



A BBC For **All**
BBC Equality Information Report **2025/26**

A BBC For All

This report contains detailed information about our staff and freelancers across a range of different characteristics and broken down by a range of categories. This includes performance against our 50:20:14:25 staff diversity goals.

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Cover:

Top left: Production of BBC Adaptation of *Lord of the Flies*

Middle: Production of *'The Other Bennet Sister'*

Right: Production of *'Celebrity Race Across the World'* TV Series

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Top left: Production of BBC Adaptation of *Lord of the Flies*

Bottom right: Eve Myles as Fran in psychological thriller, *The Guest*.



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

Pan-BBC – All staff and leadership: 31 March 2026

Characteristic	Workforce	March 2026	Goal
Women	All Staff	50.7%	50%
Women	Leadership*	50.8%	
Black, Asian and minority ethnic	All Staff	17.8%	20%
Black, Asian and minority ethnic	Leadership*	13.9%	
Deaf, disabled and neurodivergent	All Staff	12.4%	14%
Deaf, disabled and neurodivergent	Leadership*	11.0%	
Working class background**	All Staff	20.7%**	25%**
Working class background**	Leadership*	19.2%	

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

* Bands E+

** Measured by household occupation.

Our Diversity, Inclusion and Belonging Strategy, published in April 2025 sets out our plans for this next phase of our strategy, aligned to the existing Charter period, aiming to meet all our goals by 2027. Additionally, to align with industry best practice and to give more visibility to our neurodivergent staff, we now measure the percentage of colleagues who are disabled, as well as those who are deaf and neurodivergent. This means our 12% disability goal has been replaced by a new goal of 14% that measures the combined total of deaf, disabled and neurodivergent staff.

Staff continued

Age

All staff age distribution by division: 31 March 2026

Division	Total	Age band (numbers)						Age band (%)					
		<20	20–29	30–39	40–49	50–59	60+	<20	20–29	30–39	40–49	50–59	60+
Content	2,171	10	252	593	664	489	163	0.5	11.6	27.3	30.6	22.5	7.5
Nations	4,499	22	592	923	1,281	1,277	404	0.5	13.2	20.5	28.5	28.4	8.9
News and Current Affairs	2,303	10	350	602	563	580	198	0.4	15.2	26.1	24.4	25.2	8.7
Operations Group	6,890	35	1,032	1,878	1,928	1,472	545	0.5	15.0	27.3	28.0	21.4	7.8
UK Public Service	15,863	77	2,226	3,996	4,436	3,818	1,310	0.5	14.0	25.2	28.0	24.1	8.2
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	*	251	514	462	285	59	*	16.0	32.7	29.4	18.1	3.7
BBC Studios (TV & Radio Production)	1,135	*	146	342	342	225	78	*	12.9	30.1	30.1	19.8	6.9
BBC Studios	2,707	*	397	856	804	510	137	*	14.7	31.6	29.7	18.8	5.1
World Service Group	919	*	45	231	323	229	91	*	4.9	25.1	35.1	24.9	10.0
BBC Studioworks	105	*	*	17	27	28	24	*	*	16.2	25.7	26.7	22.8
Children in Need	160	*	24	59	50	26	*	*	15.0	36.9	31.3	16.3	*
BBC Media Action	82	*	*	24	27	22	*	*	*	29.3	32.9	26.8	*
Other	1,266	*	83	331	427	305	120	*	6.6	26.1	33.7	24.1	9.5
Grand total	19,836	80	2,706	5,183	5,667	4,633	1,567	0.4	13.6	26.1	28.6	23.4	7.9

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

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

Staff continued

Age continued

Leadership staff age distribution by division: 31 March 2026

Division	Total	Age band (numbers)						Age band (%)					
		<20	20–29	30–39	40–49	50–59	60+	<20	20–29	30–39	40–49	50–59	60+
Content	447	*	*	49	172	167	55	*	*	11.0	38.5	37.4	12.2
Nations	580	*	*	59	207	253	59	*	*	10.2	35.7	43.6	10.2
News and Current Affairs	560	*	*	83	172	233	69	*	*	14.8	30.7	41.6	12.4
Operations Group	1,394	*	14	289	538	442	111	*	1.0	20.7	38.6	31.7	8.0
UK Public Service	2,981	*	23	480	1,089	1,095	294	*	0.8	16.1	36.5	36.7	9.9
BBC Studios (Sales & Distribution, Branded Services & Management)	498	*	*	122	197	146	25	*	*	24.5	39.6	29.3	5.0
BBC Studios (TV & Radio Production)	265	*	*	32	128	88	16	*	*	12.1	48.3	33.2	6.0
BBC Studios	763	*	*	154	325	234	41	*	*	20.2	42.6	30.7	5.3
World Service Group	153	*	*	18	54	63	18	*	*	11.8	35.3	41.2	11.7
BBC Studioworks	20	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	24	*	*	*	12	*	*	*	*	*	50.0	*	*
BBC Media Action	27	*	*	*	12	11	*	*	*	*	44.4	40.7	*
Other	224	*	*	27	85	87	24	*	*	12.1	37.9	38.8	10.8
Grand total	3,968	*	33	661	1,499	1,416	359	*	0.8	16.7	37.8	35.7	9.0

All staff age distribution by Job Family: 31 March 2026

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	282	*	*	62	93	89	29	*	*	22.0	33.0	31.6	10.2
Programming	8,661	*	1,032	2,235	2,582	2,185	626	*	11.9	25.8	29.8	25.2	7.3
Sales/Marketing	709	*	150	238	200	103	18	*	21.2	33.6	28.2	14.5	2.5
Support/Admin	4,477	78	789	1,066	1,165	1,040	339	1.7	17.6	23.8	26.0	23.2	7.7
Technical/Engineering	5,352	*	709	1,511	1,536	1,114	481	*	13.2	28.2	28.7	20.8	9.1
Not Allocated	355	*	17	71	91	102	74	*	4.8	20.0	25.6	28.7	20.9
Grand total	19,836	80	2,706	5,183	5,667	4,633	1,567	0.4	13.6	26.1	28.6	23.4	7.9

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

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

Staff continued

Age continued

Leadership staff age distribution by Job Family: 31 March 2026

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	193	*	*	19	69	81	24	*	*	9.8	35.8	42.0	12.4
Programming	1,640	*	*	206	605	649	171	*	*	12.6	36.9	39.6	10.4
Sales/Marketing	145	*	*	26	69	43	*	*	*	17.9	47.6	29.7	*
Support/Admin	1,305	*	17	280	475	431	102	*	1.3	21.5	36.4	33.0	7.8
Technical/Engineering	685	*	*	130	281	212	55	*	*	19.0	41.0	30.9	8.1
Not Allocated	-	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	*	33	661	1,499	1,416	359	*	0.8	16.7	37.8	35.7	9.0

All staff age distribution by grade bands: 31 March 2026

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	124	*	35	29	10	16	33	*	28.2	23.4	8.1	12.9	26.6
B	1,588	*	528	355	264	301	138	*	33.2	22.4	16.6	19.0	8.7
C	5,940	*	1,295	1,867	1,339	1,052	387	*	21.8	31.4	22.5	17.7	6.6
D	7,370	*	430	2,167	2,458	1,744	571	*	5.8	29.4	33.4	23.7	7.7
E	2,480	*	32	518	966	778	186	*	1.3	20.9	39.0	31.4	7.4
F	1,176	*	*	132	439	472	132	*	*	11.2	37.3	40.1	11.3
SL	307	*	*	*	96	162	40	*	*	*	31.3	52.8	13.0
Not Allocated	851	77	385	106	95	108	80	9.0	45.2	12.5	11.2	12.7	9.4
Grand total	19,836	80	2,706	5,183	5,667	4,633	1,567	0.4	13.6	26.1	28.6	23.4	7.9

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

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Staff continued

Age continued

All staff leaver and joiner distribution by age: 31 March 2026

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	2,188	14	648	567	352	344	263	0.6	29.6	25.9	16.1	15.7	12.1
Joiners	1,948	86	889	528	308	123	14	4.4	45.6	27.1	15.8	6.3	0.8

All staff leaver distribution by age and reason for leaving: 31 March 2026

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	725	*	248	262	116	71	27	*	34.2	36.1	16.0	9.8	3.8
Redundancy	653	*	30	106	155	199	163	*	4.6	16.2	23.7	30.5	25.0
End FTC	672	13	364	183	71	31	10	1.9	54.2	27.2	10.6	4.6	1.5
Other Involuntary	57	*	*	14	10	21	*	*	*	24.6	17.5	36.8	*
Other	81	*	*	*	*	22	57	*	*	*	*	27.2	70.3
Grand total	2,188	14	648	567	352	344	263	0.6	29.6	25.9	16.1	15.7	12.1

All staff internal mover distribution by age: 31 March 2026

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	938	*	217	342	270	98	11	*	23.1	36.5	28.8	10.4	1.2
Promotion	772	*	269	230	163	87	17	*	34.8	29.8	21.1	11.3	2.2
Transfer	1,066	*	309	354	267	121	15	*	29.0	33.2	25.0	11.4	1.4
Grand total	2,776	*	795	926	700	306	43	*	28.6	33.4	25.2	11.0	1.6

