



# BBC EQUALITY INFORMATION REPORT 21/22

Our annual Equality Information Report provides an update on the progress we have made in relation to equality, diversity and inclusion for our workforce.

# Equality Information Report

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

### All staff and leadership: 31 March 2022

Characteristic	Workforce	Mar-22	Target
Women	All Staff	<b>49.5%</b>	50%
	Leadership*	<b>47.5%</b>	50%
B.A.M.E	All Staff	<b>16.4%</b>	20%
	Leadership*	<b>13.1%</b>	20%
Disability	All Staff	<b>9.3%</b>	12%
	Leadership*	<b>7.9%</b>	12%

All percentages above include Prefer Not To Say and No Data categories and therefore show a proportion of the whole staff population

\* Bands E+

The above targets are outlined in the current BBC Diversity & Inclusion Plan, and the performance against those targets as at 31 March 2022.

## Age

### All staff age distribution by division: 31 March 2022

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+
Chief Customer Officer Group	547	*	127	216	125	70	*	*	23.2	39.5	22.9	12.8	*
Content	2,685	12	419	749	726	600	179	0.4	15.6	27.9	27.0	22.3	6.8
Corporate Affairs Strategy and Performance	205	*	38	58	59	38	12	*	*	28.3	28.8	18.5	*
Nations	31	*	*	14	*	*	*	*	*	45.2	*	*	*
News and Current Affairs	5,291	24	556	1,137	1,671	1,494	409	0.5	10.5	21.5	31.6	28.2	7.7
Operations	2,840	*	301	696	796	836	209	*	10.6	24.5	28.0	29.4	7.4
	4,398	16	677	1,254	1,305	938	208	0.4	15.4	28.5	29.7	21.3	4.7
<b>UK Public Service</b>	<b>15,997</b>	<b>59</b>	<b>2,122</b>	<b>4,124</b>	<b>4,690</b>	<b>3,980</b>	<b>1,022</b>	<b>0.4</b>	<b>13.3</b>	<b>25.8</b>	<b>29.3</b>	<b>24.9</b>	<b>6.3</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	*	209	389	355	168	21	*	18.3	34.0	31.1	14.7	1.8
BBC Studios (TV & Radio Production)	1,301	*	309	395	329	208	57	*	23.8	30.4	25.3	16.0	4.3
<b>BBC Studios</b>	<b>2,444</b>	<b>*</b>	<b>518</b>	<b>784</b>	<b>684</b>	<b>376</b>	<b>78</b>	<b>*</b>	<b>21.2</b>	<b>32.1</b>	<b>28.0</b>	<b>15.4</b>	<b>3.1</b>
World Service Group	1,267	*	80	362	422	306	97	*	6.3	28.6	33.3	24.2	7.6
Studioworks	145	*	24	23	28	47	23	*	16.6	15.9	19.3	32.4	15.9
Children in Need	162	*	29	59	45	24	*	*	17.3	26.7	23.8	23.1	*
<b>Other</b>	<b>1,574</b>	<b>*</b>	<b>133</b>	<b>444</b>	<b>495</b>	<b>377</b>	<b>124</b>	<b>*</b>	<b>8.4</b>	<b>28.2</b>	<b>31.4</b>	<b>24.0</b>	<b>7.9</b>
<b>Grand Total</b>	<b>20,015</b>	<b>64</b>	<b>2,773</b>	<b>5,352</b>	<b>5,869</b>	<b>4,733</b>	<b>1,224</b>	<b>0.3</b>	<b>13.9</b>	<b>26.7</b>	<b>29.3</b>	<b>23.6</b>	<b>6.2</b>

### Leadership staff age distribution by division: 31 March 2022

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+
Chief Customer Officer Group	96	*	*	30	38	27	*	*	*	31.3	39.6	28.1	*
Content	441	*	*	59	196	144	41	*	*	13.4	44.4	32.7	9.3
Corporate Affairs Strategy and Performance	76	*	*	15	25	24	*	*	*	19.7	32.9	31.6	*
Nations	16	*	*	*	*	*	*	*	*	*	*	*	*
News and Current Affairs	615	*	*	60	241	265	47	*	*	9.8	39.2	43.1	7.6
Operations	554	*	*	74	194	230	52	*	*	13.4	35.0	41.5	9.4
	887	*	*	170	370	293	47	*	*	19.2	41.7	33.0	5.3
<b>UK Public Service</b>	<b>2,685</b>	<b>*</b>	<b>17</b>	<b>414</b>	<b>1,071</b>	<b>985</b>	<b>198</b>	<b>*</b>	<b>0.6</b>	<b>15.4</b>	<b>39.9</b>	<b>36.7</b>	<b>7.4</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	*	*	111	156	72	*	*	*	31.5	44.3	20.5	*
BBC Studios (TV & Radio Production)	273	*	*	43	129	86	15	*	*	15.8	47.3	31.5	5.4
<b>BBC Studios</b>	<b>625</b>	<b>*</b>	<b>*</b>	<b>154</b>	<b>285</b>	<b>158</b>	<b>23</b>	<b>*</b>	<b>*</b>	<b>24.6</b>	<b>45.6</b>	<b>25.3</b>	<b>3.7</b>
World Service Group	196	*	*	18	73	81	23	*	*	9.2	37.2	41.3	11.8
Studioworks	24	*	*	*	*	10	*	*	*	*	*	41.7	*
Children in Need	23	*	*	*	10	*	*	*	*	*	43.5	*	*
<b>Other</b>	<b>243</b>	<b>*</b>	<b>*</b>	<b>25</b>	<b>91</b>	<b>100</b>	<b>26</b>	<b>*</b>	<b>*</b>	<b>10.3</b>	<b>37.4</b>	<b>41.2</b>	<b>10.7</b>
<b>Grand Total</b>	<b>3,553</b>	<b>*</b>	<b>23</b>	<b>593</b>	<b>1,447</b>	<b>1,243</b>	<b>247</b>	<b>*</b>	<b>0.6</b>	<b>16.7</b>	<b>40.7</b>	<b>35.0</b>	<b>7.0</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

# Equality Information Report

## Staff continued

### All staff age distribution by Job Family: 31 March 2022

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	241	*	12	51	90	74	14	*	5.0	21.2	37.3	30.7	5.8
Programming	9,414	*	1,197	2,526	2,898	2,278	513	*	12.7	26.8	30.8	24.2	5.5
Sales/Marketing	799	*	169	314	217	88	11	*	21.2	39.3	27.2	11.0	1.3
Support/Admin	4,037	61	691	1,056	1,119	900	210	1.5	17.1	26.2	27.7	22.3	5.2
Technical/Engineering	5,133	*	697	1,336	1,435	1,261	403	*	13.6	26.0	28.0	24.6	7.8
Not Allocated	391	*	*	69	110	132	73	*	*	17.6	28.1	33.8	18.7
<b>Grand Total</b>	<b>20,015</b>	<b>64</b>	<b>2,773</b>	<b>5,352</b>	<b>5,869</b>	<b>4,733</b>	<b>1,224</b>	<b>0.3</b>	<b>13.9</b>	<b>26.7</b>	<b>29.3</b>	<b>23.6</b>	<b>6.2</b>

### Leadership staff age distribution by Job Family: 31 March 2022

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	168	*	*	22	71	64	10	*	*	13.1	42.3	38.1	5.9
Programming	1,658	*	*	214	657	649	131	*	*	12.9	39.6	39.1	8.0
Sales/Marketing	141	*	*	35	70	31	*	*	*	24.8	49.6	22.0	*
Support/Admin	1,063	*	10	232	425	325	71	*	0.9	21.8	40.0	30.6	6.7
Technical/Engineering	511	*	*	89	221	169	27	*	*	17.4	43.2	33.1	5.3
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>*</b>	<b>23</b>	<b>593</b>	<b>1,447</b>	<b>1,243</b>	<b>247</b>	<b>*</b>	<b>0.6</b>	<b>16.7</b>	<b>40.7</b>	<b>35.0</b>	<b>7.0</b>

### All staff age distribution by grade bands: 31 March 2022

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	294	*	85	52	45	61	49	*	28.9	17.7	15.3	20.7	16.7
B	2,232	*	712	554	414	430	119	*	31.9	24.8	18.5	19.3	5.4
C	6,378	*	1,269	2,016	1,552	1,170	371	*	19.9	31.6	24.3	18.3	5.9
D	6,786	*	388	2,032	2,299	1,700	367	*	5.7	29.9	33.9	25.1	5.4
E	2,223	*	22	478	916	684	123	*	1.0	21.5	41.2	30.8	5.5
F	980	*	*	96	416	391	76	*	*	9.8	42.4	39.9	7.8
SL	308	*	*	18	105	152	33	*	*	5.8	34.1	49.4	10.7
Not Allocated	814	59	296	106	122	145	86	7.2	36.4	13.0	15.0	17.8	10.6
<b>Grand Total</b>	<b>20,015</b>	<b>64</b>	<b>2,773</b>	<b>5,352</b>	<b>5,869</b>	<b>4,733</b>	<b>1,224</b>	<b>0.3</b>	<b>13.9</b>	<b>26.7</b>	<b>29.3</b>	<b>23.6</b>	<b>6.2</b>

### All staff leaver and joiner distribution by age: 31 March 2022

Category	Total	Age band (numbers)						Age band (%)					
		<20	20-29	30-39	40-49	50-59	60+	<20	20-29	30-39	40-49	50-59	60+
Leavers	2,905	*	794	894	513	432	264	*	27.3	30.8	17.7	14.9	9.0
Joiners	2,605	68	1,327	716	322	147	25	2.6	50.9	27.5	12.4	5.6	1.0

### All staff leaver distribution by age and reason for leaving: 31 March 2022

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	1,536	*	486	628	269	119	33	*	31.6	40.9	17.5	7.7	2.2
Redundancy	711	*	25	105	168	238	175	*	3.5	14.8	23.6	33.5	24.6
End FTC	520	*	273	139	57	37	*	*	52.5	26.7	11.0	7.1	*
Other Involuntary	59	*	*	21	13	15	*	*	*	35.6	22.0	25.4	*
Other	79	*	*	*	*	23	45	*	*	*	*	29.1	56.9
<b>Grand Total</b>	<b>2,905</b>	<b>*</b>	<b>794</b>	<b>894</b>	<b>513</b>	<b>432</b>	<b>264</b>	<b>*</b>	<b>27.3</b>	<b>30.8</b>	<b>17.7</b>	<b>14.9</b>	<b>9.0</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

### All staff internal mover distribution by age: 31 March 2022

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	1,222	*	252	481	316	159	14	*	20.6	39.4	25.9	13.0	1.1
Promotion	605	*	155	233	143	70	*	*	25.6	38.5	23.6	11.6	*
Transfer	1,682	*	492	597	395	167	31	*	29.3	35.5	23.5	9.9	1.8
<b>Grand Total</b>	<b>3,509</b>	<b>*</b>	<b>899</b>	<b>1,311</b>	<b>854</b>	<b>396</b>	<b>49</b>	<b>*</b>	<b>25.6</b>	<b>37.4</b>	<b>24.3</b>	<b>11.3</b>	<b>1.4</b>

### All staff age distribution by contract type: 31 March 2022

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	18,523	36	2,045	4,950	5,670	4,624	1,198	0.2	11.0	26.7	30.6	25.0	6.5
Fixed Term less than 1 yr	377	23	190	89	40	31	*	6.1	50.4	23.6	10.6	8.2	*
Fixed Term 1 yr +	1,099	*	538	311	155	74	16	*	49.0	28.3	14.1	6.7	1.4
Flexicon	16	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>20,015</b>	<b>64</b>	<b>2,773</b>	<b>5,352</b>	<b>5,869</b>	<b>4,733</b>	<b>1,224</b>	<b>0.3</b>	<b>13.9</b>	<b>26.7</b>	<b>29.3</b>	<b>23.6</b>	<b>6.2</b>

### All staff age distribution by length of service: 31 March 2022

Length of service (yrs)	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	2,247	58	1,082	658	296	133	20	2.58	48.2	29.3	13.2	5.9	0.8
1-<3	2,007	*	735	721	371	153	21	*	36.6	35.9	18.5	7.6	1.1
3-<5	2,702	*	636	1,089	598	303	76	*	23.5	40.3	22.1	11.2	2.9
5-<10	4,096	*	316	1,834	1,181	614	151	*	7.7	44.8	28.8	15.0	3.7
10+	8,963	*	*	1,050	3,423	3,530	956	*	*	11.7	38.2	39.4	10.7
<b>Grand Total</b>	<b>20,015</b>	<b>64</b>	<b>2,773</b>	<b>5,352</b>	<b>5,869</b>	<b>4,733</b>	<b>1,224</b>	<b>0.3</b>	<b>13.9</b>	<b>26.7</b>	<b>29.3</b>	<b>23.6</b>	<b>6.2</b>

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

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# Equality Information Report

## Staff continued

### Disability

#### All staff disability distribution by division: 31 March 2022

Division	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Chief Customer Officer Group	547	67	451	21	*	12.2	82.4	3.8	*
Content	2,685	266	2,252	111	56	9.9	83.9	4.1	2.1
Corporate Affairs	205	23	173	*	*	11.2	84.4	*	*
Strategy and Performance	31	*	26	*	*	*	83.9	*	*
Nations	5,291	411	4,586	192	102	7.8	86.7	3.6	1.9
News and Current Affairs	2,840	256	2,411	122	51	9.0	84.9	4.3	1.8
Operations	4,398	489	3,669	189	51	11.1	83.4	4.3	1.2
<b>UK Public Service</b>	<b>15,997</b>	<b>1,516</b>	<b>13,568</b>	<b>644</b>	<b>269</b>	<b>9.5</b>	<b>84.8</b>	<b>4.0</b>	<b>1.7</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	91	989	48	15	8.0	86.5	4.2	1.3
BBC Studios (TV & Radio Production)	1,301	169	1,064	53	15	13.0	81.8	4.1	1.1
<b>BBC Studios</b>	<b>2,444</b>	<b>260</b>	<b>2,053</b>	<b>101</b>	<b>30</b>	<b>10.6</b>	<b>84.0</b>	<b>4.1</b>	<b>1.3</b>
World Service Group	1,267	62	1,087	61	57	4.9	85.8	4.8	4.5
BBC Studioworks	145	15	120	*	*	10.3	82.8	*	*
Children in Need	162	16	135	10	*	9.9	83.3	6.2	*
<b>Other</b>	<b>1,574</b>	<b>93</b>	<b>1,342</b>	<b>75</b>	<b>64</b>	<b>5.9</b>	<b>85.3</b>	<b>4.8</b>	<b>4.0</b>
<b>Grand Total</b>	<b>20,015</b>	<b>1,869</b>	<b>16,963</b>	<b>820</b>	<b>363</b>	<b>9.3</b>	<b>84.8</b>	<b>4.1</b>	<b>1.8</b>

#### Leadership staff disability distribution by division: 31 March 2022

Division	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Chief Customer Officer Group	96	10	83	*	*	10.4	86.5	*	*
Content	441	44	376	17	*	10.0	85.3	3.9	*
Corporate Affairs	76	11	60	*	*	14.5	78.9	*	*
Strategy and Performance	16	*	14	*	*	*	87.5	*	*
Nations	615	39	545	16	15	6.3	88.6	2.6	2.5
News and Current Affairs	554	29	501	17	*	5.2	90.4	3.1	*
Operations	887	86	754	41	*	9.7	85.0	4.6	*
<b>UK Public Service</b>	<b>2,685</b>	<b>221</b>	<b>2,333</b>	<b>97</b>	<b>34</b>	<b>8.2</b>	<b>86.9</b>	<b>3.6</b>	<b>1.3</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	25	310	12	*	7.1	88.1	3.4	*
BBC Studios (TV & Radio Production)	273	21	241	*	*	7.7	88.3	*	*
<b>BBC Studios</b>	<b>625</b>	<b>46</b>	<b>551</b>	<b>19</b>	<b>*</b>	<b>7.4</b>	<b>88.2</b>	<b>3.0</b>	<b>*</b>
World Service Group	196	11	167	*	*	5.6	85.2	*	*
BBC Studioworks	24	*	23	*	*	*	95.8	*	*
Children in Need	23	*	20	*	*	*	87.0	*	*
<b>Other</b>	<b>243</b>	<b>12</b>	<b>210</b>	<b>12</b>	<b>*</b>	<b>4.9</b>	<b>86.4</b>	<b>4.9</b>	<b>*</b>
<b>Grand Total</b>	<b>3,553</b>	<b>279</b>	<b>3,094</b>	<b>128</b>	<b>52</b>	<b>7.9</b>	<b>87.1</b>	<b>3.6</b>	<b>1.4</b>

#### All staff disability distribution by Job Family: 31 March 2022

Job Family	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Commissioning	241	25	207	*	*	10.4	85.9	*	*
Programming	9,414	783	8,078	390	163	8.3	85.8	4.1	1.8
Sales/Marketing	799	85	672	34	*	10.6	84.1	4.3	*
Support/Admin	4,037	447	3,398	149	43	11.1	84.2	3.7	1.0
Technical/Engineering	5,133	519	4,276	231	107	10.1	83.3	4.5	2.1
Not Allocated	391	10	332	*	41	2.6	84.9	*	10.5
<b>Grand Total</b>	<b>20,015</b>	<b>1,869</b>	<b>16,963</b>	<b>820</b>	<b>363</b>	<b>9.3</b>	<b>84.8</b>	<b>4.1</b>	<b>1.8</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

## Leadership staff disability distribution by Job Family: 31 March 2022

Job Family	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Commissioning	168	14	148	*	*	8.3	88.1	*	*
Programming	1,658	112	1,466	53	27	6.8	88.4	3.2	1.6
Sales/Marketing	141	*	128	*	*	*	90.8	*	*
Support/Admin	1,063	103	902	45	13	9.7	84.9	4.2	1.2
Technical/Engineering	511	43	440	22	*	8.4	86.1	4.3	*
Not Allocated	12	*	10	*	*	*	83.3	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>279</b>	<b>3,094</b>	<b>128</b>	<b>52</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 2022

Grade band	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
A	294	41	238	12	*	13.9	81.0	4.1	*
B	2,232	297	1,806	97	32	13.3	80.9	4.3	1.5
C	6,378	623	5,342	289	124	9.8	83.8	4.5	1.9
D	6,786	543	5,857	275	111	8.0	86.3	4.1	1.6
E	2,223	161	1,947	76	39	7.2	87.6	3.4	1.8
F	980	93	843	36	*	9.5	86.0	3.7	*
SL	308	25	265	15	*	8.1	86.0	4.9	*
Not Allocated	814	86	665	20	43	10.6	81.7	2.5	5.2
<b>Grand Total</b>	<b>20,015</b>	<b>1,869</b>	<b>16,963</b>	<b>820</b>	<b>363</b>	<b>9.3</b>	<b>84.8</b>	<b>4.1</b>	<b>1.8</b>

## All staff leaver and joiner distribution by disability: 31 March 2022

Category	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Leavers	2,905	286	2,403	120	96	9.8	82.7	4.1	3.4
Joiners	2,605	332	2,147	111	15	12.7	82.4	4.3	0.6

## All staff leaver distribution by disability and reason for leaving: 31 March 2022

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	1,536	131	1,307	62	36	8.5	85.1	4.0	2.4
Redundancy	711	80	586	28	17	11.3	82.4	3.9	2.4
End FTC	520	65	421	28	*	12.5	81.0	5.4	*
Other Involuntary	59	*	22	*	34	*	37.3	*	57.6
Other	79	*	67	*	*	*	84.8	*	*
<b>Grand Total</b>	<b>2,905</b>	<b>286</b>	<b>2,403</b>	<b>120</b>	<b>96</b>	<b>9.8</b>	<b>82.7</b>	<b>4.1</b>	<b>3.4</b>

## All staff internal mover distribution by disability: 31 March 2022

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	1,222	117	1,039	45	21	9.6	85.0	3.7	1.7
Promotion	605	65	510	24	*	10.7	84.3	4.0	*
Transfer	1,682	170	1,428	64	20	10.1	84.9	3.8	1.2
<b>Grand Total</b>	<b>3,509</b>	<b>352</b>	<b>2,977</b>	<b>133</b>	<b>47</b>	<b>10.0</b>	<b>84.8</b>	<b>3.8</b>	<b>1.4</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.

