

**B B C**



**BBC Equality Information  
Report 2022/23**

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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**Cover:**  
*Young Masterchef* – BBC/Shine Ltd

**Above:**  
*Children in Need* – BBC/James Stack  
BBC Staff – BBC



**p.59** Freelance

# STAFF



BBC Staff – BBC

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

### All staff and leadership: 31 March 2023

		March 2023	March '26 target**
Women	All staff	<b>50.1%</b>	50%
	Leadership*	<b>49.0%</b>	50%
B.A.M.E	All staff	<b>17.0%</b>	20%
	Leadership*	<b>14.1%</b>	20%
Disability	All staff	<b>9.4%</b>	12%
	Leadership*	<b>7.9%</b>	12%
Low socio-economic background (household occupation)	All staff	<b>21.1%</b>	25%
	Leadership*	<b>20.1%</b>	25%

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 2023

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	2,559	*	370	685	701	599	199	*	14.5	26.8	27.4	23.4	7.7
Nations	5,331	32	640	1,079	1,595	1,514	471	0.6	12.0	20.2	29.	28.4	8.9
News and Current Affairs	4,067	13	450	978	1,153	1,119	354	0.3	11.1	24.0	28.4	27.5	8.7
Operations Group	5,201	27	926	1,502	1,440	1,040	266	0.5	17.8	28.9	27.7	20.0	5.1
<b>UK Public Service</b>	<b>17,158</b>	<b>77</b>	<b>2,386</b>	<b>4,244</b>	<b>4,889</b>	<b>4,272</b>	<b>1,290</b>	<b>0.4</b>	<b>13.9</b>	<b>24.7</b>	<b>28.5</b>	<b>24.9</b>	<b>7.6</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	*	273	478	472	223	42	*	18.3	32.	31.7	15.0	2.7
BBC Studios (TV & Radio Production)	1,532	14	380	470	374	236	58	0.9	24.8	30.7	24.4	15.4	3.8
<b>BBC Studios</b>	<b>3,023</b>	<b>17</b>	<b>653</b>	<b>948</b>	<b>846</b>	<b>459</b>	<b>100</b>	<b>0.6</b>	<b>21.6</b>	<b>31.4</b>	<b>28.0</b>	<b>15.2</b>	<b>3.2</b>
World Service Group	99		*	40	36	15	*	*	*	40.4	36.4	15.2	*
BBC Studioworks	151	*	28	26	33	38	26	*	18.5	17.2	21.9	25.2	17.2
Children in Need	151	*	19	60	44	26	*	*	12.6	39.7	29.1	17.2	*
<b>Other</b>	<b>401</b>	<b>*</b>	<b>49</b>	<b>126</b>	<b>113</b>	<b>79</b>	<b>34</b>	<b>*</b>	<b>12.2</b>	<b>31.4</b>	<b>28.2</b>	<b>19.7</b>	<b>8.5</b>
<b>Grand total</b>	<b>20,582</b>	<b>94</b>	<b>3,088</b>	<b>5,318</b>	<b>5,848</b>	<b>4,810</b>	<b>1,424</b>	<b>0.5</b>	<b>15.0</b>	<b>25.8</b>	<b>28.4</b>	<b>23.4</b>	<b>6.9</b>

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 2023

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	444	*	*	59	191	147	44	*	*	13.3	43.0	33.1	9.9
Nations	620	*	*	55	230	269	61	*	*	8.9	37.1	43.4	9.8
News and Current Affairs	713	*	*	75	251	298	83	*	*	10.5	35.2	41.8	11.7
Operations Group	1,152	*	15	251	453	361	72	*	1.3	21.8	39.3	31.3	6.3
<b>UK Public Service</b>	<b>2,929</b>	<b>*</b>	<b>29</b>	<b>440</b>	<b>1,125</b>	<b>1,075</b>	<b>260</b>	<b>*</b>	<b>1.0</b>	<b>15.0</b>	<b>38.4</b>	<b>36.7</b>	<b>8.9</b>
BBC Studios (Sales and Distribution, Branded Services & Management)	434	*	11	120	190	96	17	*	2.5	27.6	43.8	22.1	4.0
BBC Studios (TV and Radio Production)	312	*	*	57	132	103	18	*	*	18.3	42.3	33.0	5.8
<b>BBC Studios</b>	<b>746</b>	<b>*</b>	<b>13</b>	<b>177</b>	<b>322</b>	<b>199</b>	<b>35</b>	<b>*</b>	<b>1.7</b>	<b>23.7</b>	<b>43.2</b>	<b>26.7</b>	<b>4.7</b>
World Service Group	30	*	*	*	17	*	*	*	*	*	56.7	*	*
BBC Studioworks	25	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	20	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>75</b>	<b>•</b>	<b>•</b>	<b>14</b>	<b>31</b>	<b>24</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>18.7</b>	<b>41.3</b>	<b>32.0</b>	<b>*</b>
<b>Grand total</b>	<b>3,750</b>	<b>•</b>	<b>42</b>	<b>631</b>	<b>1,478</b>	<b>1,298</b>	<b>301</b>	<b>*</b>	<b>1.1</b>	<b>16.8</b>	<b>39.4</b>	<b>34.6</b>	<b>8.1</b>

### All staff age distribution by job family: 31 March 2023

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	246	*	12	42	92	86	14	*	4.9	17.1	37.4	35.0	5.6
Programming	9,507	*	1,287	2,479	2,823	2,331	584	*	13.5	26.1	29.7	24.5	6.2
Sales/Marketing	801	*	181	280	231	96	13	*	22.6	35.0	28.8	12.0	1.6
Support/Admin	4,181	90	778	1,029	1,120	917	247	2.2	18.6	24.6	26.8	21.9	5.9
Technical/Engineering	5,457	*	821	1,423	1,470	1,257	485	*	15.0	26.1	26.9	23.0	9.0
Not allocated	390	*	*	65	112	123	81	*	*	16.7	28.7	31.5	20.8
<b>Grand total</b>	<b>20,582</b>	<b>94</b>	<b>3,088</b>	<b>5,318</b>	<b>5,848</b>	<b>4,810</b>	<b>1,424</b>	<b>0.5</b>	<b>15.0</b>	<b>25.8</b>	<b>28.4</b>	<b>23.4</b>	<b>6.9</b>

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# Staff continued

## Age continued

### Leadership staff age distribution by job family: 31 March 2023

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	180	*	*	22	73	73	11	*	*	12.2	40.6	40.6	6.0
Programming	1,663	*	11	205	637	653	157	*	0.7	12.3	38.3	39.3	9.4
Sales/Marketing	162	*	*	35	79	41	*	*	*	21.6	48.8	25.3	*
Support/Admin	1,127	*	19	236	436	349	87	*	1.7	20.9	38.7	31.0	7.7
Technical/Engineering	610	*	*	132	250	180	39	*	*	21.6	41.0	29.5	6.4
Not allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>3,750</b>	<b>*</b>	<b>42</b>	<b>631</b>	<b>1,478</b>	<b>1,298</b>	<b>301</b>	<b>*</b>	<b>1.1</b>	<b>16.8</b>	<b>39.4</b>	<b>34.6</b>	<b>8.1</b>

### All staff age distribution by grade bands: 31 March 2023

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	252	*	81	36	32	55	47	*	32.1	14.3	12.7	21.8	18.7
B	2,201	*	728	507	391	436	137	*	33.1	23.0	17.8	19.8	6.2
C	6,512	*	1,435	2,009	1,507	1,152	407	*	22.0	30.9	23.1	17.7	6.3
D	6,999	*	434	2,030	2,330	1,751	454	*	6.2	29.0	33.3	25.0	6.5
E	2,347	*	41	483	955	710	158	*	1.7	20.6	40.7	30.3	6.7
F	1,057	*	*	129	419	417	91	*	*	12.2	39.6	39.5	8.6
SL	312	*	*	18	95	162	37	*	*	5.8	30.4	51.9	11.9
Not allocated	902	89	368	106	119	127	93	9.9	40.8	11.8	13.2	14.1	10.2
<b>Grand total</b>	<b>20,582</b>	<b>94</b>	<b>3,088</b>	<b>5,318</b>	<b>5,848</b>	<b>4,810</b>	<b>1,424</b>	<b>0.5</b>	<b>15.0</b>	<b>25.8</b>	<b>28.4</b>	<b>23.4</b>	<b>6.9</b>

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## Staff continued

### Age continued

#### All staff leaver and joiner distribution by age: 31 March 2023

	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	2,465	*	690	787	478	339	168	*	28.0	31.9	19.4	13.8	6.8
Joiners	2,998	80	1,414	866	407	197	34	2.7	47.2	28.9	13.6	6.6	1.0

#### All staff leaver distribution by age and reason for leaving: 31 March 2023

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	1,293	*	338	530	272	114	39	*	26.1	41.0	21.0	8.8	3.1
Redundancy	394	*	11	68	105	143	67	*	2.8	17.3	26.6	36.3	17.0
End FTC	655	*	340	175	73	54	10	*	51.9	26.7	11.1	8.2	1.6
Other involuntary	61	*	*	12	26	18	*	*	*	19.7	42.6	29.5	*
Other	62	*	*	*	*	10	48	*	*	*	*	16.1	77.5
<b>Grand total</b>	<b>2,465</b>	<b>*</b>	<b>690</b>	<b>787</b>	<b>478</b>	<b>339</b>	<b>168</b>	<b>*</b>	<b>28.0</b>	<b>31.9</b>	<b>19.4</b>	<b>13.8</b>	<b>6.8</b>

#### All staff internal mover distribution by age: 31 March 2023

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	1,361	*	233	526	410	177	15	*	17.1	38.6	30.1	13.0	1.2
Promotion	278	*	80	101	65	27	*	*	28.8	36.3	23.4	9.7	*
Transfer	1,951	*	561	667	470	217	34	*	28.8	34.2	24.1	11.1	1.7
<b>Grand total</b>	<b>3,590</b>	<b>*</b>	<b>874</b>	<b>1,294</b>	<b>945</b>	<b>421</b>	<b>54</b>	<b>*</b>	<b>24.3</b>	<b>36.0</b>	<b>26.3</b>	<b>11.7</b>	<b>1.6</b>

#### All staff age distribution by contract type: 31 March 2023

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	18,774	45	2,220	4,817	5,614	4,690	1,388	0.2	11.8	25.7	29.9	25.0	7.4
Fixed term less than one year	504	43	238	126	58	29	10	8.5	47.2	25.0	11.5	5.8	2.0
Fixed term one year +	1,297	*	630	375	175	90	21	*	48.6	28.9	13.5	6.9	1.6
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>94</b>	<b>3,088</b>	<b>5,318</b>	<b>5,848</b>	<b>4,810</b>	<b>1,424</b>	<b>0.5</b>	<b>15.0</b>	<b>25.8</b>	<b>28.4</b>	<b>23.4</b>	<b>6.9</b>

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## Staff continued

### Age continued

All staff age distribution by length of service: 31 March 2023

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	2,638	77	1,201	785	370	174	31	2.9	45.5	29.8	14.0	6.6	1.2
1–<3	2,309	17	973	761	363	165	30	0.7	42.1	33.0	15.7	7.1	1.4
3–<5	2,335	*	565	937	528	250	55	*	24.2	40.1	22.6	10.7	2.4
5–<10	4,283	*	343	1,845	1,265	651	179	*	8.0	43.1	29.5	15.2	4.2
10+	9,017	*	*	990	3,322	3,570	1,129	*	*	11.0	36.8	39.6	12.5
<b>Grand total</b>	<b>20,582</b>	<b>94</b>	<b>3,088</b>	<b>5,318</b>	<b>5,848</b>	<b>4,810</b>	<b>1,424</b>	<b>0.5</b>	<b>15.0</b>	<b>25.8</b>	<b>28.4</b>	<b>23.4</b>	<b>6.9</b>

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 2023

Division	Disability (numbers)					Disability (%)				
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	
Content	2,559	261	2,143	103	52	10.2	83.7	4.0	2.1	
Nations	5,331	434	4,591	208	98	8.1	86.1	3.9	1.9	
News and Current Affairs	4,067	328	3,473	179	87	8.1	85.4	4.4	2.1	
Operations Group	5,201	575	4,353	214	59	11.1	83.7	4.1	1.1	
<b>UK Public Service</b>	<b>17,158</b>	<b>1,598</b>	<b>14,560</b>	<b>704</b>	<b>296</b>	<b>9.3</b>	<b>84.9</b>	<b>4.1</b>	<b>1.7</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	120	1,287	65	19	8.0	86.3	4.4	1.3	
BBC Studios (TV & Radio Production)	1,532	175	1,280	60	17	11.4	83.6	3.9	1.1	
<b>BBC Studios</b>	<b>3,023</b>	<b>295</b>	<b>2,567</b>	<b>125</b>	<b>36</b>	<b>9.8</b>	<b>84.9</b>	<b>4.1</b>	<b>1.2</b>	
World Service Group	99	*	82	*	10	*	82.8	*	10.1	
BBC Studioworks	151	13	129	*	*	8.6	85.4	*	*	
Children in Need	151	16	129	*	*	10.6	85.4	*	*	
<b>Other</b>	<b>401</b>	<b>34</b>	<b>340</b>	<b>12</b>	<b>15</b>	<b>8.5</b>	<b>84.8</b>	<b>3.0</b>	<b>3.7</b>	
<b>Grand total</b>	<b>20,582</b>	<b>1,927</b>	<b>17,467</b>	<b>841</b>	<b>347</b>	<b>9.4</b>	<b>84.9</b>	<b>4.1</b>	<b>1.6</b>	

Leadership staff disability distribution by division: 31 March 2023

Division	Disability (numbers)					Disability (%)				
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	
Content	444	46	378	17	*	10.4	85.1	3.8	*	
Nations	620	40	548	18	14	6.5	88.4	2.9	2.2	
News and Current Affairs	713	43	637	22	11	6.0	89.3	3.1	1.6	
Operations Group	1,152	116	977	49	10	10.1	84.8	4.3	0.8	
<b>UK Public Service</b>	<b>2,929</b>	<b>245</b>	<b>2,540</b>	<b>106</b>	<b>38</b>	<b>8.4</b>	<b>86.7</b>	<b>3.6</b>	<b>1.3</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	434	23	390	17	*	5.3	89.9	3.9	*	
BBC Studios (TV & Radio Production)	312	27	271	*	*	8.7	86.9	*	*	
<b>BBC Studios</b>	<b>746</b>	<b>50</b>	<b>661</b>	<b>26</b>	<b>*</b>	<b>6.7</b>	<b>88.6</b>	<b>3.5</b>	<b>*</b>	
World Service Group	30	*	25	*	*	*	83.3	*	*	
BBC Studioworks	25	*	24	*	*	*	96.0	*	*	
Children in Need	20	*	18	*	*	*	90.0	*	*	
<b>Other</b>	<b>75</b>	<b>*</b>	<b>67</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>89.3</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>3,750</b>	<b>297</b>	<b>3,268</b>	<b>134</b>	<b>51</b>	<b>7.9</b>	<b>87.1</b>	<b>3.6</b>	<b>1.4</b>	

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

# Staff continued

## Disability continued

All staff disability distribution by job family: 31 March 2023

Job family	Disability (numbers)					Disability (%)				
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	
Commissioning	246	29	209	*	*	11.8	85.0	*	*	
Programming	9,507	808	8,145	401	153	8.5	85.7	4.2	1.6	
Sales/Marketing	801	85	680	27	*	10.6	84.9	3.4	*	
Support/Admin	4,181	451	3,519	165	46	10.8	84.2	3.9	1.1	
Technical/Engineering	5,457	542	4,584	232	99	9.9	84.0	4.3	1.8	
Not allocated	390	12	330	*	40	3.1	84.6	*	10.2	
<b>Grand total</b>	<b>20,582</b>	<b>1,927</b>	<b>17,467</b>	<b>841</b>	<b>347</b>	<b>9.4</b>	<b>84.9</b>	<b>4.1</b>	<b>1.6</b>	

Leadership staff disability distribution by job family: 31 March 2023

Job family	Disability (numbers)					Disability (%)				
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	
Commissioning	180	18	156	*	*	10.0	86.7	*	*	
Programming	1,663	117	1,469	51	26	7.0	88.3	3.1	1.6	
Sales/Marketing	162	*	145	*	*	*	89.5	*	*	
Support/Admin	1,127	106	960	50	11	9.4	85.2	4.4	1.0	
Technical/Engineering	610	48	532	23	*	7.9	87.2	3.8	*	
Not allocated	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>3,750</b>	<b>297</b>	<b>3,268</b>	<b>134</b>	<b>51</b>	<b>7.9</b>	<b>87.1</b>	<b>3.6</b>	<b>1.4</b>	

All staff disability distribution by grade bands: 31 March 2023

Grade band	Disability (numbers)					Disability (%)				
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data	
A	252	31	208	10	*	12.3	82.5	4.0	*	
B	2,201	287	1,792	89	33	13.0	81.4	4.0	1.6	
C	6,512	638	5,472	296	106	9.8	84.0	4.5	1.7	
D	6,999	579	6,019	287	114	8.3	86.0	4.1	1.6	
E	2,347	174	2,058	83	32	7.4	87.7	3.5	1.4	
F	1,057	97	909	37	14	9.2	86.0	3.5	1.3	
SL	312	26	270	13	*	8.3	86.5	4.2	*	
Not allocated	902	95	739	26	42	10.5	81.9	2.9	4.7	
<b>Grand total</b>	<b>20,582</b>	<b>1,927</b>	<b>17,467</b>	<b>841</b>	<b>347</b>	<b>9.4</b>	<b>84.9</b>	<b>4.1</b>	<b>1.6</b>	

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 leaver and joiner distribution by disability: 31 March 2023

Category	Total	Disability (numbers)				Disability (%)			
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
Leavers	2,465	306	1,980	114	65	12.4	80.3	4.6	2.7
Joiners	2,998	365	2,464	138	31	12.2	82.2	4.6	1.0

### All staff leaver distribution by disability and reason for leaving: 31 March 2023

Reason for leaving	Total	Disability (numbers)				Disability (%)			
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
Voluntary	1,293	117	1,085	66	25	9.0	83.9	5.1	2.0
Redundancy	394	48	318	21	*	12.2	80.7	5.3	*
End FTC	655	129	493	27	*	19.7	75.3	4.1	*
Other involuntary	61	*	29	*	26	*	47.5	*	42.7
Other	62	*	55	*	*	*	88.7	*	*
<b>Grand total</b>	<b>2,465</b>	<b>306</b>	<b>1,980</b>	<b>114</b>	<b>65</b>	<b>12.4</b>	<b>80.3</b>	<b>4.6</b>	<b>2.7</b>

### All staff internal mover distribution by disability: 31 March 2023

Internal move type	Total	Disability (numbers)				Disability (%)			
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
Attachment	1,361	121	1,167	50	23	8.9	85.7	3.7	1.7
Promotion	278	30	237	*	*	10.8	85.3	*	*
Transfer	1,951	203	1,623	77	48	10.4	83.2	3.9	2.5
<b>Grand total</b>	<b>3,590</b>	<b>354</b>	<b>3,027</b>	<b>135</b>	<b>74</b>	<b>9.9</b>	<b>84.3</b>	<b>3.8</b>	<b>2.0</b>