All staff age distribution by contract type: 31 March 2026

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	18,479	12	2,098	4,796	5,485	4,547	1,541	0.1	11.4	26.0	29.7	24.6	8.2
Fixed Term less than 1 yr	878	*	348	307	141	62	19	*	39.6	35.0	16.1	7.1	2.1
Fixed Term 1 yr+	479	67	260	80	41	24	*	14.0	54.3	16.7	8.6	5.0	*
Grand total	19,836	80	2,706	5,183	5,667	4,633	1,567	0.4	13.6	26.1	28.6	23.4	7.9

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

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Staff continued

Age continued

All staff age distribution by length of service: 31 March 2026

Length of service (years)	Total	Age band (numbers)						Age band (%)					
		<20	20–29	30–39	40–49	50–59	60+	<20	20–29	30–39	40–49	50–59	60+
<1	1,683	68	709	481	286	126	13	4.0	42.1	28.6	17.0	7.5	0.8
1–<3	2,676	12	958	978	462	229	37	0.4	35.8	36.5	17.3	8.6	1.4
3–<5	2,735	*	738	1,159	549	239	50	*	27.0	42.4	20.1	8.7	1.8
5–<10	3,806	*	291	1,640	1,122	584	169	*	7.6	43.1	29.5	15.3	4.5
10+	8,936	*	10	925	3,248	3,455	1,298	*	0.1	10.4	36.3	38.7	14.5
Grand total	19,836	80	2,706	5,183	5,667	4,633	1,567	0.4	13.6	26.1	28.6	23.4	7.9

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

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Staff continued

Disability

All staff deaf, disabled and neurodivergent distribution by division: 31 March 2026

Division	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Content	2,171	285	1,750	89	47	13.1	80.6	4.1	2.2
Nations	4,499	504	3,689	220	86	11.2	82.0	4.9	1.9
News and Current Affairs	2,303	256	1,903	109	35	11.1	82.6	4.7	1.6
Operations Group	6,890	949	5,460	311	170	13.8	79.2	4.5	2.5
UK Public Service	15,863	1,994	12,802	729	338	12.6	80.7	4.6	2.1
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	196	1,280	70	26	12.5	81.4	4.5	1.6
BBC Studios (TV & Radio Production)	1,135	159	914	50	12	14.0	80.5	4.4	1.1
BBC Studios	2,707	355	2,194	120	38	13.1	81.0	4.4	1.5
World Service Group	919	70	775	36	38	7.6	84.3	3.9	4.2
BBC Studioworks	105	16	84	*	*	15.2	80.0	*	*
Children in Need	160	30	119	*	*	18.8	74.4	*	*
BBC Media Action	82	*	67	*	*	*	81.7	*	*
Other	1,266	119	1,045	52	50	9.4	82.5	4.1	4.0
Grand total	19,836	2,468	16,041	901	426	12.4	80.9	4.5	2.2

Leadership staff deaf, disabled and neurodivergent distribution by division: 31 March 2026

Division	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Content	447	49	380	17	*	11.0	85.0	3.8	*
Nations	580	53	489	25	13	9.1	84.3	4.3	2.3
News and Current Affairs	560	41	490	21	*	7.3	87.5	3.8	*
Operations Group	1,394	194	1,101	58	41	13.9	79.0	4.2	2.9
UK Public Service	2,981	337	2,460	121	63	11.3	82.5	4.1	2.1
BBC Studios (Sales & Distribution, Branded Services & Management)	498	56	422	11	*	11.2	84.7	2.2	*
BBC Studios (TV & Radio Production)	265	25	224	11	*	9.4	84.5	4.2	*
BBC Studios	763	81	646	22	14	10.6	84.7	2.9	1.8
World Service Group	153	13	130	*	*	8.5	85.0	*	*
BBC Studioworks	20	*	18	*	*	*	90.0	*	*
Children in Need	24	*	22	*	*	*	91.7	*	*
BBC Media Action	27	*	21	*	*	*	77.8	*	*
Other	224	18	191	*	*	8.0	85.3	*	*
Grand total	3,968	436	3,297	152	83	11.0	83.1	3.8	2.1

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

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

Staff continued

Disability continued

All staff deaf, disabled and neurodivergent distribution by Job Family: 31 March 2026

Job Family	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Commissioning	282	36	235	*	*	12.8	83.3	*	*
Programming	8,661	964	7,143	397	157	11.1	82.5	4.6	1.8
Sales/Marketing	709	83	569	42	15	11.7	80.3	5.9	2.1
Support/Admin	4,477	629	3,570	186	92	14.0	79.7	4.2	2.1
Technical/Engineering	5,352	742	4,231	243	136	13.9	79.1	4.5	2.5
Not allocated	355	14	293	24	24	3.9	82.5	6.8	6.8
Grand total	19,836	2,468	16,041	901	426	12.4	80.9	4.5	2.2

Leadership staff deaf, disabled and neurodivergent distribution by Job Family: 31 March 2026

Job Family	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Commissioning	193	19	167	*	*	9.8	86.5	*	*
Programming	1,640	137	1,407	65	31	8.4	85.8	4.0	1.8
Sales/Marketing	145	14	122	*	*	9.7	84.1	*	*
Support/Admin	1,305	166	1,059	50	30	12.7	81.1	3.8	2.4
Technical/Engineering	685	100	542	25	18	14.6	79.1	3.6	2.7
Not allocated	*	*	*	*	*	*	*	*	*
Grand total	3,968	436	3,297	152	83	11.0	83.1	3.8	2.1

All staff deaf, disabled and neurodivergent distribution by grade bands: 31 March 2026

Grade band	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
A	124	22	94	*	*	17.7	75.8	*	*
B	1,588	277	1,206	71	34	17.4	75.9	4.5	2.2
C	5,940	811	4,709	294	126	13.7	79.3	4.9	2.1
D	7,370	824	6,052	344	150	11.2	82.1	4.7	2.0
E	2,480	251	2,059	107	63	10.1	83.0	4.3	2.6
F	1,176	141	984	36	15	12.0	83.7	3.1	1.2
SL	307	44	250	*	*	14.3	81.4	*	*
Not allocated	851	98	687	34	32	11.5	80.7	4.0	3.8
Grand total	19,836	2,468	16,041	901	426	12.4	80.9	4.5	2.2

All staff leaver and joiner distribution by deaf, disabled and neurodivergent: 31 March 2026

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

Staff continued

Disability continued

All staff leaver and joiner distribution by deaf, disabled and neurodivergent: 31 March 2026

Category	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Leavers	2,188	351	1,704	94	39	16.0	77.9	4.3	1.8
Joiners	1,948	314	1,423	86	125	16.1	73.0	4.4	6.5

All staff leaver distribution by deaf, disabled and neurodivergent and reason for leaving: 31 March 2026

Reason for leaving	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Voluntary	725	105	572	35	13	14.5	78.9	4.8	1.8
Redundancy	653	88	530	24	11	13.5	81.2	3.7	1.6
End FTC	672	138	490	31	13	20.5	72.9	4.6	2.0
Other involuntary	57	14	38	*	*	24.6	66.7	*	*
Other	81	*	74	*	*	*	91.4	*	*
Grand total	2,188	351	1,704	94	39	16.0	77.9	4.3	1.8

All staff internal mover distribution by deaf, disabled and neurodivergent: 31 March 2026

Internal move type	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Attachment	938	90	794	42	12	9.6	84.6	4.5	1.3
Promotion	772	109	609	45	*	14.1	78.9	5.8	*
Transfer	1,066	133	864	51	18	12.5	81.1	4.8	1.6
Grand total	2,776	332	2,267	138	39	12.0	81.7	5.0	1.3

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

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Staff continued

Disability continued

All staff deaf, disabled and neurodivergent distribution by contract type: 31 March 2026

Contract type	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Continuing	18,479	2,248	15,021	837	373	12.2	81.3	4.5	2.0
Fixed Term less than 1 yr	878	142	654	50	32	16.2	74.5	5.7	3.6
Fixed Term 1 yr+	479	78	366	14	21	16.3	76.4	2.9	4.4
Grand total	19,836	2,468	16,041	901	426	12.4	80.9	4.5	2.2

All staff deaf, disabled and neurodivergent distribution by length of service: 31 March 2026

Length of service (yrs)	Total	Deaf, disabled and neurodivergent (numbers)				Deaf, disabled and neurodivergent (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
<1	1,683	271	1,240	76	96	16.1	73.7	4.5	5.7
1-<3	2,676	366	2,089	122	99	13.7	78.1	4.6	3.6
3-<5	2,735	382	2,231	114	*	14.0	81.6	4.2	*
5-<10	3,806	484	3,017	187	118	12.7	79.3	4.9	3.1
10+	8,936	965	7,464	402	105	10.8	83.5	4.5	1.2
Grand total	19,836	2,468	16,041	901	426	12.4	80.9	4.5	2.2

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

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

Staff continued

Disability continued

All staff deaf, disabled and neurodivergent description distribution by division: 31 March 2026

