	33	*	*	*	23	19	66

All staff leaver and joiner distribution by disability description: 31 March 2024

Category	Disability description (%)														
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data	
Leavers	14.2	8.9	4.0	15.2	*	24.5	16.6	12.9	*	*	*	5.6	3.3	35.8	
Joiners	14.6	8.4	8.1	26.0	*	27.6	30.8	10.7	*	*	*	7.5	6.2	21.4	

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Staff continued

Disability continued

All staff leaver distribution by disability description and reason for leaving: 31 March 2024

Reason for leaving	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Voluntary	79	*	*	*	13	*	22	13	12	*	*	*	*	*	28
Redundancy	71	17	10	*	*	*	19	*	15	*	*	*	*	*	19
End FTC	134	18	13	*	27	*	29	25	*	*	*	*	*	*	56
Other involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	11	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	302	43	27	12	46	*	74	50	39	*	*	*	17	10	108

All staff leaver distribution by disability description and reason for leaving: 31 March 2024

Reason for leaving	Disability description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Voluntary	*	*	*	16.5	*	27.8	16.5	15.2	*	*	*	*	*	35.4
Redundancy	23.9	14.1	*	*	*	26.8	*	21.1	*	*	*	*	*	26.8
End FTC	13.4	9.7	*	20.1	*	21.6	18.7	*	*	*	*	*	*	41.8
Other involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	9.1	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	14.2	8.9	4.0	15.2	*	24.5	16.6	12.9	*	*	*	5.6	3.3	35.8

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Staff continued

Disability continued

All staff internal mover distribution by disability description: 31 March 2024

Internal move type	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Attachment	80	16	*	*	12	*	13	18	13	*	*	*	*	*	19
Promotion	86	12	*	*	11	*	*	13	*	*	*	*	*	*	33
Transfer	154	30	10	*	13	*	28	27	23	*	*	*	12	*	55
Grand total	320	58	20	*	36	*	48	58	44	*	*	*	25	*	107

All staff internal mover distribution by disability description: 31 March 2024

Internal move type	Disability description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Attachment	20.0	*	*	15.0	*	16.3	22.5	16.3	*	*	*	*	*	23.8
Promotion	14.0	*	*	12.8	*	*	15.1	*	*	*	*	*	*	38.4
Transfer	19.5	6.5	*	8.4	*	18.2	17.5	14.9	*	*	*	7.8	*	35.7
Grand total	18.1	6.3	*	11.3	*	15.0	18.1	13.8	*	*	*	7.8	*	33.4

All staff disability description distribution by contract type: 31 March 2024

Contract type	Disability description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Continuing	1,717	328	156	36	219	23	274	302	249	*	*	41	175	40	473
Fixed Term less than 1 yr	65	*	*	*	18	*	17	20	*	*	*	*	*	*	15
Fixed Term 1 yr+	133	14	10	10	25	*	34	29	*	*	*	11	*	43	
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	1,916	350	171	49	262	23	325	351	265	*	*	43	191	49	532

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Staff continued

Disability continued

All staff disability description distribution by contract type: 31 March 2024

Contract type	Disability description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
Continuing	19.1	9.1	2.1	12.8	1.3	16.0	17.6	14.5	*	*	2.4	10.2	2.3	27.5
Fixed Term less than 1 yr	*	*	*	27.7	*	26.2	30.8	*	*	*	*	*	*	23.1
Fixed Term 1 yr+	10.5	7.5	7.5	18.8	*	25.6	21.8	*	*	*	*	8.3	*	32.3
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	18.3	8.9	2.6	13.7	1.2	17.0	18.3	13.8	*	*	2.2	10.0	2.6	27.8

All staff disability description distribution by length of service: 31 March 2024

Length of service (yrs)	Total	Disability description (numbers)													
		Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
<1	262	37	18	21	71	*	72	82	28	*	*	*	22	15	58
1-<3	363	38	21	*	35	*	35	73	25	*	*	*	22	*	170
3-<5	164	34	16	*	33	*	27	32	18	*	*	*	16	*	36
5-<10	380	66	37	*	49	*	72	83	63	*	*	*	37	*	91
10+	747	175	79	*	74	14	119	81	131	*	*	29	94	18	177
Grand total	1,916	350	171	49	262	23	325	351	265	*	*	43	191	49	532

All staff disability description distribution by length of service: 31 March 2024

Length of service (yrs)	Disability description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Pref not to say	No data
<1	14.1	6.9	8.0	27.1	*	27.5	31.3	10.7	*	*	*	8.4	5.7	22.1
1-<3	10.5	5.8	*	9.6	*	9.6	20.1	6.9	*	*	*	6.1	*	46.8
3-<5	20.7	9.8	*	20.1	*	16.5	19.5	11.0	*	*	*	9.8	*	22.0
5-<10	17.4	9.7	*	12.9	*	18.9	21.8	16.6	*	*	*	9.7	*	23.9
10+	23.4	10.6	*	9.9	1.9	15.9	10.8	17.5	*	*	3.9	12.6	2.4	23.7
Grand total	18.3	8.9	2.6	13.7	1.2	17.0	18.3	13.8	*	*	2.2	10.0	2.6	27.8

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Staff continued

Disability continued

All staff disability adjustments distribution by division: 31 March 2024

Division	Disability adjustments (numbers)										Disability adjustments (%)									
	Disabled total	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	
Content	257	35	*	*	17	17	*	20	*	184	13.6	*	*	6.6	6.6	*	7.8	*	71.6	
Nations	406	71	35	26	31	29	12	41	*	271	17.5	8.6	6.4	7.6	7.1	3.0	10.1	*	66.7	
News and Current Affairs	226	39	12	*	25	11	*	13	*	159	17.3	5.3	*	11.1	4.9	*	5.8	*	70.4	
Operations Group	665	110	18	22	54	45	*	74	*	468	16.5	2.7	3.3	8.1	6.8	*	11.1	*	70.4	
UK Public Service	1,554	255	72	59	127	102	36	148	20	1,082	16.4	4.6	3.8	8.2	6.6	2.3	9.5	1.3	69.6	
BBC Studios (Sales & Distribution, Branded Services & Management)	121	21	*	*	*	*	*	*	*	89	17.4	*	*	*	*	*	*	*	*	
BBC Studios (TV & Radio Production)	149	14	*	*	*	*	*	11	*	123	9.4	*	*	*	*	*	*	2.7	*	
BBC Studios	270	35	*	*	13	10	*	20	*	212	13.0	*	*	4.8	3.7	*	*	2.6	*	
World Service Group	60	*	*	*	*	*	*	*	*	42	*	*	*	*	*	*	*	*	*	
BBC Studioworks	14	*	*	*	*	*	*	*	*	11	*	*	*	*	*	*	*	*	*	
Children in Need	18	*	*	*	*	*	*	*	*	11	*	*	*	*	*	*	*	*	*	
Other	92	16	*	*	*	*	*	*	*	64	17.4	*	*	*	*	*	*	*	*	
Grand total	1,916	306	87	69	145	121	42	176	28	1,358	16.0	4.5	3.6	7.6	6.3	2.2	9.2	1.5	70.9	

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Staff continued

Disability continued

Leadership disability adjustments distribution by division: 31 March 2024

Division	Disability adjustments (numbers)										Disability adjustments (%)									
	Disabled total	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	
Content	43	*	*	*	*	*	*	*	*	30	*	*	*	*	*	*	*	*	69.8	
Nations	43	*	*	*	*	*	*	*	*	30	*	*	*	*	*	*	*	*	69.8	
News and Current Affairs	34	*	*	*	*	*	*	*	*	26	*	*	*	*	*	*	*	*	76.5	
Operations Group	128	17	*	*	10	12	*	12	*	88	13.3	*	*	7.8	9.4	*	9.4	*	68.8	
UK Public Service	248	35	*	12	23	25	*	23	*	174	14.1	*	4.8	9.3	10.1	*	9.3	*	70.2	
BBC Studios (Sales & Distribution, Branded Services & Management)	26	*	*	*	*	*	*	*	*	19	*	*	*	*	*	*	*	*	73.1	
BBC Studios (TV & Radio Production)	24	*	*	*	*	*	*	*	*	22	*	*	*	*	*	*	*	*	91.7	
BBC Studios	50	*	*	*	*	*	*	*	*	41	*	*	*	*	*	*	*	*	82.0	
World Service Group	12	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Other	14	*	*	*	*	*	*	*	*	10	*	*	*	*	*	*	*	*	71.4	
Grand total	312	42	10	13	25	26	*	28	*	225	13.5	3.2	4.2	8.0	8.3	*	9.0	*	72.1	

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Staff continued

Ethnicity

All staff ethnicity distribution by division: 31 March 2024

Division	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Chief Customer Officer Group	2,354	349	118	98	112	21	1,773	142	51	39	14.8	5.0	4.2	4.8	0.9	75.3	6.0	2.2	1.6	
Chief Operating Group	4,701	333	130	68	122	13	3,839	364	116	49	7.1	2.8	1.4	2.6	0.3	81.7	7.7	2.5	1.0	
Content	2,381	461	185	111	103	62	1,620	206	67	27	19.4	7.8	4.7	4.3	2.6	68.0	8.7	2.8	1.1	
Group Corporate Affairs	6,767	1,295	659	288	244	104	4,679	515	180	98	19.1	9.7	4.3	3.6	1.5	69.1	7.6	2.7	1.5	
UK Public Service	16,203	2,438	1,092	565	581	200	11,911	1,227	414	213	15.0	6.7	3.5	3.6	1.2	73.5	7.6	2.6	1.3	
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	355	175	78	76	26	1,057	176	40	28	21.4	10.6	4.7	4.6	1.6	63.8	10.6	2.4	1.7	
BBC Studios (TV & Radio Production)	1,401	164	45	36	66	17	1,089	72	33	43	11.7	3.2	2.6	4.7	1.2	77.7	5.1	2.4	3.1	
BBC Studios	3,057	519	220	114	142	43	2,146	248	73	71	17.0	7.2	3.7	4.6	1.4	70.2	8.1	2.4	2.4	
World Service Group	1,017	546	176	43	41	286	286	96	57	32	53.7	17.3	4.2	4.0	28.1	28.1	9.4	5.6	3.3	
BBC Studioworks	141	15	*	*	*	*	113	*	*	*	10.6	*	*	*	*	80.1	*	*	*	
Children in Need	160	22	10	*	*	*	116	11	*	*	13.8	6.3	*	*	*	72.5	6.9	*	*	
Other	1,318	583	189	57	50	287	515	116	62	42	44.2	14.3	4.3	3.8	21.8	39.1	8.8	4.7	3.2	
Grand total	20,578	3,540	1,501	736	773	530	14,572	1,591	549	326	17.2	7.3	3.6	3.8	2.6	70.8	7.7	2.7	1.5	

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Ethnicity continued

Leadership staff ethnicity distribution by division: 31 March 2024

Division	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Chief Customer Officer Group	446	64	23	18	19	*	334	37	*	*	14.3	5.2	4.0	4.3	*	74.9	8.3	*	*	
Chief Operating Group	580	29	14	*	10	*	478	54	14	*	5.0	2.4	*	1.7	*	82.4	9.3	2.4	*	
Content	574	88	39	17	22	10	422	46	13	*	15.3	6.8	3.0	3.8	1.7	73.5	8.0	2.3	*	
Group Corporate Affairs	1,292	190	113	28	37	12	947	112	26	17	14.7	8.7	2.2	2.9	0.9	73.3	8.7	2.0	1.3	
UK Public Service	2,892	371	189	66	88	28	2,181	249	60	31	12.8	6.5	2.3	3.0	1.0	75.4	8.6	2.1	1.1	
BBC Studios (Sales & Distribution, Branded Services & Management)	481	73	43	*	19	*	326	61	14	*	15.2	8.9	*	4.0	*	67.8	12.7	2.9	*	
BBC Studios (TV & Radio Production)	296	28	*	*	16	*	240	13	*	*	9.5	*	*	5.4	*	81.1	4.4	*	*	
BBC Studios	777	101	48	12	35	*	566	74	20	16	13.0	6.2	1.5	4.5	*	72.8	9.5	2.6	2.1	
World Service Group	180	77	15	11	*	44	77	16	*	*	42.8	8.3	6.1	*	24.4	42.8	8.9	*	*	
BBC Studioworks	27	*	*	*	*	*	19	*	*	*	*	*	*	*	*	70.4	*	*	*	
Children in Need	25	*	*	*	*	*	16	*	*	*	*	*	*	*	*	64.0	*	*	*	
Other	232	88	19	14	10	45	112	20	*	*	37.9	8.2	6.0	4.3	19.4	48.3	8.6	*	*	
Grand total	3,901	560	256	92	133	79	2,859	343	89	50	14.4	6.6	2.4	3.4	2.0	73.3	8.8	2.3	1.2	