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# Staff continued

## Disability continued

All staff disability distribution by contract type: 31 March 2023

Contract type	Disability (numbers)					Disability (%)			
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
Continuing	18,774	1,697	15,996	752	329	9.0	85.2	4.0	1.8
Fixed term less than one year	504	72	406	17	*	14.3	80.6	3.4	*
Fixed term one year +	1,297	157	1,060	72	*	12.1	81.7	5.6	*
Flexicon	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>1,927</b>	<b>17,467</b>	<b>841</b>	<b>347</b>	<b>9.4</b>	<b>84.9</b>	<b>4.1</b>	<b>1.6</b>

All staff disability distribution by length of service: 31 March 2023

Length of service (years)	Disability (numbers)					Disability (%)			
	Total	Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
<1	2,638	282	2,213	125	18	10.7	83.9	4.7	0.7
1-<3	2,309	278	1,934	90	*	12.0	83.8	3.9	*
3-<5	2,335	219	1,996	106	14	9.4	85.5	4.5	0.6
5-<10	4,283	378	3,573	160	172	8.8	83.4	3.7	4.1
10+	9,017	770	7,751	360	136	8.5	86.0	4.0	1.5
<b>Grand total</b>	<b>20,582</b>	<b>1,927</b>	<b>17,467</b>	<b>841</b>	<b>347</b>	<b>9.4</b>	<b>84.9</b>	<b>4.1</b>	<b>1.6</b>

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# Staff continued

## Disability continued

All staff disability description distribution by division: 31 March 2023

Division	Disability description (numbers)														
	Disabled 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
Content	261	35	22	*	33	*	40	13	39	*	*	*	*	*	83
Nations	434	68	45	11	49	*	62	37	54	*	*	11	51	10	132
News and Current Affairs	328	45	28	*	37	*	49	27	54	*	*	*	22	*	109
Operations Group	575	80	39	*	81	*	101	53	78	*	*	11	46	21	186
<b>UK Public Service</b>	<b>1,598</b>	<b>228</b>	<b>134</b>	<b>33</b>	<b>200</b>	<b>22</b>	<b>252</b>	<b>130</b>	<b>225</b>	<b>*</b>	<b>*</b>	<b>29</b>	<b>127</b>	<b>45</b>	<b>510</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	120	12	10	*	17	*	13	*	17	*	*	*	11	*	46
BBC Studios (TV & Radio Production)	175	16	*	*	29	*	24	10	11	*	*	*	*	*	88
<b>BBC Studios</b>	<b>295</b>	<b>28</b>	<b>17</b>	<b>*</b>	<b>46</b>	<b>*</b>	<b>37</b>	<b>18</b>	<b>28</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>19</b>	<b>*</b>	<b>134</b>
World Service Group	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Studioworks	13	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>34</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>13</b>
<b>Grand total</b>	<b>1,927</b>	<b>261</b>	<b>151</b>	<b>39</b>	<b>249</b>	<b>25</b>	<b>292</b>	<b>150</b>	<b>258</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>150</b>	<b>50</b>	<b>657</b>

All staff disability description distribution by division: 31 March 2023

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	1.4	0.9	*	1.3	*	1.6	0.5	1.5	*	*	*	*	*	31.8	
Nations	1.3	0.8	0.2	0.9	*	1.2	0.7	1.0	*	*	0.2	1.0	0.2	30.4	
News and Current Affairs	1.1	0.7	*	0.9	*	1.2	0.7	1.3	*	*	*	0.5	*	33.2	
Operations Group	1.5	0.7	*	1.6	*	1.9	1.0	1.5	*	*	0.2	0.9	0.4	32.3	
<b>UK Public Service</b>	<b>1.3</b>	<b>0.8</b>	<b>0.2</b>	<b>1.2</b>	<b>0.1</b>	<b>1.5</b>	<b>0.8</b>	<b>1.3</b>	<b>*</b>	<b>*</b>	<b>0.2</b>	<b>0.7</b>	<b>0.3</b>	<b>31.9</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	0.8	0.7	*	1.1	*	0.9	*	1.1	*	*	*	0.7	*	38.3	
BBC Studios (TV & Radio Production)	1.0	*	*	1.9	*	1.6	0.7	0.7	*	*	*	*	*	50.3	
<b>BBC Studios</b>	<b>0.9</b>	<b>0.6</b>	<b>*</b>	<b>1.5</b>	<b>*</b>	<b>1.2</b>	<b>0.6</b>	<b>0.9</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>0.6</b>	<b>*</b>	<b>45.4</b>	
World Service Group	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>38.2</b>	
<b>Grand total</b>	<b>1.3</b>	<b>0.7</b>	<b>0.2</b>	<b>1.2</b>	<b>0.1</b>	<b>1.4</b>	<b>0.7</b>	<b>1.3</b>	<b>*</b>	<b>*</b>	<b>0.2</b>	<b>0.7</b>	<b>0.2</b>	<b>34.1</b>	

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# Staff continued

## Disability continued

All staff disability description distribution by job family: 31 March 2023

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	29	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Programming	808	111	63	14	103	*	122	60	105	*	*	13	54	21	285
Sales/Marketing	85	12	*	*	*	*	16	*	11	*	*	*	*	*	33
Support/Admin	451	71	31	12	53	*	64	35	71	*	*	10	40	16	138
Technical/Engineering	542	62	47	13	85	*	82	49	64	*	*	10	46	13	190
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>1,927</b>	<b>261</b>	<b>151</b>	<b>39</b>	<b>249</b>	<b>25</b>	<b>292</b>	<b>150</b>	<b>258</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>150</b>	<b>50</b>	<b>657</b>

All staff disability description distribution by job family: 31 March 2023

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	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Programming	13.7	7.8	1.7	12.7	*	15.1	7.4	13.0	*	*	1.6	6.7	2.6	35.3	
Sales/Marketing	14.1	*	*	*	*	18.8	*	12.9	*	*	*	*	*	38.8	
Support/Admin	15.7	6.9	2.7	11.8	*	14.2	7.8	15.7	*	*	2.2	8.9	3.5	30.6	
Technical/Engineering	11.4	8.7	2.4	15.7	*	15.1	9.0	11.8	*	*	1.8	8.5	2.4	35.1	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>13.5</b>	<b>7.8</b>	<b>2.0</b>	<b>12.9</b>	<b>1.3</b>	<b>15.2</b>	<b>7.8</b>	<b>13.4</b>	<b>*</b>	<b>*</b>	<b>1.8</b>	<b>7.8</b>	<b>2.6</b>	<b>34.1</b>	

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# Staff continued

## Disability continued

All staff disability description distribution by grade bands: 31 March 2023

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	31	*	*	*	*	*	*	*	*	*	*	*	*	*	11
B	287	44	16	*	36	*	47	17	28	*	*	*	11	*	117
C	638	84	42	11	75	10	113	52	78	*	*	*	48	17	247
D	579	72	50	*	88	*	77	47	83	*	*	13	56	14	163
E	174	32	11	*	25	*	23	12	33	*	*	*	17	*	45
F	97	14	15	*	10	*	10	*	26	*	*	*	*	*	20
SL	26	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Not Allocated	95	*	*	*	12	*	*	14	*	*	*	*	*	*	50
<b>Grand total</b>	<b>1,927</b>	<b>261</b>	<b>151</b>	<b>39</b>	<b>249</b>	<b>25</b>	<b>292</b>	<b>150</b>	<b>258</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>150</b>	<b>50</b>	<b>657</b>

All staff disability description distribution by grade bands: 31 March 2023

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	*	*	*	*	*	*	*	*	*	*	*	*	*	35.5	
B	15.3	5.6	*	12.5	*	16.4	5.9	9.8	*	*	*	3.8	*	40.8	
C	13.2	6.6	1.7	11.8	1.6	17.7	8.2	12.2	*	*	*	7.5	2.7	38.7	
D	12.4	8.6	*	15.2	*	13.3	8.1	14.3	*	*	2.2	9.7	2.4	28.2	
E	18.4	6.3	*	14.4	*	13.2	6.9	19.0	*	*	*	9.8	*	25.9	
F	14.4	15.5	*	10.3	*	10.3	*	26.8	*	*	*	*	*	20.6	
SL	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Not Allocated	*	*	*	12.6	*	*	14.7	*	*	*	*	*	*	52.6	
<b>Grand total</b>	<b>13.5</b>	<b>7.8</b>	<b>2.0</b>	<b>12.9</b>	<b>1.3</b>	<b>15.2</b>	<b>7.8</b>	<b>13.4</b>	<b>*</b>	<b>*</b>	<b>1.8</b>	<b>7.8</b>	<b>2.6</b>	<b>34.1</b>	

All staff leaver and joiner distribution by disability: 31 March 2023

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	306	31	28	13	47	*	45	35	29	*	*	*	17	*	133
Joiners	365	31	28	22	50	*	55	46	27	*	*	*	16	16	149

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# Staff continued

## Disability continued

All staff leaver and joiner distribution by disability: 31 March 2023

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	10.1	9.2	4.2	15.4	*	14.7	11.4	9.5	*	*	*	5.6	*	43.5
Joiners	8.5	7.7	6.0	13.7	*	15.1	12.6	7.4	*	*	*	4.4	4.4	40.8

All staff leaver distribution by disability and reason for leaving: 31 March 2023

Reason for leaving	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
Voluntary	117	12	13	*	23	*	18	12	13	*	*	*	*	*	43
Redundancy	48	*	*	*	*	*	*	*	*	*	*	*	*	*	22
End FTC	129	11	11	*	15	*	17	17	*	*	*	*	*	66	
Other involuntary	6	*	*	*	*	*	*	*	*	*	*	*	*	*	
Other	6	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>306</b>	<b>31</b>	<b>28</b>	<b>13</b>	<b>47</b>	<b>*</b>	<b>45</b>	<b>35</b>	<b>29</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>17</b>	<b>*</b>	<b>133</b>

All staff leaver distribution by disability and reason for leaving: 31 March 2023

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	10.3	11.1	*	19.7	*	15.4	10.3	11.1	*	*	*	*	*	36.8
Redundancy	*	*	*	*	*	*	*	*	*	*	*	*	*	45.8
End FTC	8.5	8.5	*	11.6	*	13.2	13.2	*	*	*	*	*	*	51.2
Other involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>10.1</b>	<b>9.2</b>	<b>4.2</b>	<b>15.4</b>	<b>*</b>	<b>14.7</b>	<b>11.4</b>	<b>9.5</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>5.6</b>	<b>*</b>	<b>43.5</b>

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## Staff continued

### Disability continued

#### All staff internal mover distribution by disability: 31 March 2023

Internal move type	Disability description (numbers)														No data
	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	
Attachment	121	23	*	*	16	*	16	*	18	*	*	*	*	*	33
Promotion	30	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Transfer	203	18	11	*	36	*	25	14	16	*	*	*	*	*	104
<b>Grand total</b>	<b>354</b>	<b>44</b>	<b>19</b>	<b>*</b>	<b>52</b>	<b>*</b>	<b>50</b>	<b>27</b>	<b>39</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>20</b>	<b>*</b>	<b>143</b>

#### All staff internal mover distribution by disability: 31 March 2023

Internal move type	Disability description (%)														No data
	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		
Attachment	19.0	*	*	13.2	*	13.2	*	14.9	*	*	*	*	*	*	27.3
Promotion	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Transfer	8.9	5.4	*	17.7	*	12.3	6.9	7.9	*	*	*	*	*	*	51.2
<b>Grand total</b>	<b>12.4</b>	<b>5.4</b>	<b>*</b>	<b>14.7</b>	<b>*</b>	<b>14.1</b>	<b>7.6</b>	<b>11.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>5.6</b>	<b>*</b>	<b>40.4</b>	

#### All staff disability distribution by contract type: 31 March 2023

Contract type	Disability description (numbers)														No data
	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	
Continuing	1,697	245	140	29	222	23	263	137	247	*	*	30	146	41	517
Fixed term less than one year	72	*	*	*	*	*	*	*	*	*	*	*	*	*	48
Fixed term one year +	157	11	*	*	22	*	23	11	*	*	*	*	*	*	91
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>1,927</b>	<b>261</b>	<b>151</b>	<b>39</b>	<b>249</b>	<b>25</b>	<b>292</b>	<b>150</b>	<b>258</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>150</b>	<b>50</b>	<b>657</b>

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 distribution by contract type: 31 March 2023

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	14.4	8.2	1.7	13.1	1.4	15.5	8.1	14.6	*	*	1.8	8.6	2.4	30.5
Fixed term less than one year	*	*	*	*	*	*	*	*	*	*	*	*	*	66.7
Fixed term one year +	7.0	*	*	14.0	*	14.6	7.0	*	*	*	*	*	*	58.0
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>13.5</b>	<b>7.8</b>	<b>2.0</b>	<b>12.9</b>	<b>1.3</b>	<b>15.2</b>	<b>7.8</b>	<b>13.4</b>	<b>*</b>	<b>*</b>	<b>1.8</b>	<b>7.8</b>	<b>2.6</b>	<b>34.1</b>

All staff disability distribution by length of service: 31 March 2023

Length of service (years)	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	282	21	17	15	39	*	42	30	20	*	*	*	11	15	134
1-<3	278	*	*	*	20	*	10	11	*	*	*	*	*	*	228
3-<5	219	25	20	*	47	*	63	26	22	*	*	*	16	*	49
5-<10	378	58	28	*	61	*	81	30	68	*	*	*	32	*	80
10+	770	150	80	*	82	12	96	53	143	*	*	19	88	23	166
<b>Grand total</b>	<b>1,927</b>	<b>261</b>	<b>151</b>	<b>39</b>	<b>249</b>	<b>25</b>	<b>292</b>	<b>150</b>	<b>258</b>	<b>*</b>	<b>*</b>	<b>34</b>	<b>150</b>	<b>50</b>	<b>657</b>

All staff disability distribution by length of service: 31 March 2023

Length of service (years)	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	7.4	6.0	5.3	13.8	*	14.9	10.6	7.1	*	*	*	3.9	5.3	47.5
1-<3	*	*	*	7.2	*	3.6	4.0	*	*	*	*	*	*	82.0
3-<5	11.4	9.1	*	21.5	*	28.8	11.9	10.0	*	*	*	7.3	*	22.4
5-<10	15.3	7.4	*	16.1	*	21.4	7.9	18.0	*	*	*	8.5	*	21.2
10+	19.5	10.4	*	10.6	1.6	12.5	6.9	18.6	*	*	2.5	11.4	3.0	21.6
<b>Grand total</b>	<b>13.5</b>	<b>7.8</b>	<b>2.0</b>	<b>12.9</b>	<b>1.3</b>	<b>15.2</b>	<b>7.8</b>	<b>13.4</b>	<b>*</b>	<b>*</b>	<b>1.8</b>	<b>7.8</b>	<b>2.6</b>	<b>34.1</b>

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

# Staff continued

## Disability continued

### All staff disability adjustments distribution by division: 31 March 2023

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	261	29	10	*	12	11	*	19	82	123	11.1	3.8	*	4.6	4.2	*	7.3	31.4	47.1	
Nations	434	38	17	14	18	20	10	24	130	221	8.8	3.9	3.2	4.1	4.6	2.3	5.5	30.0	50.9	
News and Current Affairs	328	39	13	*	20	17	*	14	107	155	11.9	4.0	*	6.1	5.2	*	4.3	32.6	47.3	
Operations Group	575	71	10	12	39	31	*	48	185	263	12.3	1.7	2.1	6.8	5.4	*	8.3	32.2	45.7	
<b>UK Public Service</b>	<b>1,598</b>	<b>177</b>	<b>50</b>	<b>37</b>	<b>89</b>	<b>79</b>	<b>28</b>	<b>105</b>	<b>504</b>	<b>762</b>	<b>11.1</b>	<b>3.1</b>	<b>2.3</b>	<b>5.6</b>	<b>4.9</b>	<b>1.8</b>	<b>6.6</b>	<b>31.5</b>	<b>47.7</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	120	16	*	*	*	*	*	*	45	53	13.3	*	*	*	*	*	*	37.5	44.2	
BBC Studios (TV & Radio Production)	175	*	*	*	*	*	*	*	88	70	*	*	*	*	*	*	*	50.3	40.0	
<b>BBC Studios</b>	<b>295</b>	<b>25</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>10</b>	<b>*</b>	<b>*</b>	<b>133</b>	<b>123</b>	<b>8.5</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>3.4</b>	<b>*</b>	<b>*</b>	<b>45.1</b>	<b>41.7</b>	
World Service Group	5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
BBC Studioworks	13	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>34</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>13</b>	<b>18</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>38.2</b>	<b>52.9</b>	
<b>Grand total</b>	<b>1,927</b>	<b>202</b>	<b>56</b>	<b>43</b>	<b>98</b>	<b>91</b>	<b>29</b>	<b>114</b>	<b>650</b>	<b>903</b>	<b>10.5</b>	<b>2.9</b>	<b>2.2</b>	<b>5.1</b>	<b>4.7</b>	<b>1.5</b>	<b>5.9</b>	<b>33.7</b>	<b>46.9</b>	

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# Staff continued

## Disability continued

### Leadership disability adjustments distribution by division: 31 March 2023

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	46	*	*	*	*	*	*	*	*	26	*	*	*	*	*	*	*	*	56.5	
Nations	40	*	*	*	*	*	*	*	*	24	*	*	*	*	*	*	*	*	60.0	
News and Current Affairs	43	*	*	*	*	*	*	*	10	24	*	*	*	*	*	*	*	23.3	55.8	
Operations Group	116	14	*	*	*	*	*	14	29	62	12.1	*	*	*	*	*	12.1	25.0	53.4	
<b>UK Public Service</b>	<b>245</b>	<b>27</b>	*	*	<b>16</b>	<b>11</b>	*	<b>26</b>	<b>54</b>	<b>136</b>	<b>11.0</b>	*	*	<b>6.5</b>	<b>4.5</b>	*	<b>10.6</b>	<b>22.0</b>	<b>55.5</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	23	*	*	*	*	*	*	*	*	14	*	*	*	*	*	*	*	*	60.9	
BBC Studios (TV & Radio Production)	27	*	*	*	*	*	*	*	*	19	*	*	*	*	*	*	*	*	70.4	
<b>BBC Studios</b>	<b>50</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>13</b>	<b>33</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>26.0</b>	<b>66.0</b>	
World Service Group	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
BBC Studioworks	1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Children in Need	–	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>2</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>297</b>	<b>31</b>	*	*	<b>17</b>	<b>12</b>	*	<b>27</b>	<b>68</b>	<b>170</b>	<b>10.4</b>	*	*	<b>5.7</b>	<b>4.0</b>	*	<b>9.1</b>	<b>22.9</b>	<b>57.2</b>	