Division	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Content	285	46	20	*	*	*	63	131	34	*	*	*	19	*	62
Nations	504	94	42	18	*	*	94	214	68	*	*	*	46	14	97
News and Current Affairs	256	42	20	*	*	*	42	84	29	*	*	*	22	*	64
Operations Group	949	122	66	26	*	14	141	532	102	*	*	*	80	20	153
UK Public Service	1,994	304	148	57	*	25	340	961	233	*	*	*	167	43	376
BBC Studios (Sales & Distribution, Branded Services & Management)	196	26	19	10	*	*	43	120	16	*	*	*	17	*	21
BBC Studios (TV & Radio Production)	159	17	*	*	*	*	21	90	15	*	*	*	12	*	29
BBC Studios	355	43	27	16	*	*	64	210	31	*	*	*	29	14	50
World Service Group	70	*	*	*	*	*	15	23	10	*	*	*	*	*	21
BBC Studioworks	16	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	30	*	*	*	*	*	*	14	*	*	*	*	*	*	*
BBC Media Action	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	119	15	10	*	*	*	25	45	20	*	*	*	10	*	30
Grand total	2,468	362	185	73	12	25	429	1,216	284	*	*	*	206	57	456

All staff deaf, disabled and neurodivergent description distribution by division: 31 March 2026

Division	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Content	16.1	7.0	*	*	*	22.1	46.0	11.9	*	*	*	6.7	*	21.8
Nations	18.7	8.3	3.6	*	*	18.7	42.5	13.5	*	*	*	9.1	2.8	19.2
News and Current Affairs	16.4	7.8	*	*	*	16.4	32.8	11.3	*	*	*	8.6	*	25.0
Operations Group	12.9	7.0	2.7	*	1.5	14.9	56.1	10.7	*	*	*	8.4	2.1	16.1
UK Public Service	15.2	7.4	2.9	*	1.3	17.1	48.2	11.7	*	*	*	8.4	2.2	18.9
BBC Studios (Sales & Distribution, Branded Services & Management)	13.3	9.7	5.1	*	*	21.9	61.2	8.2	*	*	*	8.7	*	10.7
BBC Studios (TV & Radio Production)	10.7	*	*	*	*	13.2	56.6	9.4	*	*	*	7.5	*	18.2
BBC Studios	12.1	7.6	4.5	*	*	18.0	59.2	8.7	*	*	*	8.2	3.9	14.1
World Service Group	*	*	*	*	*	21.4	32.9	14.3	*	*	*	*	*	30.0
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	46.7	*	*	*	*	*	*	*
BBC Media Action	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	12.6	8.4	*	*	*	21.0	37.8	16.8	*	*	*	8.4	*	25.2
Grand total	14.7	7.5	3.0	0.5	1.0	17.4	49.3	11.5	*	*	*	8.3	2.3	18.5

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Staff continued

Disability continued

All staff deaf, disabled and neurodivergent description distribution by Job Family: 31 March 2026

Job Family	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Commissioning	36	*	*	*	*	*	11	19	*	*	*	*	*	*	*
Programming	964	157	74	28	*	*	177	378	118	*	*	*	66	24	231
Sales/Marketing	83	13	*	*	*	*	15	40	*	*	*	*	*	*	14
Support/Admin	629	105	48	25	*	*	126	343	75	*	*	*	73	18	65
Technical/Engineering	742	82	55	16	*	12	99	428	75	*	*	*	57	10	137
Not Allocated	14	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	2,468	362	185	73	12	25	429	1,216	284	*	*	*	206	57	456

All staff deaf, disabled and neurodivergent description distribution by Job Family: 31 March 2026

Job Family	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Commissioning	*	*	*	*	*	30.6	52.8	*	*	*	*	*	*	*
Programming	16.3	7.7	2.9	*	*	18.4	39.2	12.2	*	*	*	6.8	2.5	24.0
Sales/Marketing	15.7	*	*	*	*	18.1	48.2	*	*	*	*	*	*	16.9
Support/Admin	16.7	7.6	4.0	*	*	20.0	54.5	11.9	*	*	*	11.6	2.9	10.3
Technical/Engineering	11.1	7.4	2.2	*	1.6	13.3	57.7	10.1	*	*	*	7.7	1.3	18.5
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	14.7	7.5	3.0	0.5	1.0	17.4	49.3	11.5	*	*	*	8.3	2.3	18.5

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Staff continued

Disability continued

All staff deaf, disabled and neurodivergent description distribution by grade bands: 31 March 2026

Grade band	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
A	22	*	*	*	*	*	*	*	*	*	*	*	*	*	*
B	277	48	19	19	*	*	49	128	25	*	*	*	23	*	62
C	811	109	67	26	*	*	142	386	88	*	*	*	64	16	179
D	824	119	51	15	*	*	121	422	86	*	*	*	77	14	145
E	251	38	15	*	*	*	38	123	35	*	*	*	22	*	36
F	141	22	16	*	*	*	28	57	30	*	*	*	10	*	17
SL	44	11	*	*	*	*	*	13	*	*	*	*	*	*	*
Not Allocated	98	10	10	*	*	*	37	78	*	*	*	*	*	*	*
Grand total	2,468	362	185	73	12	25	429	1,216	284	*	*	*	206	57	456

All staff deaf, disabled and neurodivergent description distribution by grade bands: 31 March 2026

Grade band	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
A	*	*	*	*	*	*	*	*	*	*	*	*	*	*
B	17.3	6.9	6.9	*	*	17.7	46.2	9.0	*	*	*	8.3	*	22.4
C	13.4	8.3	3.2	*	*	17.5	47.6	10.9	*	*	*	7.9	2.0	22.1
D	14.4	6.2	1.8	*	*	14.7	51.2	10.4	*	*	*	9.3	1.7	17.6
E	15.1	6.0	*	*	*	15.1	49.0	13.9	*	*	*	8.8	*	14.3
F	15.6	11.3	*	*	*	19.9	40.4	21.3	*	*	*	7.1	*	12.1
SL	25.0	*	*	*	*	*	29.5	*	*	*	*	*	*	*
Not Allocated	10.2	10.2	*	*	*	37.8	79.6	*	*	*	*	*	*	*
Grand total	14.7	7.5	3.0	0.5	1.0	17.4	49.3	11.5	*	*	*	8.3	2.3	18.5

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Staff continued

Disability continued

All staff leaver and joiner distribution by deaf, disabled and neurodivergent: 31 March 2026

Category	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Leavers	351	63	26	15	*	*	80	182	45	*	*	*	22	14	75
Joiners	314	31	19	30	15	*	98	214	41	*	*	*	18	15	46

All staff leaver and joiner distribution by deaf, disabled and neurodivergent: 31 March 2026

Category	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Leavers	17.9	7.4	4.3	*	*	22.8	51.9	12.8	*	*	*	6.3	4.0	21.4
Joiners	9.9	6.1	9.6	4.8	*	31.2	68.2	13.1	*	*	*	5.7	4.8	14.6

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Staff continued

Disability continued

All staff leaver distribution by deaf, disabled and neurodivergent and reason for leaving: 31 March 2026

Reason for leaving	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Voluntary	105	12	*	*	*	*	16	50	12	*	*	*	*	*	30
Redundancy	88	23	*	*	*	*	13	42	12	*	*	*	*	*	10
End FTC	138	25	10	*	*	*	48	83	16	*	*	*	11	*	27
Other involuntary	14	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	351	63	26	15	*	*	80	182	45	*	*	*	22	14	75

All staff leaver distribution by deaf, disabled and neurodivergent and reason for leaving: 31 March 2026

Reason for leaving	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Voluntary	11.4	*	*	*	*	15.2	47.6	11.4	*	*	*	*	*	28.6
Redundancy	26.1	*	*	*	*	14.8	47.7	13.6	*	*	*	*	*	11.4
End FTC	18.1	7.2	*	*	*	34.8	60.1	11.6	*	*	*	8.0	*	19.6
Other involuntary	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	17.9	7.4	4.3	*	*	22.8	51.9	12.8	*	*	*	6.3	4.0	21.4

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Staff continued

Disability continued

All staff internal mover distribution by deaf, disabled and neurodivergent: 31 March 2026

Internal move type	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Attachment	90	13	*	*	*	*	18	54	*	*	*	*	*	*	21
Promotion	109	19	*	*	*	*	27	52	*	*	*	*	*	*	19
Transfer	133	19	*	*	*	*	17	62	19	*	*	*	12	*	37
Grand total	332	51	22	*	*	*	62	168	32	*	*	*	28	11	77

All staff internal mover distribution by deaf, disabled and neurodivergent: 31 March 2026

Internal move type	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Attachment	14.4	*	*	*	*	20.0	60.0	*	*	*	*	*	*	23.3
Promotion	17.4	*	*	*	*	24.8	47.7	*	*	*	*	*	*	17.4
Transfer	14.3	*	*	*	*	12.8	46.6	14.3	*	*	*	9.0	*	27.8
Grand total	15.4	6.6	*	*	*	18.7	50.6	9.6	*	*	*	8.4	3.3	23.2

All staff deaf, disabled and neurodivergent distribution by contract type: 31 March 2026

Contract type	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Continuing	2,248	344	170	54	*	23	363	1,063	257	*	*	*	195	44	421
Fixed Term less than 1 yr	142	*	*	10	*	*	32	87	16	*	*	*	*	10	28
Fixed Term 1 yr+	78	*	*	*	*	*	34	66	11	*	*	*	*	*	*
Grand total	2,468	362	185	73	12	25	429	1,216	284	*	*	*	206	57	456

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Staff continued

Disability continued

All staff deaf, disabled and neurodivergent distribution by contract type: 31 March 2026