# Equality Information Report

## Staff continued

### All staff disability distribution by contract type: 31 March 2022

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	18,523	1,661	15,766	752	344	9.0	85.1	4.1	1.8
Fixed Term less than 1 yr	377	52	298	14	13	13.8	79.0	3.7	3.5
Fixed Term 1 yr +	1,099	155	885	54	*	14.1	80.5	4.9	*
Flexicon	16	*	14	*	*	*	87.5	*	*
<b>Grand Total</b>	<b>20,015</b>	<b>1,869</b>	<b>16,963</b>	<b>820</b>	<b>363</b>	<b>9.3</b>	<b>84.8</b>	<b>4.1</b>	<b>1.8</b>

### All staff disability distribution by length of service: 31 March 2022

Length of service (yrs)	Disability (numbers)					Disability (%)			
	Total	Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
<1	2,247	282	1,861	95	*	12.6	82.8	4.2	*
1-<3	2,007	223	1,681	99	*	11.1	83.8	4.9	*
3-<5	2,702	237	2,288	113	64	8.8	84.7	4.2	2.3
5-<10	4,096	376	3,416	158	146	9.2	83.4	3.9	3.5
10+	8,963	751	7,717	355	140	8.4	86.1	4.0	1.5
<b>Grand Total</b>	<b>20,015</b>	<b>1,869</b>	<b>16,963</b>	<b>820</b>	<b>363</b>	<b>9.3</b>	<b>84.8</b>	<b>4.1</b>	<b>1.8</b>

### All staff disability description distribution by division: 31 March 2022

Division	Total	Disability description (numbers)												Prefer Not to Say	No Data	
		Physical	Sensory	Learning Difficulties	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immunological	Repetitive Strain	Other			
Chief Customer Officer Group	67	*	*	*	*	*	14	*	*	*	*	*	*	*	*	31
Content	266	32	22	*	39	*	40	15	35	*	*	*	10	*	*	90
Corporate Affairs	23	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nations	411	68	40	*	45	*	60	26	60	*	*	11	51	*	*	121
News and Current Affairs	256	37	24	*	27	*	35	23	44	*	*	*	12	*	*	83
Operations	489	72	41	*	80	*	86	46	66	*	*	*	45	*	*	142
<b>UK Public Service</b>	<b>1,516</b>	<b>221</b>	<b>131</b>	<b>26</b>	<b>203</b>	<b>21</b>	<b>243</b>	<b>118</b>	<b>216</b>	<b>*</b>	<b>*</b>	<b>27</b>	<b>120</b>	<b>31</b>	<b>472</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	91	10	*	*	16	*	*	*	15	*	*	*	10	*	*	29
BBC Studios (TV & Radio Production)	169	15	*	*	18	*	20	*	11	*	*	*	10	*	*	97
<b>BBC Studios</b>	<b>260</b>	<b>25</b>	<b>14</b>	<b>*</b>	<b>34</b>	<b>*</b>	<b>28</b>	<b>14</b>	<b>26</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>20</b>	<b>*</b>	<b>126</b>	
World Service Group	62	*	*	*	*	*	10	*	12	*	*	*	*	*	*	23
BBC Studioworks	15	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	16	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>93</b>	<b>14</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>15</b>	<b>*</b>	<b>17</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>12</b>	<b>*</b>	<b>30</b>	
<b>Grand Total</b>	<b>1,869</b>	<b>260</b>	<b>150</b>	<b>31</b>	<b>243</b>	<b>24</b>	<b>286</b>	<b>137</b>	<b>259</b>	<b>*</b>	<b>*</b>	<b>30</b>	<b>152</b>	<b>37</b>	<b>628</b>	

All staff data reflects UK-based employee contracts only. Leadership is defined as Band E and above. Staff with multiple disability descriptions can appear in more than one column. \* Data has been replaced with an asterisk where figures are below sample size.



All staff disability description distribution by division: 31 March 2022

Division	Disability description (%)													Prefer Not to Say	No Data	
	Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-dition	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other				
Chief Customer Officer Group	*	*	*	*	*	20.9	*	*	*	*	*	*	*	*	*	46.3
Content	12	8.3	*	14.7	*	15.0	5.6	13.2	*	*	*	3.8	*	*	33.8	
Corporate Affairs	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Strategy and Performance	25.0	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Nations	16.5	9.7	*	10.9	*	14.6	6.3	14.6	*	*	*	12.4	*	*	29.4	
News and Current Affairs	14.5	9.4	*	10.5	*	13.7	9.0	17.2	*	*	*	4.7	*	*	32.4	
Operations	14.7	8.4	*	16.4	*	17.6	9.4	13.5	*	*	*	9.2	*	*	29.0	
<b>UK Public Service</b>	<b>14.6</b>	<b>8.6</b>	<b>1.7</b>	<b>13.4</b>	<b>1.4</b>	<b>16.0</b>	<b>7.8</b>	<b>14.2</b>	<b>*</b>	<b>*</b>	<b>1.8</b>	<b>7.9</b>	<b>2.0</b>	<b>31.1</b>		
BBC Studios (Sales & Distribution, Branded Services & Management)	11.0	*	*	17.6	*	*	*	16.5	*	*	*	11.0	*	*	31.9	
BBC Studios (TV & Radio Production)	8.9	*	*	10.7	*	11.8	*	6.5	*	*	*	5.9	*	*	57.4	
<b>BBC Studios</b>	<b>9.6</b>	<b>5.4</b>	<b>*</b>	<b>13.1</b>	<b>*</b>	<b>10.8</b>	<b>5.4</b>	<b>10.0</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>7.7</b>	<b>*</b>	<b>48.5</b>		
World Service Group	*	*	*	*	*	16.1	*	19.4	*	*	*	*	*	*	37.1	
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>15.1</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>16.1</b>	<b>*</b>	<b>18.3</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>12.9</b>	<b>*</b>	<b>32.3</b>		
<b>Grand Total</b>	<b>13.9</b>	<b>8.0</b>	<b>1.7</b>	<b>13.0</b>	<b>1.3</b>	<b>15.3</b>	<b>7.3</b>	<b>13.9</b>	<b>*</b>	<b>*</b>	<b>1.6</b>	<b>8.1</b>	<b>2.0</b>	<b>33.6</b>		

All staff disability description distribution by job family: 31 March 2022

Job Family	Total	Disability description (numbers)													Prefer Not to Say	No Data
		Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-dition	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Commissioning	25	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Programming	783	105	63	11	91	*	118	54	109	*	*	12	58	16	270	
Sales/Marketing	85	12	*	*	*	*	12	*	13	*	*	*	*	*	35	
Support/Admin	447	71	31	*	55	*	71	26	69	*	*	*	38	12	140	
Technical/Engineering	519	66	46	11	85	*	78	51	62	*	*	*	44	*	178	
Not Allocated	10	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>1,869</b>	<b>260</b>	<b>150</b>	<b>31</b>	<b>243</b>	<b>24</b>	<b>286</b>	<b>137</b>	<b>259</b>	<b>*</b>	<b>*</b>	<b>30</b>	<b>152</b>	<b>37</b>	<b>628</b>	

All staff disability description distribution by job family: 31 March 2022

Job Family	Disability description (%)													Prefer Not to Say	No Data
	Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-dition	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Commissioning	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Programming	13.4	8.1	1.4	11.6	*	15.1	6.9	13.9	*	*	1.5	7.4	2.0	34.5	
Sales/Marketing	14.1	*	*	*	*	14.1	*	15.3	*	*	*	*	*	41.2	
Support/Admin	15.9	6.9	*	12.3	*	15.9	5.8	15.4	*	*	*	8.5	2.7	31.3	
Technical/Engineering	12.7	8.9	2.2	16.4	*	15.0	9.8	12.0	*	*	*	8.5	*	34.3	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>13.9</b>	<b>8.0</b>	<b>1.7</b>	<b>13.0</b>	<b>1.3</b>	<b>15.3</b>	<b>7.3</b>	<b>13.9</b>	<b>*</b>	<b>*</b>	<b>1.6</b>	<b>8.1</b>	<b>2.0</b>	<b>33.6</b>	

All staff data reflects UK-based employee contracts only. Leadership is defined as Band E and above. Staff with multiple disability descriptions can appear in more than one column. \* Data has been replaced with an asterisk where figures are below sample size.

# Equality Information Report

## Staff continued

### All staff disability description distribution by grade bands: 31 March 2022

Grade band	Disability description (numbers)														No Data
	Total	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repeti-tive Strain	Other	Prefer Not to Say	
A	41	*	*	*	*	*	*	*	*	*	*	*	*	*	20
B	297	52	13	*	39	*	48	14	28	*	*	*	13	*	121
C	623	78	45	11	71	*	111	54	77	*	*	*	54	*	238
D	543	74	46	*	80	*	76	45	92	*	*	12	53	16	137
E	161	33	13	*	26	*	23	12	30	*	*	*	17	*	34
F	93	13	16	*	12	*	10	*	23	*	*	*	*	*	14
SL	25	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Not Allocated	86	*	*	*	*	*	*	*	*	*	*	*	*	*	62
<b>Grand Total</b>	<b>1,869</b>	<b>260</b>	<b>150</b>	<b>31</b>	<b>243</b>	<b>24</b>	<b>286</b>	<b>137</b>	<b>259</b>	<b>*</b>	<b>*</b>	<b>30</b>	<b>152</b>	<b>37</b>	<b>628</b>

### All staff disability description distribution by grade bands: 31 March 2022

Grade band	Disability description (%)														No Data
	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repeti-tive Strain	Other	Prefer Not to Say		
A	*	*	*	*	*	*	*	*	*	*	*	*	*	*	48.8
B	17.5	4.4	*	13.1	*	16.2	4.7	9.4	*	*	*	4.4	*	40.7	
C	12.5	7.2	1.8	11.4	*	17.8	8.7	12.4	*	*	*	8.7	*	38.2	
D	13.6	8.5	*	14.7	*	14.0	8.3	16.9	*	*	2.2	9.8	3.0	25.2	
E	20.5	8.1	*	16.2	*	14.3	7.5	18.6	*	*	*	10.6	*	21.1	
F	14.0	17.2	*	12.9	*	10.8	*	24.7	*	*	*	*	*	15.1	
SL	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	72.1	
<b>Grand Total</b>	<b>13.9</b>	<b>8.0</b>	<b>1.7</b>	<b>13.0</b>	<b>1.3</b>	<b>15.3</b>	<b>7.3</b>	<b>13.9</b>	<b>*</b>	<b>*</b>	<b>1.6</b>	<b>8.1</b>	<b>2.0</b>	<b>33.6</b>	

### All staff leaver and joiner distribution by disability: 31 March 2022

Category	Disability description (numbers)														No Data
	Total	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repeti-tive Strain	Other	Prefer Not to Say	
Leavers	286	36	13	10	39	*	53	17	28	*	*	*	18	*	128
Joiners	332	*	*	*	*	*	*	*	*	*	*	*	*	*	313

### All staff leaver and joiner distribution by disability: 31 March 2022

Category	Disability description (%)														No Data
	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repeti-tive Strain	Other	Prefer Not to Say		
Leavers	12.6	4.6	3.5	13.6	*	18.5	5.9	9.8	*	*	*	6.3	*	44.8	
Joiners	*	*	*	*	*	*	*	*	*	*	*	*	*	94.3	

### All staff leaver distribution by disability and reason for leaving: 31 March 2022

Reason for leaving	Disability description (numbers)														No Data
	Total	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repeti-tive Strain	Other	Prefer Not to Say	
Voluntary	131	18	*	*	26	*	32	10	*	*	*	*	11	*	44
Redundancy	80	14	*	*	*	*	13	*	16	*	*	*	*	*	30
End FTC	65	*	*	*	*	*	*	*	*	*	*	*	*	*	52
Other Involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>286</b>	<b>36</b>	<b>13</b>	<b>10</b>	<b>39</b>	<b>*</b>	<b>53</b>	<b>17</b>	<b>28</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>18</b>	<b>*</b>	<b>128</b>

All staff data reflects UK-based employee contracts only. Leadership is defined as Band E and above. Staff with multiple disability descriptions can appear in more than one column. \* Data has been replaced with an asterisk where figures are below sample size.

All staff leaver distribution by disability and reason for leaving: 31 March 2022

Reason for leaving	Disability description (%)													Prefer Not to Say	No Data
	Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-di-tion	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Voluntary	13.7	*	*	19.9	*	24.4	7.6	*	*	*	*	8.4	*	33.6	
Redundancy	17.5	*	*	*	*	16.3	*	20.0	*	*	*	*	*	37.5	
End FTC	*	*	*	*	*	*	*	*	*	*	*	*	*	80.0	
Other Involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>12.6</b>	<b>4.6</b>	<b>3.5</b>	<b>13.6</b>	<b>*</b>	<b>18.5</b>	<b>5.9</b>	<b>9.8</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>6.3</b>	<b>*</b>	<b>44.8</b>	

All staff internal mover distribution by disability: 31 March 2022

Internal move type	Total	Disability description (numbers)												Prefer Not to Say	No Data
		Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-di-tion	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other		
Attachment	117	11	*	*	23	*	30	*	10	*	*	*	*	*	34
Promotion	65	*	*	*	20	*	13	13	*	*	*	*	*	*	18
Transfer	170	19	14	*	46	*	32	12	17	42	*	*	10	*	50
<b>Grand Total</b>	<b>352</b>	<b>35</b>	<b>23</b>	<b>13</b>	<b>89</b>	<b>*</b>	<b>75</b>	<b>33</b>	<b>31</b>	<b>51</b>	<b>*</b>	<b>*</b>	<b>22</b>	<b>*</b>	<b>102</b>

All staff internal mover distribution by disability: 31 March 2022

Internal move type	Disability description (%)													Prefer Not to Say	No Data
	Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-di-tion	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Attachment	9.4	*	*	19.7	*	25.6	*	8.6	*	*	*	*	*	29.1	
Promotion	*	*	*	30.8	*	20.0	20.0	*	*	*	*	*	*	27.7	
Transfer	11.2	8.2	*	27.1	*	18.8	7.1	10.0	24.7	*	*	5.9	*	29.4	
<b>Grand Total</b>	<b>9.9</b>	<b>6.5</b>	<b>3.7</b>	<b>25.3</b>	<b>*</b>	<b>21.3</b>	<b>9.4</b>	<b>8.8</b>	<b>14.5</b>	<b>*</b>	<b>*</b>	<b>6.3</b>	<b>*</b>	<b>29.0</b>	

All staff disability distribution by contract type: 31 March 2022

Contract type	Total	Disability description (numbers)													Prefer Not to Say	No Data
		Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-di-tion	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Continuing	1,661	254	146	29	227	24	275	133	256	21	*	29	148	35	456	
Fixed Term less than 1 yr	52	*	*	*	*	*	*	*	*	*	*	*	*	*	46	
Fixed Term 1 yr +	155	*	*	*	13	*	10	*	*	15	*	*	*	*	125	
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>1,869</b>	<b>260</b>	<b>150</b>	<b>31</b>	<b>243</b>	<b>24</b>	<b>286</b>	<b>137</b>	<b>259</b>	<b>37</b>	<b>*</b>	<b>29</b>	<b>152</b>	<b>35</b>	<b>628</b>	

All staff disability distribution by contract type: 31 March 2022

Contract type	Disability description (%)													Prefer Not to Say	No Data
	Physical	Sensory	Learn-ing Dis-abilities	Learn-ing Diffi-culty	Speech Diffi-culty	Mental Health	Neuro-diver-gence	Long Term Health Con-di-tion	Physical Disfig-urement	Immno-logical	Repeti-tive Strain	Other			
Continuing	15.3	8.8	1.8	13.7	1.4	16.6	8.0	15.4	1.3	*	1.8	8.9	2.1	27.5	
Fixed Term less than 1 yr	*	*	*	*	*	*	*	*	*	*	*	*	*	88.5	
Fixed Term 1 yr +	*	*	*	8.4	*	6.5	*	*	9.7	*	*	*	*	80.7	
Flexicon	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>13.9</b>	<b>8.0</b>	<b>1.7</b>	<b>13.0</b>	<b>1.3</b>	<b>15.3</b>	<b>7.3</b>	<b>13.9</b>	<b>2.0</b>	<b>*</b>	<b>1.6</b>	<b>8.1</b>	<b>1.9</b>	<b>33.6</b>	

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above  
 Staff with multiple disability descriptions can appear in more than one column  
 \* Data has been replaced with an asterisk where figures are below sample size

# Equality Information Report

## Staff continued

### All staff disability distribution by length of service: 31 March 2022

Length of service (yrs)	Disability description (numbers)														
	Total	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repetitive Strain	Other	Prefer Not to Say	No Data
<1	282	*	*	*	*	*	*	*	*	36	*	*	*	*	266
1-<3	223	25	15	*	56	*	50	26	18	*	*	*	15	*	63
3-<5	237	30	25	*	36	*	57	27	36	*	*	*	22	*	52
5-<10	376	61	24	11	65	*	86	30	65	*	*	*	31	*	85
10+	751	144	83	*	80	14	87	53	139	*	*	20	84	22	162
<b>Grand Total</b>	<b>1,869</b>	<b>260</b>	<b>150</b>	<b>31</b>	<b>243</b>	<b>24</b>	<b>286</b>	<b>137</b>	<b>259</b>	<b>37</b>	<b>*</b>	<b>29</b>	<b>152</b>	<b>35</b>	<b>628</b>

### All staff disability distribution by length of service: 31 March 2022

Length of service (yrs)	Disability description (%)													
	Physical	Sensory	Learning Disabilities	Learning Difficulty	Speech Difficulty	Mental Health	Neuro-divergence	Long Term Health Condition	Physical Disfigurement	Immuno-logical	Repetitive Strain	Other	Prefer Not to Say	No Data
<1	*	*	*	*	*	*	*	*	12.8	*	*	*	*	94.3
1-<3	11.2	6.7	*	25.1	*	22.4	11.7	8.1	*	*	*	6.7	*	28.3
3-<5	12.7	10.6	*	15.2	*	24.1	11.4	15.2	*	*	*	9.3	*	21.9
5-<10	16.2	6.4	2.9	17.3	*	22.9	8.0	17.3	*	*	*	8.2	*	22.6
10+	19.2	11.1	*	10.7	1.9	11.6	7.1	18.5	*	*	2.7	11.2	2.9	21.6
<b>Grand Total</b>	<b>13.9</b>	<b>8.0</b>	<b>1.7</b>	<b>13.0</b>	<b>1.3</b>	<b>15.3</b>	<b>7.3</b>	<b>13.9</b>	<b>2.0</b>	<b>*</b>	<b>1.6</b>	<b>8.1</b>	<b>1.9</b>	<b>33.6</b>

### All staff disability adjustments distribution by division: 31 March 2022

Division	Disability adjustments (numbers)										Disability adjustments (%)										
	Dis-abled Total	Work-ing Pat-terns	Modifi-cation of Duties	Park-ing Provi-sion	Assis-tive Tech Sup-port	Physi-cal Adjust-ment	Sup-port Worker	Other	Prefer Not to say	No Data	Work-ing Pat-terns	Modifi-cation of Duties	Park-ing Provi-sion	Assis-tive Tech Sup-port	Physi-cal Adjust-ment	Sup-port Worker	Other	Prefer Not to say	No Data		
Chief Customer Officer Group	67	*	*	*	*	*	*	*	29	31	*	*	*	*	*	*	*	43	3	46	
Chief Operating Group	401	37	*	*	25	21	*	29	200	124	9	2	*	6	2	5	*	7	2	49	
Content	266	22	*	*	15	12	*	16	122	90	8	3	*	5	6	4	*	6	0	45	
Group Corporate Affairs	23	*	*	*	*	*	*	*	12	*	*	*	*	*	*	*	*	*	5	2	*
Group Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Managing Director Group	88	11	*	*	13	*	*	11	44	18	12	5	*	14	8	*	*	12	5	50	
Nations	411	34	15	14	18	16	*	26	212	121	8	3	3	4	4	3	9	*	6	3	
News and Current Affairs	256	32	12	*	17	10	*	13	120	83	12	5	4	7	*	6	6	3	9	5	
<b>UK Public Service</b>	<b>1,516</b>	<b>145</b>	<b>45</b>	<b>31</b>	<b>91</b>	<b>69</b>	<b>21</b>	<b>102</b>	<b>740</b>	<b>472</b>	<b>9.6</b>	<b>3.0</b>	<b>2.0</b>	<b>6.0</b>	<b>4.6</b>	<b>1.4</b>	<b>6.7</b>	<b>48.8</b>	<b>31.1</b>		
BBC Studios (Sales & Distribution, Branded Services & Management)	91	12	*	*	*	*	*	*	45	29	13	2	*	*	*	*	*	*	4	9	31
BBC Studios (TV & Radio Production)	169	*	*	*	*	*	*	*	54	97	*	*	*	*	*	*	*	*	3	2	5
<b>BBC Studios</b>	<b>260</b>	<b>20</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>10</b>	<b>*</b>	<b>*</b>	<b>99</b>	<b>126</b>	<b>7.7</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>3.9</b>	<b>*</b>	<b>*</b>	<b>38.1</b>	<b>48.5</b>		
World Service Group	62	*	*	*	*	*	*	*	31	23	*	*	*	*	*	*	*	*	5	0	3
Other	31	*	*	*	*	*	*	*	20	*	*	*	*	*	*	*	*	*	6	4	5
<b>Other</b>	<b>93</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>51</b>	<b>30</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>54.8</b>	<b>32.3</b>		
<b>Grand Total</b>	<b>1,869</b>	<b>171</b>	<b>53</b>	<b>38</b>	<b>100</b>	<b>84</b>	<b>23</b>	<b>112</b>	<b>890</b>	<b>628</b>	<b>9.2</b>	<b>2.8</b>	<b>2.0</b>	<b>5.4</b>	<b>4.5</b>	<b>1.2</b>	<b>6.0</b>	<b>47.6</b>	<b>33.6</b>		

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

Staff with multiple disability descriptions and adjustments can appear in more than one column.