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Ethnicity continued

All staff ethnicity distribution by job family: 31 March 2024

Job Family	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Commissioning	280	61	20	15	18	*	180	31	*	*	21.8	7.1	5.4	6.4	*	64.3	11.1	*	*	
Programming	9,317	1,516	548	275	340	353	6,752	666	240	143	16.3	5.9	3.0	3.6	3.8	72.5	7.1	2.6	1.5	
Sales/Marketing	830	139	60	29	38	12	591	75	11	14	16.7	7.2	3.5	4.6	1.4	71.2	9.0	1.3	1.8	
Support/Admin	4,457	867	381	221	209	56	3,065	372	96	57	19.5	8.5	5.0	4.7	1.3	68.8	8.3	2.2	1.2	
Technical/Engineering	5,309	938	483	194	161	100	3,674	424	181	92	17.7	9.1	3.7	3.0	1.9	69.2	8.0	3.4	1.7	
Not Allocated	385	19	*	*	*	*	310	23	17	16	4.9	*	*	*	*	80.5	6.0	4.4	4.2	
Grand total	20,578	3,540	1,501	736	773	530	14,572	1,591	549	326	17.2	7.3	3.6	3.8	2.6	70.8	7.7	2.7	1.5	

Leadership staff ethnicity distribution by job family: 31 March 2024

Job Family	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Commissioning	186	36	13	*	13	*	122	21	*	*	19.4	7.0	*	7.0	*	65.6	11.3	*	*	
Programming	1,684	232	78	42	55	57	1,269	124	38	21	13.8	4.6	2.5	3.3	3.4	75.4	7.4	2.3	1.1	
Sales/Marketing	174	20	10	*	*	*	130	17	*	*	11.5	5.7	*	*	*	74.7	9.8	*	*	
Support/Admin	1,213	193	105	35	44	*	870	110	28	12	15.9	8.7	2.9	3.6	*	71.7	9.1	2.3	1.0	
Technical/Engineering	644	79	50	*	14	*	468	71	18	*	12.3	7.8	*	2.2	*	72.7	11.0	2.8	*	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Grand total	3,901	560	256	92	133	79	2,859	343	89	50	14.4	6.6	2.4	3.4	2.0	73.3	8.8	2.3	1.2	

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Ethnicity continued

All staff ethnicity distribution by grade bands: 31 March 2024

Grade band	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
A	182	35	16	13	*	*	127	*	*	*	19.2	8.8	7.1	*	*	69.8	*	*	*	
B	2,010	373	133	105	94	41	1,412	135	44	46	18.6	6.6	5.2	4.7	2.0	70.2	6.7	2.2	2.4	
C	6,224	1,242	541	268	248	185	4,256	466	163	97	20.0	8.7	4.3	4.0	3.0	68.4	7.5	2.6	1.5	
D	7,369	1,168	501	207	241	219	5,291	585	227	98	15.9	6.8	2.8	3.3	3.0	71.8	7.9	3.1	1.3	
E	2,495	374	176	60	82	56	1,809	216	65	31	15.0	7.1	2.4	3.3	2.2	72.5	8.7	2.6	1.2	
F	1,107	146	66	24	39	17	828	94	21	18	13.2	6.0	2.2	3.5	1.5	74.8	8.5	1.9	1.6	
SL	299	40	14	*	12	*	222	33	*	*	13.4	4.7	*	4.0	*	74.2	11.0	*	*	
Not Allocated	892	162	54	51	52	*	627	53	22	28	18.2	6.1	5.7	5.8	*	70.3	5.9	2.5	3.1	
Grand total	20,578	3,540	1,501	736	773	530	14,572	1,591	549	326	17.2	7.3	3.6	3.8	2.6	70.8	7.7	2.7	1.5	

All staff leaver and joiner distribution by ethnicity: 31 March 2024

Category	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Leavers	2,588	582	222	174	105	81	1,696	188	81	41	22.5	8.6	6.7	4.1	3.1	65.5	7.3	3.1	1.6	
Joiners	2,437	531	203	162	120	46	1,481	134	62	229	21.8	8.3	6.6	4.9	1.9	60.8	5.5	2.5	9.5	

All staff leaver distribution by ethnicity and reason for leaving: 31 March 2024

Reason for leaving	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Voluntary	863	186	77	46	39	24	563	69	30	15	21.6	8.9	5.3	4.5	2.8	65.2	8.0	3.5	1.8	
Redundancy	794	172	83	34	24	31	531	63	24	*	21.7	10.5	4.3	3.0	3.9	66.9	7.9	3.0	*	
End FTC	804	203	52	90	40	21	507	52	22	20	25.2	6.5	11.2	5.0	2.6	63.1	6.5	2.7	2.4	
Other involuntary	36	12	*	*	*	*	22	*	*	*	33.3	*	*	*	*	61.1	*	*	*	
Other	91	*	*	*	*	*	73	*	*	*	*	*	*	*	*	80.2	*	*	*	
Grand total	2,588	582	222	174	105	81	1,696	188	81	41	22.5	8.6	6.7	4.1	3.1	65.5	7.3	3.1	1.6	

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Ethnicity continued

All staff internal mover distribution by ethnicity: 31 March 2024

Internal move type	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Attachment	894	185	64	40	49	32	627	62	17	*	20.7	7.2	4.5	5.5	3.6	70.1	6.9	1.9	*	
Promotion	918	165	68	31	29	37	666	66	16	*	18.0	7.4	3.4	3.2	4.0	72.5	7.2	1.7	*	
Transfer	1,513	320	130	69	62	59	1,021	119	32	21	21.2	8.6	4.6	4.1	3.9	67.5	7.9	2.1	1.3	
Grand total	3,325	670	262	140	140	128	2,314	247	65	29	20.2	7.9	4.2	4.2	3.8	69.6	7.4	2.0	0.9	

All staff ethnicity distribution by contract type: 31 March 2024

Contract type	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Continuing	18,930	3,223	1,385	659	687	492	13,491	1,498	501	217	17.0	7.3	3.5	3.6	2.6	71.3	7.9	2.6	1.2	
Fixed Term less than 1 yr	483	95	32	27	28	*	327	19	12	30	19.7	6.6	5.6	5.8	*	67.7	3.9	2.5	6.2	
Fixed Term 1 yr+	1,159	221	84	50	57	30	749	74	36	79	19.1	7.2	4.3	4.9	2.6	64.6	6.4	3.1	6.9	
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Grand Total	20,578	3,540	1,501	736	773	530	14,572	1,591	549	326	17.2	7.3	3.6	3.8	2.6	70.8	7.7	2.7	1.5	

All staff ethnicity distribution by length of service: 31 March 2024

Length of service (yrs)	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
<1	2,187	433	175	113	108	37	1,361	120	55	218	19.8	8.0	5.2	4.9	1.7	62.2	5.5	2.5	10.0	
1-<3	3,506	810	395	163	177	75	2,311	299	75	11	23.1	11.3	4.6	5.0	2.1	65.9	8.5	2.1	0.5	
3-<5	1,484	350	129	82	84	55	981	115	33	*	23.6	8.7	5.5	5.7	3.7	66.1	7.7	2.2	*	
5-<10	4,378	764	339	147	170	108	3,034	420	122	38	17.5	7.7	3.4	3.9	2.5	69.3	9.6	2.8	0.8	
10+	9,023	1,183	463	231	234	255	6,885	637	264	54	13.1	5.1	2.6	2.6	2.8	76.3	7.1	2.9	0.6	
Grand total	20,578	3,540	1,501	736	773	530	14,572	1,591	549	326	17.2	7.3	3.6	3.8	2.6	70.8	7.7	2.7	1.5	

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Gender

All staff gender distribution by division: 31 March 2024

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Content	2,354	1,348	1,006	57.3	42.7
Nations	4,701	2,293	2,408	48.8	51.2
News and Current Affairs	2,381	1,328	1,053	55.8	44.2
Operations Group	6,767	2,813	3,954	41.6	58.4
UK Public Service	16,203	7,782	8,421	48.0	52.0
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	971	685	58.6	41.4
BBC Studios (TV & Radio Production)	1,401	935	466	66.7	33.3
BBC Studios	3,057	1,906	1,151	62.3	37.7
World Service Group	1,017	508	509	50.0	50.0
BBC Studioworks	141	40	101	28.4	71.6
Children in Need	160	132	28	82.5	17.5
Other	1,318	680	638	51.6	48.4
Grand total	20,578	10,368	10,210	50.4	49.6

Leadership staff gender distribution by division: 31 March 2024

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Content	446	237	209	53.1	46.9
Nations	580	255	325	44.0	56.0
News and Current Affairs	574	281	293	49.0	51.0
Operations Group	1,292	607	685	47.0	53.0
UK Public Service	2,892	1,380	1,512	47.7	52.3
BBC Studios (Sales & Distribution, Branded Services & Management)	481	255	226	53.0	47.0
BBC Studios (TV & Radio Production)	296	174	122	58.8	41.2
BBC Studios	777	429	348	55.2	44.8
World Service Group	180	82	98	45.6	54.4
BBC Studioworks	27	*	22	*	81.5
Children in Need	25	19	*	76.0	*
Other	232	106	126	45.7	54.3
Grand total	3,901	1,915	1,986	49.1	50.9

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Gender continued

All staff Gender distribution by job family: 31 March 2024

Job Family	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Commissioning	280	187	93	66.8	33.2
Programming	9,317	5,024	4,293	53.9	46.1
Sales/Marketing	830	575	255	69.3	30.7
Support/Admin	4,457	2,884	1,573	64.7	35.3
Technical/Engineering	5,309	1,519	3,790	28.6	71.4
Not Allocated	385	179	206	46.5	53.5
Grand total	20,578	10,368	10,210	50.4	49.6

Leadership staff Gender distribution by job family: 31 March 2024

Job Family	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Commissioning	186	111	75	59.7	40.3
Programming	1,684	813	871	48.3	51.7
Sales/Marketing	174	113	61	64.9	35.1
Support/Admin	1,213	691	522	57.0	43.0
Technical/Engineering	644	187	457	29.0	71.0
Not Allocated	*	*	*	*	*
Grand total	3,901	1,915	1,986	49.1	50.9

All staff Gender distribution by grade bands: 31 March 2024

Grade band	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
A	182	103	79	56.6	43.4
B	2,010	1,253	757	62.3	37.7
C	6,224	3,269	2,955	52.5	47.5
D	7,369	3,347	4,022	45.4	54.6
E	2,495	1,218	1,277	48.8	51.2
F	1,107	549	558	49.6	50.4
SL	299	148	151	49.5	50.5
Not Allocated	892	481	411	53.9	46.1
Grand total	20,578	10,368	10,210	50.4	49.6

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Staff continued

Gender continued

All staff leaver and joiner distribution by gender: 31 March 2024

Category	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Leavers	2,588	1,420	1,168	54.9	45.1
Joiners	2,437	1,399	1,038	57.4	42.6

All staff leaver distribution by gender and reason for leaving: 31 March 2024

Reason for leaving	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Voluntary	863	492	371	57.0	43.0
Redundancy	794	386	408	48.6	51.4
End FTC	804	502	302	62.4	37.6
Other involuntary	36	13	23	36.1	63.9
Other	91	27	64	29.7	70.3
Grand total	2,588	1,420	1,168	54.9	45.1

All staff internal mover distribution by gender: 31 March 2024

Internal move type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Attachment	894	532	362	59.5	40.5
Promotion	918	484	434	52.7	47.3
Transfer	1,513	870	643	57.5	42.5
Grand total	3,325	1,886	1,439	56.7	43.3

All staff Gender distribution by contract type: 31 March 2024

Contract type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Continuing	18,930	9,355	9,575	49.4	50.6
Fixed Term less than 1 yr	483	301	182	62.3	37.7
Fixed Term 1 yr+	1,159	710	449	61.3	38.7
Flexicon	*	*	*	*	*
Grand Total	20,578	10,368	10,210	50.4	49.6

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Gender continued

All staff gender distribution by length of service: 31 March 2024

Length of service (yrs)	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
<1	2,187	1,243	944	56.8	43.2
1-<3	3,506	1,960	1,546	55.9	44.1
3-<5	1,484	829	655	55.9	44.1
5-<10	4,378	2,175	2,203	49.7	50.3
10+	9,023	4,161	4,862	46.1	53.9
Grand total	20,578	10,368	10,210	50.4	49.6

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Sexual orientation, transgender identity and gender identity

All staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2024

Division	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Content	2,354	93	84	39	1,720	30	195	193	19	*	*	90	259
Nations	4,701	151	183	42	3,532	30	380	383	37	17	*	142	431
News and Current Affairs	2,381	94	127	30	1,641	14	254	221	14	*	*	62	278
Operations Group	6,767	279	267	98	5,207	72	524	320	63	36	19	277	757
UK Public Service	16,203	617	661	209	12,100	146	1,353	1,117	133	66	28	571	1,725
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	63	58	19	1,336	10	132	38	*	*	*	69	156
BBC Studios (TV & Radio Production)	1,401	94	65	16	1,028	13	125	60	14	*	*	46	197
BBC Studios	3,057	157	123	35	2,364	23	257	98	23	*	*	115	353
World Service Group	1,017	27	25	*	701	16	124	119	*	*	*	17	80
BBC Studioworks	141	*	*	*	115	*	*	12	*	*	*	*	*
Children in Need	160	*	*	*	127	*	*	*	*	*	*	*	18
Other	1,318	33	32	12	943	18	141	139	10	*	*	26	105
Grand total	20,578	807	816	256	15,407	187	1,751	1,354	166	76	30	712	2,183

All staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2024

Division	Sexual orientation, transgender and gender identity (%)												
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+	
Content	4.0	3.6	1.7	73.1	1.3	8.3	8.0	0.8	*	*	34.7	11.0	
Nations	3.2	3.9	0.9	75.1	0.6	8.1	8.2	0.8	0.4	*	32.9	9.2	
News and Current Affairs	3.9	5.3	1.3	68.9	0.6	10.7	9.3	0.6	*	*	22.3	11.7	
Operations Group	4.1	3.9	1.4	76.9	1.1	7.7	4.9	0.9	0.5	0.3	36.6	11.2	
UK Public Service	3.8	4.1	1.3	74.7	0.9	8.4	6.8	0.8	0.4	0.2	33.1	10.6	
BBC Studios (Sales & Distribution, Branded Services & Management)	3.8	3.5	1.1	80.7	0.6	8.0	2.3	*	*	*	44.2	9.4	
BBC Studios (TV & Radio Production)	6.7	4.6	1.1	73.4	0.9	8.9	4.4	1.0	*	*	23.4	14.1	
BBC Studios	5.1	4.0	1.1	77.3	0.8	8.4	3.3	0.8	*	*	32.6	11.5	
World Service Group	2.7	2.5	*	68.9	1.6	12.2	11.7	*	*	*	21.3	7.9	
BBC Studioworks	*	*	*	81.6	*	*	8.5	*	*	*	*	*	
Children in Need	*	*	*	79.4	*	*	*	*	*	*	*	11.3	
Other	2.5	2.4	0.9	71.5	1.4	10.7	10.6	0.8	*	*	24.8	8.0	
Grand total	3.9	4.0	1.2	74.9	0.9	8.5	6.6	0.8	0.4	0.1	32.6	10.6	

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* Data has been replaced with an asterisk where figures are below sample size

** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2024

Division	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Content	446	*	19	*	354	*	31	20	*	*	*	20	43
Nations	580	*	29	*	447	*	46	43	*	*	*	31	44
News and Current Affairs	574	13	26	*	407	*	52	69	*	*	*	15	47
Operations Group	1,292	36	58	19	1,047	*	86	39	*	*	*	70	124
UK Public Service	2,892	67	132	38	2,255	14	215	171	13	*	*	136	258
BBC Studios (Sales & Distribution, Branded Services & Management)	481	11	28	*	401	*	23	11	*	*	*	26	46
BBC Studios (TV & Radio Production)	296	*	20	*	236	*	17	13	*	*	*	*	31
BBC Studios	777	17	48	*	637	*	40	24	*	*	*	35	77
World Service Group	180	*	*	*	123	*	16	24	*	*	*	11	18
BBC Studioworks	27	*	*	*	23	*	*	*	*	*	*	*	*
Children in Need	25	*	*	*	22	*	*	*	*	*	*	*	*
Other	232	*	10	*	168	*	19	25	*	*	*	13	22
Grand total	3,901	87	190	51	3,060	19	274	220	17	*	*	184	357

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2024

Division	Sexual orientation, transgender and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Content	*	4.3	*	79.4	*	7.0	4.5	*	*	*	46.5	9.6
Nations	*	5.0	*	77.1	*	7.9	7.4	*	*	*	70.5	7.6
News and Current Affairs	2.3	4.5	*	70.9	*	9.1	12.0	*	*	*	31.9	8.2
Operations Group	2.8	4.5	1.5	81.0	*	6.7	3.0	*	*	*	56.5	9.6
UK Public Service	2.3	4.6	1.3	78.0	0.5	7.4	5.9	0.4	*	*	52.7	8.9
BBC Studios (Sales & Distribution, Branded Services & Management)	2.3	5.8	*	83.4	*	4.8	2.3	*	*	*	56.5	9.6
BBC Studios (TV & Radio Production)	*	6.8	*	79.7	*	5.7	4.4	*	*	*	*	10.5
BBC Studios	2.2	6.2	*	82.0	*	5.1	3.1	*	*	*	45.5	9.9
World Service Group	*	*	*	68.3	*	8.9	13.3	*	*	*	61.1	10.0
BBC Studioworks	*	*	*	85.2	*	*	*	*	*	*	*	*
Children in Need	*	*	*	88.0	*	*	*	*	*	*	*	*
Other	*	4.3	*	72.4	*	8.2	10.8	*	*	*	59.1	9.5
Grand total	2.2	4.9	1.3	78.4	0.5	7.0	5.7	0.4	*	*	51.5	9.2

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** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff sexual orientation, transgender identity and gender identity distribution by job family (numbers): 31 March 2024

Job Family	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Commissioning	280	10	10	*	212	*	30	*	*	*	*	16	30
Programming	9,317	354	415	99	6,793	73	863	720	65	24	*	295	990
Sales/Marketing	830	42	44	11	658	*	47	19	*	*	*	45	110
Support/Admin	4,457	181	164	65	3,580	39	321	107	31	15	*	156	472
Technical/Engineering	5,309	217	172	71	3,964	62	461	362	63	34	16	195	560
Not Allocated	385	*	11	*	200	*	29	137	*	*	*	*	21
Grand total	20,578	807	816	256	15,407	187	1,751	1,354	166	76	30	712	2,183

All staff sexual orientation, transgender identity and gender identity distribution by job family (percentage): 31 March 2024

Job Family	Sexual orientation, transgender and gender identity (%)												
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+	
Commissioning	3.6	3.6	*	75.7	*	10.7	*	*	*	*	*	53.3	10.7
Programming	3.8	4.5	1.1	72.9	0.8	9.3	7.6	0.7	0.3	*	*	29.8	10.6
Sales/Marketing	5.1	5.3	1.3	79.3	*	5.7	2.3	*	*	*	*	40.9	13.3
Support/Admin	4.1	3.7	1.5	80.3	0.9	7.2	2.3	0.7	0.3	*	*	33.1	10.6
Technical/Engineering	4.1	3.2	1.3	74.7	1.2	8.7	6.8	1.2	0.6	0.3	0.3	34.8	10.5
Not Allocated	*	2.9	*	51.9	*	7.5	35.6	*	*	*	*	*	5.5
Grand total	3.9	4.0	1.2	74.9	0.9	8.5	6.6	0.8	0.4	0.1	32.6	10.6	

Leadership staff sexual orientation, transgender identity and gender identity distribution by job family (numbers): 31 March 2024

Job Family	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Commissioning	186	*	*	*	147	*	15	*	*	*	*	12	17
Programming	1,684	33	88	20	1,248	8	130	157	*	*	*	67	151
Sales/Marketing	174	*	*	*	146	*	*	*	*	*	*	*	15
Support/Admin	1,213	28	62	14	1,011	*	68	26	*	*	*	64	113
Technical/Engineering	644	18	26	10	508	*	57	20	*	*	*	32	61
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,901	87	190	51	3,060	19	274	220	17	*	*	184	357

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** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

Leadership staff sexual orientation, transgender identity and gender identity distribution by job family (percentage): 31 March 2024

Job Family	Sexual orientation, transgender and gender identity (%)											Out at Work**	LGBTQ+
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity			
Commissioning	*	*	*	79.0	*	8.1	*	*	*	*	*	70.6	9.1
Programming	2.0	5.2	1.2	74.1	0.5	7.7	9.3	*	*	*	*	44.4	9.0
Sales/Marketing	*	*	*	83.9	*	*	*	*	*	*	*	*	8.6
Support/Admin	2.3	5.1	1.2	83.3	*	5.6	2.1	*	*	*	*	56.6	9.3
Technical/Engineering	2.8	4.0	1.6	78.9	*	8.9	3.1	*	*	*	*	52.5	9.5
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	2.2	4.9	1.3	78.4	0.5	7.0	5.7	0.4	*	*	*	51.5	9.2

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (numbers): 31 March 2024

Grade band	Total	Sexual orientation, transgender and gender identity (numbers)											Out at Work**	LGBTQ+
		Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity			
A	182	12	*	*	128	*	10	20	*	*	*	*	25	
B	2,010	127	63	29	1,490	23	169	109	25	11	*	64	254	
C	6,224	292	240	88	4,586	63	591	364	64	25	*	215	727	
D	7,369	208	289	67	5,626	63	624	492	52	27	18	228	674	
E	2,495	57	128	30	1,930	12	180	158	11	*	*	115	234	
F	1,107	19	47	17	883	*	78	56	*	*	*	48	93	
SL	299	11	15	*	247	*	16	*	*	*	*	21	30	
Not Allocated	892	81	27	19	517	16	83	149	*	*	*	15	146	
Grand total	20,578	807	816	256	15,407	187	1,751	1,354	166	76	30	712	2,183	

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (percentage): 31 March 2024

Grade band	Sexual orientation, transgender and gender identity (%)											Out at Work**	LGBTQ+
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity			
A	6.6	*	*	70.3	*	5.5	11.0	*	*	*	*	13.7	
B	6.3	3.1	1.4	74.1	1.1	8.4	5.6	1.2	0.5	*	*	25.2	
C	4.7	3.9	1.4	73.7	1.0	9.5	5.8	1.0	0.4	*	*	29.6	
D	2.8	3.9	0.9	76.3	0.9	8.5	6.7	0.7	0.4	0.2	*	33.8	
E	2.3	5.1	1.2	77.4	0.5	7.2	6.3	0.4	*	*	*	49.1	
F	1.7	4.2	1.5	79.8	*	7.0	5.1	*	*	*	*	51.6	
SL	3.7	5.0	*	82.6	*	5.4	*	*	*	*	*	70.0	
Not Allocated	9.1	3.0	2.1	58.0	1.8	9.3	16.7	*	*	*	*	10.3	
Grand total	3.9	4.0	1.2	74.9	0.9	8.5	6.6	0.8	0.4	0.1	0.1	32.6	

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** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity (numbers): 31 March 2024

Category	Total	Sexual orientation, transgender and gender identity (numbers)										Out at Work**	LGBTQ+
		Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity		
Leavers	2,588	154	115	46	1,807	34	295	137	33	19	*	67	370
Joiners	2,437	194	87	53	31	1,537	291	244	14	10	*	20	369

All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2024

Category	Sexual orientation, transgender and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Leavers	6.0	4.4	1.8	69.8	1.3	11.4	5.3	1.3	0.7	*	18.1	14.3
Joiners	8.0	3.6	2.2	1.3	63.1	11.9	9.9	0.6	0.4	*	5.4	15.1

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (numbers): 31 March 2024

Reason for leaving	Total	Sexual orientation, transgender and gender identity (numbers)										Out at Work**	LGBTQ+
		Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity		
Voluntary	863	54	39	17	603	13	105	32	11	*	*	22	132
Redundancy	794	23	44	*	572	*	73	70	*	*	*	23	80
End FTC	804	74	27	18	544	17	104	20	17	*	*	20	146
Other involuntary	36	*	*	*	23	*	*	*	*	*	*	*	*
Other	91	*	*	*	65	*	*	14	*	*	*	*	*
Grand total	2,588	154	115	46	1,807	34	295	137	33	19	*	67	370

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (percentage): 31 March 2024

Reason for leaving	Sexual orientation, transgender and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Voluntary	6.3	4.5	2.0	69.9	1.5	12.2	3.6	1.3	*	*	16.7	15.3
Redundancy	2.9	5.5	*	72.0	*	9.2	8.8	*	*	*	28.8	10.1
End FTC	9.2	3.4	2.2	67.7	2.1	12.9	2.5	2.1	*	*	13.7	18.2
Other involuntary	*	*	*	63.9	*	*	*	*	*	*	*	*
Other	*	*	*	71.4	*	*	15.4	*	*	*	*	*
Grand total	6.0	4.4	1.8	69.8	1.3	11.4	5.3	1.3	0.7	*	18.1	14.3

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** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff internal mover distribution by sexual orientation, transgender identity and gender identity (numbers): 31 March 2024

Category	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Attachment	894	39	47	10	693	*	70	30	*	*	*	42	109
Promotion	918	34	43	17	706	13	77	28	*	*	*	43	111
Transfer	1,513	78	67	23	1,130	15	147	53	19	*	*	52	197
Grand total	3,325	151	157	50	2,529	33	294	111	36	12	*	137	417

All staff internal mover distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2024

Category	Sexual orientation, transgender and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Attachment	4.4	5.3	1.1	77.5	*	7.8	3.4	*	*	*	38.5	12.2
Promotion	3.7	4.7	1.9	76.9	1.4	8.4	3.0	*	*	*	38.7	12.1
Transfer	5.2	4.4	1.5	74.7	1.0	9.7	3.5	1.3	*	*	26.4	13.0
Grand total	4.5	4.7	1.5	76.1	1.0	8.8	3.4	1.1	0.4	*	32.9	12.5

All staff sexual orientation, transgender identity and gender identity distribution by contract type (numbers): 31 March 2024