Contract type	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
Continuing	15.3	7.6	2.4	*	1.0	16.1	47.3	11.4	*	*	*	8.7	2.0	18.7
Fixed Term less than 1 yr	*	*	7.0	*	*	22.5	61.3	11.3	*	*	*	*	7.0	19.7
Fixed Term 1 yr+	*	*	*	*	*	43.6	84.6	14.1	*	*	*	*	*	*
Grand total	14.7	7.5	3.0	0.5	1.0	17.4	49.3	11.5	*	*	*	8.3	2.3	18.5

All staff deaf, disabled and neurodivergent distribution by length of service: 31 March 2026

Length of service (yrs)	Deaf, disabled and neurodivergent description (numbers)														
	Total	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
<1	271	23	15	28	12	*	82	188	32	*	*	*	17	13	39
1-<3	366	49	34	26	*	*	95	218	31	*	*	*	25	14	67
3-<5	382	32	15	*	*	*	33	189	22	*	*	*	23	*	121
5-<10	484	69	42	10	*	*	79	246	59	*	*	*	35	*	76
10+	965	189	79	*	*	13	140	375	140	*	*	*	106	17	153
Grand total	2,468	362	185	73	12	25	429	1,216	284	*	*	*	206	57	456

All staff deaf, disabled and neurodivergent distribution by length of service: 31 March 2026

Length of service (yrs)	Deaf, disabled and neurodivergent description (%)													
	Physical	Sensory	Learning disabilities	Learning difficulty	Speech difficulty	Mental health	Neuro-divergence	Long-term health condition	Physical dis-figurement	Immuno-logical	Repetitive strain	Other	Prefer not to say	No data
<1	8.5	5.5	10.3	4.4	*	30.3	69.4	11.8	*	*	*	6.3	4.8	14.4
1-<3	13.4	9.3	7.1	*	*	26.0	59.6	8.5	*	*	*	6.8	3.8	18.3
3-<5	8.4	3.9	*	*	*	8.6	49.5	5.8	*	*	*	6.0	*	31.7
5-<10	14.3	8.7	2.1	*	*	16.3	50.8	12.2	*	*	*	7.2	*	15.7
10+	19.6	8.2	*	*	1.3	14.5	38.9	14.5	*	*	*	11.0	1.8	15.9
Grand total	14.7	7.5	3.0	0.5	1.0	17.4	49.3	11.5	*	*	*	8.3	2.3	18.5

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Staff continued

Disability continued

All staff deaf, disabled and neurodivergent adjustments distribution by division: 31 March 2026

Division	Total	Deaf, disabled and neurodivergent adjustments (numbers)									Deaf, disabled and neurodivergent adjustments (%)								
		Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data
Content	285	28	*	*	18	16	*	18	*	225	9.8	*	*	6.3	5.6	*	6.3	*	78.9
Nations	504	60	28	22	23	23	*	28	*	398	11.9	5.6	4.4	4.6	4.6	*	5.6	*	79.0
News and Current Affairs	256	34	11	*	24	*	*	10	*	192	13.3	4.3	*	9.4	*	*	3.9	*	75.0
Operations Group	949	89	16	15	46	35	*	62	*	790	9.4	1.7	1.6	4.8	3.7	*	6.5	*	83.2
UK Public Service	1,994	211	63	49	111	81	24	118	20	1,605	10.6	3.2	2.5	5.6	4.1	1.2	5.9	1.0	80.5
BBC Studios (Sales & Distribution, Branded Services & Management)	196	16	*	*	*	*	*	*	*	174	8.2	*	*	*	*	*	*	*	88.8
BBC Studios (TV & Radio Production)	159	*	*	*	*	*	*	10	*	138	*	*	*	*	*	*	6.3	*	86.8
BBC Studios	355	24	*	*	*	*	*	16	*	312	6.8	*	*	*	*	*	4.5	*	87.9
World Service Group	70	10	*	*	*	*	*	*	*	56	14.3	*	*	*	*	*	*	*	80.0
BBC Studioworks	16	*	*	*	*	*	*	*	*	13	*	*	*	*	*	*	*	*	81.3
Children in Need	30	*	*	*	*	*	*	*	*	23	*	*	*	*	*	*	*	*	76.7
BBC Media Action	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	119	15	*	*	*	*	*	*	*	95	12.6	*	*	*	*	*	*	*	79.8
Grand total	2,468	250	73	58	124	98	28	138	26	2,012	10.1	3.0	2.4	5.0	4.0	1.1	5.6	1.1	81.5

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Staff continued

Disability continued

Leadership deaf, disabled and neurodivergent adjustments distribution by division: 31 March 2026

Division	Total	Deaf, disabled and neurodivergent adjustments (numbers)									Deaf, disabled and neurodivergent adjustments (%)								
		Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data	Working patterns	Mod of duties	Parking provision	Assistive tech support	Physical adjustment	Support worker	Other	Prefer not to say	No data
Content	49	*	*	*	*	*	*	*	*	38	*	*	*	*	*	*	*	*	77.6
Nations	53	*	*	*	*	*	*	*	*	42	*	*	*	*	*	*	*	*	79.2
News and Current Affairs	41	*	*	*	*	*	*	*	*	33	*	*	*	*	*	*	*	*	80.5
Operations Group	194	18	*	*	*	11	*	15	*	153	9.3	*	*	*	5.7	*	7.7	*	78.9
UK Public Service	337	33	*	*	22	21	*	21	*	266	9.8	*	*	6.5	6.2	*	6.2	*	78.9
BBC Studios (Sales & Distribution, Branded Services & Management)	56	*	*	*	*	*	*	*	*	50	*	*	*	*	*	*	*	*	89.3
BBC Studios (TV & Radio Production)	25	*	*	*	*	*	*	*	*	24	*	*	*	*	*	*	*	*	96.0
BBC Studios	81	*	*	*	*	*	*	*	*	74	*	*	*	*	*	*	*	*	91.4
World Service Group	13	*	*	*	*	*	*	*	*	12	*	*	*	*	*	*	*	*	92.3
BBC Studioworks	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	18	*	*	*	*	*	*	*	*	17	*	*	*	*	*	*	*	*	94.4
Grand total	436	37	*	*	23	23	*	24	*	357	8.5	*	*	5.3	5.3	*	5.5	*	81.9

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

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

Staff continued

Ethnicity

All staff ethnicity distribution by division: 31 March 2026

Division	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Content	2,171	318	116	86	99	17	1,648	135	41	29	14.6	5.3	4.0	4.6	0.8	75.9	6.2	1.9	1.3
Nations	4,499	325	126	68	117	14	3,680	332	117	45	7.2	2.8	1.5	2.6	0.3	81.8	7.4	2.6	1.0
News and Current Affairs	2,303	423	171	100	100	52	1,596	193	61	30	18.4	7.4	4.3	4.3	2.3	69.3	8.4	2.6	1.4
Operations Group	6,890	1,408	710	301	273	124	4,647	490	183	162	20.4	10.3	4.4	4.0	1.8	67.4	7.1	2.7	2.3
UK Public Service	15,863	2,474	1,123	555	589	207	11,571	1,150	402	266	15.6	7.1	3.5	3.7	1.3	72.9	7.2	2.5	1.8
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	368	170	90	80	28	986	153	40	25	23.4	10.8	5.7	5.1	1.8	62.7	9.7	2.5	1.7
BBC Studios (TV & Radio Production)	1,135	116	36	23	48	*	907	69	32	11	10.2	3.2	2.0	4.2	*	79.9	6.1	2.8	1.8
BBC Studios	2,707	484	206	113	128	37	1,893	222	72	36	17.9	7.6	4.2	4.7	1.4	69.9	8.2	2.7	1.3
World Service Group	919	514	160	38	39	277	238	88	56	23	55.9	17.4	4.1	4.2	30.1	25.9	9.6	6.1	2.6
BBC Studioworks	105	12	*	*	*	*	83	*	*	*	11.4	*	*	*	*	79.0	*	*	*
Children in Need	160	25	10	*	*	*	121	*	*	*	15.6	6.3	*	*	*	75.6	*	*	*
BBC Media Action	82	21	11	*	*	*	46	*	*	*	25.6	13.4	*	*	*	56.1	*	*	*
Other	1,266	572	183	54	53	282	488	111	62	33	45.2	14.5	4.3	4.2	22.3	38.5	8.8	4.9	2.5
Grand total	19,836	3,530	1,512	722	770	526	13,952	1,483	536	335	17.8	7.6	3.6	3.9	2.7	70.3	7.5	2.7	1.7

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

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

Staff continued

Ethnicity continued

Leadership staff ethnicity distribution by division: 31 March 2026

Division	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Content	447	64	22	17	20	*	332	39	*	*	14.3	4.9	3.8	4.5	*	74.3	8.7	*	*
Nations	580	25	14	*	*	*	482	55	12	*	4.3	2.4	*	*	*	83.1	9.5	2.1	*
News and Current Affairs	560	74	34	14	19	*	426	40	14	*	13.2	6.1	2.5	3.4	*	76.1	7.1	2.5	*
Operations Group	1,394	200	117	26	43	14	1,014	106	35	39	14.3	8.4	1.9	3.1	1.0	72.7	7.6	2.5	2.8
UK Public Service	2,981	363	187	60	89	27	2,254	240	69	55	12.2	6.3	2.0	3.0	0.9	75.6	8.1	2.3	1.8
BBC Studios (Sales & Distribution, Branded Services & Management)	498	76	36	*	23	*	349	54	11	*	15.3	7.2	*	4.6	*	70.1	10.8	2.2	*
BBC Studios (TV & Radio Production)	265	24	*	*	12	*	210	17	*	*	9.1	*	*	4.5	*	79.2	6.4	*	*
BBC Studios	763	100	43	11	35	11	559	71	20	13	13.1	5.6	1.4	4.6	1.4	73.3	9.3	2.6	1.8
World Service Group	153	78	16	*	*	47	55	12	*	*	51.0	10.5	*	*	30.7	35.9	7.8	*	*
BBC Studioworks	20	*	*	*	*	*	15	*	*	*	*	*	*	*	*	75.0	*	*	*
Children in Need	24	*	*	*	*	*	17	*	*	*	*	*	*	*	*	70.8	*	*	*
BBC Media Action	27	*	*	*	*	*	20	*	*	*	*	*	*	*	*	74.1	*	*	*
Other	224	89	19	12	10	48	107	18	*	*	39.7	8.5	5.4	4.5	21.4	47.8	8.0	*	*
Grand total	3,968	552	249	83	134	86	2,920	329	97	70	13.9	6.3	2.1	3.4	2.2	73.6	8.3	2.4	1.7