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

## Ethnicity

### All staff ethnicity distribution by division: 31 March 2022

Division	Total	Ethnicity band (numbers)									Ethnicity band (%)								
		B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer Not To Say	No Data	B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer Not To Say	No Data
Chief Customer Officer Group	547	104	41	30	25	*	404	25	12	*	190	75	55	46	*	73.9	4.6	2.2	*
Content	2,685	396	142	118	116	20	2,091	136	47	15	14.8	5.3	4.4	4.3	0.7	77.9	5.1	1.8	0.5
Corporate Affairs	205	36	*	12	12	*	155	13	*	*	17.6	*	5.9	5.9	*	75.6	6.3	*	*
Strategy and Performance	31	*	*	*	*	*	21	*	*	*	22.6	*	*	*	*	67.7	*	*	*
Nations	5,291	332	146	63	103	20	4,334	466	129	30	6.3	2.8	1.2	1.9	0.4	81.9	8.8	2.4	0.6
News and Current Affairs	2,840	463	195	95	101	72	2,109	183	76	*	16.3	6.9	3.3	3.6	2.5	74.3	6.4	2.7	*
Operations	4,398	833	456	199	129	49	3,178	236	124	27	18.9	10.4	4.5	2.9	1.1	72.3	5.4	2.8	0.6
<b>UK Public Service</b>	<b>15,997</b>	<b>2,171</b>	<b>991</b>	<b>519</b>	<b>488</b>	<b>173</b>	<b>12,292</b>	<b>1,062</b>	<b>389</b>	<b>83</b>	<b>13.6</b>	<b>6.2</b>	<b>3.2</b>	<b>3.1</b>	<b>1.1</b>	<b>76.8</b>	<b>6.6</b>	<b>2.4</b>	<b>0.6</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	241	110	63	57	11	781	90	22	*	21.1	9.6	5.5	5.0	1.0	68.3	7.9	1.9	*
BBC Studios (TV & Radio Production)	1,301	146	40	30	62	14	1,064	64	25	*	11.2	3.1	2.3	4.8	1.1	81.8	4.9	1.9	*
<b>BBC Studios</b>	<b>2,444</b>	<b>387</b>	<b>150</b>	<b>93</b>	<b>119</b>	<b>25</b>	<b>1,845</b>	<b>154</b>	<b>47</b>	<b>11</b>	<b>15.8</b>	<b>6.1</b>	<b>3.8</b>	<b>4.9</b>	<b>1.0</b>	<b>75.5</b>	<b>6.3</b>	<b>1.9</b>	<b>0.5</b>
World Service Group	1,267	687	219	94	45	329	367	109	68	36	54.2	17.3	7.4	3.6	26.0	29.0	8.6	5.4	2.7
BBC Studioworks	145	16	*	*	*	*	119	*	*	*	11.0	*	*	*	*	82.1	*	*	*
Children in Need	162	22	11	*	*	*	129	10	*	*	13.6	6.8	*	*	*	79.6	6.2	*	*
<b>Other</b>	<b>1,574</b>	<b>725</b>	<b>233</b>	<b>105</b>	<b>55</b>	<b>332</b>	<b>615</b>	<b>126</b>	<b>70</b>	<b>38</b>	<b>46.1</b>	<b>14.8</b>	<b>6.7</b>	<b>3.5</b>	<b>21.1</b>	<b>39.1</b>	<b>8.0</b>	<b>4.4</b>	<b>2.4</b>
<b>Grand Total</b>	<b>20,015</b>	<b>3,283</b>	<b>1,374</b>	<b>717</b>	<b>662</b>	<b>530</b>	<b>14,752</b>	<b>1,342</b>	<b>506</b>	<b>132</b>	<b>16.4</b>	<b>6.9</b>	<b>3.6</b>	<b>3.3</b>	<b>2.6</b>	<b>73.7</b>	<b>6.7</b>	<b>2.5</b>	<b>0.7</b>

### Leadership staff ethnicity distribution by division: 31 March 2022

Division	Total	Ethnicity band (numbers)									Ethnicity band (%)								
		B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer Not To Say	No Data	B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer Not To Say	No Data
Chief Customer Officer Group	96	*	*	*	*	*	80	*	*	*	*	*	*	*	*	83.3	*	*	*
Content	441	64	27	17	17	*	334	32	10	*	14.5	6.1	3.9	3.9	*	75.7	7.3	2.3	*
Corporate Affairs	76	11	*	*	*	*	61	*	*	*	14.5	*	*	*	*	80.3	*	*	*
Strategy and Performance	16	*	*	*	*	*	12	*	*	*	*	*	*	*	*	75.0	*	*	*
Nations	615	23	13	*	*	*	501	67	17	*	3.7	2.1	*	*	*	81.5	10.9	2.8	*
News and Current Affairs	554	75	38	14	18	*	434	30	12	*	13.5	6.9	2.5	3.2	*	78.3	5.4	2.2	*
Operations	887	111	70	14	21	*	695	57	21	*	12.5	7.9	1.6	2.4	*	78.4	6.4	2.4	*
<b>UK Public Service</b>	<b>2,685</b>	<b>296</b>	<b>157</b>	<b>50</b>	<b>72</b>	<b>17</b>	<b>2,117</b>	<b>197</b>	<b>61</b>	<b>14</b>	<b>11.0</b>	<b>5.8</b>	<b>1.9</b>	<b>2.7</b>	<b>0.6</b>	<b>78.8</b>	<b>7.3</b>	<b>2.3</b>	<b>0.6</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	55	28	*	18	*	251	33	10	*	15.6	8.0	*	5.1	*	71.3	9.4	2.8	*
BBC Studios (TV & Radio Production)	273	26	*	*	12	*	230	13	*	*	9.5	*	*	4.4	*	84.2	4.8	*	*
<b>BBC Studios</b>	<b>625</b>	<b>81</b>	<b>34</b>	<b>11</b>	<b>30</b>	<b>*</b>	<b>481</b>	<b>46</b>	<b>13</b>	<b>*</b>	<b>13.0</b>	<b>5.4</b>	<b>1.8</b>	<b>4.8</b>	<b>*</b>	<b>77.0</b>	<b>7.4</b>	<b>2.1</b>	<b>*</b>
World Service Group	196	84	15	14	*	48	80	15	*	*	42.9	7.7	7.1	*	24.5	40.8	7.7	*	*
BBC Studioworks	24	*	*	*	*	*	19	*	*	*	*	*	*	*	*	79.2	*	*	*
Children in Need	23	*	*	*	*	*	19	*	*	*	*	*	*	*	*	82.6	*	*	*
<b>Other</b>	<b>243</b>	<b>90</b>	<b>19</b>	<b>15</b>	<b>*</b>	<b>49</b>	<b>118</b>	<b>17</b>	<b>*</b>	<b>*</b>	<b>37.0</b>	<b>7.8</b>	<b>6.2</b>	<b>*</b>	<b>20.2</b>	<b>48.6</b>	<b>7.0</b>	<b>*</b>	<b>*</b>
<b>Grand Total</b>	<b>3,553</b>	<b>467</b>	<b>210</b>	<b>76</b>	<b>109</b>	<b>72</b>	<b>2,716</b>	<b>260</b>	<b>83</b>	<b>27</b>	<b>13.1</b>	<b>5.9</b>	<b>2.1</b>	<b>3.1</b>	<b>2.0</b>	<b>76.4</b>	<b>7.3</b>	<b>2.3</b>	<b>0.9</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.

# Equality Information Report

## Staff continued

### All staff ethnicity distribution by job family: 31 March 2022

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	241	47	17	11	16	*	163	24	*	*	19.5	7.1	4.6	6.6	*	67.6	10.0	*	*	
Programming	9,414	1,534	568	286	301	379	6,913	666	238	63	16.3	6.0	3.0	3.2	4.0	73.4	7.1	2.5	0.8	
Sales/Marketing	799	135	54	33	38	10	593	54	12	*	16.9	6.8	4.1	4.8	1.3	74.2	6.8	1.5	*	
Support/Admin	4,037	802	364	217	173	48	2,892	253	72	18	19.9	9.0	5.4	4.3	1.2	71.6	6.3	1.8	0.4	
Technical/Engineering	5,133	747	362	168	128	89	3,860	321	174	31	14.6	7.1	3.3	2.5	1.7	75.2	6.3	3.4	0.5	
Not Allocated	391	18	*	*	*	*	331	24	*	14	4.6	*	*	*	*	84.7	*	1.0	3.6	
<b>Grand Total</b>	<b>20,015</b>	<b>3,283</b>	<b>1,374</b>	<b>717</b>	<b>662</b>	<b>530</b>	<b>14,752</b>	<b>1,342</b>	<b>506</b>	<b>132</b>	<b>16.4</b>	<b>6.9</b>	<b>3.6</b>	<b>3.3</b>	<b>2.6</b>	<b>73.7</b>	<b>6.7</b>	<b>2.5</b>	<b>0.7</b>	

### Leadership staff ethnicity distribution by job family: 31 March 2022

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	168	33	15	*	11	*	108	21	*	*	19.6	8.9	*	6.5	*	64.3	12.5	*	*	
Programming	1,658	218	79	39	45	55	1,277	110	40	13	13.2	4.8	2.4	2.7	3.3	77.0	6.6	2.4	0.8	
Sales/Marketing	141	15	*	*	*	*	113	12	*	*	10.6	*	*	*	*	80.1	8.5	*	*	
Support/Admin	1,063	152	79	26	38	*	800	82	21	*	14.3	7.4	2.4	3.6	*	75.3	7.7	2.0	*	
Technical/Engineering	511	48	29	*	10	*	410	34	17	*	9.4	5.7	*	2.0	*	80.2	6.7	3.3	*	
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
<b>Grand Total</b>	<b>3,553</b>	<b>467</b>	<b>210</b>	<b>76</b>	<b>109</b>	<b>72</b>	<b>2,716</b>	<b>260</b>	<b>83</b>	<b>27</b>	<b>13.1</b>	<b>5.9</b>	<b>2.1</b>	<b>3.1</b>	<b>2.0</b>	<b>76.4</b>	<b>7.3</b>	<b>2.3</b>	<b>0.9</b>	

### All staff ethnicity distribution by grade bands: 31 March 2022

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	294	60	22	22	15	*	217	*	*	*	20.4	7.5	7.5	5.1	*	73.8	*	*	*	
B	2,232	401	132	133	97	39	1,652	124	48	*	18.0	5.9	6.0	4.3	1.7	74.0	5.6	2.2	*	
C	6,378	1,181	508	262	212	199	4,517	454	179	47	18.5	8.0	4.1	3.3	3.1	70.8	7.1	2.8	0.8	
D	6,786	1,041	453	188	189	211	5,071	455	182	37	15.3	6.7	2.8	2.8	3.1	74.7	6.7	2.7	0.5	
E	2,223	310	139	49	68	54	1,681	154	59	19	14.0	6.3	2.2	3.1	2.4	75.6	6.9	2.7	0.8	
F	980	125	59	20	33	13	754	78	16	*	12.8	6.0	2.0	3.4	1.3	77.0	8.0	1.6	*	
SL	308	30	10	*	*	*	246	25	*	*	9.7	3.2	*	*	*	79.6	8.1	*	*	
Not Allocated	814	135	51	36	40	*	614	43	*	14	16.6	6.3	4.4	4.9	*	75.4	5.3	*	1.7	
<b>Grand Total</b>	<b>20,015</b>	<b>3,283</b>	<b>1,374</b>	<b>717</b>	<b>662</b>	<b>530</b>	<b>14,752</b>	<b>1,342</b>	<b>506</b>	<b>132</b>	<b>16.4</b>	<b>6.9</b>	<b>3.6</b>	<b>3.3</b>	<b>2.6</b>	<b>73.7</b>	<b>6.7</b>	<b>2.5</b>	<b>0.7</b>	

### All staff leaver and joiner distribution by ethnicity: 31 March 2022

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	2,905	548	231	130	129	58	2,025	205	73	54	18.9	8.0	4.5	4.4	2.0	69.7	7.1	2.5	1.9	
Joiners	2,605	615	251	156	141	67	1,757	170	52	11	23.6	9.6	6.0	5.4	2.6	67.5	6.5	2.0	0.4	

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above  
 \* Data has been replaced with an asterisk where figures are below sample size

### All staff leaver distribution by ethnicity and reason for leaving: 31 March 2022

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	1,536	323	152	68	66	37	1,051	114	38	10	21.0	9.9	4.4	4.3	2.4	68.4	7.4	2.5	0.7	
Redundancy	711	94	31	26	26	11	538	53	22	*	13.2	4.4	3.7	1.6	75.7	7.5	3.1	*		
End FTC	520	122	43	33	36	10	344	37	11	*	23.5	8.3	6.4	6.9	1.9	66.2	7.1	2.1	*	
Other Involuntary	59	*	*	*	*	*	18	*	*	33	*	*	*	*	*	30.5	*	*	55.9	
Other	79	*	*	*	*	*	74	*	*	*	*	*	*	*	*	93.7	*	*	*	
<b>Grand Total</b>	<b>2,905</b>	<b>548</b>	<b>231</b>	<b>130</b>	<b>129</b>	<b>58</b>	<b>2,025</b>	<b>205</b>	<b>73</b>	<b>54</b>	<b>18.9</b>	<b>8.0</b>	<b>4.5</b>	<b>4.4</b>	<b>2.0</b>	<b>69.7</b>	<b>7.1</b>	<b>2.5</b>	<b>1.9</b>	

### All staff internal mover distribution by ethnicity: 31 March 2022

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	1,222	213	80	48	47	38	890	87	25	*	17.4	6.6	3.9	3.9	3.1	72.8	7.1	2.1	*	
Promotion	605	92	46	24	17	*	456	42	13	*	15.2	7.6	4.0	2.8	*	75.4	6.9	2.2	*	
Transfer	1,682	277	117	56	66	38	1,257	119	23	*	16.5	7.0	3.3	3.9	2.3	74.7	7.1	1.4	*	
<b>Grand Total</b>	<b>3,509</b>	<b>582</b>	<b>243</b>	<b>128</b>	<b>130</b>	<b>81</b>	<b>2,603</b>	<b>248</b>	<b>61</b>	<b>15</b>	<b>16.6</b>	<b>6.9</b>	<b>3.7</b>	<b>3.7</b>	<b>2.3</b>	<b>74.2</b>	<b>7.1</b>	<b>1.7</b>	<b>0.4</b>	

### All staff ethnicity distribution by contract type: 31 March 2022

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	18,523	2,977	1,279	628	576	494	13,699	1,254	476	117	16.1	6.9	3.4	3.1	2.7	74.0	6.8	2.6	0.5	
Fixed Term less than 1 yr	377	97	31	36	23	*	238	22	10	10	25.7	8.2	9.5	6.1	*	63.1	5.8	2.7	2.7	
Fixed Term 1 yr +	1,099	208	64	53	62	29	800	66	20	*	18.9	5.8	4.8	5.6	2.6	72.8	6.0	1.8	*	
Flexicon	16	*	*	*	*	*	15	*	*	*	*	*	*	*	*	93.7	*	*	*	
<b>Grand Total</b>	<b>20,015</b>	<b>3,283</b>	<b>1,374</b>	<b>717</b>	<b>662</b>	<b>530</b>	<b>14,752</b>	<b>1,342</b>	<b>506</b>	<b>132</b>	<b>16.4</b>	<b>6.9</b>	<b>3.6</b>	<b>3.3</b>	<b>2.6</b>	<b>73.7</b>	<b>6.7</b>	<b>2.5</b>	<b>0.7</b>	

### All staff ethnicity distribution by length of service: 31 March 2022

Length of service (yrs)	Ethnicity band (numbers)										Ethnicity band (%)									
	Total	B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer not to say	No Data	B.A.M.E.	Asian	Black	Mixed Ethnicity	Other B.A.M.E.	White British	Other White Back-ground	Prefer not to say	No Data	
<1	2,247	519	217	128	120	54	1,532	147	41	*	23.1	9.7	5.7	5.3	2.4	68.2	6.5	1.8	*	
1-<3	2,007	456	183	119	98	56	1,366	135	46	*	22.7	9.1	5.9	4.9	2.8	68.1	6.7	2.3	*	
3-<5	2,702	512	214	116	114	68	1,909	194	69	18	19.0	7.9	4.3	4.2	2.5	70.7	7.2	2.6	0.6	
5-<10	4,096	673	303	126	132	112	2,947	317	113	46	16.4	7.4	3.1	3.2	2.7	71.9	7.7	2.8	1.2	
10+	8,963	1,123	457	228	198	240	6,998	549	237	56	12.5	5.1	2.5	2.2	2.7	78.1	6.1	2.6	0.7	
<b>Grand Total</b>	<b>20,015</b>	<b>3,283</b>	<b>1,374</b>	<b>717</b>	<b>662</b>	<b>530</b>	<b>14,752</b>	<b>1,342</b>	<b>506</b>	<b>132</b>	<b>16.4</b>	<b>6.9</b>	<b>3.6</b>	<b>3.3</b>	<b>2.6</b>	<b>73.7</b>	<b>6.7</b>	<b>2.5</b>	<b>0.7</b>	

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

# Equality Information Report

## Staff continued

### Gender

#### All staff gender distribution by division: 31 March 2022

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Chief Customer Officer Group	547	322	225	58.9	41.1
Content	2,685	1,490	1,195	55.5	44.5
Corporate Affairs	205	146	59	71.2	28.8
Strategy and Performance	31	13	18	41.9	58.1
Nations	5,291	2,414	2,877	45.6	54.4
News and Current Affairs	2,840	1,363	1,477	48.0	52.0
Operations	4,398	1,808	2,590	41.1	58.9
<b>UK Public Service</b>	<b>15,997</b>	<b>7,556</b>	<b>8,441</b>	<b>47.2</b>	<b>52.8</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	698	445	61.1	38.9
BBC Studios (TV & Radio Production)	1,301	852	449	65.5	34.5
<b>BBC Studios</b>	<b>2,444</b>	<b>1,550</b>	<b>894</b>	<b>63.4</b>	<b>36.6</b>
World Service Group	1,267	639	628	50.4	49.6
BBC Studioworks	145	33	112	22.8	77.2
Children in Need	162	132	30	81.5	18.5
<b>Other</b>	<b>1,574</b>	<b>804</b>	<b>770</b>	<b>51.1</b>	<b>48.9</b>
<b>Grand Total</b>	<b>20,015</b>	<b>9,910</b>	<b>10,105</b>	<b>49.5</b>	<b>50.5</b>

#### Leadership staff gender distribution by division: 31 March 2022

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Chief Customer Officer Group	96	57	39	59.4	40.6
Content	441	230	211	52.2	47.8
Corporate Affairs	76	46	30	60.5	39.5
Strategy and Performance	16	*	11	*	68.7
Nations	615	254	361	41.3	58.7
News and Current Affairs	554	260	294	46.9	53.1
Operations	887	378	509	42.6	57.4
<b>UK Public Service</b>	<b>2,685</b>	<b>1,230</b>	<b>1,455</b>	<b>45.8</b>	<b>54.2</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	191	161	54.3	45.7
BBC Studios (TV & Radio Production)	273	156	117	57.1	42.9
<b>BBC Studios</b>	<b>625</b>	<b>347</b>	<b>278</b>	<b>55.5</b>	<b>44.5</b>
World Service Group	196	85	111	43.4	56.6
BBC Studioworks	24	*	19	*	79.2
Children in Need	23	19	*	82.6	*
<b>Other</b>	<b>243</b>	<b>109</b>	<b>134</b>	<b>44.9</b>	<b>55.1</b>
<b>Grand Total</b>	<b>3,553</b>	<b>1,686</b>	<b>1,867</b>	<b>47.5</b>	<b>52.5</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



### All staff gender distribution by job family: 31 March 2022

Job Family	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Commissioning	241	148	93	61.4	38.6
Programming	9,414	4,987	4,427	53.0	47.0
Sales/Marketing	799	550	249	68.8	31.2
Support/Admin	4,037	2,655	1,382	65.8	34.2
Technical/Engineering	5,133	1,387	3,746	27.0	73.0
Not Allocated	391	183	208	46.8	53.2
<b>Grand Total</b>	<b>20,015</b>	<b>9,910</b>	<b>10,105</b>	<b>49.5</b>	<b>50.5</b>

### Leadership staff gender distribution by job family: 31 March 2022

Job Family	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Commissioning	168	99	69	58.9	41.1
Programming	1,658	776	882	46.8	53.2
Sales/Marketing	141	90	51	63.8	36.2
Support/Admin	1,063	586	477	55.1	44.9
Technical/Engineering	511	130	381	25.4	74.6
Not Allocated	12	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>1,686</b>	<b>1,867</b>	<b>47.5</b>	<b>52.5</b>

### All staff gender distribution by grade bands: 31 March 2022

Grade band	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
A	294	157	137	53.4	46.6
B	2,232	1,398	834	62.6	37.4
C	6,378	3,247	3,131	50.9	49.1
D	6,786	3,027	3,759	44.6	55.4
E	2,223	1,065	1,158	47.9	52.1
F	979	459	520	46.9	53.1
SL	309	143	166	46.3	53.7
Not Allocated	814	414	400	50.9	49.1
<b>Grand Total</b>	<b>20,015</b>	<b>9,910</b>	<b>10,105</b>	<b>49.5</b>	<b>50.5</b>

### All staff leaver and joiner distribution by gender: 31 March 2022

Category	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Leavers	2,905	1,498	1,407	51.6	48.4
Joiners	2,605	1,544	1,061	59.3	40.7

### All staff leaver distribution by gender and reason for leaving: 31 March 2022

Reason for leaving	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Voluntary	1,536	799	737	52.0	48.0
Redundancy	711	339	372	47.7	52.3
End FTC	520	330	190	63.5	36.5
Other Involuntary	59	11	48	18.6	81.4
Other	79	19	60	24.1	75.9
<b>Grand Total</b>	<b>2,905</b>	<b>1,498</b>	<b>1,407</b>	<b>51.6</b>	<b>48.4</b>

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# Equality Information Report

## Staff continued

### All staff internal mover distribution by gender: 31 March 2022

Internal move type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Attachment	1,222	749	473	61.3	38.7
Promotion	605	294	311	48.6	51.4
Transfer	1,682	862	820	51.2	48.8
<b>Grand Total</b>	<b>3,509</b>	<b>1,905</b>	<b>1,604</b>	<b>54.3</b>	<b>45.7</b>

### All staff gender distribution by contract type: 31 March 2022

Contract type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Continuing	18,523	8,963	9,560	48.4	51.6
Fixed Term less than 1 yr	377	239	138	63.4	36.6
Fixed Term 1 yr +	1,099	698	401	63.5	36.5
Flexicon	16	10	*	62.5	*
<b>Grand Total</b>	<b>20,015</b>	<b>9,910</b>	<b>10,105</b>	<b>49.5</b>	<b>50.5</b>