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# Staff continued

## Ethnicity

All staff ethnicity distribution by division: 31 March 2023

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	2,559	367	133	102	114	18	1,996	137	46	13	14.3	5.2	4.0	4.5	0.7	78.0	5.4	1.8	0.4	
Nations	5,331	347	151	73	104	19	4,357	466	131	30	6.5	2.8	1.4	2.0	0.4	81.7	8.7	2.5	0.5	
News and Current Affairs	4,067	1,142	414	185	152	391	2,467	284	142	32	28.1	10.2	4.5	3.7	9.6	60.7	7.0	3.5	0.8	
Operations Group	5,201	1,061	583	245	171	62	3,703	272	133	32	20.4	11.2	4.7	3.3	1.2	71.2	5.2	2.6	0.6	
<b>UK Public Service</b>	<b>17,158</b>	<b>2,917</b>	<b>1,281</b>	<b>605</b>	<b>541</b>	<b>490</b>	<b>12,523</b>	<b>1,159</b>	<b>452</b>	<b>107</b>	<b>17.0</b>	<b>7.5</b>	<b>3.5</b>	<b>3.2</b>	<b>2.9</b>	<b>73.0</b>	<b>6.8</b>	<b>2.6</b>	<b>0.5</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	323	155	74	69	25	1,018	104	36	10	21.7	10.4	5.0	4.6	1.7	68.3	7.0	2.4	0.6	
BBC Studios (TV & Radio Production)	1,532	186	48	49	75	14	1,229	74	38	*	12.1	3.1	3.2	4.9	0.9	80.2	4.8	2.5	*	
<b>BBC Studios</b>	<b>3,023</b>	<b>509</b>	<b>203</b>	<b>123</b>	<b>144</b>	<b>39</b>	<b>2,247</b>	<b>178</b>	<b>74</b>	<b>15</b>	<b>16.8</b>	<b>6.7</b>	<b>4.1</b>	<b>4.8</b>	<b>1.3</b>	<b>74.3</b>	<b>5.9</b>	<b>2.4</b>	<b>0.5</b>	
World Service Group	99	26	14	*	*	*	55	*	*	*	26.3	14.1	*	*	*	55.6	*	*	*	
BBC Studioworks	151	16	*	*	*	*	125	*	*	*	10.6	*	*	*	*	82.8	*	*	*	
Children in Need	151	24	12	*	*	*	119	*	*	*	15.9	7.9	*	*	*	78.8	*	*	*	
<b>Other</b>	<b>401</b>	<b>66</b>	<b>29</b>	<b>17</b>	<b>15</b>	<b>*</b>	<b>299</b>	<b>22</b>	<b>*</b>	<b>*</b>	<b>16.5</b>	<b>7.2</b>	<b>4.2</b>	<b>3.7</b>	<b>*</b>	<b>74.6</b>	<b>5.5</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>20,582</b>	<b>3,492</b>	<b>1,513</b>	<b>745</b>	<b>700</b>	<b>534</b>	<b>15,069</b>	<b>1,359</b>	<b>531</b>	<b>131</b>	<b>17.0</b>	<b>7.4</b>	<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>73.2</b>	<b>6.6</b>	<b>2.6</b>	<b>0.6</b>	

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# Staff continued

## Ethnicity continued

Leadership staff ethnicity distribution by division: 31 March 2023

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	444	62	25	18	16	*	337	34	10	*	14.0	5.6	4.1	3.6	*	75.9	7.7	2.3	*	
Nations	620	27	11	*	11	*	501	68	17	*	4.4	1.8	*	1.8	*	80.8	11.0	2.7	*	
News and Current Affairs	713	152	54	25	23	50	494	43	19	*	21.3	7.6	3.5	3.2	7.0	69.3	6.0	2.7	*	
Operations Group	1,152	170	100	24	40	*	882	70	25	*	14.8	8.7	2.1	3.5	*	76.6	6.1	2.2	*	
<b>UK Public Service</b>	<b>2,929</b>	<b>411</b>	<b>190</b>	<b>71</b>	<b>90</b>	<b>60</b>	<b>2,214</b>	<b>215</b>	<b>71</b>	<b>18</b>	<b>14.0</b>	<b>6.5</b>	<b>2.4</b>	<b>3.1</b>	<b>2.0</b>	<b>75.6</b>	<b>7.3</b>	<b>2.4</b>	<b>0.7</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	434	72	39	*	20	*	306	42	11	*	16.6	9.0	*	4.6	*	70.5	9.7	2.5	*	
BBC Studios (TV & Radio Production)	312	32	*	*	17	*	260	13	*	*	10.3	*	*	5.4	*	83.3	4.2	*	*	
<b>BBC Studios</b>	<b>746</b>	<b>104</b>	<b>45</b>	<b>13</b>	<b>37</b>	<b>*</b>	<b>566</b>	<b>55</b>	<b>16</b>	<b>*</b>	<b>13.9</b>	<b>6.0</b>	<b>1.7</b>	<b>5.0</b>	<b>*</b>	<b>75.9</b>	<b>7.4</b>	<b>2.1</b>	<b>*</b>	
World Service Group	30	*	*	*	*	*	21	*	*	*	*	*	*	*	*	70.0	*	*	*	
BBC Studioworks	25	*	*	*	*	*	19	*	*	*	*	*	*	*	*	76.0	*	*	*	
Children in Need	20	*	*	*	*	*	14	*	*	*	*	*	*	*	*	70.0	*	*	*	
<b>Other</b>	<b>75</b>	<b>12</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>54</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>16.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>72.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>3,750</b>	<b>527</b>	<b>242</b>	<b>86</b>	<b>129</b>	<b>70</b>	<b>2,834</b>	<b>274</b>	<b>88</b>	<b>27</b>	<b>14.1</b>	<b>6.5</b>	<b>2.3</b>	<b>3.4</b>	<b>1.9</b>	<b>75.6</b>	<b>7.3</b>	<b>2.3</b>	<b>0.7</b>	

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# Staff continued

## Ethnicity continued

All staff ethnicity distribution by job family: 31 March 2023

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	246	51	16	11	18	*	165	23	*	*	20.7	6.5	4.5	7.3	*	67.1	9.3	*	*	
Programming	9,507	1,558	583	292	317	366	6,983	658	249	59	16.4	6.1	3.1	3.3	3.8	73.5	6.9	2.6	0.7	
Sales/Marketing	801	139	62	31	33	13	589	56	10	*	17.4	7.7	3.9	4.1	1.6	73.5	7.0	1.2	*	
Support/Admin	4,181	813	381	203	180	49	3,013	254	83	18	19.4	9.1	4.9	4.3	1.2	72.1	6.1	2.0	0.3	
Technical/Engineering	5,457	908	459	206	144	99	3,997	341	178	33	16.6	8.4	3.8	2.6	1.8	73.2	6.2	3.3	0.7	
Not Allocated	390	23	12	*	*	*	322	27	*	13	5.9	3.1	*	*	*	82.6	6.9	*	3.2	
<b>Grand total</b>	<b>20,582</b>	<b>3,492</b>	<b>1,513</b>	<b>745</b>	<b>700</b>	<b>534</b>	<b>15,069</b>	<b>1,359</b>	<b>531</b>	<b>131</b>	<b>17.0</b>	<b>7.4</b>	<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>73.2</b>	<b>6.6</b>	<b>2.6</b>	<b>0.6</b>	

Leadership staff ethnicity distribution by job family: 31 March 2023

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	180	36	15	*	13	*	119	19	*	*	20.0	8.3	*	7.2	*	66.1	10.6	*	*	
Programming	1,663	220	78	41	50	51	1,278	113	41	11	13.2	4.7	2.5	3.0	3.1	76.8	6.8	2.5	0.6	
Sales/Marketing	162	17	11	*	*	*	125	16	*	*	10.5	6.8	*	*	*	77.2	9.9	*	*	
Support/Admin	1,127	183	97	31	47	*	837	79	22	*	16.2	8.6	2.8	4.2	*	74.3	7.0	2.0	*	
Technical/Engineering	610	70	41	*	15	*	471	46	20	*	11.5	6.7	*	2.5	*	77.2	7.5	3.3	*	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>3,750</b>	<b>527</b>	<b>242</b>	<b>86</b>	<b>129</b>	<b>70</b>	<b>2,834</b>	<b>274</b>	<b>88</b>	<b>27</b>	<b>14.1</b>	<b>6.5</b>	<b>2.3</b>	<b>3.4</b>	<b>1.9</b>	<b>75.6</b>	<b>7.3</b>	<b>2.3</b>	<b>0.7</b>	

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 grade bands: 31 March 2023

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	252	58	23	21	13	*	177	10	*	*	23.0	9.1	8.3	5.2	*	70.2	4.0	*	*	
B	2,201	412	147	126	96	43	1,586	138	56	*	18.7	6.7	5.7	4.4	2.0	72.1	6.3	2.5	*	
C	6,512	1,265	563	268	235	199	4,587	443	173	44	19.4	8.6	4.1	3.6	3.1	70.4	6.8	2.7	0.7	
D	6,999	1,084	480	202	186	216	5,231	448	198	38	15.5	6.9	2.9	2.7	3.1	74.7	6.4	2.8	0.5	
E	2,347	347	158	55	84	50	1,755	165	64	16	14.8	6.7	2.3	3.6	2.1	74.8	7.0	2.7	0.8	
F	1,057	146	70	24	36	16	806	80	17	*	13.8	6.6	2.3	3.4	1.5	76.3	7.6	1.6	*	
SL	312	32	12	*	*	*	246	26	*	*	10.3	3.8	*	*	*	78.8	8.3	*	*	
Not Allocated	902	148	60	42	41	*	681	49	10	14	16.4	6.7	4.7	4.5	*	75.5	5.4	1.1	1.5	
<b>Grand total</b>	<b>20,582</b>	<b>3,492</b>	<b>1,513</b>	<b>745</b>	<b>700</b>	<b>534</b>	<b>15,069</b>	<b>1,359</b>	<b>531</b>	<b>131</b>	<b>17.0</b>	<b>7.4</b>	<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>73.2</b>	<b>6.6</b>	<b>2.6</b>	<b>0.6</b>	

All staff leaver and joiner distribution by ethnicity: 31 March 2023

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	2,465	498	177	165	97	57	1,679	169	75	46	20.2	7.2	6.7	3.9	2.3	68.1	6.9	3.0	1.9	
Joiners	2,998	715	322	195	137	61	1,978	187	94	24	23.8	10.7	6.5	4.6	2.0	66.0	6.2	3.1	0.9	

All staff leaver distribution by ethnicity and reason for leaving: 31 March 2023

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	1,293	250	99	80	46	24	904	90	37	13	19.3	7.7	6.2	3.6	1.9	69.9	7.0	2.9	0.8	
Redundancy	394	54	17	13	10	13	289	32	18	*	13.7	4.3	3.3	2.5	3.3	73.4	8.1	4.6	*	
End FTC	655	182	56	68	40	18	414	35	18	*	27.8	8.5	10.4	6.1	2.7	63.2	5.3	2.7	*	
Other involuntary	61	10	*	*	*	*	19	*	*	25	16.4	*	*	*	*	31.1	*	*	41.1	
Other	62	*	*	*	*	*	53	*	*	*	*	*	*	*	*	85.5	*	*	*	
<b>Grand total</b>	<b>2,465</b>	<b>498</b>	<b>177</b>	<b>165</b>	<b>97</b>	<b>57</b>	<b>1,679</b>	<b>169</b>	<b>75</b>	<b>46</b>	<b>20.2</b>	<b>7.2</b>	<b>6.7</b>	<b>3.9</b>	<b>2.3</b>	<b>68.1</b>	<b>6.9</b>	<b>3.0</b>	<b>1.9</b>	

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# Staff continued

## Ethnicity continued

All staff internal mover distribution by ethnicity: 31 March 2023

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	1,361	236	99	57	47	33	1,021	68	28	*	17.3	7.3	4.2	3.5	2.4	75.0	5.0	2.1	*	
Promotion	278	53	30	13	*	*	213	*	*	*	19.1	10.8	4.7	*	*	76.6	*	*	*	
Transfer	1,951	354	161	76	80	37	1,371	141	57	28	18.1	8.3	3.9	4.1	1.9	70.3	7.2	2.9	1.4	
<b>Grand total</b>	<b>3,590</b>	<b>643</b>	<b>290</b>	<b>146</b>	<b>135</b>	<b>72</b>	<b>2,605</b>	<b>217</b>	<b>88</b>	<b>37</b>	<b>17.9</b>	<b>8.1</b>	<b>4.1</b>	<b>3.8</b>	<b>2.0</b>	<b>72.6</b>	<b>6.0</b>	<b>2.5</b>	<b>0.9</b>	

All staff ethnicity distribution by contract type: 31 March 2023

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	18,774	3,134	1,379	650	613	492	13,802	1,243	477	118	16.7	7.3	3.5	3.3	2.6	73.5	6.6	2.5	0.7	
Fixed term less than one year	504	100	34	33	20	13	359	26	11	*	19.8	6.7	6.5	4.0	2.6	71.2	5.2	2.2	*	
Fixed term one year +	1,297	257	100	62	66	29	902	90	43	*	19.8	7.7	4.8	5.1	2.2	69.5	6.9	3.3	*	
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>20,582</b>	<b>3,492</b>	<b>1,513</b>	<b>745</b>	<b>700</b>	<b>534</b>	<b>15,069</b>	<b>1,359</b>	<b>531</b>	<b>131</b>	<b>17.0</b>	<b>7.4</b>	<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>73.2</b>	<b>6.6</b>	<b>2.6</b>	<b>0.6</b>	

All staff ethnicity distribution by length of service: 31 March 2023

Length of service (years)	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	2,638	605	286	149	120	50	1,775	169	78	11	22.9	10.8	5.6	4.5	1.9	67.3	6.4	3.0	0.5	
1-<3	2,309	535	231	116	126	62	1,569	150	49	*	23.2	10.0	5.0	5.5	2.7	68.0	6.5	2.1	*	
3-<5	2,335	491	203	115	107	66	1,627	155	48	14	21.0	8.7	4.9	4.6	2.8	69.7	6.6	2.1	0.6	
5-<10	4,283	695	320	135	146	94	3,102	331	114	41	16.2	7.5	3.2	3.4	2.2	72.4	7.7	2.7	0.9	
10+	9,017	1,166	473	230	201	262	6,996	554	242	59	12.9	5.2	2.6	2.2	2.9	77.6	6.1	2.7	0.7	
<b>Grand total</b>	<b>20,582</b>	<b>3,492</b>	<b>1,513</b>	<b>745</b>	<b>700</b>	<b>534</b>	<b>15,069</b>	<b>1,359</b>	<b>531</b>	<b>131</b>	<b>17.0</b>	<b>7.4</b>	<b>3.6</b>	<b>3.4</b>	<b>2.6</b>	<b>73.2</b>	<b>6.6</b>	<b>2.6</b>	<b>0.6</b>	

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# Staff continued

## Gender

All staff gender distribution by division: 31 March 2023

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Content	2,559	1,396	1,163	54.6	45.4
Nations	5,331	2,445	2,886	45.9	54.1
News and Current Affairs	4,067	2,012	2,055	49.5	50.5
Operations Group	5,201	2,326	2,875	44.7	55.3
<b>UK Public Service</b>	<b>17,158</b>	<b>8,179</b>	<b>8,979</b>	<b>47.7</b>	<b>52.3</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	889	602	59.6	40.4
BBC Studios (TV & Radio Production)	1,532	1,023	509	66.8	33.2
<b>BBC Studios</b>	<b>3,023</b>	<b>1,912</b>	<b>1,111</b>	<b>63.2</b>	<b>36.8</b>
World Service Group	99	61	38	61.6	38.4
BBC Studioworks	151	38	113	25.2	74.8
Children in Need	151	126	25	83.4	16.6
<b>Other</b>	<b>401</b>	<b>225</b>	<b>176</b>	<b>56.1</b>	<b>43.9</b>
<b>Grand total</b>	<b>20,582</b>	<b>10,316</b>	<b>10,266</b>	<b>50.1</b>	<b>49.9</b>

Leadership staff gender distribution by division: 31 March 2023

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Content	444	235	209	52.9	47.1
Nations	620	264	356	42.6	57.4
News and Current Affairs	713	347	366	48.7	51.3
Operations Group	1,152	539	613	46.8	53.2
<b>UK Public Service</b>	<b>2,929</b>	<b>1,385</b>	<b>1,544</b>	<b>47.3</b>	<b>52.7</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	434	232	202	53.5	46.5
BBC Studios (TV & Radio Production)	312	184	128	59.0	41.0
<b>BBC Studios</b>	<b>746</b>	<b>416</b>	<b>330</b>	<b>55.8</b>	<b>44.2</b>
World Service Group	30	16	14	53.3	46.7
BBC Studioworks	25	*	21	16.0	84.0
Children in Need	20	17	*	85.0	15.0
<b>Other</b>	<b>75</b>	<b>37</b>	<b>38</b>	<b>49.3</b>	<b>50.7</b>
<b>Grand total</b>	<b>3,750</b>	<b>1,838</b>	<b>1,912</b>	<b>49.0</b>	<b>51.0</b>

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# Staff continued

## Gender continued

### All staff gender distribution by job family: 31 March 2023

Job family	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Commissioning	246	156	90	63.4	36.6
Programming	9,507	5,058	4,449	53.2	46.8
Sales/Marketing	801	562	239	70.2	29.8
Support/Admin	4,181	2,793	1,388	66.8	33.2
Technical/Engineering	5,457	1,563	3,894	28.6	71.4
Not Allocated	390	184	206	47.2	52.8
<b>Grand total</b>	<b>20,582</b>	<b>10,316</b>	<b>10,266</b>	<b>50.1</b>	<b>49.9</b>

### Leadership staff gender distribution by job family: 31 March 2023

Job family	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Commissioning	180	109	71	60.6	39.4
Programming	1,663	807	856	48.5	51.5
Sales/Marketing	162	105	57	64.8	35.2
Support/Admin	1,127	637	490	56.5	43.5
Technical/Engineering	610	173	437	28.4	71.6
Not Allocated	*	*	*	87.5	12.5
<b>Grand total</b>	<b>3,750</b>	<b>1,838</b>	<b>1,912</b>	<b>49.0</b>	<b>51.0</b>

### All staff gender distribution by grade bands: 31 March 2023

Grade band	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
A	252	132	120	52.4	47.6
B	2,201	1,391	810	63.2	36.8
C	6,512	3,339	3,173	51.3	48.7
D	6,999	3,145	3,854	44.9	55.1
E	2,347	1,147	1,200	48.9	51.1
F	1,057	519	538	49.1	50.9
SL	312	154	158	49.4	50.6
Not Allocated	902	489	413	54.2	45.8
<b>Grand total</b>	<b>20,582</b>	<b>10,316</b>	<b>10,266</b>	<b>50.1</b>	<b>49.9</b>

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# Staff continued

## Gender continued

All staff leaver and joiner distribution by gender: 31 March 2023

Category	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Leavers	2,465	1,314	1,151	53.3	46.7
Joiners	2,998	1,717	1,281	57.3	42.7

All staff leaver distribution by gender and reason for leaving: 31 March 2023

Reason for leaving	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Voluntary	1,293	667	626	51.6	48.4
Redundancy	394	197	197	50.0	50.0
End FTC	655	413	242	63.1	36.9
Other involuntary	61	14	47	23.0	77.0
Other	62	23	39	37.1	62.9
<b>Grand total</b>	<b>2,465</b>	<b>1,314</b>	<b>1,151</b>	<b>53.3</b>	<b>46.7</b>

All staff internal mover distribution by gender: 31 March 2023

Internal move type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Attachment	1,361	768	593	56.4	43.6
Promotion	278	130	148	46.8	53.2
Transfer	1,951	972	979	49.8	50.2
<b>Grand total</b>	<b>3,590</b>	<b>1,870</b>	<b>1,720</b>	<b>52.1</b>	<b>47.9</b>

All staff gender distribution by contract type: 31 March 2023

Contract type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Continuing	18,774	9,203	9,571	49.0	51.0
Fixed term less than one year	504	327	177	64.9	35.1
Fixed term one year +	1,297	783	514	60.4	39.6
Flexicon	*	*	*	42.9	57.1
<b>Grand total</b>	<b>20,582</b>	<b>10,316</b>	<b>10,266</b>	<b>50.1</b>	<b>49.9</b>