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

Staff continued

Ethnicity continued

All staff ethnicity distribution by Job Family: 31 March 2026

Job Family	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Commissioning	282	56	18	12	18	*	186	33	*	*	19.9	6.4	4.3	6.4	*	66.0	11.7	*	*
Programming	8,661	1,415	507	243	328	337	6,288	622	230	106	16.3	5.9	2.8	3.8	3.9	72.6	7.2	2.7	1.1
Sales/Marketing	709	116	49	26	29	12	509	58	11	15	16.4	6.9	3.7	4.1	1.7	71.8	8.2	1.6	2.0
Support/Admin	4,477	893	396	231	206	60	3,053	342	96	93	19.9	8.8	5.2	4.6	1.3	68.2	7.6	2.1	2.2
Technical/Engineering	5,352	1,030	532	208	181	109	3,631	405	179	107	19.2	9.9	3.9	3.4	2.0	67.8	7.6	3.3	2.1
Not Allocated	355	20	10	*	*	*	285	23	16	11	5.6	2.8	*	*	*	80.3	6.5	4.5	5.9
Grand total	19,836	3,530	1,512	722	770	526	13,952	1,483	536	335	17.8	7.6	3.6	3.9	2.7	70.3	7.5	2.7	1.7

Leadership staff ethnicity distribution by Job Family: 31 March 2026

Job Family	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Commissioning	193	38	14	*	13	*	127	23	*	*	19.7	7.3	*	6.7	*	65.8	11.9	*	*
Programming	1,640	212	72	34	48	58	1,242	127	38	21	12.9	4.4	2.1	2.9	3.5	75.7	7.7	2.3	1.4
Sales/Marketing	145	16	*	*	*	*	114	13	*	*	11.0	*	*	*	*	78.6	9.0	*	*
Support/Admin	1,305	202	105	32	51	14	937	102	34	30	15.5	8.0	2.5	3.9	1.1	71.8	7.8	2.6	2.3
Technical/Engineering	685	84	51	11	16	*	500	64	22	15	12.3	7.4	1.6	2.3	*	73.0	9.3	3.2	3.2
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	552	249	83	134	86	2,920	329	97	70	13.9	6.3	2.1	3.4	2.2	73.6	8.3	2.4	1.7

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

Staff continued

Ethnicity continued

All staff ethnicity distribution by grade bands: 31 March 2026

Grade band	Ethnicity (numbers)										Ethnicity (%)								
	Total	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
A	124	31	16	*	*	*	83	*	*	*	25.0	12.9	*	*	*	66.9	*	*	*
B	1,588	310	113	99	68	30	1,118	95	38	27	19.5	7.1	6.2	4.3	1.9	70.4	6.0	2.4	1.7
C	5,940	1,234	516	268	274	176	4,031	430	142	103	20.8	8.7	4.5	4.6	3.0	67.9	7.2	2.4	1.7
D	7,370	1,247	555	209	257	226	5,197	576	234	116	16.9	7.5	2.8	3.5	3.1	70.5	7.8	3.2	1.6
E	2,480	346	155	58	74	59	1,815	202	65	52	14.0	6.3	2.3	3.0	2.4	73.2	8.1	2.6	2.1
F	1,176	165	79	20	47	19	869	98	28	16	14.0	6.7	1.7	4.0	1.6	73.9	8.3	2.4	1.4
SL	307	41	16	*	12	*	232	29	*	*	13.4	5.2	*	3.9	*	75.6	9.4	*	*
Not Allocated	851	156	62	54	33	*	607	48	21	19	18.3	7.3	6.3	3.9	*	71.3	5.6	2.5	3.1
Grand total	19,836	3,530	1,512	722	770	526	13,952	1,483	536	335	17.8	7.6	3.6	3.9	2.7	70.3	7.5	2.7	1.7

All staff leaver and joiner distribution by ethnicity: 31 March 2026

Category	Ethnicity (numbers)										Ethnicity (%)								
	Total	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Leavers	2,188	495	176	157	117	45	1,434	156	68	35	22.6	8.0	7.2	5.3	2.1	65.5	7.1	3.1	1.7
Joiners	1,948	471	175	142	106	48	1,192	100	60	125	24.2	9.0	7.3	5.4	2.5	61.2	5.1	3.1	6.4

All staff leaver distribution by ethnicity and reason for leaving: 31 March 2026

Reason for leaving	Ethnicity (numbers)										Ethnicity (%)								
	Total	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Voluntary	725	161	67	36	46	12	482	51	19	12	22.2	9.2	5.0	6.3	1.7	66.5	7.0	2.6	1.7
Redundancy	653	119	48	35	17	19	454	60	16	*	18.2	7.4	5.4	2.6	2.9	69.5	9.2	2.5	*
End FTC	672	195	56	79	47	13	398	32	29	18	29.0	8.3	11.8	7.0	1.9	59.2	4.8	4.3	2.7
Other involuntary	57	16	*	*	*	*	32	*	*	*	28.1	*	*	*	*	56.1	*	*	*
Other	81	*	*	*	*	*	68	*	*	*	*	*	*	*	*	84.0	*	*	*
Grand total	2,188	495	176	157	117	45	1,434	156	68	35	22.6	8.0	7.2	5.3	2.1	65.5	7.1	3.1	1.7

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Staff continued

Ethnicity continued

All staff internal mover distribution by ethnicity: 31 March 2026

	Ethnicity (numbers)										Ethnicity (%)									
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back- ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back- ground	Prefer not to say	No data	
Internal move type	Total																			
Attachment	938	152	56	34	43	19	683	77	20	*	16.2	6.0	3.6	4.6	2.0	72.8	8.2	2.1	*	
Promotion	772	176	69	34	57	16	506	62	19	*	22.8	8.9	4.4	7.4	2.1	65.5	8.0	2.5	*	
Transfer	1,066	198	78	47	49	24	751	72	24	21	18.6	7.3	4.4	4.6	2.3	70.5	6.8	2.3	1.8	
Grand total	2,776	526	203	115	149	59	1,940	211	63	36	18.9	7.3	4.1	5.4	2.1	69.9	7.6	2.3	1.3	

All staff ethnicity distribution by contract type: 31 March 2026

Contract type	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Continuing	18,479	3,258	1,408	648	703	499	13,044	1,401	500	276	17.6	7.6	3.5	3.8	2.7	70.6	7.6	2.7	1.5
Fixed Term less than 1 yr	878	160	65	32	44	19	598	54	29	37	18.2	7.4	3.6	5.0	2.2	68.1	6.2	3.3	4.2
Fixed Term 1 yr+	479	112	39	42	23	*	310	28	*	22	23.4	8.1	8.8	4.8	*	64.7	5.8	*	4.6
Grand total	19,836	3,530	1,512	722	770	526	13,952	1,483	536	335	17.8	7.6	3.6	3.9	2.7	70.3	7.5	2.7	1.7

All staff ethnicity distribution by length of service: 31 March 2026

Length of service (yrs)	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
<1	1,683	368	148	92	87	41	1,068	101	50	96	21.9	8.8	5.5	5.2	2.4	63.5	6.0	3.0	5.6
1-<3	2,676	554	241	130	125	58	1,747	154	66	155	20.7	9.0	4.9	4.7	2.2	65.3	5.8	2.5	5.6
3-<5	2,735	624	317	116	134	57	1,812	238	53	*	22.8	11.6	4.2	4.9	2.1	66.3	8.7	1.9	*
5-<10	3,806	755	311	156	168	120	2,598	334	94	25	19.8	8.2	4.1	4.4	3.2	68.3	8.8	2.5	0.5
10+	8,936	1,229	495	228	256	250	6,727	656	273	51	13.8	5.5	2.6	2.9	2.8	75.3	7.3	3.1	0.5
Grand total	19,836	3,530	1,512	722	770	526	13,952	1,483	536	335	17.8	7.6	3.6	3.9	2.7	70.3	7.5	2.7	1.7