### All staff gender distribution by length of service: 31 March 2022

Length of service (yrs)	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
<1	2,247	1,320	927	58.7	41.3
1-<3	2,007	1,122	885	55.9	44.1
3-<5	2,702	1,335	1,367	49.4	50.6
5-<10	4,096	2,055	2,041	50.2	49.8
10+	8,963	4,078	4,885	45.5	54.5
<b>Grand Total</b>	<b>20,015</b>	<b>9,910</b>	<b>10,105</b>	<b>49.5</b>	<b>50.5</b>

## Sexual Orientation, Transgender Identity and Gender Identity

### All staff sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

Division	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Chief Customer Officer Group	547	14	33	*	442	*	41	*	14	*	*	68
Content	2,685	99	106	44	1,985	26	205	220	36	*	*	304
Corporate Affairs	205	*	15	*	162	*	11	*	*	*	*	26
Strategy and Performance	31	*	*	*	25	*	*	*	*	*	*	*
Nations	5,291	118	220	45	4,003	32	372	501	48	17	*	448
News and Current Affairs	2,840	74	151	28	1,955	11	277	344	21	*	*	281
Operations	4,398	127	156	62	3,563	55	314	121	41	22	*	428
<b>UK Public Service</b>	<b>15,997</b>	<b>437</b>	<b>683</b>	<b>189</b>	<b>12,135</b>	<b>132</b>	<b>1,222</b>	<b>1,199</b>	<b>161</b>	<b>52</b>	<b>19</b>	<b>1,559</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	29	43	*	964	10	74	14	17	*	*	106
BBC Studios (TV & Radio Production)	1,301	66	64	18	1,017	*	108	21	31	*	*	176
<b>BBC Studios</b>	<b>2,444</b>	<b>95</b>	<b>107</b>	<b>27</b>	<b>1,981</b>	<b>17</b>	<b>182</b>	<b>35</b>	<b>48</b>	<b>*</b>	<b>*</b>	<b>282</b>
World Service Group	1,267	33	28	*	890	13	141	158	12	*	*	88
BBC Studioworks	145	*	*	*	121	*	*	14	*	*	*	*
Children in Need	162	*	*	*	132	*	11	*	*	*	*	20
<b>Other</b>	<b>1,574</b>	<b>39</b>	<b>35</b>	<b>*</b>	<b>1,143</b>	<b>16</b>	<b>157</b>	<b>175</b>	<b>21</b>	<b>*</b>	<b>*</b>	<b>116</b>
<b>Grand Total</b>	<b>20,015</b>	<b>571</b>	<b>825</b>	<b>225</b>	<b>15,259</b>	<b>165</b>	<b>1,561</b>	<b>1,409</b>	<b>230</b>	<b>59</b>	<b>23</b>	<b>1,957</b>

### All staff sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

Division	Sexual Orientation, Transgender Identity and Gender Identity (%)											
	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+	
Chief Customer Officer Group	2.6	6.0	*	80.8	*	7.5	*	2.6	*	*	12.4	
Content	3.7	3.9	1.6	73.9	1.0	7.6	8.3	1.3	*	*	11.3	
Corporate Affairs	*	7.3	*	79.0	*	5.4	*	*	*	*	12.7	
Strategy and Performance	*	*	*	80.6	*	*	*	*	*	*	12.9	
Nations	2.2	4.2	0.9	75.7	0.6	7.0	9.4	0.9	0.3	*	8.5	
News and Current Affairs	2.6	5.3	1.0	68.8	0.4	9.8	12.1	0.7	*	*	9.9	
Operations	2.9	3.5	1.4	81.0	1.3	7.1	2.8	0.9	0.5	*	9.7	
<b>UK Public Service</b>	<b>2.7</b>	<b>4.3</b>	<b>1.2</b>	<b>75.9</b>	<b>0.8</b>	<b>7.6</b>	<b>7.5</b>	<b>1.0</b>	<b>0.3</b>	<b>0.1</b>	<b>9.7</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	2.5	3.8	*	84.3	0.9	6.5	1.2	1.5	*	*	9.3	
BBC Studios (TV & Radio Production)	5.1	4.9	1.4	78.2	*	8.3	1.6	2.4	*	*	13.5	
<b>BBC Studios</b>	<b>3.9</b>	<b>4.4</b>	<b>1.1</b>	<b>81.1</b>	<b>0.7</b>	<b>7.4</b>	<b>1.4</b>	<b>2.0</b>	<b>*</b>	<b>*</b>	<b>11.5</b>	
World Service Group	2.6	2.2	*	70.2	1.0	11.1	12.6	0.9	*	*	6.9	
BBC Studioworks	*	*	*	83.4	*	*	9.7	*	*	*	*	
Children in Need	*	*	*	81.5	*	6.8	*	*	*	*	12.3	
<b>Other</b>	<b>2.5</b>	<b>2.2</b>	<b>*</b>	<b>72.6</b>	<b>1.0</b>	<b>10.0</b>	<b>11.1</b>	<b>1.3</b>	<b>*</b>	<b>*</b>	<b>7.4</b>	
<b>Grand Total</b>	<b>2.9</b>	<b>4.1</b>	<b>1.1</b>	<b>76.2</b>	<b>0.8</b>	<b>7.8</b>	<b>7.1</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>9.8</b>	

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

# Equality Information Report

## Staff continued

### Leadership staff sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

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)	Transgender	Non-Binary	Other Gender Identity	LGBTQ+
Chief Customer Officer Group	96	*	*	*	84	*	*	*	*	*	*	*
Content	441	*	19	*	347	*	40	18	*	*	*	39
Corporate Affairs	76	*	*	*	56	*	*	*	*	*	*	14
Strategy and Performance	16	*	*	*	12	*	*	*	*	*	*	*
Nations	615	*	34	*	456	*	49	59	*	*	*	51
News and Current Affairs	554	12	24	*	384	*	44	82	*	*	*	45
Operations	887	17	40	*	738	*	61	16	*	*	*	75
<b>UK Public Service</b>	<b>2,685</b>	<b>48</b>	<b>131</b>	<b>31</b>	<b>2,077</b>	<b>16</b>	<b>204</b>	<b>178</b>	<b>12</b>	<b>*</b>	<b>*</b>	<b>235</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	*	19	*	298	*	18	*	*	*	*	31
BBC Studios (TV & Radio Production)	273	*	18	*	234	*	*	*	*	*	*	27
<b>BBC Studios</b>	<b>625</b>	<b>10</b>	<b>37</b>	<b>*</b>	<b>532</b>	<b>*</b>	<b>26</b>	<b>11</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>58</b>
World Service Group	196	*	*	*	137	*	17	31	*	*	*	12
BBC Studioworks	24	*	*	*	21	*	*	*	*	*	*	*
Children in Need	23	*	*	*	16	*	*	*	*	*	*	*
<b>Other</b>	<b>243</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>174</b>	<b>*</b>	<b>22</b>	<b>33</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>16</b>
<b>Grand Total</b>	<b>3,553</b>	<b>60</b>	<b>172</b>	<b>43</b>	<b>2,783</b>	<b>21</b>	<b>252</b>	<b>222</b>	<b>18</b>	<b>*</b>	<b>*</b>	<b>309</b>

### Leadership staff sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

Division	Sexual Orientation, Transgender Identity 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+	
Chief Customer Officer Group	*	*	*	87.5	*	*	*	*	*	*	*	
Content	*	4.3	*	78.7	*	9.0	4.1	*	*	*	8.8	
Corporate Affairs	*	*	*	73.7	*	*	*	*	*	*	18.4	
Strategy and Performance	*	*	*	75.0	*	*	*	*	*	*	*	
Nations	*	5.5	*	74.1	*	8.0	9.6	*	*	*	8.3	
News and Current Affairs	2.2	4.3	*	69.3	*	7.9	14.8	*	*	*	8.1	
Operations	1.9	4.5	*	83.2	*	6.9	1.8	*	*	*	8.5	
<b>UK Public Service</b>	<b>1.8</b>	<b>4.9</b>	<b>1.2</b>	<b>77.4</b>	<b>0.6</b>	<b>7.6</b>	<b>6.5</b>	<b>0.4</b>	<b>*</b>	<b>*</b>	<b>8.8</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	*	5.4	*	84.7	*	5.1	*	*	*	*	8.8	
BBC Studios (TV & Radio Production)	*	6.6	*	85.7	*	*	*	*	*	*	9.9	
<b>BBC Studios</b>	<b>1.6</b>	<b>5.9</b>	<b>*</b>	<b>85.1</b>	<b>*</b>	<b>4.2</b>	<b>1.7</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>9.3</b>	
World Service Group	*	*	*	69.9	*	8.7	15.9	*	*	*	6.1	
BBC Studioworks	*	*	*	87.5	*	*	*	*	*	*	*	
Children in Need	*	*	*	69.6	*	*	*	*	*	*	*	
<b>Other</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>71.6</b>	<b>*</b>	<b>9.1</b>	<b>13.7</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>6.6</b>	
<b>Grand Total</b>	<b>1.7</b>	<b>4.8</b>	<b>1.2</b>	<b>78.3</b>	<b>0.6</b>	<b>7.1</b>	<b>6.3</b>	<b>0.5</b>	<b>*</b>	<b>*</b>	<b>8.7</b>	

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

### All staff sexual orientation, transgender identity and gender identity distribution by job family: 31 March 2022

Job Family	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Commissioning	241	*	16	*	176	*	30	*	*	*	*	31
Programming	9,414	276	422	97	6,960	63	816	780	98	19	11	931
Sales/Marketing	799	33	35	*	651	*	53	11	12	*	*	93
Support/Admin	4,037	102	151	47	3,392	34	234	77	57	*	*	384
Technical/Engineering	5,133	153	188	66	3,887	57	414	368	58	29	*	499
Not Allocated	391	*	13	*	193	*	14	167	*	*	*	19
<b>Grand Total</b>	<b>20,015</b>	<b>571</b>	<b>825</b>	<b>225</b>	<b>15,259</b>	<b>165</b>	<b>1,561</b>	<b>1,409</b>	<b>230</b>	<b>59</b>	<b>23</b>	<b>1,957</b>

### All staff sexual orientation, transgender identity and gender identity distribution by job family: 31 March 2022

Job Family	Sexual Orientation, Transgender Identity and Gender Identity (%)											
		Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Commissioning		*	6.6	*	73.0	*	12.4	*	*	*	*	12.9
Programming		2.9	4.5	1.0	73.9	0.7	8.7	8.3	1.0	0.2	0.1	9.9
Sales/Marketing		4.1	4.4	*	81.5	*	6.6	1.4	1.5	*	*	11.6
Support/Admin		2.5	3.7	1.2	84.0	0.8	5.8	2.0	1.4	*	*	9.5
Technical/Engineering		3.0	3.7	1.3	75.7	1.1	8.1	7.1	1.1	0.6	*	9.7
Not Allocated		*	3.3	*	49.4	*	3.6	42.7	*	*	*	4.9
<b>Grand Total</b>		<b>2.9</b>	<b>4.1</b>	<b>1.1</b>	<b>76.2</b>	<b>0.8</b>	<b>7.8</b>	<b>7.1</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>9.8</b>

### Leadership staff sexual orientation, transgender identity and gender identity distribution by job family: 31 March 2022

Job Family	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Commissioning	168	*	*	*	127	*	23	*	*	*	*	15
Programming	1,658	29	79	24	1,225	*	122	171	*	*	*	141
Sales/Marketing	141	*	*	*	123	*	*	*	*	*	*	12
Support/Admin	1,063	18	55	11	895	*	55	25	*	*	*	96
Technical/Engineering	511	*	23	*	407	*	46	17	*	*	*	42
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>60</b>	<b>172</b>	<b>43</b>	<b>2,783</b>	<b>21</b>	<b>252</b>	<b>222</b>	<b>18</b>	<b>*</b>	<b>*</b>	<b>309</b>

### Leadership staff sexual orientation, transgender identity and gender identity distribution by job family: 31 March 2022

Job Family	Sexual Orientation, Transgender Identity and Gender Identity (%)											
		Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Commissioning		*	*	*	75.6	*	13.7	*	*	*	*	8.9
Programming		1.7	4.8	1.4	73.9	*	7.4	10.3	*	*	*	8.5
Sales/Marketing		*	*	*	87.2	*	*	*	*	*	*	8.5
Support/Admin		1.7	5.2	1.0	84.2	*	5.2	2.3	*	*	*	9.0
Technical/Engineering		*	4.5	*	79.6	*	9.0	3.3	*	*	*	8.2
Not Allocated		*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>		<b>1.7</b>	<b>4.8</b>	<b>1.2</b>	<b>78.3</b>	<b>0.6</b>	<b>7.1</b>	<b>6.3</b>	<b>0.5</b>	<b>*</b>	<b>*</b>	<b>8.7</b>

### All staff sexual orientation, transgender identity and gender identity distribution by grade bands: 31 March 2022

Grade band	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
A	294	15	10	*	216	*	22	25	*	*	*	37
B	2,232	100	80	29	1,716	23	185	99	63	12	*	274
C	6,378	221	241	65	4,882	61	538	370	67	22	*	639
D	6,786	138	298	71	5,181	49	521	528	62	18	*	606
E	2,223	40	102	26	1,711	16	160	168	11	*	*	193
F	979	11	45	13	792	*	68	46	*	*	*	77
SL	309	*	19	*	251	*	20	*	*	*	*	32
Not Allocated	814	37	30	14	510	*	47	167	12	*	*	99
<b>Grand Total</b>	<b>20,015</b>	<b>571</b>	<b>825</b>	<b>225</b>	<b>15,259</b>	<b>165</b>	<b>1,561</b>	<b>1,409</b>	<b>230</b>	<b>59</b>	<b>23</b>	<b>1,957</b>

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# Equality Information Report

## Staff continued

### All staff sexual orientation, transgender identity and gender identity distribution by grade bands: 31 March 2022

Grade band	Sexual Orientation, Transgender Identity and Gender Identity (%)										
	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+
A	5.1	3.4	*	73.5	*	7.5	8.5	*	*	*	12.6
B	4.5	3.6	1.3	76.9	1.0	8.3	4.4	2.8	0.5	*	12.3
C	3.5	3.8	1.0	76.5	1.0	8.4	5.8	1.1	0.3	*	10.0
D	2.0	4.4	1.0	76.3	0.7	7.7	7.9	0.9	0.3	*	8.9
E	1.8	4.6	1.2	77.0	0.7	7.2	7.5	0.5	*	*	8.7
F	1.1	4.6	1.3	80.9	*	6.9	4.8	*	*	*	7.9
SL	*	6.1	*	81.2	*	6.5	*	*	*	*	10.4
Not Allocated	4.5	3.7	1.7	62.7	*	5.8	20.5	1.5	*	*	12.2
<b>Grand Total</b>	<b>2.9</b>	<b>4.1</b>	<b>1.1</b>	<b>76.2</b>	<b>0.8</b>	<b>7.8</b>	<b>7.1</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>9.8</b>

### All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity: 31 March 2022

Category	Total	Sexual Orientation, Transgender Identity and Gender Identity (numbers)										
		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+
Leavers	2,905	126	121	49	2,120	31	264	194	44	10	*	363
Joiners	2,605	163	121	43	1,963	38	269	*	114	*	*	465

### All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity: 31 March 2022

Category	Sexual Orientation, Transgender Identity and Gender Identity (%)										
	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+
Leavers	4.3	4.2	1.7	73.0	1.1	9.1	6.6	1.5	0.3	*	12.5
Joiners	6.3	4.6	1.7	75.4	1.5	10.3	*	4.4	*	*	17.9

### All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving: 31 March 2022

Reason for leaving	Total	Sexual Orientation, Transgender Identity and Gender Identity (numbers)										
		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+
Voluntary	1,536	69	66	24	1,194	19	121	43	24	*	*	199
Redundancy	711	15	25	14	495	*	64	95	*	*	*	60
End FTC	520	42	28	11	356	*	69	*	17	*	*	102
Other Involuntary	59	*	*	*	15	*	*	37	*	*	*	*
Other	79	*	*	*	60	*	*	14	*	*	*	*
<b>Grand Total</b>	<b>2,905</b>	<b>126</b>	<b>121</b>	<b>49</b>	<b>2,120</b>	<b>31</b>	<b>264</b>	<b>194</b>	<b>44</b>	<b>10</b>	<b>*</b>	<b>363</b>

### All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving: 31 March 2022

Reason for leaving	Sexual Orientation, Transgender Identity and Gender Identity (%)										
	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+
Voluntary	4.5	4.3	1.6	77.7	1.2	7.9	2.8	1.6	*	*	13.0
Redundancy	2.1	3.5	2.0	69.6	*	9.0	13.4	*	*	*	8.4
End FTC	8.1	5.4	2.1	68.5	*	13.3	*	3.3	*	*	19.6
Other Involuntary	*	*	*	25.4	*	*	62.7	*	*	*	*
Other	*	*	*	75.9	*	*	17.7	*	*	*	*
<b>Grand Total</b>	<b>4.3</b>	<b>4.2</b>	<b>1.7</b>	<b>73.0</b>	<b>1.1</b>	<b>9.1</b>	<b>6.6</b>	<b>1.5</b>	<b>0.3</b>	<b>*</b>	<b>12.5</b>

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## All staff internal mover distribution by sexual orientation, transgender identity and gender identity: 31 March 2022

Category	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Attachment	1,222	42	68	21	943	*	101	38	*	*	*	145
Promotion	605	17	37	12	464	*	47	23	*	*	*	73
Transfer	1,682	75	77	27	1,304	24	135	40	21	*	*	219
<b>Grand Total</b>	<b>3,509</b>	<b>134</b>	<b>182</b>	<b>60</b>	<b>2,711</b>	<b>38</b>	<b>283</b>	<b>101</b>	<b>30</b>	<b>15</b>	<b>10</b>	<b>437</b>

## All staff internal mover distribution by sexual orientation, transgender identity and gender identity: 31 March 2022

Category	Sexual Orientation, Transgender Identity and Gender Identity (%)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Attachment		3.4	5.6	1.7	77.2	*	8.3	3.1	*	*	*	11.9
Promotion		2.8	6.1	2.0	76.7	*	7.8	3.8	*	*	*	12.1
Transfer		4.5	4.6	1.6	77.5	1.4	8.0	2.4	1.2	*	*	13.0
<b>Grand Total</b>		<b>3.8</b>	<b>5.2</b>	<b>1.7</b>	<b>77.3</b>	<b>1.1</b>	<b>8.1</b>	<b>2.9</b>	<b>0.9</b>	<b>0.4</b>	<b>0.3</b>	<b>12.5</b>

## All staff sexual orientation, transgender identity and gender identity distribution by contract type: 31 March 2022

Contract type	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Continuing	18,523	453	762	198	14,183	145	1,388	1,394	169	55	18	1,681
Fixed Term less than 1 yr	377	33	14	*	264	*	46	10	12	*	*	64
Fixed Term 1 yr +	1,099	85	48	21	800	16	127	*	49	*	*	211
Flexicon	16	*	*	*	12	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>20,015</b>	<b>571</b>	<b>825</b>	<b>225</b>	<b>15,259</b>	<b>165</b>	<b>1,561</b>	<b>1,409</b>	<b>230</b>	<b>59</b>	<b>23</b>	<b>1,957</b>

## All staff sexual orientation, transgender identity and gender identity distribution by contract type: 31 March 2022

Contract type	Sexual Orientation, Transgender Identity and Gender Identity (%)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
Continuing		2.4	4.1	1.1	76.6	0.8	7.5	7.5	0.9	0.3	0.1	9.1
Fixed Term less than 1 yr		8.8	3.7	*	70.0	*	12.2	2.6	3.2	*	*	17.0
Fixed Term 1 yr +		7.7	4.4	1.9	72.8	1.5	11.6	*	4.5	*	*	19.2
Flexicon		*	*	*	75.0	*	*	*	*	*	*	*
<b>Grand Total</b>		<b>2.9</b>	<b>4.1</b>	<b>1.1</b>	<b>76.2</b>	<b>0.8</b>	<b>7.8</b>	<b>7.1</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>9.8</b>

## All staff sexual orientation, transgender identity and gender identity distribution by length of service: 31 March 2022

Length of service (yrs)	Sexual Orientation, Transgender Identity and Gender Identity (numbers)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
<1	2,247	143	99	36	1,708	29	228	*	105	*	*	389
1-<3	2,007	99	86	34	1,601	26	156	*	27	*	*	263
3-<5	2,702	87	113	32	2,186	31	231	22	17	10	*	277
5-<10	4,096	119	200	50	3,302	42	313	70	34	16	*	436
10+	8,963	123	327	73	6,462	37	633	1,308	47	19	*	592
<b>Grand Total</b>	<b>20,015</b>	<b>571</b>	<b>825</b>	<b>225</b>	<b>15,259</b>	<b>165</b>	<b>1,561</b>	<b>1,409</b>	<b>230</b>	<b>59</b>	<b>23</b>	<b>1,957</b>

## All staff sexual orientation, transgender identity and gender identity distribution by length of service: 31 March 2022

Length of service (yrs)	Sexual Orientation, Transgender Identity and Gender Identity (%)											
	Total	Bi/ Bisexual	Gay man	Gay woman/ lesbian	Hetero- sexual/ straight	Other	Prefer not to say	No Data (Sexual Orientation)	Trans- gender	Non- Binary	Other Gender Identity	LGBTQ+
<1		6.4	4.4	1.6	76.0	1.3	10.1	*	4.7	*	*	17.3
1-<3		4.9	4.3	1.7	79.8	1.3	7.8	*	1.3	*	*	13.1
3-<5		3.2	4.2	1.2	80.9	1.1	8.5	0.9	0.6	0.4	*	10.3
5-<10		2.9	4.9	1.2	80.6	1.0	7.6	1.8	0.8	0.4	*	10.6
10+		1.4	3.6	0.8	72.1	0.4	7.1	14.6	0.5	0.2	*	6.6
<b>Grand Total</b>		<b>2.9</b>	<b>4.1</b>	<b>1.1</b>	<b>76.2</b>	<b>0.8</b>	<b>7.8</b>	<b>7.1</b>	<b>1.1</b>	<b>0.3</b>	<b>0.1</b>	<b>9.8</b>

All staff data reflects UK-based employee contracts only. Leadership is defined as Band E and above. Staff can appear in more than one column.