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# Staff continued

## Gender continued

All staff gender distribution by length of service: 31 March 2023

Length of service (years)	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
<1	2,638	1,499	1,139	56.8	43.2
1-<3	2,309	1,313	996	56.9	43.1
3-<5	2,335	1,281	1,054	54.9	45.1
5-<10	4,283	2,111	2,172	49.3	50.7
10+	9,017	4,112	4,905	45.6	54.4
<b>Grand total</b>	<b>20,582</b>	<b>10,316</b>	<b>10,266</b>	<b>50.1</b>	<b>49.9</b>

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## Staff continued

### Sexual orientation, transgender identity and gender identity

All staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2023

Sexual orientation, transgender and gender identity (numbers)												
Division	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	LGBTQ+
Content	2,559	94	101	44	1,867	28	213	212	29	*	*	289
Nations	5,331	154	217	45	4,012	33	392	478	52	18	*	482
News and Current Affairs	4,067	112	181	36	2,847	27	417	447	28	*	*	381
Operations Group	5,201	185	204	66	4,172	58	387	129	62	30	*	556
<b>UK Public Service</b>	<b>17,158</b>	<b>545</b>	<b>703</b>	<b>191</b>	<b>12,898</b>	<b>146</b>	<b>1,409</b>	<b>1,266</b>	<b>171</b>	<b>62</b>	<b>18</b>	<b>1,708</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	50	61	16	1,219	*	118	18	21	*	*	154
BBC Studios (TV & Radio Production)	1,532	89	73	22	1,166	11	147	24	34	*	*	218
<b>BBC Studios</b>	<b>3,023</b>	<b>139</b>	<b>134</b>	<b>38</b>	<b>2,385</b>	<b>20</b>	<b>265</b>	<b>42</b>	<b>55</b>	<b>*</b>	<b>*</b>	<b>372</b>
World Service Group	99	*	*	*	75	*	*	14	*	*	*	*
BBC Studioworks	151	*	*	*	128	*	*	13	*	*	*	*
Children in Need	151	*	*	*	128	*	*	*	*	*	*	17
<b>Other</b>	<b>401</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>331</b>	<b>*</b>	<b>20</b>	<b>28</b>	<b>10</b>	<b>*</b>	<b>*</b>	<b>30</b>
<b>Grand total</b>	<b>20,582</b>	<b>693</b>	<b>844</b>	<b>232</b>	<b>15,614</b>	<b>169</b>	<b>1,694</b>	<b>1,336</b>	<b>236</b>	<b>72</b>	<b>22</b>	<b>2,110</b>

All staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2023

Sexual orientation, transgender and gender identity (%)												
Division	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	LGBTQ+	
Content	3.7	3.9	1.7	73.0	1.1	8.3	8.3	1.1	*	*	11.3	
Nations	2.9	4.1	0.8	75.3	0.6	7.4	8.9	1.0	0.3	*	9.0	
News and Current Affairs	2.8	4.5	0.9	70.0	0.7	10.3	10.8	0.7	*	*	9.4	
Operations Group	3.6	3.9	1.3	80.2	1.1	7.4	2.5	1.2	0.6	*	10.7	
<b>UK Public Service</b>	<b>3.2</b>	<b>4.1</b>	<b>1.1</b>	<b>75.2</b>	<b>0.9</b>	<b>8.2</b>	<b>7.3</b>	<b>1.0</b>	<b>0.4</b>	<b>0.1</b>	<b>10.0</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	3.4	4.1	1.1	81.8	*	7.9	1.1	1.4	*	*	10.3	
BBC Studios (TV & Radio Production)	5.8	4.8	1.4	76.1	0.7	9.6	1.6	2.2	*	*	14.2	
<b>BBC Studios</b>	<b>4.6</b>	<b>4.4</b>	<b>1.3</b>	<b>78.9</b>	<b>0.7</b>	<b>8.8</b>	<b>1.3</b>	<b>1.8</b>	<b>*</b>	<b>*</b>	<b>12.3</b>	
World Service Group	*	*	*	75.8	*	*	14.1	*	*	*	*	
BBC Studioworks	*	*	*	84.8	*	*	8.4	*	*	*	*	
Children in Need	*	*	*	84.8	*	*	*	*	*	*	11.3	
<b>Other</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>82.5</b>	<b>*</b>	<b>5.0</b>	<b>7.2</b>	<b>2.5</b>	<b>*</b>	<b>*</b>	<b>7.5</b>	
<b>Grand total</b>	<b>3.4</b>	<b>4.1</b>	<b>1.1</b>	<b>75.9</b>	<b>0.8</b>	<b>8.2</b>	<b>6.5</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>10.3</b>	

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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 continued

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2023

Sexual orientation, transgender and gender identity (numbers)												
Division	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	LGBTQ+
Content	444	*	21	*	343	*	41	18	*	*	*	45
Nations	620	*	32	*	466	*	47	57	*	*	*	50
News and Current Affairs	713	14	30	10	495	*	63	98	*	*	*	58
Operations Group	1,152	25	53	13	952	*	78	22	*	*	*	107
<b>UK Public Service</b>	<b>2,929</b>	<b>55</b>	<b>136</b>	<b>39</b>	<b>2,256</b>	<b>19</b>	<b>229</b>	<b>195</b>	<b>16</b>	<b>*</b>	<b>*</b>	<b>260</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	434	*	25	*	363	*	25	*	*	*	*	40
BBC Studios (TV & Radio Production)	312	*	20	*	260	*	16	*	*	*	*	30
<b>BBC Studios</b>	<b>746</b>	<b>12</b>	<b>45</b>	<b>*</b>	<b>623</b>	<b>*</b>	<b>41</b>	<b>14</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>70</b>
World Service Group	30	*	*	*	21	*	*	*	*	*	*	*
BBC Studioworks	25	*	*	*	22	*	*	*	*	*	*	*
Children in Need	20	*	*	*	17	*	*	*	*	*	*	*
<b>Other</b>	<b>75</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>60</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>
<b>Grand total</b>	<b>3,750</b>	<b>67</b>	<b>182</b>	<b>49</b>	<b>2,939</b>	<b>22</b>	<b>274</b>	<b>217</b>	<b>21</b>	<b>*</b>	<b>*</b>	<b>335</b>

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2023

Sexual orientation, transgender and gender identity (%)												
Division	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	LGBTQ+	
Content	*	4.7	*	77.3	*	9.2	4.0	*	*	*	10.1	
Nations	*	5.2	*	75.2	*	7.6	9.0	*	*	*	8.1	
News and Current Affairs	2.0	4.2	1.4	69.4	*	8.8	13.8	*	*	*	8.1	
Operations Group	2.2	4.6	1.1	82.6	*	6.8	1.9	*	*	*	9.3	
<b>UK Public Service</b>	<b>1.9</b>	<b>4.6</b>	<b>1.3</b>	<b>77.0</b>	<b>0.6</b>	<b>7.8</b>	<b>6.8</b>	<b>0.5</b>	<b>*</b>	<b>*</b>	<b>8.9</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	*	5.8	*	83.6	*	5.8	*	*	*	*	9.2	
BBC Studios (TV & Radio Production)	*	6.4	*	83.3	*	5.1	*	*	*	*	9.6	
<b>BBC Studios</b>	<b>1.6</b>	<b>6.0</b>	<b>*</b>	<b>83.5</b>	<b>*</b>	<b>5.5</b>	<b>1.9</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>9.4</b>	
World Service Group	*	*	*	70.0	*	*	*	*	*	*	*	
BBC Studioworks	*	*	*	88.0	*	*	*	*	*	*	*	
Children in Need	*	*	*	85.0	*	*	*	*	*	*	*	
<b>Other</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>80.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>1.8</b>	<b>4.9</b>	<b>1.3</b>	<b>78.4</b>	<b>0.6</b>	<b>7.3</b>	<b>5.7</b>	<b>0.6</b>	<b>*</b>	<b>*</b>	<b>8.9</b>	

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## 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 2023

Sexual orientation, transgender and gender identity (numbers)												
Job family	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	LGBTQ+
Commissioning	246	*	12	*	183	*	29	*	*	*	*	29
Programming	9,507	301	445	95	6,997	66	874	729	93	19	13	975
Sales/Marketing	801	35	37	*	645	*	54	14	14	*	*	99
Support/Admin	4,181	153	150	51	3,448	36	270	73	53	10	*	435
Technical/Engineering	5,457	197	189	67	4,144	56	452	352	71	38	*	553
Not Allocated	390	*	11	*	197	*	15	161	*	*	*	19
<b>Grand total</b>	<b>20,582</b>	<b>693</b>	<b>844</b>	<b>232</b>	<b>15,614</b>	<b>169</b>	<b>1,694</b>	<b>1,336</b>	<b>236</b>	<b>72</b>	<b>22</b>	<b>2,110</b>

All staff sexual orientation, transgender identity and gender identity distribution by job family (percentage): 31 March 2023

Sexual orientation, transgender and gender identity (%)												
Job family		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	LGBTQ+
Commissioning		*	4.9	*	74.4	*	11.8	*	*	*	*	11.8
Programming		3.2	4.7	1.0	73.6	0.7	9.2	7.6	1.0	0.2	0.1	10.3
Sales/Marketing		4.4	4.6	*	80.5	*	6.7	1.8	1.7	*	*	12.4
Support/Admin		3.7	3.6	1.2	82.5	0.9	6.5	1.6	1.3	0.2	*	10.4
Technical/Engineering		3.6	3.5	1.2	75.9	1.0	8.3	6.5	1.3	0.7	*	10.1
Not Allocated		*	2.8	*	50.5	*	3.8	41.4	*	*	*	4.9
<b>Grand total</b>		<b>3.4</b>	<b>4.1</b>	<b>1.1</b>	<b>75.9</b>	<b>0.8</b>	<b>8.2</b>	<b>6.5</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>10.3</b>

Leadership staff sexual orientation, transgender identity and gender identity distribution by job family (numbers): 31 March 2023

Sexual orientation, transgender and gender identity (numbers)												
Job family	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	LGBTQ+
Commissioning	180	*	*	*	136	*	21	*	*	*	*	19
Programming	1,663	28	83	24	1,225	*	132	163	*	*	*	144
Sales/Marketing	162	*	*	*	137	*	*	*	*	*	*	13
Support/Admin	1,127	19	60	12	952	*	59	22	*	*	*	102
Technical/Engineering	610	12	27	*	484	*	55	16	*	*	*	57
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>3,750</b>	<b>67</b>	<b>182</b>	<b>49</b>	<b>2,939</b>	<b>22</b>	<b>274</b>	<b>217</b>	<b>21</b>	<b>*</b>	<b>*</b>	<b>335</b>

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## 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 2023

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	LGBTQ+
Commissioning	*	*	*	75.6	*	11.7	*	*	*	*	10.6
Programming	1.7	5.0	1.4	73.7	*	7.9	9.8	*	*	*	8.7
Sales/Marketing	*	*	*	84.6	*	*	*	*	*	*	8.0
Support/Admin	1.7	5.3	1.1	84.5	*	5.2	1.9	*	*	*	9.1
Technical/Engineering	2.0	4.4	*	79.3	*	9.0	2.7	*	*	*	9.3
Not Allocated	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>1.8</b>	<b>4.9</b>	<b>1.3</b>	<b>78.4</b>	<b>0.6</b>	<b>7.3</b>	<b>5.7</b>	<b>0.6</b>	<b>*</b>	<b>*</b>	<b>8.9</b>

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (numbers): 31 March 2023

Grade band	Total	Sexual orientation, transgender and gender identity (numbers)										
		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data (sexual orientation)	Transgender	Non-binary	Other gender identity	LGBTQ+
A	252	12	*	*	183	*	19	23	*	*	*	28
B	2,201	128	69	28	1,657	17	208	94	48	*	*	274
C	6,512	257	266	72	4,942	60	583	332	85	29	*	717
D	6,999	158	297	67	5,360	49	557	511	66	20	*	625
E	2,347	44	114	29	1,809	16	175	160	14	*	*	214
F	1,057	13	46	14	853	*	77	49	*	*	*	82
SL	312	10	19	*	252	*	19	*	*	*	*	35
Not Allocated	902	71	24	15	558	17	56	161	14	*	*	135
<b>Grand total</b>	<b>20,582</b>	<b>693</b>	<b>844</b>	<b>232</b>	<b>15,614</b>	<b>169</b>	<b>1,694</b>	<b>1,336</b>	<b>236</b>	<b>72</b>	<b>22</b>	<b>2,110</b>

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (percentage): 31 March 2023

Grade band	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	LGBTQ+
A	4.8	*	*	72.6	*	7.5	9.1	2.2	*	*	11.1
B	5.8	3.1	1.3	75.3	0.8	9.5	4.2	1.3	0.4	*	12.4
C	3.9	4.1	1.1	75.9	0.9	9.0	5.1	0.9	0.3	*	11.0
D	2.3	4.2	1.0	76.6	0.7	8.0	7.2	0.6	*	*	8.9
E	1.9	4.9	1.2	77.1	0.7	7.5	6.7	*	*	*	9.1
F	1.2	4.4	1.3	80.7	*	7.3	4.6	*	*	*	7.8
SL	3.2	6.1	*	80.8	*	6.1	*	*	*	*	11.2
Not Allocated	7.9	2.7	1.7	61.9	1.9	6.2	17.7	1.1	0.3	0.1	15.0
<b>Grand total</b>	<b>3.4</b>	<b>4.1</b>	<b>1.1</b>	<b>75.9</b>	<b>0.8</b>	<b>8.2</b>	<b>6.5</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>10.3</b>

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## 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 2023

Category	Sexual orientation, transgender and gender identity (numbers)											LGBTQ+
	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	
Leavers	2,465	135	115	43	1,780	31	262	99	31	12	*	344
Joiners	2,998	260	134	49	2,139	36	368	12	40	25	*	503

All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2023

Category	Sexual orientation, transgender and gender identity (%)											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	5.5	4.7	1.7	72.2	1.3	10.6	4.0	1.3	0.5	*	14.0	
Joiners	8.7	4.5	1.6	71.3	1.2	12.3	0.4	1.3	0.8	*	16.8	

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (numbers): 31 March 2023

Reason for leaving	Sexual orientation, transgender and gender identity (numbers)											LGBTQ+
	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	
Voluntary	1,293	61	53	20	991	15	121	32	17	*	*	162
Redundancy	394	12	26	*	272	*	46	29	*	*	*	47
End FTC	655	60	30	15	449	12	87	*	13	*	*	124
Other involuntary	61	*	*	*	26	*	*	27	*	*	*	*
Other	62	*	*	*	42	*	*	*	*	*	*	*
<b>Grand total</b>	<b>2,465</b>	<b>135</b>	<b>115</b>	<b>43</b>	<b>1,780</b>	<b>31</b>	<b>262</b>	<b>99</b>	<b>31</b>	<b>12</b>	<b>*</b>	<b>344</b>

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (percentage): 31 March 2023

Reason for leaving	Sexual orientation, transgender and gender identity (%)											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	4.7	4.1	1.5	76.6	1.2	9.4	2.5	1.3	*	*	12.5	
Redundancy	3.0	6.6	*	69.0	*	11.7	7.4	*	*	*	11.9	
End FTC	9.2	4.6	2.3	68.5	1.8	13.3	*	2.0	*	*	18.9	
Other involuntary	*	*	*	42.6	*	*	44.3	*	*	*	*	
Other	*	*	*	67.7	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>5.5</b>	<b>4.7</b>	<b>1.7</b>	<b>72.2</b>	<b>1.3</b>	<b>10.6</b>	<b>4.0</b>	<b>1.3</b>	<b>0.5</b>	<b>*</b>	<b>14.0</b>	

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## 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 2023

Category	Sexual orientation, transgender and gender identity (numbers)											LGBTQ+
	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	
Attachment	1,361	42	62	12	1,085	*	91	60	12	*	*	135
Promotion	278	10	17	*	219	*	15	*	*	*	*	42
Transfer	1,951	100	81	30	1,508	22	167	43	42	*	*	265
<b>Grand total</b>	<b>3,590</b>	<b>152</b>	<b>160</b>	<b>48</b>	<b>2,812</b>	<b>35</b>	<b>273</b>	<b>110</b>	<b>59</b>	<b>13</b>	<b>*</b>	<b>442</b>

All staff internal mover distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2023

Category	Sexual orientation, transgender and gender identity (%)											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		
Attachment	3.1	4.6	0.9	79.7	*	6.7	4.3	0.9	*	*	*	9.9
Promotion	3.6	6.1	*	78.8	*	5.4	*	*	*	*	*	15.1
Transfer	5.1	4.2	1.5	77.3	1.1	8.6	2.2	2.2	*	*	*	13.6
<b>Grand total</b>	<b>4.2</b>	<b>4.5</b>	<b>1.3</b>	<b>78.3</b>	<b>1.0</b>	<b>7.6</b>	<b>3.1</b>	<b>1.6</b>	<b>0.4</b>	<b>*</b>	<b>*</b>	<b>12.3</b>

All staff sexual orientation, transgender identity and gender identity distribution by contract type (numbers): 31 March 2023

Contract type	Sexual orientation, transgender and gender identity (numbers)											LGBTQ+
	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	
Continuing	18,774	532	762	204	14,332	145	1,477	1,322	192	62	18	1,782
Fixed term less than one year	504	53	12	12	355	10	54	*	13	*	*	94
Fixed term one year +	1,297	108	70	16	922	14	163	*	31	*	*	234
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>693</b>	<b>844</b>	<b>232</b>	<b>15,614</b>	<b>169</b>	<b>1,694</b>	<b>1,336</b>	<b>236</b>	<b>72</b>	<b>22</b>	<b>2,110</b>

All staff sexual orientation, transgender identity and gender identity distribution by contract type (percentage): 31 March 2023

Contract type	Sexual orientation, transgender and gender identity (%)											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		
Continuing	2.8	4.1	1.1	76.3	0.8	7.9	7.0	1.0	0.3	0.1	0.1	9.5
Fixed term less than one year	10.5	2.4	2.4	70.4	2.0	10.7	*	2.6	*	*	*	18.7
Fixed term one year +	8.3	5.4	1.2	71.1	1.1	12.6	*	2.4	*	*	*	18.0
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>3.4</b>	<b>4.1</b>	<b>1.1</b>	<b>75.9</b>	<b>0.8</b>	<b>8.2</b>	<b>6.5</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>10.3</b>

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## 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 2023

Length of service (years)	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	LGBTQ+
<1	2,638	224	115	43	1,910	28	308	10	35	20	*	431
1-<3	2,309	122	95	35	1,794	33	225	*	97	*	*	360
3-<5	2,335	102	104	38	1,854	30	193	14	18	10	*	287
5-<10	4,283	121	198	43	3,512	36	318	55	34	16	*	424
10+	9,017	124	332	73	6,544	42	650	1,252	52	19	*	608
<b>Grand total</b>	<b>20,582</b>	<b>693</b>	<b>844</b>	<b>232</b>	<b>15,614</b>	<b>169</b>	<b>1,694</b>	<b>1,336</b>	<b>236</b>	<b>72</b>	<b>22</b>	<b>2,110</b>

All staff sexual orientation, transgender identity and gender identity distribution by length of service (percentage): 31 March 2023

Length of service (years)	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	LGBTQ+	
<1	8.5	4.4	1.6	72.4	1.1	11.7	0.3	1.3	0.8	*	16.3	
1-<3	5.3	4.1	1.5	77.7	1.4	9.7	*	4.2	*	*	15.6	
3-<5	4.4	4.5	1.6	79.4	1.3	8.3	0.5	0.8	0.4	*	12.3	
5-<10	2.8	4.6	1.0	82.0	0.8	7.4	1.4	0.8	0.4	*	9.9	
10+	1.4	3.7	0.8	72.6	0.5	7.2	13.8	0.6	0.2	*	6.7	
<b>Grand total</b>	<b>3.4</b>	<b>4.1</b>	<b>1.1</b>	<b>75.9</b>	<b>0.8</b>	<b>8.2</b>	<b>6.5</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>10.3</b>	