Contract type	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Continuing	18,930	653	750	228	14,342	160	1,559	1,238	151	68	29	676	1,901
Fixed Term less than 1 yr	483	45	19	*	309	*	61	32	*	*	*	*	82
Fixed Term 1 yr +	1,159	109	47	19	752	19	131	82	11	*	*	31	200
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	807	816	256	15,407	187	1,751	1,354	166	76	30	712	2,183

All staff sexual orientation, transgender identity and gender identity distribution by contract type (percentage): 31 March 2024

Contract type	Sexual orientation, transgender and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Continuing	3.4	4.0	1.2	75.8	0.8	8.2	6.6	0.8	0.4	0.2	35.6	10.0
Fixed Term less than 1 yr	9.3	3.9	*	64.0	*	12.6	6.6	*	*	*	*	17.0
Fixed Term 1 yr +	9.4	4.1	1.6	64.9	1.6	11.3	7.1	0.9	*	*	15.5	17.3
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	3.9	4.0	1.2	74.9	0.9	8.5	6.6	0.8	0.4	0.1	32.6	10.6

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** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff sexual orientation, transgender identity and gender identity distribution by length of service (numbers): 31 March 2024

Length of service (yrs)	Sexual orientation, transgender and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
<1	2,187	181	78	46	1,375	25	250	232	10	*	*	17	333
1-<3	3,506	256	151	56	2,653	48	333	*	66	22	*	174	555
3-<5	1,484	71	66	28	1,184	18	111	*	14	*	*	71	192
5-<10	4,378	151	194	52	3,522	51	360	48	32	24	10	197	472
10+	9,023	148	327	74	6,673	45	697	1,059	44	19	12	253	631
Grand total	20,578	807	816	256	15,407	187	1,751	1,354	166	76	30	712	2,183

All staff sexual orientation, transgender identity and gender identity distribution by length of service (percentage): 31 March 2024

Length of service (yrs)	Sexual orientation, transgender and gender identity (%)												
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	Out at Work**	LGBTQ+	
<1	8.3	3.6	2.1	62.9	1.1	11.4	10.6	0.5	*	*	5.1	15.2	
1-<3	7.3	4.3	1.6	75.7	1.4	9.5	*	1.9	0.6	*	31.4	15.8	
3-<5	4.8	4.4	1.9	79.8	1.2	7.5	*	0.9	*	*	37.0	12.9	
5-<10	3.4	4.4	1.2	80.4	1.2	8.2	1.2	0.7	0.5	0.2	41.7	10.8	
10+	1.6	3.6	0.8	74.0	0.5	7.7	11.8	0.5	0.2	0.1	40.1	7.0	
Grand total	3.9	4.0	1.2	74.9	0.9	8.5	6.6	0.8	0.4	0.1	32.6	10.6	

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* Data has been replaced with an asterisk where figures are below sample size

** Staff are asked in a monitoring form if they are open to their manager about their sexual orientation, transgender identity and gender identity.

Staff continued

Religion and belief

All staff religion and belief distribution (numbers): 31 March 2024

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	2,354	458	11	619	18	24	49	22	102	804	214	33
Nations	4,701	779	16	1,580	26	21	54	18	153	1,596	414	44
News and Current Affairs	2,381	421	*	592	31	48	91	20	71	809	261	28
Operations Group	6,767	1,412	36	1,743	193	56	224	81	279	2,153	509	81
UK Public Service	16,203	3,070	72	4,534	268	149	418	141	605	5,362	1,398	186
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	341	13	428	57	20	49	20	67	489	147	25
BBC Studios (TV & Radio Production)	1,401	308	*	290	*	13	18	*	62	494	151	53
BBC Studios	3,057	649	17	718	61	33	67	24	129	983	298	78
World Service Group	1,017	130	15	159	17	*	200	*	48	295	130	18
BBC Studioworks	141	23	*	52	*	*	*	*	*	48	*	*
Children in Need	160	37	*	34	*	*	*	*	*	55	10	*
Other	1,318	190	16	245	20	*	205	*	64	398	147	25
Grand total	20,578	3,909	105	5,497	349	188	690	167	798	6,743	1,843	289

All staff religion and belief distribution (percentage): 31 March 2024

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	19.5	0.5	26.3	0.8	1.0	2.1	0.9	4.3	34.2	9.1	1.3
Nations	16.6	0.3	33.6	0.6	0.4	1.1	0.4	3.3	34.0	8.8	0.9
News and Current Affairs	17.7	*	24.9	1.3	2.0	3.8	0.8	3.0	34.0	11.0	1.2
Operations Group	20.9	0.5	25.8	2.9	0.8	3.3	1.2	4.1	31.8	7.5	1.2
UK Public Service	18.9	0.4	28.0	1.7	0.9	2.6	0.9	3.7	33.1	8.6	1.2
BBC Studios (Sales & Distribution, Branded Services & Management)	20.6	0.8	25.8	3.4	1.2	3.0	1.2	4.0	29.5	8.9	1.5
BBC Studios (TV & Radio Production)	22.0	*	20.7	*	0.9	1.3	*	4.4	35.3	10.8	3.8
BBC Studios	21.2	0.6	23.5	2.0	1.1	2.2	0.8	4.2	32.2	9.7	2.5
World Service Group	12.8	1.5	15.6	1.7	*	19.7	*	4.7	29.0	12.8	1.8
BBC Studioworks	16.3	*	36.9	*	*	*	*	*	34.0	*	*
Children in Need	23.1	*	21.3	*	*	*	*	*	34.4	6.3	*
Other	14.4	1.2	18.6	1.5	*	15.6	*	4.9	30.2	11.2	1.9
Grand total	19.0	0.5	26.7	1.7	0.9	3.4	0.8	3.9	32.8	9.0	1.3

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Staff continued

Religion and belief continued

Leadership staff religion and belief distribution (numbers): 31 March 2024

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	446	89	*	126	*	*	10	*	16	143	41	*
Nations	580	100	*	226	*	*	*	*	*	177	53	*
News and Current Affairs	574	110	*	162	11	13	12	*	12	201	47	*
Operations Group	1,292	284	*	395	36	18	22	15	51	366	80	16
UK Public Service	2,892	583	13	909	55	42	48	24	86	887	221	24
BBC Studios (Sales & Distribution, Branded Services & Management)	481	104	*	137	12	*	11	*	12	150	32	*
BBC Studios (TV & Radio Production)	296	66	*	63	*	*	*	*	11	110	30	*
BBC Studios	777	170	*	200	12	12	13	*	23	260	62	12
World Service Group	180	25	*	40	*	*	22	*	13	54	22	*
BBC Studioworks	27	*	*	15	*	*	*	*	*	*	*	*
Children in Need	25	*	*	*	*	*	*	*	*	*	*	*
Other	232	33	*	62	*	*	23	*	16	67	25	*
Grand total	3,901	786	19	1,171	68	55	84	34	125	1,214	308	37

Leadership staff religion and belief distribution (percentage): 31 March 2024

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	20.0	*	28.3	*	*	2.2	*	3.6	32.1	9.2	*
Nations	17.2	*	39.0	*	*	*	*	*	30.5	9.1	*
News and Current Affairs	19.2	*	28.2	1.9	2.3	2.1	*	2.1	35.0	8.2	*
Operations Group	22.0	*	30.6	2.8	1.4	1.7	1.2	3.9	28.3	6.2	1.2
UK Public Service	20.2	0.4	31.4	1.9	1.5	1.7	0.8	3.0	30.7	7.6	0.8
BBC Studios (Sales & Distribution, Branded Services & Management)	21.6	*	28.5	2.5	*	2.3	*	2.5	31.2	6.7	*
BBC Studios (TV & Radio Production)	22.3	*	21.3	*	*	*	*	3.7	37.2	10.1	*
BBC Studios	21.9	*	25.7	1.5	1.5	1.7	*	3.0	33.5	8.0	1.5
World Service Group	13.9	*	22.2	*	*	12.2	*	7.2	30.0	12.2	*
BBC Studioworks	*	*	55.6	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*
Other	14.2	*	26.7	*	*	9.9	*	6.9	28.9	10.8	*
Grand total	20.1	0.5	30.0	1.7	1.4	2.2	0.9	3.2	31.1	7.9	1.0

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Staff continued

Religion and belief continued

All staff religion and belief distribution by job family (numbers): 31 March 2024

Job Family	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	280	62	*	65	*	*	13	*	10	79	34	*
Programming	9,317	1,704	44	2,492	81	97	349	49	330	3,109	929	133
Sales/Marketing	830	182	*	215	14	*	12	12	50	267	59	11
Support/Admin	4,457	767	26	1,409	87	40	143	73	180	1,331	344	57
Technical/Engineering	5,309	1,155	30	1,237	164	38	173	30	213	1,753	442	74
Not Allocated	385	39	*	79	*	*	*	*	15	204	35	11
Grand total	20,578	3,909	105	5,497	349	188	690	167	798	6,743	1,843	289

All staff religion and belief distribution by job family (percentage): 31 March 2024

Job Family	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	22.1	*	23.2	*	*	4.6	*	3.6	28.2	12.1	*
Programming	18.3	0.5	26.7	0.9	1.0	3.7	0.5	3.5	33.4	10.0	1.5
Sales/Marketing	21.9	*	25.9	1.7	*	1.4	1.4	6.0	32.2	7.1	1.3
Support/Admin	17.2	0.6	31.6	2.0	0.9	3.2	1.6	4.0	29.9	7.7	1.3
Technical/Engineering	21.8	0.6	23.3	3.1	0.7	3.3	0.6	4.0	33.0	8.3	1.3
Not Allocated	10.1	*	20.5	*	*	*	*	3.9	53.0	9.1	2.9
Grand total	19.0	0.5	26.7	1.7	0.9	3.4	0.8	3.9	32.8	9.0	1.3

Leadership staff gender distribution by job family (numbers): 31 March 2024

Job family	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	186	43	*	45	*	*	*	*	*	54	19	*
Programming	1,684	314	6	500	17	24	41	9	46	557	157	13
Sales/Marketing	174	38	*	48	*	*	*	*	*	57	*	*
All staff age distribution by length of service: 31 March 2024	1,213	227	*	417	23	12	23	21	40	360	75	*
Technical/Engineering	644	164	*	161	21	11	11	*	25	186	50	*
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	3,901	786	19	1,171	68	55	84	34	125	1,214	308	37

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Religion and belief continued

Leadership staff gender distribution by job family (percentage): 31 March 2024

Job Family	Religion and belief (%)										Prefer not to say	No data
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
Commissioning	23.1	*	24.2	*	*	*	*	*	29.0	10.2	*	
Programming	18.6	0.4	29.7	1.0	1.4	2.4	0.5	2.7	33.1	9.3	0.9	
Sales/Marketing	21.8	*	27.6	*	*	*	*	*	32.8	*	*	
Support/Admin	18.7	*	34.4	1.9	1.0	1.9	1.7	3.3	29.7	6.2	*	
Technical/Engineering	25.5	*	25.0	3.3	1.7	1.7	*	3.9	28.9	7.8	*	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	
Grand total	20.1	0.5	30.0	1.7	1.4	2.2	0.9	3.2	31.1	7.9	1.0	

All staff religion and belief distribution by grade bands (numbers): 31 March 2024

Grade band	Total	Religion and belief (numbers)										Prefer not to say	No data
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
A	182	31	*	58	*	*	*	*	56	11	*		
B	2,010	348	*	565	26	14	71	25	98	634	169	51	
C	6,224	1,133	29	1,640	111	51	285	51	226	2,006	599	93	
D	7,369	1,459	44	1,873	133	63	211	47	297	2,497	670	75	
E	2,495	523	14	717	47	29	60	26	80	781	197	21	
F	1,107	206	*	352	16	17	19	*	38	336	95	15	
SL	299	57	*	102	*	*	*	*	97	16	*		
Not Allocated	892	152	*	190	*	*	35	*	45	336	86	27	
Grand total	20,578	3,909	105	5,497	349	188	690	167	798	6,743	1,843	289	

All staff religion and belief distribution by grade bands (percentage): 31 March 2024

Grade band	Religion and belief (%)										Prefer not to say	No data
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
A	17.0	*	31.9	*	*	*	*	*	30.8	6.0	*	
B	17.3	*	28.1	1.3	0.7	3.5	1.2	4.9	31.5	8.4	2.5	
C	18.2	0.5	26.3	1.8	0.8	4.6	0.8	3.6	32.2	9.6	1.6	
D	19.8	0.6	25.4	1.8	0.9	2.9	0.6	4.0	33.9	9.1	1.0	
E	21.0	0.6	28.7	1.9	1.2	2.4	1.0	3.2	31.3	7.9	0.8	
F	18.6	*	31.8	1.4	1.5	1.7	*	3.4	30.4	8.6	1.4	
SL	19.1	*	34.1	*	*	*	*	*	32.4	5.4	*	
Not Allocated	17.0	*	21.3	*	*	3.9	*	5.0	37.7	9.6	3.0	
Grand total	19.0	0.5	26.7	1.7	0.9	3.4	0.8	3.9	32.8	9.0	1.3	

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Staff continued

Religion and belief continued

All staff leaver and joiner distribution by religion and belief (numbers): 31 March 2024