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

# Equality Information Report

## Staff continued

### Religion and Belief

All staff religion and belief distribution: 31 March 2022

Division	Religion and Belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Chief Customer Officer Group	547	123	*	133	*	*	11	*	34	188	40	*
Content	2,685	532	14	766	24	22	50	24	111	917	224	*
Corporate Affairs	205	31	*	66	*	*	*	*	13	74	12	*
Strategy and Performance	31	11	*	*	*	*	*	*	*	10	*	*
Nations	5,291	892	15	1,823	29	23	47	20	173	1,832	431	*
News and Current Affairs	2,840	506	12	704	41	63	85	18	89	1,051	270	*
Operations	4,398	948	25	1,212	153	34	133	65	160	1,317	347	*
<b>UK Public Service</b>	<b>15,997</b>	<b>3,043</b>	<b>71</b>	<b>4,711</b>	<b>256</b>	<b>147</b>	<b>326</b>	<b>135</b>	<b>580</b>	<b>5,389</b>	<b>1,327</b>	<b>12</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	220	*	311	27	25	33	10	47	361	98	*
BBC Studios (TV & Radio Production)	1,301	291	*	305	*	13	15	*	41	496	128	*
<b>BBC Studios</b>	<b>2,444</b>	<b>511</b>	<b>11</b>	<b>616</b>	<b>32</b>	<b>38</b>	<b>48</b>	<b>13</b>	<b>88</b>	<b>857</b>	<b>226</b>	<b>*</b>
World Service Group	1,267	159	29	205	16	*	250	*	51	381	154	11
BBC Studioworks	145	28	*	55	*	*	*	*	*	46	*	*
Children in Need	162	39	*	38	*	*	*	*	*	57	11	*
<b>Other</b>	<b>1,574</b>	<b>226</b>	<b>30</b>	<b>298</b>	<b>19</b>	<b>10</b>	<b>254</b>	<b>*</b>	<b>65</b>	<b>484</b>	<b>171</b>	<b>11</b>
<b>Grand Total</b>	<b>20,015</b>	<b>3,780</b>	<b>112</b>	<b>5,625</b>	<b>307</b>	<b>195</b>	<b>628</b>	<b>154</b>	<b>733</b>	<b>6,730</b>	<b>1,724</b>	<b>27</b>

All staff religion and belief distribution: 31 March 2022

Division	Religion and Belief (%)											
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data	
Chief Customer Officer Group	22.5	*	24.3	*	*	2.0	*	6.2	34.4	7.4	*	
Content	19.8	0.5	28.5	0.9	0.8	1.9	0.9	4.1	34.2	8.4	*	
Corporate Affairs	15.1	*	32.2	*	*	*	*	6.3	36.1	5.8	*	
Strategy and Performance	35.5	*	*	*	*	*	*	*	32.3	*	*	
Nations	16.9	0.3	34.5	0.5	0.4	0.9	0.4	3.3	34.6	8.1	*	
News and Current Affairs	17.8	0.4	24.8	1.4	2.2	3.0	0.6	3.1	37.0	9.7	*	
Operations	21.6	0.6	27.6	3.5	0.8	3.0	1.5	3.6	29.9	7.9	*	
<b>UK Public Service</b>	<b>19.0</b>	<b>0.4</b>	<b>29.4</b>	<b>1.6</b>	<b>0.9</b>	<b>2.0</b>	<b>0.8</b>	<b>3.6</b>	<b>33.7</b>	<b>8.5</b>	<b>0.1</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	19.2	*	27.2	2.4	2.2	2.9	0.9	4.1	31.6	8.5	*	
BBC Studios (TV & Radio Production)	22.4	*	23.4	*	1.0	1.2	*	3.2	38.1	9.8	*	
<b>BBC Studios</b>	<b>20.9</b>	<b>0.5</b>	<b>25.2</b>	<b>1.3</b>	<b>1.6</b>	<b>2.0</b>	<b>0.5</b>	<b>3.6</b>	<b>35.1</b>	<b>9.1</b>	<b>*</b>	
World Service Group	12.5	2.3	16.2	1.3	*	19.7	*	4.0	30.1	12.2	0.9	
BBC Studioworks	19.3	*	37.9	*	*	*	*	*	31.7	*	*	
Children in Need	24.1	*	23.5	*	*	*	*	*	35.2	6.8	*	
<b>Other</b>	<b>14.4</b>	<b>1.9</b>	<b>18.9</b>	<b>1.2</b>	<b>0.6</b>	<b>16.1</b>	<b>*</b>	<b>4.1</b>	<b>30.7</b>	<b>11.0</b>	<b>0.7</b>	
<b>Grand Total</b>	<b>18.9</b>	<b>0.6</b>	<b>28.1</b>	<b>1.5</b>	<b>1.0</b>	<b>3.1</b>	<b>0.8</b>	<b>3.7</b>	<b>33.6</b>	<b>8.6</b>	<b>0.1</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



## Leadership staff religion and belief distribution: 31 March 2022

Division	Religion and Belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Chief Customer Officer Group	96	20	*	26	*	*	*	*	*	35	*	*
Content	441	95	*	134	*	*	*	*	21	125	36	*
Corporate Affairs	76	13	*	22	*	*	*	*	*	23	*	*
Strategy and Performance	16	*	*	*	*	*	*	*	*	*	*	*
Nations	615	117	*	242	*	*	*	*	*	181	54	*
News and Current Affairs	554	93	*	163	10	14	*	*	11	211	39	*
Operations	887	185	*	276	28	*	14	16	26	255	73	*
<b>UK Public Service</b>	<b>2,685</b>	<b>526</b>	<b>13</b>	<b>868</b>	<b>53</b>	<b>36</b>	<b>37</b>	<b>26</b>	<b>70</b>	<b>835</b>	<b>217</b>	<b>*</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	75	*	110	*	*	*	*	15	97	23	*
BBC Studios (TV & Radio Production)	273	65	*	67	*	*	*	*	*	103	26	*
<b>BBC Studios</b>	<b>625</b>	<b>140</b>	<b>*</b>	<b>177</b>	<b>*</b>	<b>14</b>	<b>11</b>	<b>*</b>	<b>19</b>	<b>200</b>	<b>49</b>	<b>*</b>
World Service Group	196	25	*	40	*	*	27	*	10	64	21	*
BBC Studioworks	24	*	*	13	*	*	*	*	*	*	*	*
Children in Need	23	*	*	*	*	*	*	*	*	12	*	*
<b>Other</b>	<b>243</b>	<b>32</b>	<b>*</b>	<b>58</b>	<b>*</b>	<b>*</b>	<b>28</b>	<b>*</b>	<b>12</b>	<b>81</b>	<b>22</b>	<b>*</b>
<b>Grand Total</b>	<b>3,553</b>	<b>698</b>	<b>21</b>	<b>1,103</b>	<b>58</b>	<b>52</b>	<b>76</b>	<b>32</b>	<b>101</b>	<b>1,116</b>	<b>288</b>	<b>*</b>

## Leadership staff religion and belief distribution: 31 March 2022

Division	Religion and Belief (%)											
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data	
Chief Customer Officer Group	20.8	*	27.1	*	*	*	*	*	36.5	*	*	
Content	21.5	*	30.4	*	*	*	*	4.8	28.3	8.2	*	
Corporate Affairs	17.1	*	28.9	*	*	*	*	*	30.3	*	*	
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	
Nations	19.0	*	39.3	*	*	*	*	*	29.4	8.8	*	
News and Current Affairs	16.8	*	29.4	1.8	2.5	*	*	2.0	38.1	7.0	*	
Operations	20.9	*	31.1	3.2	*	1.6	1.8	2.9	28.7	8.2	*	
<b>UK Public Service</b>	<b>19.6</b>	<b>0.5</b>	<b>32.3</b>	<b>2.0</b>	<b>1.3</b>	<b>1.4</b>	<b>1.0</b>	<b>2.6</b>	<b>31.1</b>	<b>8.1</b>	<b>*</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	21.3	*	31.3	*	*	*	*	4.3	27.6	6.4	*	
BBC Studios (TV & Radio Production)	23.8	*	24.5	*	*	*	*	*	37.7	9.5	*	
<b>BBC Studios</b>	<b>22.4</b>	<b>*</b>	<b>28.3</b>	<b>*</b>	<b>2.2</b>	<b>1.8</b>	<b>*</b>	<b>3.0</b>	<b>32.0</b>	<b>7.8</b>	<b>*</b>	
World Service Group	12.8	*	20.4	*	*	13.8	*	5.1	32.7	10.7	*	
BBC Studioworks	*	*	54.2	*	*	*	*	*	*	*	*	
Children in Need	*	*	*	*	*	*	*	*	52.2	*	*	
<b>Other</b>	<b>13.2</b>	<b>*</b>	<b>23.9</b>	<b>*</b>	<b>*</b>	<b>11.5</b>	<b>*</b>	<b>4.9</b>	<b>33.3</b>	<b>9.1</b>	<b>*</b>	
<b>Grand Total</b>	<b>19.6</b>	<b>0.6</b>	<b>31.0</b>	<b>1.6</b>	<b>1.5</b>	<b>2.1</b>	<b>0.9</b>	<b>2.8</b>	<b>31.4</b>	<b>8.1</b>	<b>*</b>	

## All staff religion and belief distribution by job family: 31 March 2022

Job Family	Religion and Belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Commissioning	241	54	*	67	*	*	10	*	16	57	26	*
Programming	9,414	1,718	54	2,619	85	107	364	48	318	3,194	897	10
Sales/Marketing	799	171	*	210	13	*	12	*	40	277	59	*
Support/Admin	4,037	677	24	1,353	89	46	119	74	163	1,191	294	*
Technical/Engineering	5,133	1,125	28	1,294	118	28	123	24	186	1,776	428	*
Not Allocated	391	35	*	82	*	*	*	*	10	235	20	*
<b>Grand Total</b>	<b>20,015</b>	<b>3,780</b>	<b>112</b>	<b>5,625</b>	<b>307</b>	<b>195</b>	<b>628</b>	<b>154</b>	<b>733</b>	<b>6,730</b>	<b>1,724</b>	<b>27</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.

# Equality Information Report

## Staff continued

### All staff religion and belief distribution by job family: 31 March 2022

Job Family	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Commissioning	22.4	*	27.8	*	*	4.1	*	6.6	23.7	10.9	*
Programming	18.2	0.6	27.8	0.9	1.1	3.9	0.5	3.4	33.9	9.5	0.2
Sales/Marketing	21.4	*	26.3	1.6	*	1.5	*	5.0	34.7	7.3	*
Support/Admin	16.8	0.6	33.5	2.2	1.1	2.9	1.8	4.0	29.5	7.3	*
Technical/Engineering	21.9	0.5	25.2	2.3	0.5	2.4	0.5	3.6	34.6	8.3	*
Not Allocated	9.0	*	21.0	*	*	*	*	2.6	60.1	5.1	*
<b>Grand Total</b>	<b>18.9</b>	<b>0.6</b>	<b>28.1</b>	<b>1.5</b>	<b>1.0</b>	<b>3.1</b>	<b>0.8</b>	<b>3.7</b>	<b>33.6</b>	<b>8.6</b>	<b>0.1</b>

### Leadership staff religion and belief distribution by job family 31 March 2022

Job Family	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Commissioning	168	33	*	50	*	*	*	*	11	40	18	*
Programming	1,658	317	*	512	16	24	41	*	35	557	136	*
Sales/Marketing	141	26	*	40	*	*	*	*	*	57	*	*
Support/Admin	1,063	192	*	368	20	13	21	19	32	307	81	*
Technical/Engineering	511	127	*	130	15	*	*	*	19	151	48	*
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>698</b>	<b>21</b>	<b>1,103</b>	<b>58</b>	<b>52</b>	<b>76</b>	<b>32</b>	<b>101</b>	<b>1,116</b>	<b>288</b>	<b>*</b>

### Leadership staff religion and belief distribution by job family: 31 March 2022

Job Family	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Commissioning	19.6	*	29.8	*	*	*	*	6.5	23.8	10.7	*
Programming	19.1	*	30.9	1.0	1.4	2.5	*	2.1	33.6	8.2	*
Sales/Marketing	18.4	*	28.4	*	*	*	*	*	40.4	*	*
Support/Admin	18.1	*	34.6	1.9	1.2	2.0	1.8	3.0	28.9	7.6	*
Technical/Engineering	24.9	*	25.4	2.9	*	*	*	3.7	29.5	9.4	*
Not Allocated	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>19.6</b>	<b>0.6</b>	<b>31.0</b>	<b>1.6</b>	<b>1.5</b>	<b>2.1</b>	<b>0.9</b>	<b>2.8</b>	<b>31.4</b>	<b>8.1</b>	<b>*</b>

### All staff religion and belief distribution by grade bands: 31 March 2022

Grade band	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
A	294	35	*	93	*	*	*	*	14	103	27	*
B	2,232	403	13	676	27	18	65	20	96	716	197	*
C	6,378	1,167	38	1,751	99	50	262	49	243	2,122	590	*
D	6,786	1,354	36	1,822	108	71	195	46	244	2,329	575	*
E	2,223	421	15	665	42	23	51	22	67	729	184	*
F	979	202	*	318	14	18	20	*	27	286	77	*
SL	309	69	*	105	*	*	*	*	*	89	23	*
Not Allocated	814	129	*	195	*	*	23	*	36	356	51	*
<b>Grand Total</b>	<b>20,015</b>	<b>3,780</b>	<b>112</b>	<b>5,625</b>	<b>307</b>	<b>195</b>	<b>628</b>	<b>154</b>	<b>733</b>	<b>6,730</b>	<b>1,724</b>	<b>27</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

## All staff religion and belief distribution by grade bands: 31 March 2022

Grade band	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
A	11.9	*	31.6	*	*	*	*	4.8	35.0	9.2	*
B	18.1	0.6	30.3	1.2	0.8	2.9	0.9	4.3	32.1	8.8	*
C	18.3	0.6	27.5	1.6	0.8	4.1	0.8	3.8	33.3	9.1	*
D	20.0	0.5	26.8	1.6	1.0	2.9	0.7	3.6	34.3	8.5	*
E	18.9	0.7	29.9	1.9	1.0	2.3	1.0	3.0	32.8	8.3	*
F	20.6	*	32.5	1.4	1.8	2.0	*	2.8	29.2	7.9	*
SL	22.3	*	34.0	*	*	*	*	*	28.8	7.6	*
Not Allocated	15.8	*	24.0	*	*	2.8	*	4.4	43.7	6.3	*
<b>Grand Total</b>	<b>18.9</b>	<b>0.6</b>	<b>28.1</b>	<b>1.5</b>	<b>1.0</b>	<b>3.1</b>	<b>0.8</b>	<b>3.7</b>	<b>33.6</b>	<b>8.6</b>	<b>0.1</b>

## All staff leaver and joiner distribution by religion and belief: 31 March 2022

Category	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Leavers	2,905	620	27	671	46	31	87	19	134	943	281	46
Joiners	2,605	553	10	586	54	24	124	26	126	779	316	*

## All staff leaver and joiner distribution by religion and belief: 31 March 2022

Category	Total	Religion and Belief (%)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Leavers	21.3	0.9	23.1	1.6	1.1	3.0	0.7	4.6	32.5	9.7	1.5	
Joiners	21.2	0.4	22.5	2.1	0.9	4.8	1.0	4.8	29.9	12.1	*	

## All staff leaver distribution by religion and belief and reason for leaving: 31 March 2022

Reason for leaving	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Voluntary	1,536	350	16	334	38	19	51	12	70	505	134	*
Redundancy	711	135	*	201	*	*	10	*	29	251	65	*
End FTC	520	117	*	102	*	*	25	*	35	147	76	*
Other Involuntary	59	*	*	*	*	*	*	*	*	10	*	33
Other	79	14	*	29	*	*	*	*	*	30	*	*
<b>Grand Total</b>	<b>2,905</b>	<b>620</b>	<b>27</b>	<b>671</b>	<b>46</b>	<b>31</b>	<b>87</b>	<b>19</b>	<b>134</b>	<b>943</b>	<b>281</b>	<b>46</b>

## All staff leaver distribution by religion and belief and reason for leaving: 31 March 2022

Reason for leaving	Total	Religion and Belief (%)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Voluntary	22.8	1.0	21.7	2.5	1.2	3.3	0.8	4.6	32.9	8.7	*	
Redundancy	19.0	*	28.3	*	*	1.4	*	4.1	35.3	9.1	*	
End FTC	22.5	*	19.6	*	*	4.8	*	6.7	28.3	14.6	*	
Other Involuntary	*	*	*	*	*	*	*	*	16.9	*	55.9	
Other	17.7	*	36.7	*	*	*	*	*	38.0	*	*	
<b>Grand Total</b>	<b>21.3</b>	<b>0.9</b>	<b>23.1</b>	<b>1.6</b>	<b>1.1</b>	<b>3.0</b>	<b>0.7</b>	<b>4.6</b>	<b>32.5</b>	<b>9.7</b>	<b>1.5</b>	

## All staff internal mover distribution by religion and belief: 31 March 2022

Internal move type	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Attachment	1,222	242	*	324	21	17	41	11	38	407	118	*
Promotion	605	149	*	125	*	*	14	*	25	216	57	*
Transfer	1,682	362	*	414	39	20	34	17	66	583	136	*
<b>Grand Total</b>	<b>3,509</b>	<b>753</b>	<b>15</b>	<b>863</b>	<b>67</b>	<b>41</b>	<b>89</b>	<b>33</b>	<b>129</b>	<b>1,206</b>	<b>311</b>	<b>*</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

# Equality Information Report

## Staff continued

### All staff internal mover distribution by religion and belief: 31 March 2022

Internal move type	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Attachment	19.8	*	26.5	1.7	1.4	3.4	0.9	3.1	33.3	9.7	*
Promotion	24.6	*	20.7	*	*	2.3	*	4.1	35.7	9.4	*
Transfer	21.5	*	24.6	2.3	1.2	2.0	1.0	3.9	34.7	8.2	*
<b>Grand Total</b>	<b>21.5</b>	<b>0.4</b>	<b>24.6</b>	<b>1.9</b>	<b>1.2</b>	<b>2.5</b>	<b>0.9</b>	<b>3.7</b>	<b>34.4</b>	<b>8.8</b>	<b>*</b>

### All staff religion and belief distribution by contract type: 31 March 2022

Contract type	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Continuing	18,523	3,449	107	5,287	289	185	582	144	656	6,278	1,530	16
Fixed Term less than 1 yr	377	77	*	90	11	*	10	*	23	110	45	*
Fixed Term 1 yr +	1,099	250	*	245	*	10	36	*	52	337	147	*
Flexicon	16	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>20,015</b>	<b>3,780</b>	<b>112</b>	<b>5,625</b>	<b>307</b>	<b>195</b>	<b>628</b>	<b>154</b>	<b>733</b>	<b>6,730</b>	<b>1,724</b>	<b>27</b>

### All staff religion and belief distribution by contract type: 31 March 2022

Contract type	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Continuing	18.6	0.6	28.5	1.6	1.0	3.1	0.8	3.5	33.9	8.3	0.1
Fixed Term less than 1 yr	20.4	*	23.9	2.9	*	2.7	*	6.1	29.2	11.9	*
Fixed Term 1 yr +	22.7	*	22.3	*	0.9	3.3	*	4.7	30.7	13.4	*
Flexicon	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>18.9</b>	<b>0.6</b>	<b>28.1</b>	<b>1.5</b>	<b>1.0</b>	<b>3.1</b>	<b>0.8</b>	<b>3.7</b>	<b>33.6</b>	<b>8.6</b>	<b>0.1</b>

### All staff religion and belief distribution by length of service: 31 March 2022

Length of service (yrs)	Total	Religion and Belief (numbers)										
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
<1	2,247	482	10	511	51	19	99	23	103	681	264	*
1-<3	2,007	428	13	520	50	25	75	21	92	598	180	*
3-<5	2,702	594	25	672	45	29	90	24	102	843	265	13
5-<10	4,096	824	20	1,152	68	35	158	38	177	1,294	326	*
10+	8,963	1,452	44	2,770	93	87	206	48	259	3,314	689	*
<b>Grand Total</b>	<b>20,015</b>	<b>3,780</b>	<b>112</b>	<b>5,625</b>	<b>307</b>	<b>195</b>	<b>628</b>	<b>154</b>	<b>733</b>	<b>6,730</b>	<b>1,724</b>	<b>27</b>

### All staff religion and belief distribution by length of service: 31 March 2022

Length of service (yrs)	Religion and Belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
<1	21.5	0.4	22.7	2.3	0.8	4.4	1.0	4.6	30.3	11.7	*
1-<3	21.3	0.6	25.9	2.5	1.2	3.7	1.0	4.6	29.8	9.0	*
3-<5	22.0	0.9	24.9	1.7	1.1	3.3	0.9	3.8	31.2	9.8	0.4
5-<10	20.1	0.5	28.1	1.7	0.9	3.9	0.9	4.3	31.6	7.9	*
10+	16.2	0.5	30.9	1.0	1.0	2.3	0.5	2.9	37.0	7.7	*
<b>Grand Total</b>	<b>18.9</b>	<b>0.6</b>	<b>28.1</b>	<b>1.5</b>	<b>1.0</b>	<b>3.1</b>	<b>0.8</b>	<b>3.7</b>	<b>33.6</b>	<b>8.6</b>	<b>0.1</b>