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

## Religion and belief

All staff religion and belief distribution (numbers): 31 March 2023

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	2,559	515	12	717	21	20	52	21	96	871	233	*
Nations	5,331	902	17	1,829	29	27	55	19	163	1,828	455	*
News and Current Affairs	4,067	674	36	922	52	62	338	21	147	1,382	429	*
Operations Group	5,201	1,096	28	1,369	186	42	174	77	200	1,597	422	10
<b>UK Public Service</b>	<b>17,158</b>	<b>3,187</b>	<b>93</b>	<b>4,837</b>	<b>288</b>	<b>151</b>	<b>619</b>	<b>138</b>	<b>606</b>	<b>5,678</b>	<b>1,539</b>	<b>22</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	293	11	392	46	23	46	16	58	455	147	*
BBC Studios (TV & Radio Production)	1,532	333	*	352	*	14	16	*	63	564	170	*
<b>BBC Studios</b>	<b>3,023</b>	<b>626</b>	<b>16</b>	<b>744</b>	<b>54</b>	<b>37</b>	<b>62</b>	<b>20</b>	<b>121</b>	<b>1,019</b>	<b>317</b>	<b>*</b>
World Service Group	99	13	*	23	*	*	*	*	*	29	*	*
BBC Studioworks	151	28	*	57	*	*	*	*	*	49	*	*
Children in Need	151	37	*	34	*	*	*	*	*	51	11	*
<b>Other</b>	<b>401</b>	<b>78</b>	<b>*</b>	<b>114</b>	<b>*</b>	<b>*</b>	<b>13</b>	<b>*</b>	<b>22</b>	<b>129</b>	<b>25</b>	<b>*</b>
<b>Grand total</b>	<b>20,582</b>	<b>3,891</b>	<b>110</b>	<b>5,695</b>	<b>348</b>	<b>191</b>	<b>694</b>	<b>161</b>	<b>749</b>	<b>6,826</b>	<b>1,881</b>	<b>36</b>

All staff religion and belief distribution (percentage): 31 March 2023

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	20.1	0.5	28.0	0.8	0.8	2.0	0.8	3.8	34.0	9.1	*
Nations	16.9	0.3	34.3	0.5	0.5	1.0	0.4	3.1	34.3	8.5	*
News and Current Affairs	16.6	0.9	22.7	1.3	1.5	8.3	0.5	3.6	34.0	10.5	*
Operations Group	21.1	0.5	26.3	3.6	0.8	3.3	1.5	3.8	30.7	8.1	0.3
<b>UK Public Service</b>	<b>18.6</b>	<b>0.5</b>	<b>28.2</b>	<b>1.7</b>	<b>0.9</b>	<b>3.6</b>	<b>0.8</b>	<b>3.5</b>	<b>33.1</b>	<b>9.0</b>	<b>0.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	19.7	0.7	26.3	3.1	1.5	3.1	1.1	3.9	30.5	9.9	*
BBC Studios (TV & Radio Production)	21.7	*	23.0	*	0.9	1.0	*	4.1	36.8	11.1	*
<b>BBC Studios</b>	<b>20.7</b>	<b>0.5</b>	<b>24.6</b>	<b>1.8</b>	<b>1.2</b>	<b>2.1</b>	<b>0.7</b>	<b>4.0</b>	<b>33.7</b>	<b>10.5</b>	<b>*</b>
World Service Group	13.1	*	23.2	*	*	*	*	*	29.3	*	*
BBC Studioworks	18.5	*	37.7	*	*	*	*	*	32.5	*	*
Children in Need	24.5	*	22.5	*	*	*	*	*	33.8	7.3	*
<b>Other</b>	<b>19.5</b>	<b>*</b>	<b>28.4</b>	<b>*</b>	<b>*</b>	<b>3.2</b>	<b>*</b>	<b>5.5</b>	<b>32.2</b>	<b>6.2</b>	<b>*</b>
<b>Grand total</b>	<b>18.9</b>	<b>0.5</b>	<b>27.7</b>	<b>1.7</b>	<b>0.9</b>	<b>3.4</b>	<b>0.8</b>	<b>3.6</b>	<b>33.2</b>	<b>9.1</b>	<b>0.2</b>

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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 religion and belief distribution (numbers): 31 March 2023

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	444	101	*	132	*	*	*	*	15	124	42	*
Nations	620	114	*	251	*	*	*	*	*	183	52	*
News and Current Affairs	713	116	*	201	12	13	35	*	20	250	60	*
Operations Group	1,152	247	*	346	35	13	22	18	44	327	90	*
<b>UK Public Service</b>	<b>2,929</b>	<b>578</b>	<b>17</b>	<b>930</b>	<b>56</b>	<b>37</b>	<b>69</b>	<b>26</b>	<b>82</b>	<b>884</b>	<b>244</b>	<b>*</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	434	88	*	134	*	*	11	*	13	127	33	*
BBC Studios (TV & Radio Production)	312	72	*	78	*	*	*	*	*	109	32	*
<b>BBC Studios</b>	<b>746</b>	<b>160</b>	<b>*</b>	<b>212</b>	<b>*</b>	<b>14</b>	<b>14</b>	<b>*</b>	<b>22</b>	<b>236</b>	<b>65</b>	<b>*</b>
World Service Group	30	*	*	*	*	*	*	*	*	*	*	*
BBC Studioworks	25	*	*	14	*	*	*	*	*	*	*	*
Children in Need	20	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>75</b>	<b>13</b>	<b>*</b>	<b>27</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>19</b>	<b>*</b>	<b>*</b>
<b>Grand total</b>	<b>3,750</b>	<b>751</b>	<b>23</b>	<b>1,169</b>	<b>66</b>	<b>51</b>	<b>85</b>	<b>34</b>	<b>108</b>	<b>1,139</b>	<b>313</b>	<b>11</b>

### Leadership staff religion and belief distribution (percentage): 31 March 2023

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	22.7	*	29.7	*	*	*	*	3.4	27.9	9.5	*
Nations	18.4	*	40.5	*	*	*	*	*	29.5	8.4	*
News and Current Affairs	16.3	*	28.2	1.7	1.8	4.9	*	2.8	35.1	8.4	*
Operations Group	21.4	*	30.0	3.0	1.1	1.9	1.6	3.8	28.4	7.8	*
<b>UK Public Service</b>	<b>19.7</b>	<b>0.6</b>	<b>31.8</b>	<b>1.9</b>	<b>1.3</b>	<b>2.4</b>	<b>0.9</b>	<b>2.8</b>	<b>30.2</b>	<b>8.3</b>	<b>*</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	20.3	*	30.9	*	*	2.5	*	3.0	29.3	7.5	*
BBC Studios (TV & Radio Production)	23.1	*	25.0	*	*	*	*	*	34.9	10.3	*
<b>BBC Studios</b>	<b>21.4</b>	<b>*</b>	<b>28.4</b>	<b>*</b>	<b>1.9</b>	<b>1.9</b>	<b>*</b>	<b>2.9</b>	<b>31.6</b>	<b>8.7</b>	<b>*</b>
World Service Group	*	*	*	*	*	*	*	*	*	*	*
BBC Studioworks	*	*	56.0	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>17.3</b>	<b>*</b>	<b>36.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>25.3</b>	<b>*</b>	<b>*</b>
<b>Grand total</b>	<b>20.0</b>	<b>0.6</b>	<b>31.2</b>	<b>1.8</b>	<b>1.4</b>	<b>2.3</b>	<b>0.9</b>	<b>2.9</b>	<b>30.4</b>	<b>8.3</b>	<b>0.2</b>

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# Staff continued

## Religion and belief continued

All staff religion and belief distribution by job family (numbers): 31 March 2023

Job family	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	246	53	*	66	*	*	10	*	*	62	34	*
Programming	9,507	1,744	52	2,625	89	99	368	47	326	3,177	969	11
Sales/Marketing	801	162	*	215	13	*	17	*	40	272	59	*
Support/Admin	4,181	716	25	1,366	88	43	135	70	165	1,232	330	11
Technical/Engineering	5,457	1,181	28	1,342	155	34	163	33	198	1,852	467	*
Not Allocated	390	35	*	81	*	*	*	*	11	231	22	*
<b>Grand total</b>	<b>20,582</b>	<b>3,891</b>	<b>110</b>	<b>5,695</b>	<b>348</b>	<b>191</b>	<b>694</b>	<b>161</b>	<b>749</b>	<b>6,826</b>	<b>1,881</b>	<b>36</b>

All staff religion and belief distribution by job family (percentage): 31 March 2023

Job family	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	21.5	*	26.8	*	*	4.1	*	*	25.2	13.8	*
Programming	18.3	0.5	27.6	0.9	1.0	3.9	0.5	3.4	33.4	10.2	0.3
Sales/Marketing	20.2	*	26.8	1.6	*	2.1	*	5.0	34.0	7.4	*
Support/Admin	17.1	0.6	32.7	2.1	1.0	3.2	1.7	3.9	29.5	7.9	0.3
Technical/Engineering	21.6	0.5	24.6	2.8	0.6	3.0	0.6	3.6	33.9	8.6	*
Not Allocated	9.0	*	20.8	*	*	*	*	2.8	59.2	5.6	*
<b>Grand total</b>	<b>18.9</b>	<b>0.5</b>	<b>27.7</b>	<b>1.7</b>	<b>0.9</b>	<b>3.4</b>	<b>0.8</b>	<b>3.6</b>	<b>33.2</b>	<b>9.1</b>	<b>0.2</b>

Leadership staff religion and belief distribution by job family (numbers): 31 March 2023

Job family	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	180	36	*	50	*	*	*	*	*	46	22	*
Programming	1,663	325	10	514	18	20	40	*	37	541	148	*
Sales/Marketing	162	32	*	49	*	*	*	*	*	58	*	*
Support/Admin	1,127	205	*	396	23	12	26	21	35	316	84	*
Technical/Engineering	610	153	*	157	19	*	*	*	23	175	55	*
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>3,750</b>	<b>751</b>	<b>23</b>	<b>1,169</b>	<b>66</b>	<b>51</b>	<b>85</b>	<b>34</b>	<b>108</b>	<b>1,139</b>	<b>313</b>	<b>11</b>

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# Staff continued

## Religion and belief continued

### Leadership staff religion and belief distribution by job family (percentage): 31 March 2023

Job family	Religion and belief (%)										Prefer not to say	No data
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
Commissioning	20.0	*	27.8	*	*	*	*	*	*	25.6	12.2	*
Programming	19.5	0.6	30.9	1.1	1.2	2.4	*	2.2	32.5	8.9	*	
Sales/Marketing	19.8	*	30.2	*	*	*	*	*	35.8	*	*	
Support/Admin	18.2	*	35.1	2.0	1.1	2.3	1.9	3.1	28.0	7.5	*	
Technical/Engineering	25.1	*	25.7	3.1	*	*	*	3.8	28.7	9.0	*	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>20.0</b>	<b>0.6</b>	<b>31.2</b>	<b>1.8</b>	<b>1.4</b>	<b>2.3</b>	<b>0.9</b>	<b>2.9</b>	<b>30.4</b>	<b>8.3</b>	<b>0.2</b>	

### All staff religion and belief distribution by grade bands (numbers): 31 March 2023

Grade band	Total	Religion and belief (numbers)										Prefer not to say	No data
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
A	252	30	*	85	*	*	*	*	*	84	22	*	
B	2,201	395	13	643	30	15	73	24	90	689	227	*	
C	6,512	1,190	29	1,762	115	53	294	47	242	2,134	639	*	
D	6,999	1,375	39	1,847	123	68	207	46	257	2,407	619	11	
E	2,347	467	14	710	45	23	58	25	73	732	196	*	
F	1,057	217	*	336	17	19	23	*	28	306	90	*	
SL	312	63	*	112	*	*	*	*	*	90	23	*	
Not Allocated	902	154	*	200	*	*	27	*	44	384	65	*	
<b>Grand total</b>	<b>20,582</b>	<b>3,891</b>	<b>110</b>	<b>5,695</b>	<b>348</b>	<b>191</b>	<b>694</b>	<b>161</b>	<b>749</b>	<b>6,826</b>	<b>1,881</b>	<b>36</b>	

### All staff religion and belief distribution by grade bands (percentage): 31 March 2023

Grade band	Religion and belief (%)										Prefer not to say	No data
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
A	11.9	*	33.7	*	*	*	*	*	*	33.3	8.7	*
B	17.9	0.6	29.2	1.4	0.7	3.3	1.1	4.1	31.3	10.3	*	
C	18.3	0.4	27.1	1.8	0.8	4.5	0.7	3.7	32.8	9.8	*	
D	19.6	0.6	26.4	1.8	1.0	3.0	0.7	3.7	34.4	8.8	0.0	
E	19.9	0.6	30.3	1.9	1.0	2.5	1.1	3.1	31.2	8.4	*	
F	20.5	*	31.8	1.6	1.8	2.2	*	2.6	28.9	8.5	*	
SL	20.2	*	35.9	*	*	*	*	*	28.8	7.4	*	
Not Allocated	17.1	*	22.2	*	*	3.0	*	4.9	42.6	7.2	*	
<b>Grand total</b>	<b>18.9</b>	<b>0.5</b>	<b>27.7</b>	<b>1.7</b>	<b>0.9</b>	<b>3.4</b>	<b>0.8</b>	<b>3.6</b>	<b>33.2</b>	<b>9.1</b>	<b>0.2</b>	

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# Staff continued

## Religion and belief continued

All staff leaver and joiner distribution by religion and belief (numbers): 31 March 2023

Category	Total	Religion and belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Leavers	2,465	522	19	569	39	31	90	26	94	768	279	28
Joiners	2,998	629	17	638	82	25	156	34	117	879	409	12

All staff leaver and joiner distribution by religion and belief (percentage): 31 March 2023

Category	Religion and belief (%)											
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data	
Leavers	21.2	0.8	23.1	1.6	1.3	3.7	1.1	3.8	31.2	11.3	0.9	
Joiners	21.0	0.6	21.3	2.7	0.8	5.2	1.1	3.9	29.3	13.6	0.5	

All staff leaver distribution by religion and belief and reason for leaving (numbers): 31 March 2023

Reason for leaving	Total	Religion and belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Voluntary	1,293	306	10	287	29	16	35	11	53	409	135	*
Redundancy	394	75	*	97	*	*	13	*	16	130	49	*
End FTC	655	125	*	150	*	*	39	11	23	197	90	*
Other involuntary	61	*	*	12	*	*	*	*	*	*	*	25
Other	62	*	*	23	*	*	*	*	*	23	*	*
<b>Grand total</b>	<b>2,465</b>	<b>522</b>	<b>19</b>	<b>569</b>	<b>39</b>	<b>31</b>	<b>90</b>	<b>26</b>	<b>94</b>	<b>768</b>	<b>279</b>	<b>28</b>

All staff leaver distribution by religion and belief and reason for leaving (percentage): 31 March 2023

Reason for leaving	Religion and belief (%)											
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data	
Voluntary	23.7	0.8	22.2	2.2	1.2	2.7	0.9	4.1	31.6	10.4	*	
Redundancy	19.0	*	24.6	*	*	3.3	*	4.1	33.0	12.4	*	
End FTC	19.1	*	22.9	*	*	6.0	1.7	3.5	30.1	13.7	*	
Other involuntary	*	*	19.7	*	*	*	*	*	*	*	41.0	
Other	*	*	37.1	*	*	*	*	*	37.1	*	*	
<b>Grand total</b>	<b>21.2</b>	<b>0.8</b>	<b>23.1</b>	<b>1.6</b>	<b>1.3</b>	<b>3.7</b>	<b>1.1</b>	<b>3.8</b>	<b>31.2</b>	<b>11.3</b>	<b>0.9</b>	

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# Staff continued

## Religion and belief continued

All staff internal mover distribution by religion and belief (numbers): 31 March 2023

Internal move type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	1,361	285	*	356	20	16	52	*	51	471	95	*
Promotion	278	63	*	82	*	*	*	*	12	77	25	*
Transfer	1,951	423	14	486	38	28	61	27	70	609	189	*
<b>Grand total</b>	<b>3,590</b>	<b>771</b>	<b>20</b>	<b>924</b>	<b>66</b>	<b>45</b>	<b>117</b>	<b>40</b>	<b>133</b>	<b>1,157</b>	<b>309</b>	<b>*</b>

All staff internal mover distribution by religion and belief (percentage): 31 March 2023

Internal move type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	20.9	*	26.2	1.5	1.2	3.8	*	3.7	34.6	7.0	*
Promotion	22.7	*	29.5	*	*	*	*	4.3	27.7	9.0	*
Transfer	21.7	0.7	24.9	1.9	1.4	3.1	1.4	3.6	31.2	9.7	*
<b>Grand total</b>	<b>21.5</b>	<b>0.6</b>	<b>25.7</b>	<b>1.8</b>	<b>1.3</b>	<b>3.3</b>	<b>1.1</b>	<b>3.7</b>	<b>32.2</b>	<b>8.6</b>	<b>*</b>

All staff religion and belief distribution by contract type (numbers): 31 March 2023

Contract type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18,774	3,502	103	5,307	321	181	621	150	659	6,276	1,631	23
Fixed term less than one year	504	128	*	107	10	*	11	*	25	154	56	*
Fixed term one year +	1,297	260	*	280	17	*	62	*	65	392	193	*
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>3,891</b>	<b>110</b>	<b>5,695</b>	<b>348</b>	<b>191</b>	<b>694</b>	<b>161</b>	<b>749</b>	<b>6,826</b>	<b>1,881</b>	<b>36</b>

All staff religion and belief distribution by contract type (percentage): 31 March 2023

Contract type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18.7	0.5	28.3	1.7	1.0	3.3	0.8	3.5	33.4	8.7	0.1
Fixed term less than one year	25.4	*	21.2	2.0	*	2.2	*	5.0	30.6	11.1	*
Fixed term one year +	20.0	*	21.6	1.3	*	4.8	*	5.0	30.2	14.9	*
Flexicon	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>18.9</b>	<b>0.5</b>	<b>27.7</b>	<b>1.7</b>	<b>0.9</b>	<b>3.4</b>	<b>0.8</b>	<b>3.6</b>	<b>33.2</b>	<b>9.1</b>	<b>0.2</b>

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

### Religion and belief continued

All staff religion and belief distribution by length of service (numbers): 31 March 2023

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	2,638	562	14	551	78	20	131	27	107	781	356	11
1-<3	2,309	500	12	551	58	21	100	21	105	683	253	*
3-<5	2,335	499	20	580	44	29	80	28	96	706	239	14
5-<10	4,283	863	20	1,199	71	40	147	41	184	1,359	354	*
10+	9,017	1,467	44	2,814	97	81	236	44	257	3,297	679	*
<b>Grand total</b>	<b>20,582</b>	<b>3,891</b>	<b>110</b>	<b>5,695</b>	<b>348</b>	<b>191</b>	<b>694</b>	<b>161</b>	<b>749</b>	<b>6,826</b>	<b>1,881</b>	<b>36</b>

All staff religion and belief distribution by length of service (percentage): 31 March 2023