Category	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Leavers	2,588	459	31	640	40	23	120	25	112	788	299	51
Joiners	2,437	471	17	491	42	16	98	27	88	634	278	275

All staff leaver and joiner distribution by religion and belief (percentage): 31 March 2024

Category	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Leavers	17.7	1.2	24.7	1.5	0.9	4.6	1.0	4.3	30.4	11.6	2.1
Joiners	19.3	0.7	20.1	1.7	0.7	4.0	1.1	3.6	26.0	11.4	11.4

All staff leaver distribution by religion and belief and reason for leaving (numbers): 31 March 2024

Reason for leaving	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Voluntary	863	185	*	185	21	*	35	11	40	252	104	17
Redundancy	794	124	17	239	11	*	42	*	25	247	76	*
End FTC	804	132	*	178	*	*	37	*	42	246	110	32
Other involuntary	36	*	*	15	*	*	*	*	*	*	*	*
Other	91	13	*	23	*	*	*	*	*	36	*	*
Grand total	2,588	459	31	640	40	23	120	25	112	788	299	51

All staff leaver distribution by religion and belief and reason for leaving (percentage): 31 March 2024

Reason for leaving	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Voluntary	21.4	*	21.4	2.4	*	4.1	1.3	4.6	29.2	12.1	2.0
Redundancy	15.6	2.1	30.1	1.4	*	5.3	*	3.1	31.1	9.6	*
End FTC	16.4	*	22.1	*	*	4.6	*	5.2	30.6	13.7	4.0
Other involuntary	*	*	41.7	*	*	*	*	*	*	*	*
Other	14.3	*	25.3	*	*	*	*	*	39.6	*	*
Grand total	17.7	1.2	24.7	1.5	0.9	4.6	1.0	4.3	30.4	11.6	2.1

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Staff continued

Religion and belief continued

All staff internal mover distribution by religion and belief (numbers): 31 March 2024

Internal move type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	894	176	*	227	18	*	26	*	34	314	84	*
Promotion	918	206	*	231	14	*	34	*	36	294	83	*
Transfer	1,513	296	*	400	28	14	69	14	56	478	131	20
Grand total	3,325	678	12	858	60	28	129	27	126	1,086	298	23

All staff internal mover distribution by religion and belief (percentage): 31 March 2024

Internal move type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	19.7	*	25.4	2.0	*	2.9	*	3.8	35.1	9.4	*
Promotion	22.4	*	25.2	1.5	*	3.7	*	3.9	32.0	9.0	*
Transfer	19.6	*	26.4	1.9	0.9	4.6	0.9	3.7	31.6	8.7	1.3
Grand total	20.4	0.4	25.8	1.8	0.8	3.9	0.8	3.8	32.7	9.0	0.6

All staff religion and belief distribution by contract type (numbers): 31 March 2024

Contract type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18,930	3,572	98	5,180	324	174	629	154	714	6,294	1,637	154
Fixed Term less than 1 yr	483	111	*	93	10	*	11	*	27	133	54	38
Fixed Term 1 yr +	1,159	225	*	223	15	12	50	10	57	312	152	97
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	3,909	105	5,497	349	188	690	167	798	6,743	1,843	289

All staff religion and belief distribution by contract type (percentage): 31 March 2024

Contract type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18.9	0.5	27.4	1.7	0.9	3.3	0.8	3.8	33.2	8.6	0.9
Fixed Term less than 1 yr	23.0	*	19.3	2.1	*	2.3	*	5.6	27.5	11.2	7.9
Fixed Term 1 yr+	19.4	*	19.2	1.3	1.0	4.3	0.9	4.9	26.9	13.1	8.4
Flexicon	*	*	*	*	*	*	*	*	*	*	*
Grand Total	19.0	0.5	26.7	1.7	0.9	3.4	0.8	3.9	32.8	9.0	1.3

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Staff continued

Religion and belief continued

All staff religion and belief distribution by length of service (numbers): 31 March 2024

Length of service (years)	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
<1	2,187	424	11	429	39	15	80	23	80	573	251	262
1-<3	3,506	778	20	764	100	32	174	38	163	1,073	355	*
3-<5	1,484	313	*	378	37	16	60	17	67	449	135	*
5-<10	4,378	899	28	1,163	79	44	144	43	201	1,380	385	12
10+	9,023	1,495	40	2,763	94	81	232	46	287	3,268	717	*
Grand total	20,578	3,909	105	5,497	349	188	690	167	798	6,743	1,843	289

All staff religion and belief distribution by length of service (percentage): 31 March 2024

Length of service (years)	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
<1	19.4	0.5	19.6	1.8	0.7	3.7	1.1	3.7	26.2	11.5	11.8
1-<3	22.2	0.6	21.8	2.9	0.9	5.0	1.1	4.6	30.6	10.1	*
3-<5	21.1	*	25.5	2.5	1.1	4.0	1.1	4.5	30.3	9.1	*
5-<10	20.5	0.6	26.6	1.8	1.0	3.3	1.0	4.6	31.5	8.8	0.3
10+	16.6	0.4	30.6	1.0	0.9	2.6	0.5	3.2	36.2	7.9	*
Grand total	19.0	0.5	26.7	1.7	0.9	3.4	0.8	3.9	32.8	9.0	1.3

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Staff continued

Socio-economic background

All staff socio-economic background (school type) distribution: 31 March 2024

Division	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Content	2,354	1,086	279	120	350	113	90	316	46.1	11.9	5.1	14.9	4.8	3.8	13.4
Nations	4,701	2,558	542	176	393	150	175	707	54.4	11.5	3.7	8.4	3.2	3.7	15.1
News and Current Affairs	2,381	904	235	97	367	237	112	429	38.0	9.9	4.1	15.4	10.0	4.7	17.9
Operations Group	6,767	3,503	700	355	663	686	272	588	51.8	10.3	5.2	9.8	10.1	4.0	8.8
UK Public Service	16,203	8,051	1,756	748	1,773	1,186	649	2,040	49.7	10.8	4.6	10.9	7.3	4.0	12.7
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	812	173	80	221	226	65	79	49.0	10.4	4.8	13.3	13.6	3.9	5.0
BBC Studios (TV & Radio Production)	1,401	757	131	59	195	77	72	110	54.0	9.4	4.2	13.9	5.5	5.1	7.9
BBC Studios	3,057	1,569	304	139	416	303	137	189	51.3	9.9	4.5	13.6	9.9	4.5	6.3
World Service Group	1,017	251	50	*	90	342	52	223	24.7	4.9	*	8.8	33.6	5.1	21.9
BBC Studioworks	141	72	20	*	13	*	*	17	51.1	14.2	*	9.2	*	*	12.1
Children in Need	160	91	24	*	15	*	*	12	56.9	15.0	*	9.4	*	*	7.5
Other	1,318	414	94	21	118	358	61	252	31.4	7.1	1.6	9.0	27.2	4.6	19.1
Grand total	20,578	10,034	2,154	908	2,307	1,847	847	2,481	48.8	10.5	4.4	11.2	9.0	4.1	12.0

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Socio-economic background continued

Leadership staff socio-economic background (school type) distribution: 31 March 2024

Division	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Content	446	203	60	17	102	21	13	30	45.5	13.5	3.8	22.9	4.7	2.9	6.7
Nations	580	318	79	22	55	14	20	72	54.8	13.6	3.8	9.5	2.4	3.4	12.5
News and Current Affairs	574	199	50	12	131	34	23	125	34.7	8.7	2.1	22.8	5.9	4.0	21.8
Operations Group	1,292	665	149	60	190	117	43	68	51.5	11.5	4.6	14.7	9.1	3.3	5.3
UK Public Service	2,892	1,385	338	111	478	186	99	295	47.9	11.7	3.8	16.5	6.4	3.4	10.3
BBC Studios (Sales & Distribution, Branded Services & Management)	481	218	48	17	92	62	19	25	45.3	10.0	3.5	19.1	12.9	4.0	5.2
BBC Studios (TV & Radio Production)	296	148	33	14	59	*	14	21	50.0	11.1	4.7	19.9	*	4.7	7.1
BBC Studios	777	366	81	31	151	69	33	46	47.1	10.4	4.0	19.4	8.9	4.2	6.0
World Service Group	180	49	12	*	24	49	*	34	27.2	6.7	*	13.3	27.2	*	18.9
BBC Studioworks	27	14	*	*	*	*	*	*	51.9	*	*	*	*	*	*
Children in Need	25	15	*	*	*	*	*	*	60.0	*	*	*	*	*	*
Other	232	78	20	*	28	52	10	36	33.6	8.6	*	12.1	22.4	4.3	15.5
Grand total	3,901	1,829	439	150	657	307	142	377	46.9	11.3	3.8	16.8	7.9	3.6	9.7

All staff socio-economic background (school type) distribution by job family: 31 March 2024

Job Family	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Commissioning	280	131	40	13	48	20	15	13	46.8	14.3	4.6	17.1	7.1	5.4	4.7
Programming	9,317	4,324	964	356	1,155	708	386	1,424	46.4	10.3	3.8	12.4	7.6	4.1	15.4
Sales/Marketing	830	433	111	48	105	79	22	32	52.2	13.4	5.8	12.7	9.5	2.7	3.7
Support/Admin	4,457	2,474	489	245	488	387	165	209	55.5	11.0	5.5	10.9	8.7	3.7	4.7
Technical/Engineering	5,309	2,591	525	238	455	626	242	632	48.8	9.9	4.5	8.6	11.8	4.6	11.8
Not Allocated	385	81	25	*	56	27	17	171	21.0	6.5	*	14.5	7.0	4.4	44.4
Grand total	20,578	10,034	2,154	908	2,307	1,847	847	2,481	48.8	10.5	4.4	11.2	9.0	4.1	12.0

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Staff continued

Socio-economic background continued

Leadership staff socio-economic background (school type) distribution by job family: 31 March 2024

Job family	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Commissioning	186	90	25	*	36	*	10	11	48.4	13.4	*	19.4	*	5.4	5.9
Programming	1,684	726	181	52	295	101	60	269	43.1	10.7	3.1	17.5	6.0	3.6	16.0
Sales/Marketing	174	77	19	10	32	20	*	12	44.3	10.9	5.7	18.4	*	2.3	6.9
Support/Admin	1,213	601	154	53	207	106	48	44	49.5	12.7	4.4	17.1	8.7	4.0	3.6
Technical/Engineering	644	335	60	30	87	71	20	41	52.0	9.3	4.7	13.5	11.0	3.1	6.4
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,901	1,829	439	150	657	307	142	377	46.9	11.3	3.8	16.8	7.9	3.6	9.7

All staff socio-economic background (school type) distribution by job family: 31 March 2024

Grade Band	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
A	182	106	15	*	11	*	*	26	58.2	8.2	*	6.0	*	*	14.3
B	2,010	1,096	175	97	173	174	82	213	54.5	8.7	4.8	8.6	8.7	4.1	10.6
C	6,224	3,057	662	289	557	642	279	738	49.1	10.6	4.6	8.9	10.3	4.5	12.0
D	7,369	3,521	780	332	820	666	307	943	47.8	10.6	4.5	11.1	9.0	4.2	12.8
E	2,495	1,168	272	115	376	204	94	266	46.8	10.9	4.6	15.1	8.2	3.8	10.6
F	1,107	526	130	28	207	77	37	102	47.5	11.7	2.5	18.7	7.0	3.3	9.3
SL	299	135	37	*	74	26	11	*	45.2	12.4	*	24.7	8.7	3.7	*
Not Allocated	892	425	83	33	89	49	29	184	47.6	9.3	3.7	10.0	5.5	3.3	20.6
Grand total	20,578	10,034	2,154	908	2,307	1,847	847	2,481	48.8	10.5	4.4	11.2	9.0	4.1	12.0

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Staff continued

Socio-economic background continued

All staff leaver and joiner distribution by socio-economic background (school type): 31 March 2024

Category	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Leavers	2,588	1,244	288	87	294	290	148	237	48.1	11.1	3.4	11.4	11.2	5.7	9.1
Joiners	2,437	1,226	117	162	228	273	120	311	50.3	4.8	6.6	9.4	11.2	4.9	12.8

All staff leaver distribution by socio-economic background (school type) and reason for leaving: 31 March 2024

Reason for leaving	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Voluntary	863	403	90	32	105	121	46	66	46.7	10.4	3.7	12.2	14.0	5.3	7.7
Redundancy	794	321	122	17	101	76	44	113	40.4	15.4	2.1	12.7	9.6	5.5	14.3
End FTC	804	465	60	36	69	85	52	37	57.8	7.5	4.5	8.6	10.6	6.5	4.5
Other involuntary	36	13	*	*	11	*	*	*	36.1	*	*	30.6	*	*	*
Other	91	42	14	*	*	*	*	17	46.2	15.4	*	*	*	*	18.7
Grand total	2,588	1,244	288	87	294	290	148	237	48.1	11.1	3.4	11.4	11.2	5.7	9.1

All staff internal mover distribution by socio-economic background (school type) and reason for leaving: 31 March 2024