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Staff continued

Gender

All staff Gender distribution by division: 31 March 2026

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Content	2,171	1,221	950	56.2	43.8
Nations	4,499	2,241	2,258	49.8	50.2
News and Current Affairs	2,303	1,279	1,024	55.5	44.5
Operations Group	6,890	2,948	3,942	42.8	57.2
UK Public Service	15,863	7,689	8,174	48.5	51.5
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	916	656	58.3	41.7
BBC Studios (TV & Radio Production)	1,135	771	364	67.9	32.1
BBC Studios	2,707	1,687	1,020	62.3	37.7
World Service Group	919	465	454	50.6	49.4
BBC Studioworks	105	30	75	28.6	71.4
Children in Need	160	132	28	82.5	17.5
BBC Media Action	82	52	30	63.4	36.6
Other	1,266	679	587	53.6	46.4
Grand total	19,836	10,055	9,781	50.7	49.3

Leadership staff Gender distribution by division: 31 March 2026

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Content	447	238	209	53.2	46.8
Nations	580	274	306	47.2	52.8
News and Current Affairs	560	277	283	49.5	50.5
Operations Group	1,394	688	706	49.4	50.6
UK Public Service	2,981	1,477	1,504	49.5	50.5
BBC Studios (Sales & Distribution, Branded Services & Management)	498	268	230	53.8	46.2
BBC Studios (TV & Radio Production)	265	165	100	62.3	37.7
BBC Studios	763	433	330	56.7	43.3
World Service Group	153	68	85	44.4	55.6
BBC Studioworks	20	*	15	*	75.0
Children in Need	24	19	*	79.2	*
BBC Media Action	27	14	13	51.9	48.1
Other	224	106	118	47.3	52.7
Grand total	3,968	2,016	1,952	50.8	49.2

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

Staff continued

Gender continued

All staff Gender distribution by Job Family: 31 March 2026

Job Family	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Commissioning	282	176	106	62.4	37.6
Programming	8,661	4,672	3,989	53.9	46.1
Sales/Marketing	709	493	216	69.5	30.5
Support/Admin	4,477	2,963	1,514	66.2	33.8
Technical/Engineering	5,352	1,586	3,766	29.6	70.4
Not Allocated	355	165	190	46.5	53.5
Grand total	19,836	10,055	9,781	50.7	49.3

Leadership staff Gender distribution by Job Family: 31 March 2026

Job Family	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Commissioning	193	109	84	56.5	43.5
Programming	1,640	812	828	49.5	50.5
Sales/Marketing	145	97	48	66.9	33.1
Support/Admin	1,305	786	519	60.2	39.8
Technical/Engineering	685	212	473	30.9	69.1
Not Allocated	*	*	*	*	*
Grand total	3,968	2,016	1,952	50.8	49.2

All staff Gender distribution by grade bands: 31 March 2026

Grade band	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
A	124	74	50	59.7	40.3
B	1,588	996	592	62.7	37.3
C	5,940	3,131	2,809	52.7	47.3
D	7,370	3,378	3,992	45.8	54.2
E	2,480	1,255	1,225	50.6	49.4
F	1,176	606	570	51.5	48.5
SL	307	151	156	49.2	50.8
Not Allocated	851	464	387	54.5	45.5
Grand total	19,836	10,055	9,781	50.7	49.3

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Staff continued

Gender continued

All staff leaver and joiner distribution by Gender: 31 March 2026

Category	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Leavers	2,188	1,237	951	56.5	43.5
Joiners	1,948	1,129	819	58.0	42.0

All staff leaver distribution by Gender and reason for leaving: 31 March 2026

Reason for leaving	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Voluntary	725	408	317	56.3	43.7
Redundancy	653	371	282	56.8	43.2
End FTC	672	411	261	61.2	38.8
Other involuntary	57	27	30	47.4	52.6
Other	81	20	61	24.7	75.3
Grand total	2,188	1,237	951	56.5	43.5

All staff internal mover distribution by Gender: 31 March 2026

Internal move type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Attachment	938	557	381	59.4	40.6
Promotion	772	448	324	58.0	42.0
Transfer	1,066	566	500	53.1	46.9
Grand total	2,776	1,571	1,205	56.6	43.4

All staff Gender distribution by contract type: 31 March 2026

Contract type	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Continuing	18,479	9,228	9,251	49.9	50.1
Fixed Term less than 1 yr	878	531	347	60.5	39.5
Fixed Term 1 yr+	479	296	183	61.8	38.2
Grand total	19,836	10,055	9,781	50.7	49.3

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

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

Staff continued

Gender continued
All staff distribution by length of service: 31 March 2026

Length of service (yrs)	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
<1	1,683	980	703	58.2	41.8
1-<3	2,676	1,483	1,193	55.4	44.6
3-<5	2,735	1,497	1,238	54.7	45.3
5-<10	3,806	1,944	1,862	51.1	48.9
10+	8,936	4,151	4,785	46.5	53.5
Grand total	19,836	10,055	9,781	50.7	49.3

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

Staff continued

Sexual orientation, transgender identity and gender identity

All staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2026

Division	Sexual orientation, transgender identity and gender identity (numbers)												Open at Work
	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	
Content	2,171	97	88	38	1,582	23	192	151	19	*	*	258	83
Nations	4,499	165	186	52	3,364	29	380	323	40	21	*	458	132
News and Current Affairs	2,303	121	118	34	1,602	16	235	177	11	*	*	298	57
Operations Group	6,890	317	278	111	5,198	79	561	346	65	45	14	826	259
UK Public Service	15,863	700	670	235	11,746	147	1,368	997	135	83	25	1,840	531
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	63	66	24	1,239	10	137	33	*	*	*	170	68
BBC Studios (TV & Radio Production)	1,135	67	38	16	881	*	102	27	*	*	*	130	30
BBC Studios	2,707	130	104	40	2,120	14	239	60	17	*	*	300	98
World Service Group	919	35	25	*	615	16	125	97	*	*	*	85	16
BBC Studioworks	105	*	*	*	85	*	*	*	*	*	*	*	*
Children in Need	160	*	*	*	122	*	12	*	*	*	*	23	*
BBC Media Action	82	*	*	*	62	*	*	*	*	*	*	*	*
Other	1,266	46	34	13	884	18	151	120	*	*	*	119	27
Grand total	19,836	876	808	288	14,750	179	1,758	1,177	160	94	26	2,259	656

All staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2026

Division	Sexual orientation, transgender identity and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Content	4.5	4.1	1.8	72.9	1.1	8.8	6.8	0.9	*	*	11.9	3.8
Nations	3.7	4.1	1.2	74.8	0.6	8.4	7.2	0.9	0.5	*	10.2	2.9
News and Current Affairs	5.3	5.1	1.5	69.6	0.7	10.2	7.6	0.5	*	*	12.9	2.5
Operations Group	4.6	4.0	1.6	75.4	1.1	8.1	5.2	0.9	0.7	0.2	12.0	3.8
UK Public Service	4.4	4.2	1.5	74.0	0.9	8.6	6.4	0.9	0.5	0.2	11.6	3.3
BBC Studios (Sales & Distribution, Branded Services & Management)	4.0	4.2	1.5	78.8	0.6	8.7	2.2	*	*	*	10.8	4.3
BBC Studios (TV & Radio Production)	5.9	3.3	1.4	77.6	*	9.0	2.4	*	*	*	11.5	2.6
BBC Studios	4.8	3.8	1.5	78.3	0.5	8.8	2.3	0.6	*	*	11.1	3.6
World Service Group	3.8	2.7	*	66.9	1.7	13.6	10.6	*	*	*	9.2	1.7
BBC Studioworks	*	*	*	81.0	*	*	*	*	*	*	*	*
Children in Need	*	*	*	76.3	*	7.5	*	*	*	*	14.4	*
BBC Media Action	*	*	*	75.6	*	*	*	*	*	*	*	*
Other	3.6	2.7	1.0	69.8	1.4	11.9	9.6	*	*	*	9.4	2.1
Grand total	4.4	4.1	1.5	74.4	0.9	8.9	5.8	0.8	0.5	0.1	11.4	3.3

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

Staff continued

Sexual orientation, transgender identity and gender identity continued

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2026

Sexual orientation, transgender identity and gender identity (numbers)													
Division	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Content	447	*	24	*	354	*	31	19	*	*	*	44	23
Nations	580	*	27	*	447	*	46	45	*	*	*	44	30
News and Current Affairs	560	17	23	*	403	*	45	64	*	*	*	50	16
Operations Group	1,394	41	58	20	1,115	*	95	59	*	*	*	128	65
UK Public Service	2,981	76	132	39	2,319	11	217	187	12	*	*	266	134
BBC Studios (Sales & Distribution, Branded Services & Management)	498	*	31	*	405	*	31	11	*	*	*	51	30
BBC Studios (TV & Radio Production)	265	*	13	*	217	*	14	10	*	*	*	25	*
BBC Studios	763	17	44	11	622	*	45	21	*	*	*	76	39
World Service Group	153	*	*	*	105	*	18	16	*	*	*	14	*
BBC Studioworks	20	*	*	*	16	*	*	*	*	*	*	*	*
Children in Need	24	*	*	*	21	*	*	*	*	*	*	*	*
BBC Media Action	27	*	*	*	20	*	*	*	*	*	*	*	*
Other	224	*	*	*	162	*	23	21	*	*	*	*	*
Grand total	3,968	96	184	54	3,103	17	285	229	15	*	*	361	182