Length of service (years)	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
<1	21.3	0.5	20.9	3.0	0.8	5.0	1.0	4.1	29.6	13.5	0.3
1-<3	21.7	0.5	23.9	2.5	0.9	4.3	0.9	4.5	29.6	11.0	*
3-<5	21.4	0.9	24.8	1.9	1.2	3.4	1.2	4.1	30.2	10.2	0.7
5-<10	20.1	0.5	28.0	1.7	0.9	3.4	1.0	4.3	31.7	8.3	*
10+	16.3	0.5	31.2	1.1	0.9	2.6	0.5	2.9	36.6	7.4	*
<b>Grand total</b>	<b>18.9</b>	<b>0.5</b>	<b>27.7</b>	<b>1.7</b>	<b>0.9</b>	<b>3.4</b>	<b>0.8</b>	<b>3.6</b>	<b>33.2</b>	<b>9.1</b>	<b>0.2</b>

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# Staff continued

## Socio-economic background

All staff socio-economic background (school type) distribution: 31 March 2023

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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Content	2,559	1,185	419	378	115	94	368	46.3	16.4	14.8	4.5	3.7	14.3
Nations	5,331	2,797	844	458	155	179	898	52.5	15.8	8.6	2.9	3.4	16.8
News and Current Affairs	4,067	1,382	489	500	649	172	875	34.0	12.0	12.3	16.0	4.2	21.5
Operations Group	5,201	2,738	795	551	605	192	320	52.6	15.3	10.6	11.6	3.7	6.2
<b>UK Public Service</b>	<b>17,158</b>	<b>8,102</b>	<b>2,547</b>	<b>1,887</b>	<b>1,524</b>	<b>637</b>	<b>2,461</b>	<b>47.2</b>	<b>14.8</b>	<b>11.0</b>	<b>8.9</b>	<b>3.7</b>	<b>14.4</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	732	216	213	204	57	69	49.1	14.5	14.3	13.7	3.8	4.6
BBC Studios (TV & Radio Production)	1,532	839	226	215	85	96	71	54.8	14.8	14.0	5.5	6.3	4.6
<b>BBC Studios</b>	<b>3,023</b>	<b>1,571</b>	<b>442</b>	<b>428</b>	<b>289</b>	<b>153</b>	<b>140</b>	<b>52.0</b>	<b>14.6</b>	<b>14.2</b>	<b>9.6</b>	<b>5.1</b>	<b>4.5</b>
World Service Group	99	33	*	13	25	*	15	33.3	*	13.1	25.3	*	15.2
BBC Studioworks	151	76	28	13	11	*	19	50.3	18.5	8.6	7.3	*	12.7
Children in Need	151	90	30	15	*	*	*	59.6	19.9	9.9	*	*	*
<b>Other</b>	<b>401</b>	<b>199</b>	<b>67</b>	<b>41</b>	<b>42</b>	<b>12</b>	<b>40</b>	<b>49.6</b>	<b>16.7</b>	<b>10.2</b>	<b>10.5</b>	<b>3.0</b>	<b>10.0</b>
<b>Grand total</b>	<b>20,582</b>	<b>9,872</b>	<b>3,056</b>	<b>2,356</b>	<b>1,855</b>	<b>802</b>	<b>2,641</b>	<b>48.0</b>	<b>14.8</b>	<b>11.4</b>	<b>9.0</b>	<b>3.9</b>	<b>12.9</b>

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# Staff continued

## Socio-economic background continued

### Leadership staff socio-economic background (school type) distribution: 31 March 2023

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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	
Content	444	204	74	98	20	13	35	45.9	16.7	22.1	4.5	2.9	7.9	
Nations	620	333	108	58	12	17	92	53.7	17.4	9.4	1.9	2.7	14.9	
News and Current Affairs	713	223	79	147	65	23	176	31.3	11.1	20.6	9.1	3.2	24.7	
Operations Group	1,152	580	189	182	106	42	53	50.3	16.4	15.8	9.2	3.6	4.7	
<b>UK Public Service</b>	<b>2,929</b>	<b>1,340</b>	<b>450</b>	<b>485</b>	<b>203</b>	<b>95</b>	<b>356</b>	<b>45.7</b>	<b>15.4</b>	<b>16.6</b>	<b>6.9</b>	<b>3.2</b>	<b>12.2</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	434	190	61	89	56	15	23	43.8	14.1	20.5	12.9	3.5	5.2	
BBC Studios (TV & Radio Production)	312	154	55	66	*	15	13	49.4	17.6	21.2	*	4.8	4.1	
<b>BBC Studios</b>	<b>746</b>	<b>344</b>	<b>116</b>	<b>155</b>	<b>65</b>	<b>30</b>	<b>36</b>	<b>46.1</b>	<b>15.5</b>	<b>20.8</b>	<b>8.7</b>	<b>4.0</b>	<b>4.9</b>	
World Service Group	30	*	*	*	*	*	*	*	*	*	*	*	*	
BBC Studioworks	25	13	*	*	*	*	*	52.0	*	*	*	*	*	
Children in Need	20	12	*	*	*	*	*	60.0	*	*	*	*	*	
<b>Other</b>	<b>75</b>	<b>34</b>	<b>15</b>	<b>10</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>45.3</b>	<b>20.0</b>	<b>13.3</b>	<b>*</b>	<b>*</b>	<b>*</b>	
<b>Grand total</b>	<b>3,750</b>	<b>1,718</b>	<b>581</b>	<b>650</b>	<b>274</b>	<b>127</b>	<b>400</b>	<b>45.8</b>	<b>15.5</b>	<b>17.3</b>	<b>7.3</b>	<b>3.4</b>	<b>10.7</b>	

### All staff socio-economic background (school type) distribution by job family: 31 March 2023

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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	
Commissioning	246	120	40	45	15	12	14	48.8	16.3	18.3	6.1	4.9	5.6	
Programming	9,507	4,299	1,364	1,204	729	400	1,511	45.2	14.3	12.7	7.7	4.2	15.9	
Sales/Marketing	801	440	128	108	78	13	34	54.9	16.0	13.5	9.7	1.6	4.3	
Support/Admin	4,181	2,307	693	491	358	144	188	55.2	16.6	11.7	8.6	3.4	4.5	
Technical/Engineering	5,457	2,631	799	460	647	226	694	48.2	14.6	8.4	11.9	4.1	12.8	
Not Allocated	390	75	32	48	28	*	200	19.2	8.2	12.3	7.2	*	51.3	
<b>Grand total</b>	<b>20,582</b>	<b>9,872</b>	<b>3,056</b>	<b>2,356</b>	<b>1,855</b>	<b>802</b>	<b>2,641</b>	<b>48.0</b>	<b>14.8</b>	<b>11.4</b>	<b>9.0</b>	<b>3.9</b>	<b>12.9</b>	

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## Staff continued

### Socio-economic background continued

#### Leadership staff socio-economic background (school type) distribution by job family: 31 March 2023

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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Commissioning	180	85	29	36	*	10	12	47.2	16.1	20.0	*	5.6	6.7	
Programming	1,663	707	231	298	87	51	289	42.5	13.9	17.9	5.2	3.1	17.4	
Sales/Marketing	162	69	26	35	18	*	12	42.6	16.0	21.6	11.1	*	7.5	
Support/Admin	1,127	541	206	204	88	40	48	48.0	18.3	18.1	7.8	3.5	4.3	
Technical/Engineering	610	311	89	76	73	24	37	51.0	14.6	12.5	12.0	3.9	6.0	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>3,750</b>	<b>1,718</b>	<b>581</b>	<b>650</b>	<b>274</b>	<b>127</b>	<b>400</b>	<b>45.8</b>	<b>15.5</b>	<b>17.3</b>	<b>7.3</b>	<b>3.4</b>	<b>10.7</b>	

#### All staff socio-economic background (school type) distribution by bands: 31 March 2023

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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
A	252	140	33	22	12	*	38	55.6	13.1	8.7	4.8	2.8	*	
B	2,201	1,175	321	199	201	104	201	53.4	14.6	9.0	9.1	4.7	9.2	
C	6,512	3,158	964	621	689	267	813	48.5	14.8	9.5	10.6	4.1	12.5	
D	6,999	3,273	1,041	791	629	274	991	46.8	14.9	11.3	9.0	3.9	14.1	
E	2,347	1,082	366	377	175	73	274	46.1	15.6	16.1	7.5	3.1	11.6	
F	1,057	484	174	192	70	41	96	45.8	16.5	18.2	6.6	3.9	9.0	
SL	312	147	40	74	26	13	12	47.1	12.8	23.7	8.3	4.2	3.9	
Not Allocated	902	413	117	80	53	23	216	45.8	13.0	8.9	5.9	2.5	23.9	
<b>Grand total</b>	<b>20,582</b>	<b>9,872</b>	<b>3,056</b>	<b>2,356</b>	<b>1,855</b>	<b>802</b>	<b>2,641</b>	<b>48.0</b>	<b>14.8</b>	<b>11.4</b>	<b>9.0</b>	<b>3.9</b>	<b>12.9</b>	

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# Staff continued

## Socio-economic background continued

All staff leaver and joiner distribution by socio-economic background (school type): 31 March 2023

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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Leavers	2,465	1,178	373	310	270	138	196	47.8	15.1	12.6	11.0	5.6	7.9	
Joiners	2,998	1,752	345	320	413	144	24	58.4	11.5	10.7	13.8	4.8	0.8	

All staff leaver distribution by socio-economic background (school type) and reason for leaving: 31 March 2023

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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Voluntary	1,293	615	209	167	147	77	78	47.6	16.2	12.9	11.4	6.0	5.9	
Redundancy	394	136	73	62	32	22	69	34.5	18.5	15.7	8.1	5.6	17.6	
End FTC	655	395	67	70	81	38	*	60.3	10.2	10.7	12.4	5.8	0.6	
Other involuntary	61	15	*	*	*	*	30	24.6	9.8	*	*	*	*	
Other	62	17	18	*	*	*	15	27.4	29.0	11.3	*	*	*	
<b>Grand total</b>	<b>2,465</b>	<b>1,178</b>	<b>373</b>	<b>310</b>	<b>270</b>	<b>138</b>	<b>196</b>	<b>47.8</b>	<b>15.1</b>	<b>12.6</b>	<b>11.0</b>	<b>5.6</b>	<b>7.9</b>	

All staff internal mover distribution by socio-economic background (school type): 31 March 2023

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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Attachment	1,361	654	208	170	109	46	174	48.1	15.3	12.5	8.0	3.4	12.7	
Promotion	278	143	46	35	24	10	20	51.4	16.5	12.6	8.6	3.6	7.3	
Transfer	1,951	968	301	215	220	95	152	49.6	15.4	11.0	11.3	4.9	7.8	
<b>Grand total</b>	<b>3,590</b>	<b>1,765</b>	<b>555</b>	<b>420</b>	<b>353</b>	<b>151</b>	<b>346</b>	<b>49.2</b>	<b>15.5</b>	<b>11.7</b>	<b>9.8</b>	<b>4.2</b>	<b>9.6</b>	

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## Staff continued

### Socio-economic background continued

All staff socio-economic background (school type) distribution by contract type: 31 March 2023

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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	
Continuing	18,774	8,823	2,836	2,131	1,666	696	2,622	47.0	15.1	11.4	8.9	3.7	13.9	
Fixed term less than one year	504	308	62	66	36	23	*	61.1	12.3	13.1	7.1	4.6	1.8	
Fixed term one year +	1,297	740	156	158	153	83	*	57.1	12.0	12.2	11.8	6.4	0.5	
Flexicon	*	*	*	*	*	*	*	14.3	*	*	*	*	*	
<b>Grand total</b>	<b>20,582</b>	<b>9,872</b>	<b>3,056</b>	<b>2,356</b>	<b>1,855</b>	<b>802</b>	<b>2,641</b>	<b>48.0</b>	<b>14.8</b>	<b>11.4</b>	<b>9.0</b>	<b>3.9</b>	<b>12.9</b>	

All staff socio-economic background (school type) distribution by length of service: 31 March 2023

Length of service (years)	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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data	
<1	2,638	1,538	307	294	367	121	11	58.3	11.6	11.1	13.9	4.6	0.5	
1–<3	2,309	1,272	328	273	310	117	*	55.1	14.2	11.8	13.4	5.1	*	
3–<5	2,335	1,165	417	268	287	183	15	49.9	17.9	11.5	12.3	7.8	0.6	
5–<10	4,283	1,916	637	462	412	100	756	44.7	14.9	10.8	9.6	2.3	17.7	
10+	9,017	3,981	1,367	1,059	479	281	1,850	44.1	15.2	11.7	5.3	3.1	20.6	
<b>Grand total</b>	<b>20,582</b>	<b>9,872</b>	<b>3,056</b>	<b>2,356</b>	<b>1,855</b>	<b>802</b>	<b>2,641</b>	<b>48.0</b>	<b>14.8</b>	<b>11.4</b>	<b>9.0</b>	<b>3.9</b>	<b>12.9</b>	

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# Staff continued

## Socio-economic background (free school meals)

All staff free school meals distribution by division: 31 March 2023

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	2,559	191	1,355	108	58	105	742	7.5	53.0	4.2	2.3	4.1	28.9	
Nations	5,331	436	2,832	167	75	213	1,608	8.2	53.1	3.1	1.4	4.0	30.2	
News and Current Affairs	4,067	277	1,764	130	192	137	1,567	6.8	43.4	3.2	4.7	3.4	38.5	
Operations Group	5,201	504	2,840	262	217	282	1,096	9.7	54.6	5.0	4.2	5.4	21.1	
<b>UK Public Service</b>	<b>17,158</b>	<b>1,408</b>	<b>8,791</b>	<b>667</b>	<b>542</b>	<b>737</b>	<b>5,013</b>	<b>8.2</b>	<b>51.2</b>	<b>3.9</b>	<b>3.2</b>	<b>4.3</b>	<b>29.2</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	135	779	97	78	87	315	9.1	52.2	6.5	5.2	5.8	21.2	
BBC Studios (TV & Radio Production)	1,532	157	775	84	40	87	389	10.2	50.6	5.5	2.6	5.7	25.4	
<b>BBC Studios</b>	<b>3,023</b>	<b>292</b>	<b>1,554</b>	<b>181</b>	<b>118</b>	<b>174</b>	<b>704</b>	<b>9.7</b>	<b>51.4</b>	<b>6.0</b>	<b>3.9</b>	<b>5.8</b>	<b>23.2</b>	
World Service Group	99	*	43	*	*	*	39	*	43.4	*	*	*	39.4	
BBC Studioworks	151	18	82	*	*	*	46	11.9	54.3	*	*	*	30.5	
Children in Need	151	13	79	*	*	*	40	8.6	52.3	*	*	*	26.5	
<b>Other</b>	<b>401</b>	<b>33</b>	<b>204</b>	<b>16</b>	<b>*</b>	<b>15</b>	<b>125</b>	<b>8.2</b>	<b>50.9</b>	<b>4.0</b>	<b>*</b>	<b>3.7</b>	<b>31.2</b>	
<b>Grand total</b>	<b>20,582</b>	<b>1,733</b>	<b>10,549</b>	<b>864</b>	<b>668</b>	<b>926</b>	<b>5,842</b>	<b>8.4</b>	<b>51.3</b>	<b>4.2</b>	<b>3.2</b>	<b>4.5</b>	<b>28.4</b>	

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

### Leadership staff Free School Meals distribution by division: 31 March 2023

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	444	34	289	17	12	14	78	7.7	65.1	3.8	2.7	3.2	17.5
Nations	620	54	378	10	*	17	153	8.7	61.0	1.6	*	2.7	24.7
News and Current Affairs	713	42	378	11	24	11	247	5.9	53.0	1.5	3.4	1.5	34.7
Operations Group	1,152	95	753	49	46	42	167	8.2	65.4	4.3	4.0	3.6	14.5
<b>UK Public Service</b>	<b>2,929</b>	<b>225</b>	<b>1,798</b>	<b>87</b>	<b>90</b>	<b>84</b>	<b>645</b>	<b>7.7</b>	<b>61.4</b>	<b>3.0</b>	<b>3.1</b>	<b>2.9</b>	<b>21.9</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	434	31	255	21	30	10	87	7.1	58.8	4.8	6.9	2.3	20.1
BBC Studios (TV & Radio Production)	312	35	177	11	*	*	73	11.2	56.7	3.5	*	*	23.5
<b>BBC Studios</b>	<b>746</b>	<b>66</b>	<b>432</b>	<b>32</b>	<b>39</b>	<b>17</b>	<b>160</b>	<b>8.8</b>	<b>57.9</b>	<b>4.3</b>	<b>5.2</b>	<b>2.3</b>	<b>21.5</b>
World Service Group	30	*	19	*	*	*	11	*	63.3	*	*	*	36.7
BBC Studioworks	25	*	18	*	*	*	*	*	72.0	*	*	*	*
Children in Need	20	*	11	*	*	*	*	*	55.0	*	*	*	*
<b>Other</b>	<b>75</b>	<b>*</b>	<b>48</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>20</b>	<b>*</b>	<b>64.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>26.7</b>
<b>Grand total</b>	<b>3,750</b>	<b>297</b>	<b>2,278</b>	<b>120</b>	<b>129</b>	<b>101</b>	<b>825</b>	<b>7.9</b>	<b>60.7</b>	<b>3.2</b>	<b>3.4</b>	<b>2.7</b>	<b>22.1</b>

### All staff free school meals distribution by job family: 31 March 2023

Job family	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
Commissioning	246	29	143	15	*	*	45	11.8	58.1	6.1	*	*	18.4
Programming	9,507	751	4,746	333	270	350	3,057	7.9	49.9	3.5	2.8	3.7	32.2
Sales/Marketing	801	70	461	46	30	44	150	8.7	57.6	5.7	3.7	5.5	18.8
Support/Admin	4,181	403	2,338	234	142	268	796	9.6	55.9	5.6	3.4	6.4	19.1
Technical/Engineering	5,457	464	2,753	227	209	254	1,550	8.5	50.4	4.2	3.8	4.7	28.4
Not Allocated	390	16	108	*	10	*	244	4.1	27.7	*	2.6	*	62.5
<b>Grand total</b>	<b>20,582</b>	<b>1,733</b>	<b>10,549</b>	<b>864</b>	<b>668</b>	<b>926</b>	<b>5,842</b>	<b>8.4</b>	<b>51.3</b>	<b>4.2</b>	<b>3.2</b>	<b>4.5</b>	<b>28.4</b>

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## Staff continued

### Socio-economic background (free school meals) continued

#### Leadership staff Free School Meals distribution by job family: 31 March 2023

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	180	24	104	*	*	*	33	13.3	57.8	*	*	*	18.4
Programming	1,663	122	940	38	44	36	483	7.3	56.5	2.3	2.6	2.2	29.1
Sales/Marketing	162	16	105	*	12	*	24	9.9	64.8	*	7.4	*	14.8
Support/Admin	1,127	86	731	43	42	38	187	7.6	64.9	3.8	3.7	3.4	16.6
Technical/Engineering	610	48	393	26	27	20	96	7.9	64.4	4.3	4.4	3.3	15.7
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>3,750</b>	<b>297</b>	<b>2,278</b>	<b>120</b>	<b>129</b>	<b>101</b>	<b>825</b>	<b>7.9</b>	<b>60.7</b>	<b>3.2</b>	<b>3.4</b>	<b>2.7</b>	<b>22.1</b>