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## Socio-economic background

### All staff socio-economic background (school type) distribution: 31 March 2022

Division	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school - non-selective	A state-run or state-funded school 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 on academic, faith or other ground	Independent or fee-paying school	Other	Prefer Not To Say	No Data
Chief Customer Officer Group	547	283	99	72	51	11	31	51.7	18.1	13.2	9.3	2.0	5.7
Content	2,685	1,249	435	387	126	98	390	46.5	16.2	14.4	4.7	3.6	14.6
Corporate Affairs	205	93	41	37	17	*	10	45.4	20.0	18.0	8.3	*	4.9
Strategy and Performance	31	14	*	*	*	*	*	45.2	*	*	*	*	*
Nations	5,291	2,697	855	461	149	181	948	51.0	16.2	8.7	2.8	3.4	17.9
News and Current Affairs	2,840	1,044	394	395	228	127	652	36.8	13.9	13.9	8.0	4.5	22.9
Operations	4,398	2,231	726	448	499	176	318	50.7	16.5	10.2	11.3	4.0	7.2
<b>UK Public Service</b>	<b>15,997</b>	<b>7,611</b>	<b>2,556</b>	<b>1,808</b>	<b>1,072</b>	<b>600</b>	<b>2,350</b>	<b>47.6</b>	<b>16.0</b>	<b>11.3</b>	<b>6.7</b>	<b>3.8</b>	<b>14.6</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	548	178	180	140	45	52	47.9	15.6	15.7	12.2	3.9	4.7
BBC Studios (TV & Radio Production)	1,301	665	198	209	72	82	75	51.1	15.2	16.1	5.5	6.3	5.8
<b>BBC Studios</b>	<b>2,444</b>	<b>1,213</b>	<b>376</b>	<b>389</b>	<b>212</b>	<b>127</b>	<b>127</b>	<b>49.6</b>	<b>15.4</b>	<b>15.9</b>	<b>8.7</b>	<b>5.2</b>	<b>5.2</b>
World Service Group	1,267	293	88	113	413	52	308	23.1	6.9	8.9	32.6	4.1	24.4
BBC Studioworks	145	70	25	13	12	*	21	48.3	17.2	9.0	8.3	*	14.5
Children in Need	162	96	34	15	*	*	*	59.3	21.0	9.3	*	*	*
<b>Other</b>	<b>1,574</b>	<b>459</b>	<b>147</b>	<b>141</b>	<b>428</b>	<b>62</b>	<b>337</b>	<b>29.2</b>	<b>9.3</b>	<b>9.0</b>	<b>27.2</b>	<b>3.9</b>	<b>21.4</b>
<b>Grand Total</b>	<b>20,015</b>	<b>9,283</b>	<b>3,079</b>	<b>2,338</b>	<b>1,712</b>	<b>789</b>	<b>2,814</b>	<b>46.4</b>	<b>15.4</b>	<b>11.7</b>	<b>8.6</b>	<b>3.9</b>	<b>14.0</b>

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# Equality Information Report

## Staff continued

### Leadership staff socio-economic background (school type) distribution: 31 March 2022

Division	Total	School Type (numbers)						School Type (%)					
		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
Chief Customer Officer Group	96	45	18	20	*	*	*	46.9	18.8	20.8	*	*	*
Content	441	202	76	95	18	13	37	45.8	17.2	21.5	4.1	2.9	8.5
Corporate Affairs Strategy and Performance	76	26	16	21	*	*	*	34.2	21.1	27.6	*	*	*
Nations	16	*	*	*	*	*	*	*	*	*	*	*	*
News and Current Affairs Operations	615	322	107	63	12	17	94	52.4	17.4	10.2	2.0	2.8	15.2
	554	178	66	118	26	19	147	32.1	11.9	21.3	4.7	3.4	26.6
	887	452	153	129	72	32	49	51.0	17.2	14.5	8.1	3.6	5.5
<b>UK Public Service</b>	<b>2,685</b>	<b>1,230</b>	<b>441</b>	<b>449</b>	<b>146</b>	<b>86</b>	<b>333</b>	<b>45.8</b>	<b>16.4</b>	<b>16.7</b>	<b>5.4</b>	<b>3.2</b>	<b>12.5</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	150	51	79	42	11	19	42.6	14.5	22.4	11.9	3.1	5.5
BBC Studios (TV & Radio Production)	273	129	53	62	*	13	11	47.3	19.4	22.7	*	4.8	4.0
<b>BBC Studios</b>	<b>625</b>	<b>279</b>	<b>104</b>	<b>141</b>	<b>47</b>	<b>24</b>	<b>30</b>	<b>44.6</b>	<b>16.6</b>	<b>22.6</b>	<b>7.5</b>	<b>3.8</b>	<b>4.9</b>
World Service Group	196	47	18	32	45	*	49	24.0	9.2	16.3	23.0	*	24.9
BBC Studioworks	24	15	*	*	*	*	*	62.5	*	*	*	*	*
Children in Need	23	17	*	*	*	*	*	73.9	*	*	*	*	*
<b>Other</b>	<b>243</b>	<b>79</b>	<b>27</b>	<b>33</b>	<b>47</b>	<b>*</b>	<b>51</b>	<b>32.5</b>	<b>11.1</b>	<b>13.6</b>	<b>19.3</b>	<b>*</b>	<b>21.0</b>
<b>Grand Total</b>	<b>3,553</b>	<b>1,588</b>	<b>572</b>	<b>623</b>	<b>240</b>	<b>116</b>	<b>414</b>	<b>44.7</b>	<b>16.1</b>	<b>17.5</b>	<b>6.8</b>	<b>3.3</b>	<b>11.6</b>

### All staff socio-economic background (school type) distribution by job family: 31 March 2022

Job Family	Total	School Type (numbers)						School Type (%)					
		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	241	119	39	45	13	10	15	49.4	16.2	18.7	5.4	4.1	6.2
Programming	9,414	4,128	1,359	1,199	723	397	1,608	43.8	14.4	12.7	7.7	4.2	17.2
Sales/Marketing	799	419	138	111	71	20	40	52.4	17.3	13.9	8.9	2.5	5.0
Support/Admin	4,037	2,124	716	500	351	139	207	52.6	17.7	12.4	8.7	3.4	5.2
Technical/Engineering	5,133	2,423	796	436	528	216	734	47.2	15.5	8.5	10.3	4.2	14.3
Not Allocated	391	70	31	47	26	*	210	17.9	7.9	12.0	6.6	*	53.8
<b>Grand Total</b>	<b>20,015</b>	<b>9,283</b>	<b>3,079</b>	<b>2,338</b>	<b>1,712</b>	<b>789</b>	<b>2,814</b>	<b>46.4</b>	<b>15.4</b>	<b>11.7</b>	<b>8.6</b>	<b>3.9</b>	<b>14.0</b>

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**Leadership staff socio-economic background (school type) distribution by job family: 31 March 2022**

Job Family	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data	A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data
Commissioning	168	74	27	36	*	*	13	44.0	16.1	21.4	*	*	7.7
Programming	1,658	688	235	296	88	51	300	41.5	14.2	17.9	5.3	3.1	18.0
Sales/Marketing	141	64	26	28	16	*	*	45.4	18.4	19.9	11.3	*	*
Support/Admin	1,063	490	206	197	80	36	54	46.1	19.4	18.5	7.5	3.4	5.1
Technical/Engineering	511	267	77	64	47	19	37	52.3	15.1	12.5	9.2	3.7	7.2
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>1,588</b>	<b>572</b>	<b>623</b>	<b>240</b>	<b>116</b>	<b>414</b>	<b>44.7</b>	<b>16.1</b>	<b>17.5</b>	<b>6.8</b>	<b>3.3</b>	<b>11.6</b>

**All staff socio-economic background (school type) distribution by grade: 31 March 2022**

Grade Band	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data	A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data
A	294	151	45	15	19	15	49	51.4	15.3	5.1	6.5	5.1	16.6
B	2,232	1,147	336	218	201	102	228	51.4	15.1	9.8	9.0	4.6	10.1
C	6,378	3,015	991	590	613	281	888	47.3	15.5	9.3	9.6	4.4	13.9
D	6,786	3,071	1,033	811	589	255	1,027	45.3	15.2	12.0	8.7	3.8	15.0
E	2,223	985	359	361	156	68	294	44.3	16.1	16.2	7.0	3.1	13.3
F	979	460	164	176	58	36	85	47.0	16.8	18.0	5.9	3.7	8.6
SL	309	135	47	78	23	12	14	43.7	15.2	25.2	7.4	3.9	4.6
Not Allocated	814	319	104	89	53	20	229	39.2	12.8	10.9	6.5	2.5	28.1
<b>Grand Total</b>	<b>20,015</b>	<b>9,283</b>	<b>3,079</b>	<b>2,338</b>	<b>1,712</b>	<b>789</b>	<b>2,814</b>	<b>46.4</b>	<b>15.4</b>	<b>11.7</b>	<b>8.6</b>	<b>3.9</b>	<b>14.0</b>

**All staff leaver and joiner distribution by socio-economic background (school type): 31 March 2022**

Category	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data	A state-run or state-funded school – selective	A state-run or state-funded school – non-selective	Independent or fee-paying school	Other	Prefer not to say	No Data
Leavers	2,905	1,261	471	329	314	171	359	43.4	16.2	11.3	10.8	5.9	12.4
Joiners	2,605	1,528	276	329	334	121	17	58.7	10.6	12.6	12.8	4.6	0.7

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# Equality Information Report

## Staff continued

### All staff leaver distribution by socio-economic background (school type) and reason for leaving: 31 March 2022

Reason for leaving	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective	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	Independent or fee-paying school	Other	Prefer not to say	No Data
Voluntary	1,536	675	262	165	212	91	131	43.9	17.1	10.7	13.8	5.9	8.6
Redundancy	711	268	110	92	46	33	162	37.7	15.5	12.9	6.5	4.6	22.8
End FTC	520	285	71	59	53	45	*	54.8	13.7	11.3	10.2	8.7	*
Other Involuntary	59	*	*	*	*	*	42	*	*	*	*	*	71.1
Other	79	25	25	*	*	*	17	31.6	31.6	*	*	*	21.6
<b>Grand Total</b>	<b>2,905</b>	<b>1,261</b>	<b>471</b>	<b>329</b>	<b>314</b>	<b>171</b>	<b>359</b>	<b>43.4</b>	<b>16.2</b>	<b>11.3</b>	<b>10.8</b>	<b>5.9</b>	<b>12.4</b>

### All staff internal mover distribution by socio-economic background (school type): 31 March 2022

Internal move type	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective	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	Independent or fee-paying school	Other	Prefer not to say	No Data
Attachment	1,222	574	208	151	99	45	145	47.0	17.0	12.4	8.1	3.7	11.8
Promotion	605	292	108	66	63	22	54	48.3	17.9	10.9	10.4	3.6	8.9
Transfer	1,682	834	333	175	141	81	118	49.6	19.8	10.4	8.4	4.8	7.0
<b>Grand Total</b>	<b>3,509</b>	<b>1,700</b>	<b>649</b>	<b>392</b>	<b>303</b>	<b>148</b>	<b>317</b>	<b>48.4</b>	<b>18.5</b>	<b>11.2</b>	<b>8.6</b>	<b>4.2</b>	<b>9.1</b>

### All staff socio-economic background (school type) distribution by contract type: 31 March 2022

Contract type	Total	School Type (numbers)						School Type (%)					
		A state-run or state-funded school – non-selective	A state-run or state-funded school – selective	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	Independent or fee-paying school	Other	Prefer not to say	No Data
Continuing	18,523	8,439	2,901	2,144	1,555	699	2,785	45.6	15.7	11.6	8.4	3.8	14.9
Fixed Term less than 1 yr	377	213	46	44	33	30	11	56.5	12.2	11.7	8.8	8.0	2.8
Fixed Term 1 yr +	1,099	629	130	149	124	60	*	57.2	11.8	13.6	11.3	5.5	*
Flexicon	16	*	*	*	*	*	11	*	*	*	*	*	68.7
<b>Grand Total</b>	<b>20,015</b>	<b>9,283</b>	<b>3,079</b>	<b>2,338</b>	<b>1,712</b>	<b>789</b>	<b>2,814</b>	<b>46.4</b>	<b>15.4</b>	<b>11.7</b>	<b>8.6</b>	<b>3.9</b>	<b>14.0</b>

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## All staff socio-economic background (school type) distribution by length of service: 31 March 2022

Length of service (yrs)	School Type (numbers)							School Type (%)					
	Total	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic, 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
<1	2,247	1,322	237	283	296	100	*	58.8	10.5	12.6	13.2	4.5	*
1-<3	2,007	966	389	226	247	172	*	48.1	19.4	11.3	12.3	8.6	*
3-<5	2,702	1,286	486	304	326	149	151	47.6	18.0	11.3	12.1	5.5	5.5
5-<10	4,096	1,796	595	441	369	93	802	43.8	14.5	10.8	9.0	2.3	19.6
10+	8,963	3,913	1,372	1,084	474	275	1,845	43.7	15.3	12.1	5.3	3.1	20.5
<b>Grand Total</b>	<b>20,015</b>	<b>9,283</b>	<b>3,079</b>	<b>2,338</b>	<b>1,712</b>	<b>789</b>	<b>2,814</b>	<b>46.4</b>	<b>15.4</b>	<b>11.7</b>	<b>8.6</b>	<b>3.9</b>	<b>14.0</b>

## All staff free school meals distribution by division: 31 March 2022

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
Chief Customer Officer Group	547	59	290	20	14	39	125	10.8	53.0	3.7	2.6	7.1	22.8
Content	2,685	196	1,371	102	58	127	831	7.3	51.1	3.8	2.2	4.7	30.9
Corporate Affairs	205	28	113	*	11	*	40	13.7	55.1	*	5.4	*	19.4
Strategy and Performance	31	*	23	*	*	*	*	*	74.2	*	*	*	*
Nations	5,291	414	2,735	143	62	212	1,725	7.8	51.7	2.7	1.2	4.0	32.6
News and Current Affairs	2,840	187	1,268	72	77	85	1,151	6.6	44.6	2.5	2.7	3.0	40.6
Operations	4,398	399	2,375	171	150	208	1,095	9.1	54.0	3.9	3.4	4.7	24.9
<b>UK Public Service</b>	<b>15,997</b>	<b>1,284</b>	<b>8,175</b>	<b>514</b>	<b>372</b>	<b>681</b>	<b>4,971</b>	<b>8.0</b>	<b>51.1</b>	<b>3.2</b>	<b>2.3</b>	<b>4.3</b>	<b>31.1</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	101	597	63	37	58	287	8.8	52.2	5.5	3.2	5.1	25.2
BBC Studios (TV & Radio Production)	1,301	133	530	69	17	90	462	10.2	40.7	5.3	1.3	6.9	35.6
<b>BBC Studios</b>	<b>2,444</b>	<b>234</b>	<b>1,127</b>	<b>132</b>	<b>54</b>	<b>148</b>	<b>749</b>	<b>9.6</b>	<b>46.1</b>	<b>5.4</b>	<b>2.2</b>	<b>6.1</b>	<b>30.6</b>
World Service Group	1,267	80	459	37	86	45	560	6.3	36.2	2.9	6.8	3.6	44.2
BBC Studioworks	145	15	76	*	*	*	48	10.3	52.4	*	*	*	33.1
Children in Need	162	13	78	*	*	13	48	8.0	48.1	*	*	8.0	29.6
<b>Other</b>	<b>1,574</b>	<b>108</b>	<b>613</b>	<b>47</b>	<b>88</b>	<b>62</b>	<b>656</b>	<b>6.9</b>	<b>38.9</b>	<b>3.0</b>	<b>5.6</b>	<b>3.9</b>	<b>41.7</b>
<b>Grand Total</b>	<b>20,015</b>	<b>1,626</b>	<b>9,915</b>	<b>693</b>	<b>514</b>	<b>891</b>	<b>6,376</b>	<b>8.1</b>	<b>49.5</b>	<b>3.5</b>	<b>2.6</b>	<b>4.5</b>	<b>31.8</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

# Equality Information Report

## Staff continued

### Leadership staff free school meals distribution by division: 31 March 2022

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
Chief Customer Officer Group	96	10	64	*	*	*	11	10.4	66.7	*	*	*	11.4
Content	441	36	285	14	11	15	80	8.2	64.6	3.2	2.5	3.4	18.1
Corporate Affairs Strategy and Performance	76	*	48	*	*	*	11	*	63.2	*	*	*	14.5
Nations	16	*	12	*	*	*	*	*	75.0	*	*	*	*
News and Current Affairs	615	56	378	11	*	13	149	9.1	61.5	1.8	*	2.1	24.2
Operations	554	28	290	*	11	11	209	5.1	52.3	*	2.0	2.0	37.7
	887	72	597	25	31	27	135	8.1	67.3	2.8	3.5	3.0	15.2
<b>UK Public Service</b>	<b>2,685</b>	<b>208</b>	<b>1,674</b>	<b>61</b>	<b>70</b>	<b>74</b>	<b>598</b>	<b>7.7</b>	<b>62.3</b>	<b>2.3</b>	<b>2.6</b>	<b>2.8</b>	<b>22.3</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	24	208	13	16	*	86	6.8	59.1	3.7	4.5	*	24.5
BBC Studios (TV & Radio Production)	273	29	153	11	*	*	67	10.6	56.0	4.0	*	*	24.6
<b>BBC Studios</b>	<b>625</b>	<b>53</b>	<b>361</b>	<b>24</b>	<b>22</b>	<b>12</b>	<b>153</b>	<b>8.5</b>	<b>57.8</b>	<b>3.8</b>	<b>3.5</b>	<b>1.9</b>	<b>24.5</b>
World Service Group	196	13	96	*	10	*	70	6.6	49.0	*	5.1	*	35.7
BBC Studioworks	24	*	18	*	*	*	*	*	75.0	*	*	*	*
Children in Need	23	*	13	*	*	*	*	*	56.5	*	*	*	*
<b>Other</b>	<b>243</b>	<b>18</b>	<b>127</b>	<b>*</b>	<b>10</b>	<b>*</b>	<b>78</b>	<b>7.4</b>	<b>52.3</b>	<b>*</b>	<b>4.1</b>	<b>*</b>	<b>32.1</b>
<b>Grand Total</b>	<b>3,553</b>	<b>279</b>	<b>2,162</b>	<b>91</b>	<b>102</b>	<b>90</b>	<b>829</b>	<b>7.9</b>	<b>60.8</b>	<b>2.6</b>	<b>2.9</b>	<b>2.5</b>	<b>23.3</b>

### All staff free school meals distribution by job family: 31 March 2022

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	241	31	143	*	*	*	45	12.9	59.3	*	*	*	18.7
Programming	9,414	718	4,513	284	224	351	3,324	7.6	47.9	3.0	2.4	3.7	35.4
Sales/Marketing	799	69	438	37	19	46	190	8.6	54.8	4.6	2.4	5.8	23.8
Support/Admin	4,037	371	2,176	195	109	278	908	9.2	53.9	4.8	2.7	6.9	22.5
Technical/Engineering	5,133	424	2,538	163	145	207	1,656	8.3	49.4	3.2	2.8	4.0	32.3
Not Allocated	391	13	107	*	10	*	253	3.3	27.4	*	2.6	*	64.6
<b>Grand Total</b>	<b>20,015</b>	<b>1,626</b>	<b>9,915</b>	<b>693</b>	<b>514</b>	<b>891</b>	<b>6,376</b>	<b>8.1</b>	<b>49.5</b>	<b>3.5</b>	<b>2.6</b>	<b>4.5</b>	<b>31.8</b>

### Leadership staff free school meals distribution by job family: 31 March 2022

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	168	24	98	*	*	*	30	14.3	58.3	*	*	*	17.8
Programming	1,658	115	928	38	38	38	501	6.9	56.0	2.3	2.3	2.3	30.2
Sales/Marketing	141	14	95	*	*	*	19	9.9	67.4	*	*	*	13.5
Support/Admin	1,063	82	695	34	33	29	190	7.7	65.4	3.2	3.1	2.7	17.9
Technical/Engineering	511	42	340	11	18	15	85	8.2	66.5	2.2	3.5	2.9	16.7
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>279</b>	<b>2,162</b>	<b>91</b>	<b>102</b>	<b>90</b>	<b>829</b>	<b>7.9</b>	<b>60.8</b>	<b>2.6</b>	<b>2.9</b>	<b>2.5</b>	<b>23.3</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

### All staff free school meals distribution by grade bands: 31 March 2022

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	294	23	108	15	*	17	129	7.8	36.7	5.1	*	5.8	43.9
B	2,232	226	921	116	44	142	783	10.1	41.3	5.2	2.0	6.4	35.0
C	6,378	500	2,967	249	141	301	2,220	7.8	46.5	3.9	2.2	4.7	34.9
D	6,786	572	3,577	186	213	206	2,032	8.4	52.7	2.7	3.1	3.0	30.1
E	2,223	147	1,320	56	62	54	584	6.6	59.4	2.5	2.8	2.4	26.3
F	979	103	609	25	31	27	184	10.5	62.2	2.6	3.2	2.8	18.7
SL	309	28	217	10	*	*	37	9.1	70.2	3.2	*	*	12.0
Not Allocated	814	27	196	36	13	135	407	3.3	24.1	4.4	1.6	16.6	50.0
<b>Grand Total</b>	<b>20,015</b>	<b>1,626</b>	<b>9,915</b>	<b>693</b>	<b>514</b>	<b>891</b>	<b>6,376</b>	<b>8.1</b>	<b>49.5</b>	<b>3.5</b>	<b>2.6</b>	<b>4.5</b>	<b>31.8</b>