Leadership staff sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2026

	Sexual orientation, transgender identity and gender identity (%)											
Division	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Content	*	5.4	*	79.2	*	6.9	4.3	*	*	*	9.8	5.1
Nations	*	4.7	*	77.1	*	7.9	7.7	*	*	*	7.6	5.2
News and Current Affairs	3.0	4.1	*	72.0	*	8.0	11.4	*	*	*	8.9	2.9
Operations Group	2.9	4.2	1.4	80.0	*	6.8	4.3	*	*	*	9.2	4.7
UK Public Service	2.5	4.4	1.3	77.8	0.4	7.3	6.3	0.4	*	*	8.9	4.5
BBC Studios (Sales & Distribution, Branded Services & Management)	*	6.2	*	81.3	*	6.2	2.3	*	*	*	10.2	6.0
BBC Studios (TV & Radio Production)	*	4.9	*	81.9	*	5.3	3.8	*	*	*	9.4	*
BBC Studios	2.2	5.8	1.4	81.5	*	5.9	2.8	*	*	*	10.0	5.1
World Service Group	*	*	*	68.6	*	11.8	10.4	*	*	*	9.2	*
BBC Studioworks	*	*	*	80.0	*	*	*	*	*	*	*	*
Children in Need	*	*	*	87.5	*	*	*	*	*	*	*	*
BBC Media Action	*	*	*	74.1	*	*	*	*	*	*	*	*
Other	*	*	*	72.3	*	10.3	9.4	*	*	*	*	*
Grand total	2.4	4.6	1.4	78.2	0.4	7.2	5.8	0.4	*	*	9.1	4.6

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Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff sexual orientation, transgender identity and gender identity distribution by Job Family (numbers): 31 March 2026

Sexual orientation, transgender identity and gender identity (numbers)													
Job Family	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Commissioning	282	13	10	*	214	*	28	*	*	*	*	32	17
Programming	8,661	374	389	106	6,314	73	821	584	55	34	*	981	265
Sales/Marketing	709	39	36	*	555	*	46	18	*	*	*	92	30
Support/Admin	4,477	191	178	80	3,508	31	350	139	32	16	*	503	139
Technical/Engineering	5,352	255	183	86	3,957	65	482	324	67	44	13	630	200
Not Allocated	355	*	12	*	202	*	31	103	*	*	*	21	*
Grand total	19,836	876	808	288	14,750	179	1,758	1,177	160	94	26	2,259	656

All staff sexual orientation, transgender identity and gender identity distribution by Job Family (percentage): 31 March 2026

Sexual orientation, transgender identity and gender identity (%)													
Job Family		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Commissioning		4.6	3.5	*	75.9	*	9.9	*	*	*	*	11.3	6.0
Programming		4.3	4.5	1.2	72.9	0.8	9.5	6.8	0.6	0.4	*	11.3	3.1
Sales/Marketing		5.5	5.1	*	78.3	*	6.5	2.5	*	*	*	13.0	4.2
Support/Admin		4.3	4.0	1.8	78.4	0.7	7.8	3.0	0.7	0.4	*	11.2	3.1
Technical/Engineering		4.8	3.4	1.6	73.9	1.2	9.0	6.1	1.3	0.8	0.2	11.8	3.7
Not Allocated		*	3.4	*	56.9	*	8.7	29.0	*	*	*	5.9	*
Grand total		4.4	4.1	1.5	74.4	0.9	8.9	5.8	0.8	0.5	0.1	11.4	3.3

Leadership staff sexual orientation, transgender identity and gender identity distribution by Job Family (numbers): 31 March 2026

Sexual orientation, transgender identity and gender identity (numbers)													
Job Family	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Commissioning	193	*	*	*	154	*	15	*	*	*	*	18	13
Programming	1,640	35	77	21	1,228	*	124	147	*	*	*	146	65
Sales/Marketing	145	*	*	*	123	*	*	*	*	*	*	14	*
Support/Admin	1,305	26	63	18	1,063	*	87	45	*	*	*	113	61
Technical/Engineering	685	26	28	10	535	*	55	26	*	*	*	70	35
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	96	184	54	3,103	17	285	229	15	*	*	361	182

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Staff continued

Sexual orientation, transgender identity and gender identity continued

Leadership staff sexual orientation, transgender identity and gender identity distribution by Job Family (percentage): 31 March 2026

Job Family	Sexual orientation, transgender identity and gender identity (%)											Open at Work
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	
Commissioning	*	*	*	79.8	*	7.8	*	*	*	*	9.3	6.7
Programming	2.1	4.7	1.3	74.9	*	7.6	8.9	*	*	*	8.9	4.0
Sales/Marketing	*	*	*	84.8	*	*	*	*	*	*	9.7	*
Support/Admin	2.0	4.8	1.4	81.5	*	6.7	3.4	*	*	*	8.7	4.7
Technical/Engineering	3.8	4.1	1.5	78.1	*	8.0	3.8	*	*	*	10.2	5.1
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	2.4	4.6	1.4	78.2	0.4	7.2	5.8	0.4	*	*	9.1	4.6

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (numbers): 31 March 2026

Grade band	Total	Sexual orientation, transgender identity and gender identity (numbers)											Open at Work
		Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	
A	124	*	*	*	82	*	13	11	*	*	*	19	*
B	1,588	116	55	30	1,146	21	146	74	21	16	*	230	38
C	5,940	343	229	98	4,317	66	571	316	58	34	*	775	184
D	7,370	244	300	82	5,591	61	654	438	54	29	17	733	239
E	2,480	57	120	31	1,913	10	182	167	10	*	*	226	111
F	1,176	28	51	20	934	*	84	52	*	*	*	108	54
SL	307	11	14	*	253	*	18	*	*	*	*	28	18
Not Allocated	851	69	33	22	514	12	90	111	12	*	*	140	*
Grand total	19,836	876	808	288	14,750	179	1,758	1,177	160	94	26	2,259	656

All staff sexual orientation, transgender identity and gender identity distribution by grade bands (percentage): 31 March 2026

Grade band	Sexual orientation, transgender identity and gender identity (%)											Open at Work
	Bi/bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	
A	*	*	*	66.1	*	10.5	8.9	*	*	*	15.3	*
B	7.3	3.5	1.9	72.2	1.3	9.2	4.6	1.3	1.0	*	14.5	2.4
C	5.8	3.9	1.6	72.7	1.1	9.6	5.3	1.0	0.6	*	13.0	3.1
D	3.3	4.1	1.1	75.9	0.8	8.9	5.9	0.7	0.4	0.2	9.9	3.2
E	2.3	4.8	1.3	77.1	0.4	7.3	6.8	0.4	*	*	9.1	4.5
F	2.4	4.3	1.7	79.4	*	7.1	4.5	*	*	*	9.2	4.6
SL	3.6	4.6	*	82.4	*	5.9	*	*	*	*	9.1	5.9
Not Allocated	8.1	3.9	2.6	60.4	1.4	10.6	13.0	1.4	*	*	16.5	*
Grand total	4.4	4.1	1.5	74.4	0.9	8.9	5.8	0.8	0.5	0.1	11.4	3.3

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Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity (numbers): 31 March 2026

Category	Total	Sexual orientation, transgender identity and gender identity (numbers)										LGBTQ+	Open at Work
		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity		
Leavers	2,188	156	86	42	1,542	20	247	95	24	*	*	320	49
Joiners	1,948	191	85	57	1,263	26	221	105	20	19	*	371	11

All staff leaver and joiner distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2026

	Sexual orientation, transgender identity and gender identity (%)											
Category	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Leavers	7.1	3.9	1.9	70.5	0.9	11.3	4.4	1.1	*	*	14.6	2.2
Joiners	9.8	4.4	2.9	64.8	1.3	11.3	5.5	1.0	1.0	*	19.0	0.6

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (numbers): 31 March 2026

Reason for leaving	Total	Sexual orientation, transgender identity and gender identity (numbers)										LGBTQ+	Open at Work
		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity		
Voluntary	725	56	31	19	509	*	81	22	*	*	*	117	24
Redundancy	653	18	24	*	500	*	61	40	*	*	*	57	19
End FTC	672	82	24	18	426	*	97	18	*	*	*	138	*
Other involuntary	57	*	*	*	44	*	*	*	*	*	*	*	*
Other	81	*	*	*	63	*	*	10	*	*	*	*	*
Grand total	2,188	156	86	42	1,542	20	247	95	24	*	*	320	49

All staff leaver distribution by sexual orientation, transgender identity and gender identity and reason for leaving (percentage): 31 March 2026

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	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Voluntary	7.7	4.3	2.6	70.2	*	11.2	3.0	*	*	*	16.1	3.3
Redundancy	2.8	3.7	*	76.6	*	9.3	6.0	*	*	*	8.7	2.9
End FTC	12.2	3.6	2.7	63.4	*	14.4	2.7	*	*	*	20.5	*
Other involuntary	*	*	*	77.2	*	*	*	*	*	*	*	*
Other	*	*	*	77.8	*	*	12.4	*	*	*	*	*
Grand total	7.1	3.9	1.9	70.5	0.9	11.3	4.4	1.1	*	*	14.6	2.2

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Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff internal mover distribution by sexual orientation, transgender identity and gender identity (numbers): 31 March 2026

		Sexual orientation, transgender identity and gender identity (numbers)											
Category	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Attachment	938	52	46	*	728	*	71	26	11	*	*	121	46
Promotion	772	58	28	12	563	*	87	16	*	*	*	109	24
Transfer	1,066	56	58	23	764	13	114	38	*	*	*	155	41
Grand total	2,776	166	132	44	2,055	27	272	80	25	14	*	385	111

All staff internal mover distribution by sexual orientation, transgender identity and gender identity (percentage): 31 March 2026