#### All staff free school meals distribution by grade bands: 31 March 2023

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	252	21	124	14	*	*	82	8.3	49.2	5.6	*	*	32.5
B	2,201	217	1,050	149	64	122	599	9.9	47.7	6.8	2.9	5.5	27.2
C	6,512	553	3,100	318	218	338	1,985	8.5	47.6	4.9	3.3	5.2	30.5
D	6,999	587	3,701	219	232	246	2,014	8.4	52.9	3.1	3.3	3.5	28.8
E	2,347	170	1,398	73	75	62	569	7.2	59.6	3.1	3.2	2.6	24.3
F	1,057	102	644	37	43	29	202	9.6	60.9	3.5	4.1	2.7	19.2
SL	312	25	223	10	10	10	34	8.0	71.5	3.2	3.2	3.2	10.9
Not Allocated	902	58	309	44	21	113	357	6.4	34.3	4.9	2.3	12.5	39.6
<b>Grand total</b>	<b>20,582</b>	<b>1,733</b>	<b>10,549</b>	<b>864</b>	<b>668</b>	<b>926</b>	<b>5,842</b>	<b>8.4</b>	<b>51.3</b>	<b>4.2</b>	<b>3.2</b>	<b>4.5</b>	<b>28.4</b>

#### All staff leaver and joiner distribution by Free School Meals: 31 March 2023

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	2,465	245	1,096	137	70	191	726	9.9	44.5	5.6	2.8	7.7	29.5
Joiners	2,998	337	1,669	312	216	221	243	11.2	55.7	10.4	7.2	7.4	8.1

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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 2023

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	1,293	115	616	53	33	76	400	8.9	47.6	4.1	2.6	5.9	30.9
Redundancy	394	37	194	10	15	11	127	9.4	49.2	2.5	3.8	2.8	32.3
End FTC	655	85	234	70	21	100	145	13.0	35.7	10.7	3.2	15.3	22.1
Other involuntary	61	*	14	*	*	*	36	*	23.0	*	*	*	59.1
Other	62	*	38	*	*	*	18	*	61.3	*	*	*	29.1
<b>Grand total</b>	<b>2,465</b>	<b>245</b>	<b>1,096</b>	<b>137</b>	<b>70</b>	<b>191</b>	<b>726</b>	<b>9.9</b>	<b>44.5</b>	<b>5.6</b>	<b>2.8</b>	<b>7.7</b>	<b>29.5</b>

All staff internal mover distribution by Free School Meals: 31 March 2023

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	1,361	110	734	38	28	42	409	8.1	53.9	2.8	2.1	3.1	30.0
Promotion	278	23	146	11	*	15	76	8.3	52.5	4.0	*	5.4	27.3
Transfer	1,951	160	847	114	78	113	639	8.2	43.4	5.8	4.0	5.8	32.8
<b>Grand total</b>	<b>3,590</b>	<b>293</b>	<b>1,727</b>	<b>163</b>	<b>113</b>	<b>170</b>	<b>1,124</b>	<b>8.2</b>	<b>48.1</b>	<b>4.5</b>	<b>3.1</b>	<b>4.7</b>	<b>31.4</b>

All staff free school meals distribution by contract type: 31 March 2023

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	18,774	1,527	9,739	689	586	715	5,518	8.1	51.9	3.7	3.1	3.8	29.4
Fixed term less than one year	504	57	209	44	14	85	95	11.3	41.5	8.7	2.8	16.9	18.8
Fixed term one year +	1,297	149	598	131	68	126	225	11.5	46.1	10.1	5.2	9.7	17.4
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>1,733</b>	<b>10,549</b>	<b>864</b>	<b>668</b>	<b>926</b>	<b>5,842</b>	<b>8.4</b>	<b>51.3</b>	<b>4.2</b>	<b>3.2</b>	<b>4.5</b>	<b>28.4</b>

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## Staff continued

### Socio-economic background (free school meals) continued

All staff socio-economic background (free school meals) distribution by length of service: 31 March 2023

Length of service (years)	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	2,638	296	1,490	280	204	180	188	11.2	56.5	10.6	7.7	6.8	7.2
1-<3	2,309	233	429	239	36	469	903	10.1	18.6	10.4	1.6	20.3	39.0
3-<5	2,335	182	1,284	59	77	36	697	7.8	55.0	2.5	3.3	1.5	29.9
5-<10	4,283	317	2,358	95	130	58	1,325	7.4	55.1	2.2	3.0	1.4	30.9
10+	9,017	705	4,988	191	221	183	2,729	7.8	55.3	2.1	2.5	2.0	30.3
<b>Grand total</b>	<b>20,582</b>	<b>1,733</b>	<b>10,549</b>	<b>864</b>	<b>668</b>	<b>926</b>	<b>5,842</b>	<b>8.4</b>	<b>51.3</b>	<b>4.2</b>	<b>3.2</b>	<b>4.5</b>	<b>28.4</b>

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## Staff continued

### Socio-economic background (household occupation)

All staff socio-economic background (household occupation) distribution: 31 March 2023

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	2,559	1,302	209	507	42	131	368	50.9	8.2	19.8	1.6	5.1	14.4
Nations	5,331	2,401	429	1,244	90	270	897	45.0	8.1	23.3	1.7	5.1	16.8
News and Current Affairs	4,067	1,914	314	626	68	270	875	47.1	7.7	15.4	1.7	6.6	21.5
Operations Group	5,201	2,689	487	1,282	104	318	321	51.7	9.3	24.6	2.0	6.1	6.3
<b>UK Public Service</b>	<b>17,158</b>	<b>8,306</b>	<b>1,439</b>	<b>3,659</b>	<b>304</b>	<b>989</b>	<b>2,461</b>	<b>48.4</b>	<b>8.4</b>	<b>21.3</b>	<b>1.8</b>	<b>5.8</b>	<b>14.3</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,491	839	166	274	27	117	68	56.3	11.1	18.4	1.8	7.8	4.6
BBC Studios (TV & Radio Production)	1,532	839	162	311	26	123	71	54.8	10.5	20.3	1.7	8.0	4.7
<b>BBC Studios</b>	<b>3,023</b>	<b>1,678</b>	<b>328</b>	<b>585</b>	<b>53</b>	<b>240</b>	<b>139</b>	<b>55.5</b>	<b>10.8</b>	<b>19.4</b>	<b>1.8</b>	<b>7.9</b>	<b>4.6</b>
World Service Group	99	63	*	13	*	*	15	63.6	*	13.1	*	*	15.1
BBC Studioworks	151	61	12	43	*	12	19	40.4	7.9	28.5	*	7.9	12.6
Children in Need	151	85	17	37	*	*	*	56.3	11.3	24.5	*	*	*
<b>Other</b>	<b>401</b>	<b>209</b>	<b>31</b>	<b>93</b>	<b>*</b>	<b>23</b>	<b>40</b>	<b>52.1</b>	<b>7.7</b>	<b>23.2</b>	<b>*</b>	<b>5.7</b>	<b>10.0</b>
<b>Grand total</b>	<b>20,582</b>	<b>10,193</b>	<b>1,798</b>	<b>4,337</b>	<b>362</b>	<b>1,252</b>	<b>2,640</b>	<b>49.5</b>	<b>8.7</b>	<b>21.1</b>	<b>1.8</b>	<b>6.1</b>	<b>12.8</b>

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# Staff continued

## Socio-economic background (household occupation) continued

Leadership staff socio-economic background (household occupation) distribution: 31 March 2023

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	444	251	44	95	*	13	35	56.5	9.9	21.4	*	2.9	7.8
Nations	620	285	56	149	11	27	92	46.0	9.0	24.0	1.8	4.4	14.8
News and Current Affairs	713	346	59	98	11	23	176	48.5	8.3	13.7	1.5	3.2	24.8
Operations Group	1,152	682	94	258	21	44	53	59.2	8.2	22.4	1.8	3.8	4.6
<b>UK Public Service</b>	<b>2,929</b>	<b>1,564</b>	<b>253</b>	<b>600</b>	<b>49</b>	<b>107</b>	<b>356</b>	<b>53.4</b>	<b>8.6</b>	<b>20.5</b>	<b>1.7</b>	<b>3.7</b>	<b>12.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	434	260	49	78	*	19	22	59.9	11.3	18.0	*	4.4	5.0
BBC Studios (TV & Radio Production)	312	187	31	61	*	15	13	59.9	9.9	19.6	*	4.8	4.2
<b>BBC Studios</b>	<b>746</b>	<b>447</b>	<b>80</b>	<b>139</b>	<b>11</b>	<b>34</b>	<b>35</b>	<b>59.9</b>	<b>10.7</b>	<b>18.6</b>	<b>1.5</b>	<b>4.6</b>	<b>4.7</b>
World Service Group	30	19	*	*	*	*	*	63.3	*	*	*	*	*
BBC Studioworks	25	12	*	*	*	*	*	48.0	*	*	*	*	*
Children in Need	20	10	*	*	*	*	*	50.0	*	*	*	*	*
<b>Other</b>	<b>75</b>	<b>41</b>	<b>*</b>	<b>15</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>54.7</b>	<b>*</b>	<b>20.0</b>	<b>*</b>	<b>*</b>	<b>*</b>
<b>Grand total</b>	<b>3,750</b>	<b>2,052</b>	<b>339</b>	<b>754</b>	<b>61</b>	<b>145</b>	<b>399</b>	<b>54.7</b>	<b>9.0</b>	<b>20.1</b>	<b>1.6</b>	<b>3.9</b>	<b>10.7</b>

## All staff socio-economic background (household occupation) distribution by job family: 31 March 2023

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	246	134	31	41	*	17	14	54.5	12.6	16.7	*	6.9	5.6
Programming	9,507	4,690	791	1,796	148	571	1,511	49.3	8.3	18.9	1.6	6.0	15.8
Sales/Marketing	801	473	85	165	11	33	34	59.1	10.5	20.6	1.4	4.1	4.3
Support/Admin	4,181	2,169	427	1,037	89	272	187	51.9	10.2	24.8	2.1	6.5	4.5
Technical/Engineering	5,457	2,596	451	1,273	104	339	694	47.6	8.3	23.3	1.9	6.2	12.7
Not Allocated	390	131	13	25	*	20	200	33.6	3.3	6.4	*	5.1	51.3
<b>Grand total</b>	<b>20,582</b>	<b>10,193</b>	<b>1,798</b>	<b>4,337</b>	<b>362</b>	<b>1,252</b>	<b>2,640</b>	<b>49.5</b>	<b>8.7</b>	<b>21.1</b>	<b>1.8</b>	<b>6.1</b>	<b>12.8</b>

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) continued

#### Leadership staff socio-economic background (household occupation) distribution by job family: 31 March 2023

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	180	100	23	31	*	*	12	55.6	12.8	17.2	*	*	6.6	
Programming	1,663	830	142	319	26	57	289	49.9	8.5	19.2	1.6	3.4	17.4	
Sales/Marketing	162	93	15	36	*	*	12	57.4	9.3	22.2	*	*	7.4	
Support/Admin	1,127	659	108	248	19	46	47	58.5	9.6	22.0	1.7	4.1	4.1	
Technical/Engineering	610	365	50	120	10	28	37	59.8	8.2	19.7	1.6	4.6	6.1	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand total</b>	<b>3,750</b>	<b>2,052</b>	<b>339</b>	<b>754</b>	<b>61</b>	<b>145</b>	<b>399</b>	<b>54.7</b>	<b>9.0</b>	<b>20.1</b>	<b>1.6</b>	<b>3.9</b>	<b>10.7</b>	

#### All staff socio-economic background (household occupation) distribution by job family: 31 March 2023

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	252	94	24	66	*	24	38	37.3	9.5	26.2	*	9.5	15.1	
B	2,201	1,003	225	518	45	209	201	45.6	10.2	23.5	2.0	9.5	9.2	
C	6,512	3,200	550	1,395	115	439	813	49.1	8.5	21.4	1.8	6.7	12.5	
D	6,999	3,456	599	1,459	114	380	991	49.4	8.6	20.8	1.6	5.4	14.2	
E	2,347	1,260	211	479	34	90	273	53.7	8.9	20.4	1.4	3.8	11.8	
F	1,057	586	100	206	23	46	96	55.4	9.5	19.5	2.2	4.4	9.0	
SL	312	195	27	66	*	*	12	62.5	8.7	21.2	*	*	3.7	
Not Allocated	902	399	62	148	22	55	216	44.2	6.9	16.4	2.4	6.1	24.0	
<b>Grand total</b>	<b>20,582</b>	<b>10,193</b>	<b>1,798</b>	<b>4,337</b>	<b>362</b>	<b>1,252</b>	<b>2,640</b>	<b>49.5</b>	<b>8.7</b>	<b>21.1</b>	<b>1.8</b>	<b>6.1</b>	<b>12.8</b>	

#### All staff leaver and joiner distribution by socio-economic background (household occupation): 31 March 2023

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	2,465	1,308	222	497	31	210	197	53.1	9.0	20.2	1.3	8.5	7.9	
Joiners	2,998	1,635	338	637	113	251	24	54.5	11.3	21.2	3.8	8.4	0.8	

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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 2023

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	1,293	705	118	264	12	115	79	54.5	9.2	20.4	0.9	8.9	6.1
Redundancy	394	182	40	72	*	28	69	46.2	10.2	18.3	*	7.1	17.5
End FTC	655	373	58	139	16	65	*	56.9	8.9	21.2	2.4	9.9	*
Other involuntary	61	19	*	*	*	*	30	31.1	*	*	*	*	49.2
Other	62	29	*	14	*	*	15	46.8	*	22.6	*	*	24.2
<b>Grand total</b>	<b>2,465</b>	<b>1,308</b>	<b>222</b>	<b>497</b>	<b>31</b>	<b>210</b>	<b>197</b>	<b>53.1</b>	<b>9.0</b>	<b>20.2</b>	<b>1.3</b>	<b>8.5</b>	<b>7.9</b>

All staff internal mover distribution by socio-economic background (household occupation) and reason for leaving: 31 March 2023

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	1,361	482	322	285	14	84	174	35.4	23.7	20.9	1.0	6.2	12.8
Promotion	278	109	73	50	13	12	21	39.2	26.3	18.0	4.7	4.3	7.5
Transfer	1,951	756	506	378	21	138	152	38.7	25.9	19.4	1.1	7.1	7.8
<b>Grand total</b>	<b>3,590</b>	<b>1,347</b>	<b>901</b>	<b>713</b>	<b>48</b>	<b>234</b>	<b>347</b>	<b>37.5</b>	<b>25.1</b>	<b>19.9</b>	<b>1.3</b>	<b>6.5</b>	<b>9.7</b>

All staff socio-economic background (household occupation) distribution by contract type: 31 March 2023

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	18,774	9,199	1,624	3,939	305	1,086	2,621	49.0	8.7	21.0	1.6	5.8	13.9
Fixed term less than one year	504	273	53	117	16	36	*	54.2	10.5	23.2	3.2	7.1	*
Fixed term one year +	1,297	720	120	279	41	130	*	55.5	9.3	21.5	3.2	10.0	*
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand total</b>	<b>20,582</b>	<b>10,193</b>	<b>1,798</b>	<b>4,337</b>	<b>362</b>	<b>1,252</b>	<b>2,640</b>	<b>49.5</b>	<b>8.7</b>	<b>21.1</b>	<b>1.8</b>	<b>6.1</b>	<b>12.8</b>

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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 2023

Length of service (years)	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	2,638	1,449	292	563	105	218	11	54.9	11.1	21.3	4.0	8.3	0.4
1-<3	2,309	1,366	160	531	20	225	*	59.2	6.9	23.0	0.9	9.7	*
3-<5	2,335	1,295	215	498	34	277	16	55.5	9.2	21.3	1.5	11.9	0.6
5-<10	4,283	2,073	393	834	68	159	756	48.4	9.2	19.5	1.6	3.7	17.6
10+	9,017	4,010	738	1,911	135	373	1,850	44.5	8.1	21.2	1.5	4.1	20.6
<b>Grand total</b>	<b>20,582</b>	<b>10,193</b>	<b>1,798</b>	<b>4,337</b>	<b>362</b>	<b>1,252</b>	<b>2,640</b>	<b>49.5</b>	<b>8.7</b>	<b>21.1</b>	<b>1.8</b>	<b>6.1</b>	<b>12.8</b>

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# FREELANCE



*Cbeebies Bedtime Stories – BBC/James Stack*

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

### Age

Freelance age distribution by division: 31 March 2023

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	2,681	21	767	703	520	418	252	0.8	28.6	26.2	19.4	15.6	9.4
Nations	2,981	32	819	534	580	527	489	1.1	27.5	17.9	19.5	17.7	16.3
News and Current Affairs	1,783	*	353	499	386	301	235	*	19.8	28.0	21.6	16.9	13.2
Operations Group	764	*	100	199	182	183	100	*	13.1	26.0	23.8	24.0	13.1
<b>UK Public Service</b>	<b>8,209</b>	<b>62</b>	<b>2,039</b>	<b>1,935</b>	<b>1,668</b>	<b>1,429</b>	<b>1,076</b>	<b>0.8</b>	<b>24.8</b>	<b>23.6</b>	<b>20.3</b>	<b>17.4</b>	<b>13.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	*	46	89	105	76	15	*	13.9	26.9	31.7	23.0	4.5
BBC Studios (TV & Radio Production)	7,415	29	1,827	1,908	1,602	1,370	679	0.4	24.6	25.7	21.6	18.5	9.2
<b>BBC Studios</b>	<b>7,746</b>	<b>29</b>	<b>1,873</b>	<b>1,997</b>	<b>1,707</b>	<b>1,446</b>	<b>694</b>	<b>0.4</b>	<b>24.2</b>	<b>25.8</b>	<b>22.0</b>	<b>18.7</b>	<b>8.9</b>
World Service Group	36	*	*	*	*	*	13	*	*	*	*	*	36.1
BBC Studioworks	281	*	50	38	76	67	50	*	17.8	13.5	27.0	23.8	17.9
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>333</b>	<b>*</b>	<b>54</b>	<b>46</b>	<b>90</b>	<b>78</b>	<b>65</b>	<b>*</b>	<b>16.2</b>	<b>13.8</b>	<b>27.0</b>	<b>23.4</b>	<b>19.6</b>
<b>Grand total</b>	<b>16,288</b>	<b>91</b>	<b>3,966</b>	<b>3,978</b>	<b>3,465</b>	<b>2,953</b>	<b>1,835</b>	<b>0.6</b>	<b>24.3</b>	<b>24.4</b>	<b>21.3</b>	<b>18.1</b>	<b>11.3</b>

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# Freelance continued

## Disability

Freelance disability distribution by division: 31 March 2023

Division	Total	Disability (numbers)				Disability (%)			
		Disabled	Not disabled	Prefer not to say	No data	Disabled	Not disabled	Prefer not to say	No data
Content	2,681	193	1,619	102	767	7.2	60.4	3.8	28.6
Nations	2,981	202	1,976	92	711	6.8	66.3	3.1	23.8
News and Current Affairs	1,783	84	1,158	88	453	4.7	64.9	4.9	25.5
Operations Group	764	35	486	28	215	4.6	63.6	3.7	28.1
<b>UK Public Service</b>	<b>8,209</b>	<b>514</b>	<b>5,239</b>	<b>310</b>	<b>2,146</b>	<b>6.3</b>	<b>63.8</b>	<b>3.8</b>	<b>26.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	17	233	15	66	5.1	70.4	4.5	20.0
BBC Studios (TV & Radio Production)	7,415	429	4,150	309	2,527	5.8	56.0	4.2	34.0
<b>BBC Studios</b>	<b>7,746</b>	<b>446</b>	<b>4,383</b>	<b>324</b>	<b>2,593</b>	<b>5.8</b>	<b>56.6</b>	<b>4.2</b>	<b>33.4</b>
World Service Group	36	*	20	*	13	*	55.6	*	36.1
BBC Studioworks	281	10	132	*	132	3.6	47.0	*	46.9
Children in Need	16	*	11	*	*	*	68.8	*	*
<b>Other</b>	<b>333</b>	<b>10</b>	<b>163</b>	<b>10</b>	<b>150</b>	<b>3.0</b>	<b>48.9</b>	<b>3.0</b>	<b>45.1</b>
<b>Grand total</b>	<b>16,288</b>	<b>970</b>	<b>9,785</b>	<b>644</b>	<b>4,889</b>	<b>6.0</b>	<b>60.1</b>	<b>4.0</b>	<b>29.9</b>

