



Information Policy & Compliance

bbc.co.uk/foi bbc.co.uk/privacy

[REDACTED]

30th March 2017

Dear [REDACTED]

Freedom of Information Request - [REDACTED]

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 2nd March 2017, seeking the following information:

Thank you for your reply. However, neither of the 2 data sources you quote show the LGBT community to be 6% or more of the UK population. It follows that you have not provided me with the requested data - ie copies of the statistics used to arrive at a BBC target of 8%. Please let me have copies of any data used by the BBC in arriving at the 8% figure.

Thank you for your query. As part of the BBC's Diversity and Inclusion Strategy that we launched last year, we pledged that we would have a workforce at least as diverse, if not so, than any other industry. And the targets we have set ourselves to reach by 2020, we believe are amongst the most ambitious and stretching of any organisation.

There is no comprehensive survey on the LGBT population - data ranges from less than 2% (ONS) to 10% (Kinsey).

The national statistics on LGBT populations are unclear ranging from less than 1% of the UK population to 10% - our target is set at what we believe to be a proportional figure.

Other UK based broadcasters such as Channel 4 and ITV set a target of 6% LGBT workforce. We worked closely with Stonewall and our LGBT employee network; Pride and unions to determine an LGBT target that would be both reflective and challenging.

Towards the end of last year (2016) we launched our Diversity and Inclusion Census to help allow us to develop the most accurate profile of our workforce by validating and updating existing employee data as well as collect new diversity information. The new data showed that we have exceeded our objectives, with 10.6 per cent LGBT representation across the workforce and 11.5 per cent across our leadership teams, compared to our 2020 target of 8 per cent.

As an organisation, what we've learned from our latest census is that we now need to start moving away from a focus on numbers and targets and towards a truly open BBC that makes diversity and inclusion business as usual.

Please note that, as set out in section 6(1)(b)(ii) of the FOI Act, our subsidiaries (including BBC Studios & Post Production Ltd, UKTV, BBC Global News Ltd and BBC Worldwide Ltd), as well as the charities BBC Media Action and BBC Children in Need, are not subject to the Act, therefore information for their personnel is not included in the figures quoted above.

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate) or see <http://www.ico.gov.uk/>.

Yours sincerely

BBC People