Internal move type	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Attachment	894	432	111	51	97	85	26	92	48.3	12.4	5.7	10.9	9.5	2.9	10.3
Promotion	918	460	100	49	101	81	40	87	50.1	10.9	5.3	11.0	8.8	4.4	9.5
Transfer	1,513	816	145	74	162	153	47	116	53.9	9.6	4.9	10.7	10.1	3.1	7.7
Grand total	3,325	1,708	356	174	360	319	113	295	51.4	10.7	5.2	10.8	9.6	3.4	8.9

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Staff continued

Socio-economic background continued

All staff socio-economic background (school type) distribution by contract type: 31 March 2024

Contract type	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Continuing	18,930	9,183	2,040	835	2,110	1,679	756	2,327	48.5	10.8	4.4	11.1	8.9	4.0	12.3
Fixed Term less than 1 yr	483	270	34	21	55	45	18	40	55.9	7.0	4.3	11.4	9.3	3.7	8.4
Fixed Term 1 yr+	1,159	580	79	52	142	122	73	111	50.0	6.8	4.5	12.3	10.5	6.3	9.6
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	10,034	2,154	908	2,307	1,847	847	2,481	48.8	10.5	4.4	11.2	9.0	4.1	12.0

All staff socio-economic background (school type) distribution by length of service: 31 March 2024

Length of service (yrs)	School type (numbers)							School type (%)							
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
<1	2,187	1,098	148	107	203	232	102	297	50.2	6.8	4.9	9.3	10.6	4.7	13.5
1–<3	3,506	1,961	324	152	426	496	135	12	55.9	9.2	4.3	12.2	14.1	3.9	0.4
3–<5	1,484	729	213	76	160	186	114	*	49.1	14.4	5.1	10.8	12.5	7.7	*
5–<10	4,378	2,116	492	205	455	438	166	506	48.3	11.2	4.7	10.4	10.0	3.8	11.6
10+	9,023	4,130	977	368	1,063	495	330	1,660	45.8	10.8	4.1	11.8	5.5	3.7	18.3
Grand total	20,578	10,034	2,154	908	2,307	1,847	847	2,481	48.8	10.5	4.4	11.2	9.0	4.1	12.0

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Staff continued

Socio-economic background (free school meals)

All staff free school meals distribution by division: 31 March 2024

Division	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	2,354	220	1,301	137	93	72	531	9.3	55.3	5.8	4.0	3.1	22.5
Nations	4,701	459	2,580	233	131	154	1,144	9.8	54.9	5.0	2.8	3.3	24.2
News and Current Affairs	2,381	208	1,119	87	135	86	746	8.7	47.0	3.7	5.7	3.6	31.3
Operations Group	6,767	696	3,763	447	387	247	1,227	10.3	55.6	6.6	5.7	3.7	18.1
UK Public Service	16,203	1,583	8,763	904	746	559	3,648	9.8	54.1	5.6	4.6	3.4	22.5
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	170	945	125	126	63	227	10.3	57.1	7.5	7.6	3.8	13.7
BBC Studios (TV & Radio Production)	1,401	160	756	79	60	60	286	11.4	54.0	5.6	4.3	4.3	20.4
BBC Studios	3,057	330	1,701	204	186	123	513	10.8	55.6	6.7	6.1	4.0	16.8
World Service Group	1,017	60	384	30	112	44	387	5.9	37.8	2.9	11.0	4.3	38.1
BBC Studioworks	141	17	74	*	*	*	42	12.1	52.5	*	*	*	29.8
Children in Need	160	22	90	*	*	*	28	13.8	56.3	*	*	*	17.5
Other	1,318	99	548	42	118	54	457	7.5	41.6	3.2	9.0	4.1	34.6
Grand total	20,578	2,012	11,012	1,150	1,050	736	4,618	9.8	53.5	5.6	5.1	3.6	22.4

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Staff continued

Socio-economic background (free school meals) continued

Leadership staff free school meals distribution by division: 31 March 2024

Division	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	446	37	302	23	20	12	52	8.3	67.7	5.2	4.5	2.7	11.6
Nations	580	63	356	29	13	14	105	10.9	61.4	5.0	2.2	2.4	18.1
News and Current Affairs	574	37	306	11	26	14	180	6.4	53.3	1.9	4.5	2.4	31.5
Operations Group	1,292	135	822	80	87	29	139	10.4	63.6	6.2	6.7	2.2	10.9
UK Public Service	2,892	272	1,786	143	146	69	476	9.4	61.8	4.9	5.0	2.4	16.5
BBC Studios (Sales & Distribution, Branded Services & Management)	481	29	308	35	34	14	61	6.0	64.0	7.3	7.1	2.9	12.7
BBC Studios (TV & Radio Production)	296	34	170	21	10	*	56	11.5	57.4	7.1	3.4	*	18.9
BBC Studios	777	63	478	56	44	19	117	8.1	61.5	7.2	5.7	2.4	15.1
World Service Group	180	11	87	*	18	*	57	6.1	48.3	*	10.0	*	31.7
BBC Studioworks	27	*	18	*	*	*	*	*	66.7	*	*	*	*
Children in Need	25	*	11	*	*	*	*	*	44.0	*	*	*	*
Other	232	21	116	*	19	*	66	9.1	50.0	*	8.2	*	28.4
Grand total	3,901	356	2,380	205	209	92	659	9.1	61.0	5.3	5.4	2.4	16.8

All staff free school meals distribution by job family: 31 March 2024

Job Family	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Commissioning	280	36	168	17	21	*	30	12.9	60.0	6.1	7.5	*	10.7
Programming	9,317	833	4,835	427	405	309	2,508	8.9	51.9	4.6	4.3	3.3	27.0
Sales/Marketing	830	90	514	57	47	23	99	10.8	61.9	6.9	5.7	2.8	11.9
Support/Admin	4,457	524	2,703	303	240	164	523	11.8	60.6	6.8	5.4	3.7	11.7
Technical/Engineering	5,309	500	2,680	337	322	219	1,251	9.4	50.5	6.3	6.1	4.1	23.6
Not Allocated	385	29	112	*	15	13	207	7.5	29.1	*	3.9	3.4	53.8
Grand total	20,578	2,012	11,012	1,150	1,050	736	4,618	9.8	53.5	5.6	5.1	3.6	22.4

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Staff continued

Socio-economic background (free school meals) continued

Leadership staff free school meals distribution by job family: 31 March 2024

Job Family	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Commissioning	186	25	113	11	13	*	18	13.4	60.8	5.9	7.0	*	9.7
Programming	1,684	146	951	62	68	36	421	8.7	56.5	3.7	4.0	2.1	25.0
Sales/Marketing	174	17	118	*	14	*	17	9.8	67.8	*	8.0	*	9.8
Support/Admin	1,213	110	802	79	65	34	123	9.1	66.1	6.5	5.4	2.8	10.1
Technical/Engineering	644	58	396	47	49	14	80	9.0	61.5	7.3	7.6	2.2	12.4
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,901	356	2,380	205	209	92	659	9.1	61.0	5.3	5.4	2.4	16.8

All staff free school meals distribution by grade bands: 31 March 2024

Grade band	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
A	182	25	88	*	*	*	49	13.7	48.4	*	*	*	26.9
B	2,010	245	1,038	125	83	87	432	12.2	51.6	6.2	4.1	4.3	21.6
C	6,224	588	3,098	397	348	273	1,520	9.4	49.8	6.4	5.6	4.4	24.4
D	7,369	681	3,990	371	373	229	1,725	9.2	54.1	5.0	5.1	3.1	23.5
E	2,495	203	1,482	128	149	61	472	8.1	59.4	5.1	6.0	2.4	19.0
F	1,107	125	669	66	49	27	171	11.3	60.4	6.0	4.4	2.4	15.5
SL	299	28	229	11	11	*	16	9.4	76.6	3.7	3.7	*	5.4
Not Allocated	892	117	418	45	33	46	233	13.1	46.9	5.0	3.7	5.2	26.1
Grand total	20,578	2,012	11,012	1,150	1,050	736	4,618	9.8	53.5	5.6	5.1	3.6	22.4

All staff leaver and joiner distribution by free school meals: 31 March 2024

Category	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Leavers	2,588	288	1,257	151	135	171	586	11.1	48.6	5.8	5.2	6.6	22.7
Joiners	2,437	310	1,282	172	202	101	370	12.7	52.6	7.1	8.3	4.1	15.2

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Staff continued

Socio-economic background (free school meals) continued

All staff leaver distribution by free school meals and reason for leaving: 31 March 2024

Reason for leaving	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer Not to Say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Voluntary	863	108	398	44	58	53	202	12.5	46.1	5.1	6.7	6.1	23.5
Redundancy	794	71	388	32	29	28	246	8.9	48.9	4.0	3.7	3.5	31.0
End FTC	804	96	401	69	46	87	105	11.9	49.9	8.6	5.7	10.8	13.1
Other Involuntary	36	*	20	*	*	*	*	*	55.6	*	*	*	*
Other	91	10	50	*	*	*	24	11.0	54.9	*	*	*	26.4
Grand Total	2,588	288	1,257	151	135	171	586	11.1	48.6	5.8	5.2	6.6	22.7

All staff internal mover distribution by free school meals: 31 March 2024

Internal move type	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Attachment	894	82	478	47	46	20	221	9.2	53.5	5.3	5.1	2.2	24.7
Promotion	918	73	470	59	47	58	211	8.0	51.2	6.4	5.1	6.3	23.0
Transfer	1,513	187	766	94	77	75	314	12.4	50.6	6.2	5.1	5.0	20.7
Grand total	3,325	342	1,714	200	170	153	746	10.3	51.5	6.0	5.1	4.6	22.5

All staff free school meals distribution by contract type: 31 March 2024

Contract type	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Continuing	18,930	1,789	10,185	1,028	924	636	4,368	9.5	53.8	5.4	4.9	3.4	23.0
Fixed Term less than 1 yr	483	64	266	33	33	18	69	13.3	55.1	6.8	6.8	3.7	14.3
Fixed Term 1 yr+	1,159	159	559	89	93	82	177	13.7	48.2	7.7	8.0	7.1	15.3
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	2,012	11,012	1,150	1,050	736	4,618	9.8	53.5	5.6	5.1	3.6	22.4

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Socio-economic background (free school meals) continued

All staff free school meals distribution by length of service: 31 March 2024

Length of service (yrs)	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
<1	2,187	271	1,152	152	174	88	350	12.4	52.7	7.0	8.0	4.0	15.9
1-<3	3,506	421	1,707	366	259	318	435	12.0	48.7	10.4	7.4	9.1	12.4
3-<5	1,484	143	803	65	72	29	372	9.6	54.1	4.4	4.9	2.0	25.0
5-<10	4,378	385	2,364	208	211	81	1,129	8.8	54.0	4.8	4.8	1.9	25.7
10+	9,023	792	4,986	359	334	220	2,332	8.8	55.3	4.0	3.7	2.4	25.8
Grand total	20,578	2,012	11,012	1,150	1,050	736	4,618	9.8	53.5	5.6	5.1	3.6	22.4

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above

* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Socio-economic background (household occupation)

All staff socio-economic background (Household Occupation) distribution: 31 March 2024

Division	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Content	2,354	1,211	219	457	36	115	316	51.4	9.3	19.4	1.5	4.9	13.5
Nations	4,701	2,138	411	1,131	81	229	711	45.5	8.7	24.1	1.7	4.9	15.1
News and Current Affairs	2,381	1,197	207	361	35	150	431	50.3	8.7	15.2	1.5	6.3	18.0
Operations Group	6,767	3,400	685	1,561	134	397	590	50.2	10.1	23.1	2.0	5.9	8.7
UK Public Service	16,203	7,946	1,522	3,510	286	891	2,048	49.0	9.4	21.7	1.8	5.5	12.6
BBC Studios (Sales & Distribution, Branded Services & Management)	1,656	925	195	307	31	119	79	55.9	11.8	18.5	1.9	7.2	4.7
BBC Studios (TV & Radio Production)	1,401	737	155	284	23	87	115	52.6	11.1	20.3	1.6	6.2	8.2
BBC Studios	3,057	1,662	350	591	54	206	194	54.4	11.4	19.3	1.8	6.7	6.4
World Service Group	1,017	492	74	110	21	97	223	48.4	7.3	10.8	2.1	9.5	21.9
BBC Studioworks	141	61	11	36	*	13	17	43.3	7.8	25.5	*	9.2	12.1
Children in Need	160	82	23	34	*	*	12	51.3	14.4	21.3	*	*	7.5
Other	1,318	635	108	180	25	118	252	48.2	8.2	13.7	1.9	9.0	19.0
Grand total	20,578	10,243	1,980	4,281	365	1,215	2,494	49.8	9.6	20.8	1.8	5.9	12.1

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Socio-economic background (household occupation) continued

Leadership staff socio-economic background (Household Occupation) distribution: 31 March 2024