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# Freelance continued

## Ethnicity

Freelance ethnicity distribution by division (numbers): 31 March 2023

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	2,681	381	118	157	100	22	1,469	102	74	639	14.2	4.4	5.9	3.7	0.8	54.8	3.8	2.8	23.8	
Nations	2,981	220	83	69	57	11	1,863	183	62	653	7.4	2.8	2.3	1.9	0.4	62.5	6.1	2.1	21.9	
News and Current Affairs	1,783	398	108	98	77	126	782	122	75	395	22.3	6.1	5.5	4.3	7.1	43.9	6.8	4.2	22.1	
Operations Group	764	81	33	34	23	*	427	33	25	186	10.6	4.3	4.5	3.0	*	55.9	4.3	3.3	24.3	
<b>UK Public Service</b>	<b>8,209</b>	<b>1,080</b>	<b>342</b>	<b>358</b>	<b>257</b>	<b>162</b>	<b>4,541</b>	<b>440</b>	<b>236</b>	<b>1,873</b>	<b>13.2</b>	<b>4.2</b>	<b>4.4</b>	<b>3.1</b>	<b>2.0</b>	<b>55.3</b>	<b>5.4</b>	<b>2.9</b>	<b>22.7</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	331	40	*	18	10	*	196	27	*	57	12.1	*	5.4	3.0	*	59.2	8.2	*	17.3	
BBC Studios (TV & Radio Production)	7,415	598	150	176	239	53	3,906	327	228	2,336	8.1	2.0	2.4	3.2	0.7	52.7	4.4	3.1	31.5	
<b>BBC Studios</b>	<b>7,746</b>	<b>638</b>	<b>158</b>	<b>194</b>	<b>249</b>	<b>59</b>	<b>4,102</b>	<b>354</b>	<b>237</b>	<b>2,393</b>	<b>8.2</b>	<b>2.0</b>	<b>2.5</b>	<b>3.2</b>	<b>0.8</b>	<b>53.0</b>	<b>4.6</b>	<b>3.1</b>	<b>30.8</b>	
World Service Group	36	*	*	*	*	*	17	*	*	13	*	*	*	*	*	47.2	*	*	36.0	
BBC Studioworks	281	18	*	*	10	*	112	11	10	130	6.4	*	*	3.6	*	39.9	3.9	3.6	46.1	
Children in Need	16	*	*	*	*	*	10	*	*	*	*	*	*	*	*	62.5	*	*	*	
<b>Other</b>	<b>333</b>	<b>22</b>	<b>*</b>	<b>*</b>	<b>11</b>	<b>*</b>	<b>139</b>	<b>13</b>	<b>11</b>	<b>148</b>	<b>6.6</b>	<b>*</b>	<b>*</b>	<b>3.3</b>	<b>*</b>	<b>41.7</b>	<b>3.9</b>	<b>3.3</b>	<b>44.5</b>	
<b>Grand total</b>	<b>16,288</b>	<b>1,740</b>	<b>504</b>	<b>557</b>	<b>517</b>	<b>223</b>	<b>8,782</b>	<b>807</b>	<b>484</b>	<b>4,414</b>	<b>10.7</b>	<b>3.1</b>	<b>3.4</b>	<b>3.2</b>	<b>1.4</b>	<b>53.9</b>	<b>5.0</b>	<b>3.0</b>	<b>27.0</b>	

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# Freelance continued

## Gender

Freelance gender distribution by division: 31 March 2023

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Content	2,681	1,310	1,371	48.9	51.1
Nations	2,981	1,210	1,771	40.6	59.4
News and Current Affairs	1,783	876	907	49.1	50.9
Operations Group	764	361	403	47.3	52.7
<b>UK Public Service</b>	<b>8,209</b>	<b>3,757</b>	<b>4,452</b>	<b>45.8</b>	<b>54.2</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	146	185	44.1	55.9
BBC Studios (TV & Radio Production)	7,415	3,315	4,100	44.7	55.3
<b>BBC Studios</b>	<b>7,746</b>	<b>3,461</b>	<b>4,285</b>	<b>44.7</b>	<b>55.3</b>
World Service Group	36	17	19	47.2	52.8
BBC Studioworks	281	61	220	21.7	78.3
Children in Need	16	10	*	62.5	37.5
<b>Other</b>	<b>333</b>	<b>88</b>	<b>245</b>	<b>26.4</b>	<b>73.6</b>
<b>Grand total</b>	<b>16,288</b>	<b>7,306</b>	<b>8,982</b>	<b>44.9</b>	<b>55.1</b>

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# Freelance continued

## Sexual orientation, transgender identity and gender identity

Freelance sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2023

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	LGBTQ+
Content	2,681	130	65	37	1,439	110	252	648	47	12	*	360
Nations	2,981	125	82	30	1,748	101	222	673	41	*	*	364
News and Current Affairs	1,783	76	56	24	922	71	227	407	27	*	*	244
Operations Group	764	16	33	17	418	29	63	188	10	*	*	95
<b>UK Public Service</b>	<b>8,209</b>	<b>347</b>	<b>236</b>	<b>108</b>	<b>4,527</b>	<b>311</b>	<b>764</b>	<b>1,916</b>	<b>125</b>	<b>22</b>	<b>16</b>	<b>1,063</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	11	14	*	197	17	28	57	10	*	*	55
BBC Studios (TV & Radio Production)	7,415	325	238	85	3,508	208	710	2,341	127	30	12	928
<b>BBC Studios</b>	<b>7,746</b>	<b>336</b>	<b>252</b>	<b>92</b>	<b>3,705</b>	<b>225</b>	<b>738</b>	<b>2,398</b>	<b>137</b>	<b>30</b>	<b>12</b>	<b>983</b>
World Service Group	36	*	*	*	19	*	*	13	*	*	*	*
BBC Studioworks	281	*	*	*	113	*	27	131	*	*	*	13
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>333</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>140</b>	<b>*</b>	<b>30</b>	<b>149</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>18</b>
<b>Grand total</b>	<b>16,288</b>	<b>688</b>	<b>493</b>	<b>201</b>	<b>8,372</b>	<b>539</b>	<b>1,532</b>	<b>4,463</b>	<b>265</b>	<b>52</b>	<b>28</b>	<b>2,064</b>

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# Freelance continued

## Sexual orientation, transgender identity and gender identity continued

Freelance sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2023

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	LGBTQ+
Content	4.8	2.4	1.4	53.7	4.1	9.4	24.2	1.8	0.4	*	13.4
Nations	4.2	2.8	1.0	58.6	3.4	7.4	22.6	1.4	*	*	12.2
News and Current Affairs	4.3	3.1	1.3	51.7	4.0	12.7	22.9	1.5	*	*	13.7
Operations Group	2.1	4.3	2.2	54.7	3.8	8.2	24.7	1.3	*	*	12.4
<b>UK Public Service</b>	<b>4.2</b>	<b>2.9</b>	<b>1.3</b>	<b>55.1</b>	<b>3.8</b>	<b>9.3</b>	<b>23.4</b>	<b>1.5</b>	<b>0.3</b>	<b>0.2</b>	<b>12.9</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	3.3	4.2	*	59.5	5.1	8.5	17.3	3.0	*	*	16.6
BBC Studios (TV & Radio Production)	4.4	3.2	1.1	47.3	2.8	9.6	31.6	1.7	0.4	0.2	12.5
<b>BBC Studios</b>	<b>4.3</b>	<b>3.3</b>	<b>1.2</b>	<b>47.8</b>	<b>2.9</b>	<b>9.5</b>	<b>31.0</b>	<b>1.8</b>	<b>0.4</b>	<b>0.2</b>	<b>12.7</b>
World Service Group	*	*	*	52.8	*	*	36.0	*	*	*	*
BBC Studioworks	*	*	*	40.2	*	9.6	46.5	*	*	*	4.6
Children in Need	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>42.0</b>	<b>*</b>	<b>9.0</b>	<b>44.8</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>5.4</b>
<b>Grand total</b>	<b>4.2</b>	<b>3.0</b>	<b>1.2</b>	<b>51.4</b>	<b>3.3</b>	<b>9.4</b>	<b>27.5</b>	<b>1.6</b>	<b>0.3</b>	<b>0.2</b>	<b>12.7</b>

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

# Freelance continued

## Religion and belief

Freelance religion and belief distribution (numbers): 31 March 2023

Division	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	2,681	402	19	459	22	31	52	14	138	611	292	641
Nations	2,981	396	18	735	16	11	28	12	140	705	268	652
News and Current Affairs	1,783	241	15	289	*	24	128	*	83	370	225	395
Operations Group	764	104	*	145	*	*	*	*	36	182	80	186
<b>UK Public Service</b>	<b>8,209</b>	<b>1,143</b>	<b>59</b>	<b>1,628</b>	<b>51</b>	<b>74</b>	<b>212</b>	<b>38</b>	<b>397</b>	<b>1,868</b>	<b>865</b>	<b>1,874</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	63	*	45	*	*	*	*	18	100	41	57
BBC Studios (TV & Radio Production)	7,415	1,136	44	1,025	19	55	43	23	273	1,672	790	2,335
<b>BBC Studios</b>	<b>7,746</b>	<b>1,199</b>	<b>45</b>	<b>1,070</b>	<b>19</b>	<b>57</b>	<b>47</b>	<b>23</b>	<b>291</b>	<b>1,772</b>	<b>831</b>	<b>2,392</b>
World Service Group	36	*	*	*	*	*	*	*	*	11	*	13
BBC Studioworks	281	32	*	37	*	*	*	*	*	52	21	131
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>333</b>	<b>39</b>	<b>*</b>	<b>43</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>63</b>	<b>25</b>	<b>149</b>
<b>Grand total</b>	<b>16,288</b>	<b>2,381</b>	<b>104</b>	<b>2,741</b>	<b>70</b>	<b>133</b>	<b>263</b>	<b>61</b>	<b>696</b>	<b>3,703</b>	<b>1,721</b>	<b>4,415</b>

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# Freelance continued

## Religion and belief continued

Freelance staff religion and belief distribution (percentage): 31 March 2023

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	15.0	0.7	17.1	0.8	1.2	1.9	0.5	5.1	22.8	10.9	24.0
Nations	13.3	0.6	24.7	0.5	0.4	0.9	0.4	4.7	23.6	9.0	21.9
News and Current Affairs	13.5	0.8	16.2	*	1.3	7.2	*	4.7	20.8	12.6	22.2
Operations Group	13.6	*	19.0	*	*	*	*	4.7	23.8	10.5	24.4
<b>UK Public Service</b>	<b>13.9</b>	<b>0.7</b>	<b>19.8</b>	<b>0.6</b>	<b>0.9</b>	<b>2.6</b>	<b>0.5</b>	<b>4.8</b>	<b>22.8</b>	<b>10.5</b>	<b>22.9</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	19.0	*	13.6	*	*	*	*	5.4	30.2	12.4	17.3
BBC Studios (TV & Radio Production)	15.3	0.6	13.8	0.3	0.7	0.6	0.3	3.7	22.5	10.7	31.5
<b>BBC Studios</b>	<b>15.5</b>	<b>0.6</b>	<b>13.8</b>	<b>0.2</b>	<b>0.7</b>	<b>0.6</b>	<b>0.3</b>	<b>3.8</b>	<b>22.9</b>	<b>10.7</b>	<b>30.9</b>
World Service Group	*	*	*	*	*	*	*	*	30.6	*	36.1
BBC Studioworks	11.4	*	13.2	*	*	*	*	*	18.5	7.5	46.5
Children in Need	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>11.7</b>	<b>*</b>	<b>12.9</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>18.9</b>	<b>7.5</b>	<b>44.8</b>
<b>Grand total</b>	<b>14.6</b>	<b>0.6</b>	<b>16.8</b>	<b>0.4</b>	<b>0.8</b>	<b>1.6</b>	<b>0.4</b>	<b>4.3</b>	<b>22.7</b>	<b>10.6</b>	<b>27.2</b>

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# Freelance continued

## Socio-economic background (school type)

Freelance socio-economic background (school type) distribution: 31 March 2023

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, faith or other ground	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, faith or other ground	Independent or fee-paying school	Other	Prefer not to say	No data
Content	2,681	1,208	232	271	131	179	660	45.1	8.7	10.1	4.9	6.7	24.5
Nations	2,981	1,557	281	193	126	112	712	52.2	9.4	6.5	4.2	3.8	23.9
News and Current Affairs	1,783	578	149	190	317	124	425	32.4	8.4	10.7	17.8	7.0	23.7
Operations Group	764	327	83	74	39	49	192	42.8	10.9	9.7	5.1	6.4	25.1
<b>UK Public Service</b>	<b>8,209</b>	<b>3,670</b>	<b>745</b>	<b>728</b>	<b>613</b>	<b>464</b>	<b>1,989</b>	<b>44.7</b>	<b>9.1</b>	<b>8.9</b>	<b>7.5</b>	<b>5.7</b>	<b>24.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	170	17	35	30	20	59	51.4	5.1	10.6	9.1	6.0	17.8
BBC Studios (TV & Radio Production)	7,415	3,033	495	639	371	504	2,373	40.9	6.7	8.6	5.0	6.8	32.0
<b>BBC Studios</b>	<b>7,746</b>	<b>3,203</b>	<b>512</b>	<b>674</b>	<b>401</b>	<b>524</b>	<b>2,432</b>	<b>41.4</b>	<b>6.6</b>	<b>8.7</b>	<b>5.2</b>	<b>6.8</b>	<b>31.3</b>
World Service Group	36	11	*	*	*	*	13	30.6	*	*	*	*	36.1
BBC Studioworks	281	89	15	19	10	17	131	31.7	5.3	6.8	3.6	6.0	46.6
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>333</b>	<b>108</b>	<b>18</b>	<b>25</b>	<b>13</b>	<b>20</b>	<b>149</b>	<b>32.4</b>	<b>5.4</b>	<b>7.5</b>	<b>3.9</b>	<b>6.0</b>	<b>44.8</b>
<b>Grand total</b>	<b>16,288</b>	<b>6,981</b>	<b>1,275</b>	<b>1,427</b>	<b>1,027</b>	<b>1,008</b>	<b>4,570</b>	<b>42.9</b>	<b>7.8</b>	<b>8.8</b>	<b>6.3</b>	<b>6.2</b>	<b>28.0</b>

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# Freelance continued

## Socio-economic background (free school meals)

Freelance socio-economic background (free school meals) distribution: 31 March 2023

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	2,681	151	723	56	41	68	1,642	5.6	27.0	2.1	1.5	2.5	61.3
Nations	2,981	112	764	54	16	50	1,985	3.8	25.6	1.8	0.5	1.7	66.6
News and Current Affairs	1,783	97	445	34	73	48	1,086	5.4	25.0	1.9	4.1	2.7	60.9
Operations Group	764	40	175	10	12	17	510	5.2	22.9	1.3	1.6	2.2	66.8
<b>UK Public Service</b>	<b>8,209</b>	<b>400</b>	<b>2,107</b>	<b>154</b>	<b>142</b>	<b>183</b>	<b>5,223</b>	<b>4.9</b>	<b>25.7</b>	<b>1.9</b>	<b>1.7</b>	<b>2.2</b>	<b>63.6</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	16	86	*	10	*	207	4.8	26.0	*	3.0	*	62.6
BBC Studios (TV & Radio Production)	7,415	347	1,621	114	82	185	5,066	4.7	21.9	1.5	1.1	2.5	68.3
<b>BBC Studios</b>	<b>7,746</b>	<b>363</b>	<b>1,707</b>	<b>120</b>	<b>92</b>	<b>191</b>	<b>5,273</b>	<b>4.7</b>	<b>22.0</b>	<b>1.5</b>	<b>1.2</b>	<b>2.5</b>	<b>68.1</b>
World Service Group	36	*	*	*	*	*	26	*	*	*	*	*	72.2
BBC Studioworks	281	*	37	*	*	*	231	*	13.2	*	*	*	82.2
Children in Need	16	*	*	*	*	*	10	*	*	*	*	*	62.5
<b>Other</b>	<b>333</b>	<b>*</b>	<b>51</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>267</b>	<b>*</b>	<b>15.3</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>80.2</b>
<b>Grand total</b>	<b>16,288</b>	<b>768</b>	<b>3,865</b>	<b>274</b>	<b>238</b>	<b>380</b>	<b>10,763</b>	<b>4.7</b>	<b>23.7</b>	<b>1.7</b>	<b>1.5</b>	<b>2.3</b>	<b>66.1</b>

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# Freelance continued

## Socio-economic background (household occupation)

Freelance socio-economic background (household occupation) distribution: 31 March 2023

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	2,681	1,134	159	430	29	269	660	42.3	5.9	16.0	1.1	10.0	24.7
Nations	2,981	1,206	219	594	46	204	712	40.5	7.3	19.9	1.5	6.8	24.0
News and Current Affairs	1,783	818	99	230	35	176	425	45.9	5.5	12.9	2.0	9.9	23.8
Operations Group	764	294	53	125	11	89	192	38.5	6.9	16.4	1.4	11.6	25.2
<b>UK Public Service</b>	<b>8,209</b>	<b>3,452</b>	<b>530</b>	<b>1,379</b>	<b>121</b>	<b>738</b>	<b>1,989</b>	<b>42.1</b>	<b>6.4</b>	<b>16.8</b>	<b>1.5</b>	<b>9.0</b>	<b>24.2</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	331	137	30	57	*	43	59	41.4	9.1	17.2	*	13.0	17.8
BBC Studios (TV & Radio Production)	7,415	2,569	462	1,129	101	781	2,373	34.6	6.2	15.2	1.4	10.5	32.0
<b>BBC Studios</b>	<b>7,746</b>	<b>2,706</b>	<b>492</b>	<b>1,186</b>	<b>106</b>	<b>824</b>	<b>2,432</b>	<b>34.9</b>	<b>6.4</b>	<b>15.3</b>	<b>1.4</b>	<b>10.6</b>	<b>31.4</b>
World Service Group	36	15	*	*	*	*	13	41.7	*	*	*	*	36.1
BBC Studioworks	281	71	15	34	*	29	131	25.3	5.3	12.1	*	10.3	46.6
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>333</b>	<b>94</b>	<b>16</b>	<b>37</b>	<b>*</b>	<b>35</b>	<b>149</b>	<b>28.2</b>	<b>4.8</b>	<b>11.1</b>	<b>*</b>	<b>10.5</b>	<b>44.8</b>
<b>Grand total</b>	<b>16,288</b>	<b>6,252</b>	<b>1,038</b>	<b>2,602</b>	<b>229</b>	<b>1,597</b>	<b>4,570</b>	<b>38.4</b>	<b>6.4</b>	<b>16.0</b>	<b>1.4</b>	<b>9.8</b>	<b>28.0</b>

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