### All staff leaver and joiner distribution by free school meals: 31 March 2022

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	2,905	192	1,236	80	92	116	1,189	6.6	42.5	2.8	3.2	4.0	40.9
Joiners	2,605	270	256	338	30	633	1,078	10.4	9.8	13.0	1.2	24.3	41.3

### All staff leaver distribution by free school meals and reason for leaving: 31 March 2022

Reason for leaving	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
Voluntary	1,536	97	750	35	50	57	547	6.3	48.8	2.3	3.3	3.7	35.6
Redundancy	711	53	309	10	23	18	298	7.5	43.5	1.4	3.2	2.5	41.9
End FTC	520	36	121	35	19	40	269	6.9	23.3	6.7	3.7	7.7	51.7
Other Involuntary	59	*	*	*	*	*	49	*	*	*	*	*	83.0
Other	79	*	47	*	*	*	26	*	59.5	*	*	*	32.9
<b>Grand Total</b>	<b>2,905</b>	<b>192</b>	<b>1,236</b>	<b>80</b>	<b>92</b>	<b>116</b>	<b>1,189</b>	<b>6.6</b>	<b>42.5</b>	<b>2.8</b>	<b>3.2</b>	<b>4.0</b>	<b>40.9</b>

### All staff internal mover distribution by free school meals: 31 March 2022

Internal move type	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
Attachment	1,222	103	693	30	37	16	343	8.4	56.7	2.5	3.0	1.3	28.1
Promotion	605	41	329	19	26	11	179	6.8	54.4	3.1	4.3	1.8	29.6
Transfer	1,682	96	919	45	50	47	525	5.7	54.6	2.7	3.0	2.8	31.2
<b>Grand Total</b>	<b>3,509</b>	<b>240</b>	<b>1,941</b>	<b>94</b>	<b>113</b>	<b>74</b>	<b>1,047</b>	<b>6.8</b>	<b>55.3</b>	<b>2.7</b>	<b>3.2</b>	<b>2.1</b>	<b>29.9</b>

### All staff free school meals distribution by contract type: 31 March 2022

Contract type	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
Continuing	18,523	1,476	9,647	526	493	600	5,781	8.0	52.1	2.8	2.7	3.2	31.2
Fixed Term less than 1 yr	377	29	59	49	*	102	135	7.7	15.6	13.0	*	27.1	35.8
Fixed Term 1 yr +	1,099	121	206	118	18	189	447	11.0	18.7	10.7	1.6	17.2	40.8
Flexicon	16	*	*	*	*	*	13	*	*	*	*	*	81.2
<b>Grand Total</b>	<b>20,015</b>	<b>1,626</b>	<b>9,915</b>	<b>693</b>	<b>514</b>	<b>891</b>	<b>6,376</b>	<b>8.1</b>	<b>49.5</b>	<b>3.5</b>	<b>2.6</b>	<b>4.5</b>	<b>31.8</b>

### All staff free school meals distribution by length of service: 31 March 2022

Length of service (yrs)	Free School Meals (numbers)							Free School Meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No Data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No Data
<1	2,247	244	222	305	17	580	879	10.9	9.9	13.6	0.8	25.8	39.0
1-<3	2,007	167	1,041	43	64	31	661	8.3	51.9	2.1	3.2	1.5	33.0
3-<5	2,702	201	1,482	54	82	37	846	7.4	54.8	2.0	3.0	1.4	31.4
5-<10	4,096	310	2,196	94	133	63	1,300	7.6	53.6	2.3	3.2	1.5	31.8
10+	8,963	704	4,974	197	218	180	2,690	7.9	55.5	2.2	2.4	2.0	30.0
<b>Grand Total</b>	<b>20,015</b>	<b>1,626</b>	<b>9,915</b>	<b>693</b>	<b>514</b>	<b>891</b>	<b>6,376</b>	<b>8.1</b>	<b>49.5</b>	<b>3.5</b>	<b>2.6</b>	<b>4.5</b>	<b>31.8</b>

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# Equality Information Report

## Staff continued

### All staff socio-economic background (household occupation) distribution: 31 March 2022

Division	Total	Household Occupation (numbers)						Household Occupation (%)					
		Profes- sional	Inter- mediate	Working Class/ Low Socio- economic	Other	Prefer Not To Say	No Data	Profes- sional	Inter- mediate	Working Class/ Low Socio- economic	Other	Prefer Not To Say	No Data
Chief Customer Officer Group	547	200	176	113	*	25	31	36.6	32.2	20.7	*	4.6	5.5
Content	2,685	930	655	536	33	141	390	34.6	24.4	20.0	1.2	5.3	14.5
Corporate Affairs	205	82	59	43	*	11	10	40.0	28.8	21.0	*	5.4	4.8
Strategy and Performance	31	13	13	*	*	*	*	41.9	41.9	*	*	*	*
Nations	5,291	1,618	1,149	1,227	80	269	948	30.6	21.7	23.2	1.5	5.1	17.9
News and Current Affairs	2,840	920	622	458	28	160	652	32.4	21.9	16.1	1.0	5.6	23.0
Operations	4,398	1,488	1,117	1,122	73	280	318	33.8	25.4	25.5	1.7	6.4	7.2
<b>UK Public Service</b>	<b>15,997</b>	<b>5,251</b>	<b>3,791</b>	<b>3,502</b>	<b>216</b>	<b>887</b>	<b>2,350</b>	<b>32.8</b>	<b>23.7</b>	<b>21.9</b>	<b>1.4</b>	<b>5.5</b>	<b>14.7</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	1,143	413	372	209	15	83	51	36.1	32.5	18.3	1.3	7.3	4.5
BBC Studios (TV & Radio Production)	1,301	481	367	265	*	106	75	37.0	28.2	20.4	*	8.1	5.8
<b>BBC Studios</b>	<b>2,444</b>	<b>894</b>	<b>739</b>	<b>474</b>	<b>22</b>	<b>189</b>	<b>126</b>	<b>36.6</b>	<b>30.2</b>	<b>19.4</b>	<b>0.9</b>	<b>7.7</b>	<b>5.2</b>
World Service Group	1,267	439	234	147	28	111	308	34.6	18.5	11.6	2.2	8.8	24.3
BBC Studioworks	145	33	36	43	*	*	21	22.8	24.8	29.7	*	*	14.5
Children in Need	162	57	56	34	*	*	*	35.2	34.6	21.0	*	*	*
<b>Other</b>	<b>1,574</b>	<b>529</b>	<b>326</b>	<b>224</b>	<b>31</b>	<b>127</b>	<b>337</b>	<b>33.6</b>	<b>20.7</b>	<b>14.2</b>	<b>2.0</b>	<b>8.1</b>	<b>21.4</b>
<b>Grand Total</b>	<b>20,015</b>	<b>6,674</b>	<b>4,856</b>	<b>4,200</b>	<b>269</b>	<b>1,203</b>	<b>2,813</b>	<b>33.3</b>	<b>24.3</b>	<b>21.0</b>	<b>1.3</b>	<b>6.0</b>	<b>14.1</b>

All staff data reflects UK-based employee contracts only Leadership is defined as Band E and above  
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**Leadership staff socio-economic background (household occupation) distribution: 31 March 2022**

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
Chief Customer Officer Group	96	42	32	16	*	*	*	43.8	33.3	16.7	*	*	*
Content	441	168	124	95	*	12	37	38.1	28.1	21.5	*	2.7	8.5
Corporate Affairs	76	34	20	15	*	*	*	44.7	26.3	19.7	*	*	*
Strategy and Performance	16	*	*	*	*	*	*	*	*	*	*	*	*
Nations	615	193	145	146	12	25	94	31.4	23.6	23.7	2.0	4.1	15.2
News and Current Affairs	554	177	124	87	*	18	147	31.9	22.4	15.7	*	3.2	26.6
Operations	887	343	247	201	17	30	49	38.7	27.8	22.7	1.9	3.4	5.5
<b>UK Public Service</b>	<b>2,685</b>	<b>965</b>	<b>698</b>	<b>561</b>	<b>35</b>	<b>93</b>	<b>333</b>	<b>35.9</b>	<b>26.0</b>	<b>20.9</b>	<b>1.3</b>	<b>3.5</b>	<b>12.4</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	352	133	125	58	*	16	18	37.8	35.5	16.5	*	4.5	5.1
BBC Studios (TV & Radio Production)	273	108	89	53	*	12	11	39.6	32.6	19.4	*	4.4	4.0
<b>BBC Studios</b>	<b>625</b>	<b>241</b>	<b>214</b>	<b>111</b>	<b>*</b>	<b>28</b>	<b>29</b>	<b>38.6</b>	<b>34.2</b>	<b>17.8</b>	<b>*</b>	<b>4.5</b>	<b>4.6</b>
World Service Group	196	75	40	17	*	*	49	38.3	20.4	8.7	*	*	24.9
BBC Studioworks	24	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	23	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>243</b>	<b>90</b>	<b>52</b>	<b>31</b>	<b>*</b>	<b>10</b>	<b>51</b>	<b>37.0</b>	<b>21.4</b>	<b>12.8</b>	<b>*</b>	<b>4.1</b>	<b>21.0</b>
<b>Grand Total</b>	<b>3,553</b>	<b>1,296</b>	<b>964</b>	<b>703</b>	<b>46</b>	<b>131</b>	<b>413</b>	<b>36.5</b>	<b>27.1</b>	<b>19.8</b>	<b>1.3</b>	<b>3.7</b>	<b>11.6</b>

**All staff socio-economic background (household occupation) distribution by Job Family: 31 March 2022**

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	241	92	71	47	*	*	15	38.2	29.5	19.5	*	*	6.2
Programming	9,414	3,224	2,132	1,766	120	564	1,608	34.2	22.6	18.8	1.3	6.0	17.1
Sales/Marketing	799	294	266	152	*	40	40	36.8	33.3	19.0	*	5.0	5.0
Support/Admin	4,037	1,321	1,188	1,004	62	256	206	32.7	29.4	24.9	1.5	6.3	5.2
Technical/Engineering	5,133	1,642	1,164	1,205	72	316	734	32.0	22.7	23.5	1.4	6.2	14.2
Not Allocated	391	101	35	26	*	18	210	25.8	9.0	6.6	*	4.6	53.7
<b>Grand Total</b>	<b>20,015</b>	<b>6,674</b>	<b>4,856</b>	<b>4,200</b>	<b>269</b>	<b>1,203</b>	<b>2,813</b>	<b>33.3</b>	<b>24.3</b>	<b>21.0</b>	<b>1.3</b>	<b>6.0</b>	<b>14.1</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

# Equality Information Report

## Staff continued

### Leadership staff socio-economic background (household occupation) distribution by Job Family: 31 March 2022

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	168	61	53	31	*	*	13	36.3	31.5	18.5	*	*	7.7
Programming	1,658	579	383	320	19	57	300	34.9	23.1	19.3	1.1	3.4	18.2
Sales/Marketing	141	54	50	27	*	*	*	38.3	35.5	19.1	*	*	*
Support/Admin	1,063	389	343	221	14	43	53	36.6	32.3	20.8	1.3	4.0	5.0
Technical/Engineering	511	208	133	103	*	21	37	40.7	26.0	20.2	*	4.1	7.2
Not Allocated	12	*	*	*	*	*	*	*	*	*	*	*	*
<b>Grand Total</b>	<b>3,553</b>	<b>1,296</b>	<b>964</b>	<b>703</b>	<b>46</b>	<b>131</b>	<b>413</b>	<b>36.5</b>	<b>27.1</b>	<b>19.8</b>	<b>1.3</b>	<b>3.7</b>	<b>11.6</b>

### All staff socio-economic background (household occupation) distribution by Job Family: 31 March 2022

Grade Band	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
A	294	70	63	76	*	33	49	23.8	21.4	25.9	*	11.2	16.7
B	2,232	660	570	536	31	206	229	29.6	25.5	24.0	1.4	9.2	10.3
C	6,378	2,128	1,465	1,381	82	435	887	33.4	23.0	21.7	1.3	6.8	13.8
D	6,786	2,281	1,643	1,385	102	348	1,027	33.6	24.2	20.4	1.5	5.1	15.2
E	2,223	791	593	437	27	82	293	35.6	26.7	19.7	1.2	3.7	13.1
F	979	372	269	195	17	41	85	38.0	27.5	19.9	1.7	4.2	8.7
SL	309	119	100	67	*	*	14	38.5	32.4	21.7	*	*	4.5
Not Allocated	814	253	153	123	*	50	229	31.1	18.8	15.1	*	6.1	28.2
<b>Grand Total</b>	<b>20,015</b>	<b>6,674</b>	<b>4,856</b>	<b>4,200</b>	<b>269</b>	<b>1,203</b>	<b>2,813</b>	<b>33.3</b>	<b>24.3</b>	<b>21.0</b>	<b>1.3</b>	<b>6.0</b>	<b>14.1</b>

### All staff leaver and joiner distribution by socio-economic background (household occupation): 31 March 2022

Category	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
Leavers	2,905	980	756	531	30	248	360	33.7	26.0	18.3	1.0	8.5	12.5
Joiners	2,605	1,056	640	624	10	259	16	40.5	24.6	24.0	0.4	9.9	0.6

### All staff leaver distribution by socio-economic background (household occupation) and reason for leaving: 31 March 2022

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	1,536	545	433	272	17	137	132	35.5	28.2	17.7	1.1	8.9	8.6
Redundancy	711	201	165	134	11	38	162	28.3	23.2	18.8	1.5	5.3	22.9
End FTC	520	206	131	107	*	68	*	39.6	25.2	20.6	*	13.1	*
Other Involuntary	59	*	*	*	*	*	42	*	*	*	*	*	71.1
Other	79	24	20	14	*	*	17	30.4	25.3	17.7	*	*	21.5
<b>Grand Total</b>	<b>2,905</b>	<b>980</b>	<b>756</b>	<b>531</b>	<b>30</b>	<b>248</b>	<b>360</b>	<b>33.7</b>	<b>26.0</b>	<b>18.3</b>	<b>1.0</b>	<b>8.5</b>	<b>12.5</b>

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### All staff internal mover distribution by socio-economic background (household occupation): 31 March 2022

Internal move type	Household Occupation (numbers)							Household Occupation (%)						
	Total	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	
Attachment	1,222	441	333	222	16	65	145	36.1	27.3	18.2	1.3	5.3	11.8	
Promotion	605	241	166	102	19	23	54	39.8	27.4	16.9	3.1	3.8	9.0	
Transfer	1,682	632	425	372	19	117	117	37.6	25.3	22.1	1.1	7.0	6.9	
<b>Grand Total</b>	<b>3,509</b>	<b>1,314</b>	<b>924</b>	<b>696</b>	<b>54</b>	<b>205</b>	<b>316</b>	<b>37.4</b>	<b>26.3</b>	<b>19.8</b>	<b>1.5</b>	<b>5.8</b>	<b>9.2</b>	

### All staff socio-economic background (household occupation) distribution by contract type: 31 March 2022

Contract type	Household Occupation (numbers)							Household Occupation (%)						
	Total	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	
Continuing	18,523	6,092	4,477	3,853	266	1,051	2,784	32.9	24.2	20.8	1.4	5.7	15.0	
Fixed Term less than 1 yr	377	129	112	87	*	37	11	34.2	29.7	23.1	*	9.8	2.9	
Fixed Term 1 yr +	1,099	452	265	258	*	115	*	41.1	24.1	23.5	*	10.5	*	
Flexicon	16	*	*	*	*	*	11	*	*	*	*	*	68.7	
<b>Grand Total</b>	<b>20,015</b>	<b>6,674</b>	<b>4,856</b>	<b>4,200</b>	<b>269</b>	<b>1,203</b>	<b>2,813</b>	<b>33.3</b>	<b>24.3</b>	<b>21.0</b>	<b>1.3</b>	<b>6.0</b>	<b>14.1</b>	

### All staff socio-economic background (household occupation) distribution by length of service: 31 March 2022

Length of service (yrs)	Household Occupation (numbers)							Household Occupation (%)						
	Total	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	Profes-sional	Inter-mediate	Working Class/ Low Socio-economic	Other	Prefer not to say	No Data	
<1	2,247	900	561	550	*	220	*	40.1	25.0	24.5	*	9.8	*	
1-<3	2,007	778	564	389	34	235	*	38.8	28.1	19.4	1.7	11.7	*	
3-<5	2,702	1,006	684	589	38	234	151	37.2	25.3	21.8	1.4	8.7	5.6	
5-<10	4,096	1,291	1,009	785	61	148	802	31.5	24.6	19.2	1.5	3.6	19.6	
10+	8,963	2,699	2,038	1,887	128	366	1,845	30.1	22.7	21.1	1.4	4.1	20.6	
<b>Grand Total</b>	<b>20,015</b>	<b>6,674</b>	<b>4,856</b>	<b>4,200</b>	<b>269</b>	<b>1,203</b>	<b>2,813</b>	<b>33.3</b>	<b>24.3</b>	<b>21.0</b>	<b>1.3</b>	<b>6.0</b>	<b>14.1</b>	

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# Equality Information Report

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

### Freelance age distribution by division: 31 March 2022

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+
Chief Customer Officer Group	378	*	59	138	102	54	25	*	15.6	36.5	27.0	14.3	6.6
Content	2,982	20	865	764	624	443	266	0.7	29.0	25.6	20.9	14.9	8.9
Corporate Affairs	35	*	*	*	*	*	*	*	*	*	*	*	*
Strategy and Performance	2	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	28	778	542	564	539	450	1.0	26.8	18.7	19.4	18.6	15.5
News and Current Affairs	1,061	*	243	289	232	198	98	*	22.9	27.2	21.9	18.7	9.2
Operations	225	*	24	25	50	76	48	*	10.7	11.1	22.2	33.8	21.3
<b>UK Public Service</b>	<b>7,584</b>	<b>51</b>	<b>1,973</b>	<b>1,763</b>	<b>1,582</b>	<b>1,317</b>	<b>898</b>	<b>0.7</b>	<b>26.0</b>	<b>23.2</b>	<b>20.9</b>	<b>17.4</b>	<b>11.8</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	*	83	115	132	66	15	*	20.0	27.8	31.9	15.9	3.7
BBC Studios (TV & Radio Production)	7,075	36	1,843	1,860	1,569	1,228	539	0.5	26.0	26.3	22.2	17.4	7.6
<b>BBC Studios</b>	<b>7,489</b>	<b>39</b>	<b>1,926</b>	<b>1,975</b>	<b>1,701</b>	<b>1,294</b>	<b>554</b>	<b>0.5</b>	<b>25.7</b>	<b>26.4</b>	<b>22.7</b>	<b>17.3</b>	<b>7.4</b>
World Service Group	492	*	75	146	120	88	63	*	15.2	29.7	24.4	17.9	12.8
BBC Studioworks	275	*	47	49	71	58	50	*	17.1	17.8	25.8	21.1	18.2
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>*</b>	<b>124</b>	<b>198</b>	<b>197</b>	<b>147</b>	<b>114</b>	<b>*</b>	<b>15.9</b>	<b>25.4</b>	<b>25.3</b>	<b>18.8</b>	<b>14.6</b>
<b>Grand Total</b>	<b>15,853</b>	<b>90</b>	<b>4,023</b>	<b>3,936</b>	<b>3,480</b>	<b>2,758</b>	<b>1,566</b>	<b>0.6</b>	<b>25.4</b>	<b>24.8</b>	<b>22.0</b>	<b>17.4</b>	<b>9.8</b>

### Freelance disability distribution by division: 31 March 2022

Division	Total	Disability (numbers)				Disability (%)			
		Disabled	Not Disabled	Prefer not to say	No Data	Disabled	Not Disabled	Prefer not to say	No Data
Chief Customer Officer Group	378	19	248	13	98	5.0	65.6	3.4	26.0
Content	2,982	228	1,829	134	791	7.6	61.3	4.5	26.6
Corporate Affairs	35	*	20	*	11	*	57.1	*	31.5
Strategy and Performance	*	*	*	*	*	*	*	*	*
Nations	2,901	203	1,869	88	741	7.0	64.4	3.0	25.6
News and Current Affairs	1,061	69	621	67	304	6.5	58.5	6.3	28.7
Operations	225	*	116	*	83	*	52	*	36.9
<b>UK Public Service</b>	<b>7,584</b>	<b>535</b>	<b>4,704</b>	<b>316</b>	<b>2,029</b>	<b>7.1</b>	<b>62.0</b>	<b>4.2</b>	<b>26.7</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	27	284	20	83	6.5	68.6	4.8	20.1
BBC Studios (TV & Radio Production)	7,075	432	3,879	287	2,477	6.1	54.8	4.1	35.0
<b>BBC Studios</b>	<b>7,489</b>	<b>459</b>	<b>4,163</b>	<b>307</b>	<b>2,560</b>	<b>6.1</b>	<b>55.6</b>	<b>4.1</b>	<b>34.2</b>
World Service Group	492	22	346	17	107	4.5	70.3	3.5	21.7
BBC Studioworks	275	11	120	*	137	4.0	43.6	*	49.8
Children in Need	13	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>33</b>	<b>476</b>	<b>24</b>	<b>247</b>	<b>4.2</b>	<b>61.0</b>	<b>3.1</b>	<b>31.7</b>
<b>Grand Total</b>	<b>15,853</b>	<b>1,027</b>	<b>9,343</b>	<b>647</b>	<b>4,836</b>	<b>6.5</b>	<b>58.9</b>	<b>4.1</b>	<b>30.5</b>