Division	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Content	446	251	54	92	*	11	30	56.3	12.1	20.6	*	2.5	6.7
Nations	580	270	62	139	11	25	73	46.6	10.7	24.0	1.9	4.3	12.5
News and Current Affairs	574	291	52	79	*	24	125	50.7	9.1	13.8	*	4.2	21.8
Operations Group	1,292	756	128	277	16	46	69	58.5	9.9	21.4	1.2	3.6	5.4
UK Public Service	2,892	1,568	296	587	38	106	297	54.2	10.2	20.3	1.3	3.7	10.3
BBC Studios (Sales & Distribution, Branded Services & Management)	481	280	62	85	*	23	25	58.2	12.9	17.7	*	4.8	5.2
BBC Studios (TV & Radio Production)	296	175	36	50	*	11	22	59.1	12.2	16.9	*	3.7	7.4
BBC Studios	777	455	98	135	*	34	47	58.6	12.6	17.4	*	4.4	6.0
World Service Group	180	102	11	15	*	12	34	56.7	6.1	8.3	*	6.7	18.9
BBC Studioworks	27	14	*	*	*	*	*	51.9	*	*	*	*	*
Children in Need	25	11	*	11	*	*	*	44.0	*	44.0	*	*	*
Other	232	127	15	31	*	15	36	54.7	6.5	13.4	*	6.5	15.5
Grand total	3,901	2,150	409	753	54	155	380	55.1	10.5	19.3	1.4	4.0	9.7

All staff socio-economic background (Household Occupation) distribution by Job Family: 31 March 2024

Job Family	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Commissioning	280	151	37	55	*	15	13	53.9	13.2	19.6	*	5.4	4.6
Programming	9,317	4,647	827	1,744	141	521	1,437	49.9	8.9	18.7	1.5	5.6	15.4
Sales/Marketing	830	482	99	168	13	36	32	58.1	11.9	20.2	1.6	4.3	3.9
Support/Admin	4,457	2,273	529	1,085	93	266	211	51.0	11.9	24.3	2.1	6.0	4.7
Technical/Engineering	5,309	2,543	477	1,203	106	349	631	47.9	9.0	22.7	2.0	6.6	11.8
Not Allocated	385	147	11	26	*	28	170	38.2	2.9	6.8	*	7.3	44.2
Grand total	20,578	10,243	1,980	4,281	365	1,215	2,494	49.8	9.6	20.8	1.8	5.9	12.1

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* Data has been replaced with an asterisk where figures are below sample size

Staff continued

Socio-economic background (household occupation) continued

Leadership staff socio-economic background (Household Occupation) distribution by Job Family: 31 March 2024

Job Family	Household occupation (numbers)							Household occupation (%)						
	Total	Working class / Low socio economic					Prefer not to say	No data	Professional	Working class / Low socio economic			Prefer not to say	No data
		Professional	Intermediate	Other	Other	Other								
Commissioning	186	100	27	35	*	*	11	53.8	14.5	18.8	*	*	5.9	
Programming	1,684	865	161	300	24	63	271	51.4	9.6	17.8	1.4	3.7	16.1	
Sales/Marketing	174	94	14	46	*	*	12	54.0	8.0	26.4	*	*	6.9	
Support/Admin	1,213	711	141	248	15	53	45	58.6	11.6	20.4	1.2	4.4	3.8	
Technical/Engineering	644	380	66	124	*	26	41	59.0	10.2	19.3	*	4.0	6.4	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	
Grand total	3,901	2,150	409	753	54	155	380	55.1	10.5	19.3	1.4	4.0	9.7	

All staff socio-economic background (Household Occupation) distribution by Job Family: 31 March 2024

Grade Band	Household occupation (numbers)							Household occupation (%)						
	Total	Working class / Low socio economic					Prefer not to say	No data	Professional	Working class / Low socio economic			Prefer not to say	No data
		Professional	Intermediate	Other	Other	Other								
A	182	62	24	50	*	15	27	34.1	13.2	27.5	*	8.2	14.8	
B	2,010	874	238	491	37	156	214	43.5	11.8	24.4	1.8	7.8	10.7	
C	6,224	3,055	576	1,309	116	423	745	49.1	9.3	21.0	1.9	6.8	11.9	
D	7,369	3,690	673	1,534	124	403	945	50.1	9.1	20.8	1.7	5.5	12.8	
E	2,495	1,331	269	484	32	111	268	53.3	10.8	19.4	1.3	4.4	10.8	
F	1,107	621	111	212	20	41	102	56.1	10.0	19.2	1.8	3.7	9.2	
SL	299	198	29	57	*	*	10	66.2	9.7	19.1	*	*	3.3	
Not Allocated	892	412	60	144	30	63	183	46.2	6.7	16.1	3.4	7.1	20.5	
Grand total	20,578	10,243	1,980	4,281	365	1,215	2,494	49.8	9.6	20.8	1.8	5.9	12.1	

All staff leaver and joiner distribution by socio-economic background (Household Occupation): 31 March 2024

Category	Household occupation (numbers)							Household occupation (%)						
	Total	Working class / Low socio economic					Prefer not to say	No data	Professional	Working class / Low socio economic			Prefer not to say	No data
		Professional	Intermediate	Other	Other	Other								
Leavers	2,588	1,277	273	531	53	212	242	49.3	10.5	20.5	2.0	8.2	9.5	
Joiners	2,437	1,160	283	416	55	197	326	47.6	11.6	17.1	2.3	8.1	13.3	

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Staff continued

Socio-economic background (household occupation) continued

All staff leaver distribution by socio-economic background (Household Occupation) and reason for leaving: 31 March 2024

Reason for leaving	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Voluntary	863	463	83	159	16	77	65	53.7	9.6	18.4	1.9	8.9	7.5
Redundancy	794	345	80	174	14	49	132	43.5	10.1	21.9	1.8	6.2	16.5
End FTC	804	418	98	166	23	77	22	52.0	12.2	20.6	2.9	9.6	2.7
Other involuntary	36	13	*	*	*	*	*	36.1	*	*	*	*	*
Other	91	38	*	23	*	*	19	41.8	*	25.3	*	*	20.9
Grand total	2,588	1,277	273	531	53	212	242	49.3	10.5	20.5	2.0	8.2	9.5

All staff internal mover distribution by socio-economic background (Household Occupation) and reason for leaving: 31 March 2024

Internal move type	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Attachment	894	508	80	159	11	44	92	56.8	8.9	17.8	1.2	4.9	10.4
Promotion	918	490	84	201	*	49	88	53.4	9.2	21.9	*	5.3	9.6
Transfer	1,513	805	133	339	35	90	111	53.2	8.8	22.4	2.3	5.9	7.4
Grand total	3,325	1,803	297	699	52	183	291	54.2	8.9	21.0	1.6	5.5	8.8

All staff socio-economic background (Household Occupation) distribution by contract type: 31 March 2024

Contract type	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Continuing	18,930	9,430	1,807	3,957	326	1,080	2,330	49.8	9.5	20.9	1.7	5.7	12.4
Fixed Term less than 1 yr	483	258	38	99	16	30	42	53.4	7.9	20.5	3.3	6.2	8.7
Fixed Term 1 yr+	1,159	555	134	223	23	105	119	47.9	11.6	19.2	2.0	9.1	10.2
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand Total	20,578	10,243	1,980	4,281	365	1,215	2,494	49.8	9.6	20.8	1.8	5.9	12.1

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Staff continued

Socio-economic background (household occupation) continued

All staff socio-economic background (Household Occupation) distribution by length of service: 31 March 2024

Length of service (yrs)	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
<1	2,187	1,039	243	381	49	163	312	47.5	11.1	17.4	2.2	7.5	14.3
1-<3	3,506	1,990	376	791	90	248	11	56.8	10.7	22.6	2.6	7.1	0.2
3-<5	1,484	868	149	285	23	153	*	58.5	10.0	19.2	1.5	10.3	*
5-<10	4,378	2,220	411	916	74	252	505	50.7	9.4	20.9	1.7	5.8	11.5
10+	9,023	4,126	801	1,908	129	399	1,660	45.7	8.9	21.1	1.4	4.4	18.5
Grand total	20,578	10,243	1,980	4,281	365	1,215	2,494	49.8	9.6	20.8	1.8	5.9	12.1

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FREELANCE



Programme – BBC/Supplier

Freelance (reporting is shown separately for our staff and freelancers)

Age

Freelance age distribution by division: 31 March 2024

Division	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Content	2,011	22	475	570	398	331	215	1.1	23.6	28.3	19.8	16.5	10.7
Nations	2,853	48	811	478	536	528	452	1.7	28.4	16.8	18.8	18.5	15.8
News and Current Affairs	1,165	10	250	304	263	200	138	0.9	21.5	26.1	22.6	17.2	11.7
Operations Group	762	*	117	158	176	189	117	*	15.4	20.7	23.1	24.8	15.4
UK Public Service	6,791	85	1,653	1,510	1,373	1,248	922	1.3	24.3	22.2	20.2	18.4	13.6
BBC Studios (Sales & Distribution, Branded Services & Management)	499	*	63	152	149	107	26	*	12.6	30.5	29.9	21.4	5.2
BBC Studios (TV & Radio Production)	7,319	56	1,808	1,804	1,612	1,398	641	0.8	24.7	24.6	22.0	19.1	8.8
BBC Studios	7,818	58	1,871	1,956	1,761	1,505	667	0.7	23.9	25.0	22.5	19.3	8.6
World Service Group	496	*	60	143	124	89	78	*	12.1	28.8	25.0	17.9	15.7
BBC Studioworks	193	*	24	31	48	52	37	*	12.4	16.1	24.9	26.9	19.2
Children in Need	17	*	*	*	*	*	*	*	*	*	*	*	*
Other	706	*	86	182	176	143	116	*	12.2	25.8	24.9	20.3	16.4
Grand total	15,315	146	3,610	3,648	3,310	2,896	1,705	1.0	23.6	23.8	21.6	18.9	11.1

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Freelance continued

Disability

Freelance disability distribution by division: 31 March 2024

Division	Total	Disability (numbers)				Disability (%)				Disabled neurodivergent		Non-disabled neurodivergent	
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	(numbers)	(%)	(numbers)	(%)
Content	2,011	152	1,247	90	522	7.6	62.0	4.5	25.9	34	1.7	*	*
Nations	2,853	207	1,907	103	636	7.3	66.8	3.6	22.3	32	1.1	14	0.5
News and Current Affairs	1,165	66	783	56	260	5.7	67.2	4.8	22.3	15	1.3	*	*
Operations Group	762	40	492	31	199	5.2	64.6	4.1	26.1	*	*	*	*
UK Public Service	6,791	465	4,429	280	1,617	6.8	65.2	4.1	23.9	89	1.3	28	0.4
BBC Studios (Sales & Distribution, Branded Services & Management)	499	17	354	32	96	3.4	70.9	6.4	19.3	*	*	*	*
BBC Studios (TV & Radio Production)	7,319	391	4,088	320	2,520	5.3	55.9	4.4	34.4	87	1.2	*	*
BBC Studios	7,818	408	4,442	352	2,616	5.2	56.8	4.5	33.5	94	1.2	12	0.2
World Service Group	496	18	342	21	115	3.6	69.0	4.2	23.2	*	*	*	*
BBC Studioworks	193	*	90	*	91	*	46.6	*	47.2	*	*	*	*
Children in Need	17	*	12	*	*	*	70.6	*	*	*	*	*	*
Other	706	27	444	25	210	3.8	62.9	3.5	29.8	*	*	*	*
Grand total	15,315	900	9,315	657	4,443	5.9	60.8	4.3	29.0	185	1.2	43	0.3

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Freelance continued

Ethnicity

Freelance ethnicity distribution by division (numbers): 31 March 2024

Division	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	B.A.M.E	Asian	Black	Mixed ethnicity	Other B.A.M.E	White British	Other white back-ground	Prefer not to say	No data	
Content	2,011	325	99	117	89	20	1,026	79	57	524	16.2	4.9	5.8	4.4	1.0	51.0	3.9	2.8	26.2	
Nations	2,853	198	62	63	60	13	1,789	172	65	629	6.9	2.2	2.2	2.1	0.5	62.7	6.0	2.3	22.0	
News and Current Affairs	1,165	173	69	43	36	25	618	75	41	258	14.8	5.9	3.7	3.1	2.1	53.0	6.4	3.5	22.3	
Operations Group	762	74	24	27	16	*	430	40	19	199	9.7	3.1	3.5	2.1	*	56.4	5.2	2.5	26.1	
UK Public Service	6,791	770	254	250	201	65	3,863	366	182	1,610	11.3	3.7	3.7	3.0	1.0	56.9	5.4	2.7	23.6	
BBC Studios (Sales & Distribution, Branded Services & Management)	499	70	20	22	22	6	276	34	25	94	14.0	4.0	4.4	4.4	1.2	55.3	6.8	5.0	18.9	
BBC Studios (TV & Radio Production)	7,319	581	134	175	226	46	3,766	246	209	2,517	7.9	1.8	2.4	3.1	0.6	51.5	3.4	2.9	34.3	
BBC Studios	7,818	651	154	197	248	52	4,042	280	234	2,611	8.3	2.0	2.5	3.2	0.7	51.7	3.6	3.0	33.3	
World Service Group	496	195	46	41	19	89	129	32	27	113	39.3	9.3	8.3	3.8	17.9	26.0	6.5	5.4	22.8	
BBC Studioworks	193	10	*	*	*	*	80	*	*	91	5.2	*	*	*	*	41.5	*	*	47.2	
Children in Need	17	*	*	*	*	*	13	*	*	*	*	*	*	*	*	76.5	*	*	*	
Other	706	205	47	42	24	92	222	39	32	208	29.0	6.7	5.9	3.4	13.0	31.4	5.5	4.5	29.6	
Grand total	15,315	1,626	455	489	473	209	8,127	685	448	4,429	10.6	3.0	3.2	3.1	1.4	53.1	4.5	2.9	28.8	

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* Data has been replaced with an asterisk where figures are below sample size

Freelance continued

Gender

Freelance gender distribution by division: 31 March 2024

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Content	2,011	975	1,036	48.5	51.5
Nations	2,853	1,149	1,704	40.3	59.7
News and Current Affairs	1,165	572	593	49.1	50.9
Operations Group	762	361	401	47.4	52.6
UK Public Service	6,791	3,057	3,734	45.0	55.0
BBC Studios (Sales & Distribution, Branded Services & Management)	499	216	283	43.3	56.7
BBC Studios (TV & Radio Production)	7,319	3,358	3,961	45.9	54.1
BBC Studios	7,818	3,574	4,244	45.7	54.3
World Service Group	496	256	240	51.6	48.4
BBC Studioworks	193	34	159	17.6	82.4
Children in Need	17	13	*	76.5	*
Other	706	303	403	42.9	57.1
Grand total	15,315	6,934	8,381	45.3	54.7

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Freelance continued

Sexual orientation, transgender identity and gender identity

Freelance sexual orientation and transgender identity distribution by division (numbers): 31 March 2024

Division	Sexual orientation, transgender identity and gender identity (numbers)												
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Trans gender	Non-binary	Other gender identity	Out at Work**	LGBTQ+
Content	2,011	107	68	47	1,077	57	197	458	25	*	*	*	285
Nations	2,853	136	86	33	1,733	71	221	573	33	*	*	12	339
News and Current Affairs	1,165	65	43	17	634	19	152	235	11	*	*	*	147
Operations Group	762	28	35	15	432	21	70	161	*	*	*	10	92
UK Public Service	6,791	336	232	112	3,876	168	640	1,427	77	16	14	38	863
BBC Studios (Sales & Distribution, Branded Services & Management)	499	22	21	*	304	*	66	69	*	*	*	*	61
BBC Studios (TV & Radio Production)	7,319	367	214	88	3,498	141	724	2,287	89	37	11	15	836
BBC Studios	7,818	389	235	96	3,802	150	790	2,356	96	39	12	18	897
World Service Group	496	14	*	*	274	20	79	96	*	*	*	*	44
BBC Studioworks	193	*	*	*	85	*	13	89	*	*	*	*	*
Children in Need	17	*	*	*	11	*	*	*	*	*	*	*	*
Other	706	17	10	*	370	21	93	189	*	*	*	*	53
Grand total	15,315	742	477	214	8,048	339	1,523	3,972	176	59	27	59	1,813

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** Individuals are asked in a monitoring form if they are open to the person who engaged them for work at the BBC about their sexual orientation, transgender identity and gender identity.

Freelance continued

Sexual orientation, transgender identity and gender identity continued

Freelance sexual orientation and transgender identity distribution by division (percentage): 31 March 2024

Division	Sexual orientation, transgender identity and gender identity (%)											
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Trans gender	Non Binary	Other gender identity	Out at Work**	LGBTQ+
Content	5.3	3.4	2.3	53.6	2.8	9.8	22.8	1.2	*	*	*	14.2
Nations	4.8	3.0	1.2	60.7	2.5	7.7	20.1	1.2	*	*	0.4	11.9
News and Current Affairs	5.6	3.7	1.5	54.4	1.6	13.0	20.2	0.9	*	*	*	12.6
Operations Group	3.7	4.6	2.0	56.7	2.8	9.2	21.0	*	*	*	1.3	12.1
UK Public Service	4.9	3.4	1.6	57.1	2.5	9.4	21.1	1.1	0.2	0.2	0.6	12.7
BBC Studios (Sales & Distribution, Branded Services & Management)	4.4	4.2	*	60.9	*	13.2	13.8	*	*	*	*	12.2
BBC Studios (TV & Radio Production)	5.0	2.9	1.2	47.8	1.9	9.9	31.3	1.2	0.5	0.2	0.2	11.4
BBC Studios	5.0	3.0	1.2	48.6	1.9	10.1	30.2	1.2	0.5	0.2	0.2	11.5
World Service Group	2.8	*	*	55.2	4.0	15.9	19.4	*	*	*	*	8.9
BBC Studioworks	*	*	*	44.0	*	6.7	46.1	*	*	*	*	*
Children in Need	*	*	*	64.7	*	*	*	*	*	*	*	*
Other	2.4	1.4	*	52.4	3.0	13.2	26.8	*	*	*	*	7.5
Grand total	4.8	3.1	1.4	52.5	2.2	9.9	26.1	1.1	0.4	0.2	0.4	11.8

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** Individuals are asked in a monitoring form if they are open to the person who engaged them for work at the BBC about their sexual orientation, transgender identity and gender identity.

Freelance continued

Religion and belief

Freelance religion and belief distribution (numbers): 31 March 2024

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	2,011	318	11	360	20	26	47	23	71	463	220	452
Nations	2,853	430	10	728	13	12	29	*	109	678	272	564
News and Current Affairs	1,165	187	11	200	10	16	40	*	41	259	166	230
Operations Group	762	119	*	149	*	*	12	*	28	202	74	161
UK Public Service	6,791	1,054	38	1,437	44	61	128	39	249	1,602	732	1,407
BBC Studios (Sales & Distribution, Branded Services & Management)	499	114	*	63	*	*	*	*	24	139	75	69
BBC Studios (TV & Radio Production)	7,319	1,145	34	1,056	32	50	46	13	201	1,661	791	2,290
BBC Studios	7,818	1,259	37	1,119	33	53	53	14	225	1,800	866	2,359
World Service Group	496	55	*	73	*	*	80	*	16	96	69	95
BBC Studioworks	193	21	*	24	*	*	*	*	*	42	12	89
Children in Need	17	*	*	*	*	*	*	*	*	*	*	*
Other	706	77	*	104	*	*	81	*	18	140	82	188
Grand total	15,315	2,390	79	2,660	79	122	262	55	492	3,542	1,680	3,954

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Freelance continued

Religion and belief continued

Freelance staff religion and belief distribution (percentage): 31 March 2024

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	15.8	0.5	17.9	1.0	1.3	2.3	1.1	3.5	23.0	10.9	22.7
Nations	15.1	0.4	25.5	0.5	0.4	1.0	*	3.8	23.8	9.5	19.8
News and Current Affairs	16.1	0.9	17.2	0.9	1.4	3.4	*	3.5	22.2	14.2	19.7
Operations Group	15.6	*	19.6	*	*	1.6	*	3.7	26.5	9.7	21.1
UK Public Service	15.5	0.6	21.2	0.6	0.9	1.9	0.6	3.7	23.6	10.8	20.6
BBC Studios (Sales & Distribution, Branded Services & Management)	22.8	*	12.6	*	*	*	*	4.8	27.9	15.0	13.8
BBC Studios (TV & Radio Production)	15.6	0.5	14.4	0.4	0.7	0.6	0.2	2.7	22.7	10.8	31.4
BBC Studios	16.1	0.5	14.3	0.4	0.7	0.7	0.2	2.9	23.0	11.1	30.1
World Service Group	11.1	*	14.7	*	*	16.1	*	3.2	19.4	13.9	19.2
BBC Studioworks	10.9	*	12.4	*	*	*	*	*	21.8	6.2	46.1
Children in Need	*	*	*	*	*	*	*	*	*	*	*
Other	10.9	*	14.7	*	*	11.5	*	2.5	19.8	11.6	26.6
Grand total	15.6	0.5	17.4	0.5	0.8	1.7	0.4	3.2	23.1	11.0	25.8

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Freelance continued

Socio-economic background (school type)

Freelance socio-economic background (school type) distribution: 31 March 2024

Division	School type (numbers)							School type (%)					
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	Independent or fee-paying school	Other	Prefer not to say	No data
Content	2,011	857	178	208	117	117	534	42.6	8.9	10.3	5.8	5.8	26.6
Nations	2,853	1,477	279	194	109	119	675	51.8	9.8	6.8	3.8	4.2	23.6
News and Current Affairs	1,165	407	119	148	133	78	280	34.9	10.2	12.7	11.4	6.7	24.1
Operations Group	762	324	70	72	54	45	197	42.5	9.2	9.4	7.1	5.9	25.9
UK Public Service	6,791	3,065	646	622	413	359	1,686	45.1	9.5	9.2	6.1	5.3	24.8
BBC Studios (Sales & Distribution, Branded Services & Management)	499	231	24	58	40	48	98	46.3	4.8	11.6	8.0	9.6	19.7
BBC Studios (TV & Radio Production)	7,319	2,927	515	570	328	457	2,522	40.0	7.0	7.8	4.5	6.2	34.5
BBC Studios	7,818	3,158	539	628	368	505	2,620	40.4	6.9	8.0	4.7	6.5	33.5
World Service Group	496	96	30	55	156	39	120	19.4	6.0	11.1	31.5	7.9	24.1
BBC Studioworks	193	62	16	14	*	*	91	32.1	8.3	7.3	*	*	47.2
Children in Need	17	*	*	*	*	*	*	*	*	*	*	*	*
Other	706	167	46	71	162	45	215	23.7	6.5	10.1	22.9	6.4	30.4
Grand total	15,315	6,390	1,231	1,321	943	909	4,521	41.7	8.0	8.6	6.2	5.9	29.6

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Freelance continued

Socio-economic background (free school meals)

Freelance socio-economic background (free school meals) distribution: 31 March 2024

Division	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	2,011	124	553	51	48	47	1,188	6.2	27.5	2.5	2.4	2.3	59.1
Nations	2,853	125	873	53	18	54	1,730	4.4	30.6	1.9	0.6	1.9	60.6
News and Current Affairs	1,165	69	349	24	35	45	643	5.9	30.0	2.1	3.0	3.9	55.1
Operations Group	762	42	221	14	16	19	450	5.5	29.0	1.8	2.1	2.5	59.1
UK Public Service	6,791	360	1,996	142	117	165	4,011	5.3	29.4	2.1	1.7	2.4	59.1
BBC Studios (Sales & Distribution, Branded Services & Management)	499	37	157	11	14	19	261	7.4	31.5	2.2	2.8	3.8	52.3
BBC Studios (TV & Radio Production)	7,319	383	1,851	153	97	205	4,630	5.2	25.3	2.1	1.3	2.8	63.3
BBC Studios	7,818	420	2,008	164	111	224	4,891	5.4	25.7	2.1	1.4	2.9	62.5
World Service Group	496	25	137	*	34	17	280	5.0	27.6	*	6.9	3.4	56.5
BBC Studioworks	193	*	35	*	*	*	151	*	18.1	*	*	*	78.2
Children in Need	17	*	*	*	*	*	*	*	*	*	*	*	*
Other	706	27	179	*	35	20	440	3.8	25.4	*	5.0	2.8	62.3
Grand total	15,315	807	4,183	311	263	409	9,342	5.3	27.3	2.0	1.7	2.7	61.0

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Freelance continued

Socio-economic background (household occupation)

Freelance socio-economic background (household occupation) distribution: 31 March 2024

Division	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data	Professional	Intermediate	Working class / Low socio economic	Other	Prefer not to say	No data
Content	2,011	830	141	297	25	184	534	41.3	7.0	14.8	1.2	9.1	26.6
Nations	2,853	1,136	238	568	49	187	675	39.8	8.3	19.9	1.7	6.6	23.7
News and Current Affairs	1,165	498	87	183	18	99	280	42.7	7.5	15.7	1.5	8.5	24.1
Operations Group	762	290	62	124	16	73	197	38.1	8.1	16.3	2.1	9.6	25.8
UK Public Service	6,791	2,754	528	1,172	108	543	1,686	40.6	7.8	17.3	1.6	8.0	24.7
BBC Studios (Sales & Distribution, Branded Services & Management)	499	203	46	75	11	66	98	40.7	9.2	15.0	2.2	13.2	19.7
BBC Studios (TV & Radio Production)	7,319	2,341	560	1,076	106	712	2,524	32.0	7.7	14.7	1.4	9.7	34.5
BBC Studios	7,818	2,544	606	1,151	117	778	2,622	32.5	7.8	14.7	1.5	10.0	33.5
World Service Group	496	219	43	38	19	57	120	44.2	8.7	7.7	3.8	11.5	24.1
BBC Studioworks	193	46	12	29	*	14	91	23.8	6.2	15.0	*	7.3	47.2
Children in Need	17	*	*	*	*	*	*	*	*	*	*	*	*
Other	706	273	56	68	20	74	215	38.7	7.9	9.6	2.8	10.5	30.5
Grand total	15,315	5,571	1,190	2,391	245	1,395	4,523	36.4	7.8	15.6	1.6	9.1	29.5

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