UK-based freelancers

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



## Freelance ethnicity distribution by division (numbers): 31 March 2022

Division	Total	Ethnicity band (numbers)									Ethnicity band (%)								
		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	Other B.A.M.E	Asian	Black	Mixed Ethnicity	Other B.A.M.E	White British	Other White Back-ground	Prefer Not To Say	No Data
Chief Customer Officer Group	378	42	11	16	12	*	205	28	10	93	111	2.9	4.2	3.2	*	54.2	7.4	2.6	24.7
Content	2,982	380	125	130	101	24	1,637	134	98	733	12.7	4.2	4.4	3.4	0.8	54.9	4.5	3.3	24.5
Corporate Affairs	35	*	*	*	*	*	21	*	*	11	*	*	*	*	*	60.0	*	*	31.3
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	217	72	65	68	12	1,708	213	60	703	7.5	2.5	2.2	2.3	0.4	58.9	7.3	2.1	24.3
News and Current Affairs	1,061	156	55	42	37	22	502	73	45	285	14.7	5.2	4.0	3.5	2.1	47.3	6.9	4.2	26.8
<b>Operations</b>	<b>225</b>	<b>21</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>106</b>	<b>*</b>	<b>*</b>	<b>81</b>	<b>9.3</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>47.1</b>	<b>*</b>	<b>*</b>	<b>36</b>
UK Public Service	7,584	818	273	260	223	62	4,180	458	221	1,907	10.8	3.6	3.4	2.9	0.8	55.1	6.0	2.9	25.3
BBC Studios (Sales & Distribution, Branded Services & Management)	414	57	17	19	11	10	240	28	12	77	13.8	4.1	4.6	2.7	2.4	58.0	6.8	2.9	18.5
BBC Studios (TV & Radio Production)	7,075	590	129	185	233	43	3,530	370	211	2,374	8.3	1.8	2.6	3.3	0.6	49.9	5.2	3.0	33.6
<b>BBC Studios</b>	<b>7,489</b>	<b>647</b>	<b>146</b>	<b>204</b>	<b>244</b>	<b>53</b>	<b>3,770</b>	<b>398</b>	<b>223</b>	<b>2,451</b>	<b>8.6</b>	<b>1.9</b>	<b>2.7</b>	<b>3.3</b>	<b>0.7</b>	<b>50.3</b>	<b>5.3</b>	<b>3.0</b>	<b>32.8</b>
World Service Group	492	189	47	53	22	67	143	36	22	102	38.4	9.6	10.8	4.5	13.6	29.1	7.3	4.5	20.7
BBC Studioworks	275	23	*	*	*	*	103	*	*	134	8.4	*	*	*	*	37.5	*	*	48.7
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>213</b>	<b>49</b>	<b>63</b>	<b>30</b>	<b>71</b>	<b>255</b>	<b>44</b>	<b>29</b>	<b>239</b>	<b>27.3</b>	<b>6.3</b>	<b>8.1</b>	<b>3.8</b>	<b>9.1</b>	<b>32.7</b>	<b>5.6</b>	<b>3.7</b>	<b>30.7</b>
<b>Grand Total</b>	<b>15,853</b>	<b>1,678</b>	<b>468</b>	<b>527</b>	<b>497</b>	<b>186</b>	<b>8,205</b>	<b>900</b>	<b>473</b>	<b>4,597</b>	<b>10.6</b>	<b>3.0</b>	<b>3.3</b>	<b>3.1</b>	<b>1.2</b>	<b>51.8</b>	<b>5.7</b>	<b>3.0</b>	<b>28.9</b>

## Freelance gender distribution by division: 31 March 2022

Division	Gender (numbers)			Gender (%)	
	Total	Female	Male	Female	Male
Chief Customer Officer Group	378	160	218	42.3	57.7
Content	2,982	1,443	1,539	48.4	51.6
Corporate Affairs	35	17	18	48.6	51.4
Strategy and Performance	*	*	*	*	*
Nations	2,901	1,166	1,735	40.2	59.8
News and Current Affairs	1,061	516	545	48.6	51.4
Operations	225	115	110	51.1	48.9
<b>UK Public Service</b>	<b>7,584</b>	<b>3,418</b>	<b>4,166</b>	<b>45.1</b>	<b>54.9</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	157	257	37.9	62.1
BBC Studios (TV & Radio Production)	7,075	3,142	3,933	44.4	55.6
<b>BBC Studios</b>	<b>7,489</b>	<b>3,299</b>	<b>4,190</b>	<b>44.1</b>	<b>55.9</b>
World Service Group	492	242	250	49.2	50.8
BBC Studioworks	275	62	213	22.5	77.5
Children in Need	13	10	*	76.9	*
<b>Other</b>	<b>780</b>	<b>314</b>	<b>466</b>	<b>40.3</b>	<b>59.7</b>
<b>Grand Total</b>	<b>15,853</b>	<b>7,031</b>	<b>8,822</b>	<b>44.4</b>	<b>55.6</b>

UK-based freelancers

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

# Equality Information Report

## Freelance continued

### Freelance sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

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	Trans-gender	Non-Binary	Other Gender Identity	LGBTQ+
Chief Customer Officer Group	378	*	18	*	202	26	28	94	*	*	*	62
Content	2,982	107	79	44	1,545	189	272	746	41	*	*	484
Corporate Affairs	35	*	*	*	17	*	*	11	*	*	*	*
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	106	78	24	1,608	137	212	736	41	*	*	393
News and Current Affairs	1,061	45	31	*	491	55	133	297	12	*	*	159
Operations	225	*	*	*	87	22	23	82	*	*	*	36
<b>UK Public Service</b>	<b>7,584</b>	<b>267</b>	<b>215</b>	<b>85</b>	<b>3,950</b>	<b>430</b>	<b>670</b>	<b>1,967</b>	<b>102</b>	<b>*</b>	<b>*</b>	<b>1,141</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	18	18	*	231	24	36	78	*	*	*	79
BBC Studios (TV & Radio Production)	7,075	291	211	93	3,132	309	645	2,394	73	*	*	1,030
<b>BBC Studios</b>	<b>7,489</b>	<b>309</b>	<b>229</b>	<b>102</b>	<b>3,363</b>	<b>333</b>	<b>681</b>	<b>2,472</b>	<b>79</b>	<b>*</b>	<b>*</b>	<b>1,109</b>
World Service Group	492	19	*	*	262	37	55	109	10	*	*	78
BBC Studioworks	275	*	*	*	114	*	17	137	*	*	*	10
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>23</b>	<b>*</b>	<b>*</b>	<b>381</b>	<b>40</b>	<b>74</b>	<b>249</b>	<b>12</b>	<b>*</b>	<b>*</b>	<b>91</b>
<b>Grand Total</b>	<b>15,853</b>	<b>599</b>	<b>451</b>	<b>193</b>	<b>7,694</b>	<b>803</b>	<b>1,425</b>	<b>4,688</b>	<b>193</b>	<b>17</b>	<b>11</b>	<b>2,341</b>

### Freelance sexual orientation, transgender identity and gender identity distribution by division: 31 March 2022

Division	Sexual Orientation and Gender Identity (%)											
	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+	
Chief Customer Officer Group	*	4.8	*	53.4	6.9	7.4	24.9	*	*	*	16.4	
Content	3.6	2.6	1.5	51.8	6.3	9.1	25.1	1.4	*	*	16.2	
Corporate Affairs	*	*	*	48.6	*	*	31.3	*	*	*	*	
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	
Nations	3.7	2.7	0.8	55.4	4.7	7.3	25.4	1.4	*	*	13.5	
News and Current Affairs	4.2	2.9	*	46.3	5.2	12.5	28.1	1.1	*	*	15.0	
Operations	*	*	*	38.7	9.8	10.2	36.4	*	*	*	16.0	
<b>UK Public Service</b>	<b>3.5</b>	<b>2.8</b>	<b>1.1</b>	<b>52.1</b>	<b>5.7</b>	<b>8.8</b>	<b>26.0</b>	<b>1.3</b>	<b>*</b>	<b>*</b>	<b>15.0</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	4.3	4.3	*	55.8	5.8	8.7	18.9	*	*	*	19.1	
BBC Studios (TV & Radio Production)	4.1	3.0	1.3	44.3	4.4	9.1	33.8	1.0	*	*	14.6	
<b>BBC Studios</b>	<b>4.1</b>	<b>3.1</b>	<b>1.4</b>	<b>44.9</b>	<b>4.4</b>	<b>9.1</b>	<b>33.0</b>	<b>1.1</b>	<b>*</b>	<b>*</b>	<b>14.8</b>	
World Service Group	3.9	*	*	53.3	7.5	11.2	22.2	2.0	*	*	15.9	
BBC Studioworks	*	*	*	41.5	*	6.2	49.8	*	*	*	3.6	
Children in Need	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>2.9</b>	<b>*</b>	<b>*</b>	<b>48.8</b>	<b>5.1</b>	<b>9.5</b>	<b>32.0</b>	<b>1.5</b>	<b>*</b>	<b>*</b>	<b>11.7</b>	
<b>Grand Total</b>	<b>3.8</b>	<b>2.8</b>	<b>1.2</b>	<b>48.5</b>	<b>5.1</b>	<b>9.0</b>	<b>29.6</b>	<b>1.2</b>	<b>0.1</b>	<b>0.1</b>	<b>14.8</b>	

UK-based freelancers

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

## Freelance religion and belief distribution: 31 March 2022

Division	Religion and Belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data
Chief Customer Officer Group	378	65	*	54	*	*	*	*	21	98	38	93
Content	2,982	450	16	483	21	26	42	24	195	678	308	739
Corporate Affairs	35	*	*	*	*	*	*	*	*	*	*	11
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	378	13	676	11	12	28	10	166	660	242	705
News and Current Affairs	1,061	147	*	158	11	17	28	*	67	208	128	286
<b>Operations</b>	<b>225</b>	<b>11</b>	<b>*</b>	<b>46</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>18</b>	<b>35</b>	<b>29</b>	<b>81</b>
UK Public Service	7,584	1,054	42	1,426	46	55	103	40	468	1,686	748	1,916
BBC Studios (Sales & Distribution, Branded Services & Management)	414	76	*	57	*	*	*	*	30	120	40	77
BBC Studios (TV & Radio Production)	7,075	1,014	38	883	19	66	39	21	340	1,593	684	2,378
<b>BBC Studios</b>	<b>7,489</b>	<b>1,090</b>	<b>41</b>	<b>940</b>	<b>21</b>	<b>70</b>	<b>43</b>	<b>22</b>	<b>370</b>	<b>1,713</b>	<b>724</b>	<b>2,455</b>
World Service Group	492	50	*	64	*	*	63	*	37	96	62	103
BBC Studioworks	275	29	*	43	*	*	*	*	*	47	13	136
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>82</b>	<b>*</b>	<b>110</b>	<b>*</b>	<b>*</b>	<b>64</b>	<b>*</b>	<b>44</b>	<b>144</b>	<b>76</b>	<b>242</b>
<b>Grand Total</b>	<b>15,853</b>	<b>2,226</b>	<b>89</b>	<b>2,476</b>	<b>71</b>	<b>133</b>	<b>210</b>	<b>62</b>	<b>882</b>	<b>3,543</b>	<b>1,548</b>	<b>4,613</b>

## Freelance staff religion and belief distribution: 31 March 2022

Division	Religion and Belief (%)											
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No Data	
Chief Customer Officer Group	17.2	*	14.3	*	*	*	*	5.6	25.9	10.1	24.4	
Content	15.1	0.5	16.2	0.7	0.9	1.4	0.8	6.5	22.7	10.3	24.9	
Corporate Affairs	*	*	*	*	*	*	*	*	*	*	31.3	
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	
Nations	13.0	0.4	23.3	0.4	0.4	1.0	0.3	5.7	22.8	8.3	24.4	
News and Current Affairs	13.9	*	14.9	1.0	1.6	2.6	*	6.3	19.6	12.1	26.9	
Operations	4.9	*	20.4	*	*	*	*	8.0	15.6	12.9	36.0	
<b>UK Public Service</b>	<b>13.9</b>	<b>0.6</b>	<b>18.8</b>	<b>0.6</b>	<b>0.7</b>	<b>1.4</b>	<b>0.5</b>	<b>6.2</b>	<b>22.2</b>	<b>9.9</b>	<b>25.2</b>	
BBC Studios (Sales & Distribution, Branded Services & Management)	18.4	*	13.8	*	*	*	*	7.2	29.0	9.7	18.5	
BBC Studios (TV & Radio Production)	14.3	0.5	12.5	0.3	0.9	0.6	0.3	4.8	22.5	9.7	33.6	
<b>BBC Studios</b>	<b>14.6</b>	<b>0.5</b>	<b>12.6</b>	<b>0.3</b>	<b>0.9</b>	<b>0.6</b>	<b>0.3</b>	<b>4.9</b>	<b>22.9</b>	<b>9.7</b>	<b>32.7</b>	
World Service Group	10.2	*	13.0	*	*	12.8	*	7.5	19.5	12.6	20.9	
BBC Studioworks	10.5	*	15.6	*	*	*	*	*	17.1	4.7	49.5	
Children in Need	*	*	*	*	*	*	*	*	*	*	*	
<b>Other</b>	<b>10.5</b>	<b>*</b>	<b>14.1</b>	<b>*</b>	<b>*</b>	<b>8.2</b>	<b>*</b>	<b>5.6</b>	<b>18.5</b>	<b>9.7</b>	<b>31.1</b>	
<b>Grand Total</b>	<b>14.0</b>	<b>0.6</b>	<b>15.6</b>	<b>0.4</b>	<b>0.8</b>	<b>1.3</b>	<b>0.4</b>	<b>5.6</b>	<b>22.3</b>	<b>9.8</b>	<b>29.2</b>	

UK-based freelancers

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

# Equality Information Report

## Freelance continued

### Freelance socio-economic background (school type) distribution: 31 March 2022

Division	Total	School Type (numbers)						School Type (%)					
		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
Chief Customer Officer Group	378	180	23	25	32	24	94	47.6	6.1	6.6	8.5	6.3	24.9
Content	2,982	1,519	126	282	108	185	762	50.9	4.2	9.5	3.6	6.2	25.6
Corporate Affairs Strategy and Performance	35	17	*	*	*	*	11	48.6	*	*	*	*	31.4
Nations	2,901	1,471	224	179	116	132	779	50.7	7.7	6.2	4.0	4.6	26.8
News and Current Affairs Operations	1,061	398	57	134	93	64	315	37.5	5.4	12.6	8.8	6.0	29.7
	225	86	12	16	*	20	84	38.2	5.3	7.1	*	8.9	37.3
<b>UK Public Service</b>	<b>7,584</b>	<b>3,671</b>	<b>444</b>	<b>639</b>	<b>356</b>	<b>428</b>	<b>2,046</b>	<b>48.4</b>	<b>5.9</b>	<b>8.4</b>	<b>4.7</b>	<b>5.6</b>	<b>27.0</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	209	12	57	34	22	80	50.5	2.9	13.8	8.2	5.3	19.3
BBC Studios (TV & Radio Production)	7,075	3,054	223	597	338	445	2,418	43.2	3.2	8.4	4.8	6.3	34.1
<b>BBC Studios</b>	<b>7,489</b>	<b>3,263</b>	<b>235</b>	<b>654</b>	<b>372</b>	<b>467</b>	<b>2,498</b>	<b>43.6</b>	<b>3.1</b>	<b>8.7</b>	<b>5.0</b>	<b>6.2</b>	<b>33.4</b>
World Service Group	492	135	22	50	139	35	111	27.4	4.5	10.2	28.3	7.1	22.6
BBC Studioworks	275	89	11	15	10	14	136	32.4	4.0	5.5	3.6	5.1	49.5
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>231</b>	<b>36</b>	<b>65</b>	<b>149</b>	<b>49</b>	<b>250</b>	<b>29.6</b>	<b>4.6</b>	<b>8.3</b>	<b>19.1</b>	<b>6.3</b>	<b>32.1</b>
<b>Grand Total</b>	<b>15,853</b>	<b>7,165</b>	<b>715</b>	<b>1,358</b>	<b>877</b>	<b>944</b>	<b>4,794</b>	<b>45.2</b>	<b>4.5</b>	<b>8.6</b>	<b>5.5</b>	<b>6.0</b>	<b>30.2</b>

UK-based freelancers

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

**Freelance socio-economic background (free school meals) distribution: 31 March 2022**

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
Chief Customer Officer Group	378	*	*	*	*	*	368	*	*	*	*	*	97.4
Content	2,982	13	58	19	*	24	2,866	0.4	1.9	0.6	*	0.8	96.2
Corporate Affairs	35	*	*	*	*	*	34	*	*	*	*	*	97.1
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	25	71	32	*	50	2,719	0.9	2.4	1.1	*	1.7	93.8
News and Current Affairs	1,061	10	25	15	*	15	993	0.9	2.4	1.4	*	1.4	93.6
Operations	225	*	*	*	*	*	214	*	*	*	*	*	95.1
<b>UK Public Service</b>	<b>7,584</b>	<b>54</b>	<b>165</b>	<b>68</b>	<b>10</b>	<b>91</b>	<b>7,196</b>	<b>0.7</b>	<b>2.2</b>	<b>0.9</b>	<b>0.1</b>	<b>1.2</b>	<b>94.9</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	*	*	*	*	*	394	*	*	*	*	*	95.1
BBC Studios (TV & Radio Production)	7,075	31	66	26	*	35	6,914	0.4	0.9	0.4	*	0.5	97.8
<b>BBC Studios</b>	<b>7,489</b>	<b>35</b>	<b>75</b>	<b>31</b>	<b>*</b>	<b>37</b>	<b>7,308</b>	<b>0.5</b>	<b>1.0</b>	<b>0.4</b>	<b>*</b>	<b>0.5</b>	<b>97.6</b>
World Service Group	492	*	15	11	*	14	443	*	3.0	2.2	*	2.8	90.0
BBC Studioworks	275	*	*	*	*	*	273	*	*	*	*	*	99.3
Children in Need	13	*	*	*	*	*	12	*	*	*	*	*	92.3
<b>Other</b>	<b>780</b>	<b>*</b>	<b>17</b>	<b>11</b>	<b>*</b>	<b>15</b>	<b>728</b>	<b>*</b>	<b>2.2</b>	<b>1.4</b>	<b>*</b>	<b>1.9</b>	<b>93.4</b>
<b>Grand Total</b>	<b>15,853</b>	<b>94</b>	<b>257</b>	<b>110</b>	<b>17</b>	<b>143</b>	<b>15,232</b>	<b>0.6</b>	<b>1.6</b>	<b>0.7</b>	<b>0.1</b>	<b>0.9</b>	<b>96.1</b>

UK-based freelancers

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

# Equality Information Report

## Freelance continued

### Freelance socio-economic background (household occupation) distribution: 31 March 2022

Division	Total	Household Occupation (numbers)						Household Occupation (%)					
		Profes- sional	Interme- diate	Working Class/ Low Socio- economic	Other	Prefer Not To Say	No Data	Profes- sional	Interme- diate	Working Class/ Low Socio- economic	Other	Prefer Not To Say	No Data
Chief Customer Officer Group	378	124	45	69	*	45	94	32.8	11.9	18.3	*	11.9	24.8
Content	2,982	949	408	522	*	334	762	31.8	13.7	17.5	*	11.2	25.6
Corporate Affairs	35	*	*	*	*	*	11	*	*	*	*	*	31.4
Strategy and Performance	*	*	*	*	*	*	*	*	*	*	*	*	*
Nations	2,901	885	424	562	16	235	779	30.5	14.6	19.4	0.6	8.1	26.8
News and Current Affairs	1,061	369	132	135	*	106	315	34.8	12.4	12.7	*	10.0	29.7
Operations	225	62	31	26	*	22	84	27.6	13.8	11.6	*	9.8	37.3
<b>UK Public Service</b>	<b>7,584</b>	<b>2,396</b>	<b>1,049</b>	<b>1,318</b>	<b>29</b>	<b>746</b>	<b>2,046</b>	<b>31.6</b>	<b>13.8</b>	<b>17.4</b>	<b>0.4</b>	<b>9.8</b>	<b>27.0</b>
BBC Studios (Sales & Distribution, Branded Services & Management)	414	153	55	73	*	51	80	37.0	13.3	17.6	*	12.3	19.3
BBC Studios (TV & Radio Production)	7,075	1,988	788	1,080	*	791	2,419	28.1	11.1	15.3	*	11.2	34.2
<b>BBC Studios</b>	<b>7,489</b>	<b>2,141</b>	<b>843</b>	<b>1,153</b>	<b>11</b>	<b>842</b>	<b>2,499</b>	<b>28.6</b>	<b>11.3</b>	<b>15.4</b>	<b>0.1</b>	<b>11.2</b>	<b>33.4</b>
World Service Group	492	186	79	50	*	64	111	37.8	16.1	10.2	*	13.0	22.6
BBC Studioworks	275	49	23	39	*	27	136	17.8	8.4	14.2	*	9.8	49.5
Children in Need	13	*	*	*	*	*	*	*	*	*	*	*	*
<b>Other</b>	<b>780</b>	<b>241</b>	<b>103</b>	<b>90</b>	<b>*</b>	<b>93</b>	<b>250</b>	<b>30.9</b>	<b>13.2</b>	<b>11.5</b>	<b>*</b>	<b>11.9</b>	<b>32.1</b>
<b>Grand Total</b>	<b>15,853</b>	<b>4,778</b>	<b>1,995</b>	<b>2,561</b>	<b>43</b>	<b>1,681</b>	<b>4,795</b>	<b>30.1</b>	<b>12.6</b>	<b>16.2</b>	<b>0.3</b>	<b>10.6</b>	<b>30.2</b>

UK-based freelancers

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