Category	Sexual orientation, transgender identity and gender identity (%)											
	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Attachment	5.5	4.9	*	77.6	*	7.6	2.8	1.2	*	*	12.9	4.9
Promotion	7.5	3.6	1.6	72.9	*	11.3	2.1	*	*	*	14.1	3.1
Transfer	5.3	5.4	2.2	71.7	1.2	10.7	3.5	*	*	*	14.5	3.8
Grand total	6.0	4.8	1.6	74.0	1.0	9.8	2.8	0.9	0.5	*	13.9	4.0

All staff sexual orientation, transgender identity and gender identity distribution by contract type (numbers): 31 March 2026

Sexual orientation, transgender identity and gender identity (numbers)													
Contract type	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Continuing	18,479	728	751	241	13,886	162	1,594	1,117	147	82	25	1,986	640
Fixed Term less than 1 yr	878	87	34	26	576	*	110	37	*	*	*	157	13
Fixed Term 1 yr +	479	61	23	21	288	*	54	23	*	*	*	116	*
Grand total	19,836	876	808	288	14,750	179	1,758	1,177	160	94	26	2,259	656

All staff sexual orientation, transgender identity and gender identity distribution by contract type (percentage): 31 March 2026

Sexual orientation, transgender identity and gender identity (%)												
Contract type	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
Continuing	3.9	4.1	1.3	75.1	0.9	8.6	6.1	0.8	0.4	0.1	10.7	3.5
Fixed Term less than 1 yr	9.9	3.9	3.0	65.6	*	12.5	4.2	*	*	*	17.9	1.5
Fixed Term 1 yr+	12.7	4.8	4.4	60.1	*	11.3	4.8	*	*	*	24.2	*
Grand total	4.4	4.1	1.5	74.4	0.9	8.9	5.8	0.8	0.5	0.1	11.4	3.3

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Staff continued

Sexual orientation, transgender identity and gender identity continued

All staff sexual orientation, transgender identity and gender identity distribution by length of service (numbers): 31 March 2026

Sexual orientation, transgender identity and gender identity (numbers)													
Length of service (yrs)	Total	Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
<1	1,683	170	79	52	1,068	22	194	98	16	16	*	331	10
1-<3	2,676	214	103	56	1,787	31	319	166	18	15	*	411	30
3-<5	2,735	185	117	37	2,119	28	243	*	50	16	*	402	140
5-<10	3,806	143	173	59	3,048	46	303	34	31	20	*	442	182
10+	8,936	164	336	84	6,728	52	699	873	45	27	13	673	294
Grand total	19,836	876	808	288	14,750	179	1,758	1,177	160	94	26	2,259	656

All staff sexual orientation, transgender identity and gender identity distribution by length of service (percentage): 31 March 2026

Sexual orientation, transgender identity and gender identity (%)													
Length of service (yrs)		Bi/bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Transgender	Non-binary	Other gender identity	LGBTQ+	Open at Work
<1		10.1	4.7	3.1	63.5	1.3	11.5	5.8	1.0	1.0	*	19.7	0.6
1-<3		8.0	3.8	2.1	66.8	1.2	11.9	6.2	0.7	0.6	*	15.4	1.1
3-<5		6.8	4.3	1.4	77.5	1.0	8.9	*	1.8	0.6	*	14.7	5.1
5-<10		3.8	4.5	1.6	80.1	1.2	8.0	0.8	0.8	0.5	*	11.6	4.8
10+		1.8	3.8	0.9	75.3	0.6	7.8	9.8	0.5	0.3	0.1	7.5	3.3
Grand total		4.4	4.1	1.5	74.4	0.9	8.9	5.8	0.8	0.5	0.1	11.4	3.3

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

Staff continued

Religion and belief

All staff religion and belief distribution (numbers): 31 March 2026

	Religion and belief (numbers)											
Division	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	2,171	417	11	569	15	18	52	19	76	761	209	24
Nations	4,499	775	15	1,491	25	24	44	19	136	1,496	429	45
News and Current Affairs	2,303	417	*	563	24	44	82	17	70	778	270	30
Operations Group	6,890	1,408	33	1,694	222	50	236	86	270	2,142	593	156
UK Public Service	15,863	3,017	67	4,317	286	136	414	141	552	5,177	1,501	255
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	314	10	392	50	21	49	17	56	479	158	26
BBC Studios (TV & Radio Production)	1,135	257	*	238	*	14	*	*	42	411	137	17
BBC Studios	2,707	571	11	630	58	35	56	20	98	890	295	43
World Service Group	919	114	13	130	12	4	190	*	40	266	133	17
BBC Studioworks	105	13	*	41	*	*	*	*	*	35	*	*
Children in Need	160	36	*	30	*	*	*	*	*	59	16	*
BBC Media Action	82	15	*	19	*	*	*	*	*	18	10	*
Other	1,266	178	14	220	16	*	199	*	61	378	164	27
Grand total	19,836	3,766	92	5,167	360	178	669	163	711	6,445	1,960	325

All staff religion and belief distribution (percentage): 31 March 2026

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	19.2	0.5	26.2	0.7	0.8	2.4	0.9	3.5	35.1	9.6	1.1
Nations	17.2	0.3	33.1	0.6	0.5	1.0	0.4	3.0	33.3	9.5	1.1
News and Current Affairs	18.1	*	24.4	1.0	1.9	3.6	0.7	3.0	33.8	11.7	1.5
Operations Group	20.4	0.5	24.6	3.2	0.7	3.4	1.2	3.9	31.1	8.6	2.4
UK Public Service	19.0	0.4	27.2	1.8	0.9	2.6	0.9	3.5	32.6	9.5	1.6
BBC Studios (Sales & Distribution, Branded Services & Management)	20.0	0.6	24.9	3.2	1.3	3.1	1.1	3.6	30.5	10.1	1.6
BBC Studios (TV & Radio Production)	22.6	*	21.0	*	1.2	*	*	3.7	36.2	12.1	1.5
BBC Studios	21.1	0.4	23.3	2.1	1.3	2.1	0.7	3.6	32.9	10.9	1.6
World Service Group	12.4	1.4	14.1	1.3	0.4	20.7	*	4.4	28.9	14.5	1.9
BBC Studioworks	12.4	*	39.0	*	*	*	*	*	33.3	*	*
Children in Need	22.5	*	18.8	*	*	*	*	*	36.9	10.0	*
BBC Media Action	18.3	*	23.2	*	*	*	*	*	22.0	12.2	*
Other	14.1	1.1	17.4	1.3	*	15.7	*	4.8	29.9	13.0	1.9
Grand total	19.0	0.5	26.0	1.8	0.9	3.4	0.8	3.6	32.5	9.9	1.6

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

Staff continued

Religion and belief continued

Leadership staff religion and belief distribution (numbers): 31 March 2026

	Religion and belief (numbers)											
Division	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	447	89	*	125	*	*	13	*	14	141	44	*
Nations	580	105	*	227	*	*	*	*	*	163	55	*
News and Current Affairs	560	104	*	154	*	12	10	*	12	200	49	*
Operations Group	1,394	288	*	400	37	11	27	13	53	403	118	38
UK Public Service	2,981	586	11	906	52	37	55	22	86	907	266	53
BBC Studios (Sales & Distribution, Branded Services & Management)	498	108	*	135	11	11	*	*	18	152	39	*
BBC Studios (TV & Radio Production)	265	63	*	61	*	*	*	*	*	96	22	*
BBC Studios	763	171	*	196	11	17	10	6	27	248	61	13
World Service Group	153	17	*	28	*	*	27	*	6	50	21	*
BBC Studioworks	20	*	*	10	*	*	*	*	*	*	*	*
Children in Need	24	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	27	*	*	*	*	*	*	*	*	*	*	*
Other	224	32	*	50	*	*	29	*	12	68	27	*
Grand total	3,968	789	15	1,152	64	56	94	29	125	1,223	354	67

Leadership staff religion and belief distribution (percentage): 31 March 2026

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	19.9	*	28.0	*	*	2.9	*	3.1	31.5	9.8	*
Nations	18.1	*	39.1	*	*	*	*	*	28.1	9.5	*
News and Current Affairs	18.6	*	27.5	*	2.1	1.8	*	2.1	35.7	8.8	*
Operations Group	20.7	*	28.7	2.7	0.8	1.9	0.9	3.8	28.9	8.5	2.7
UK Public Service	19.7	0.4	30.4	1.7	1.2	1.8	0.7	2.9	30.4	8.9	1.9
BBC Studios (Sales & Distribution, Branded Services & Management)	21.7	*	27.1	2.2	2.2	*	*	3.6	30.5	7.8	*
BBC Studios (TV & Radio Production)	23.8	*	23.0	*	*	*	*	*	36.2	8.3	*
BBC Studios	22.4	*	25.7	1.4	2.2	1.3	0.8	3.5	32.5	8.0	1.8
World Service Group	11.1	*	18.3	*	*	17.6	*	3.9	32.7	13.7	*
BBC Studioworks	*	*	50.0	*	*	*	*	*	*	*	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	*	*	*	*	*	*	*	*	*	*	*
Other	14.3	*	22.3	*	*	12.9	*	5.4	30.4	12.1	*
Grand total	19.9	0.4	29.0	1.6	1.4	2.4	0.7	3.2	30.8	8.9	1.7

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Staff continued

Religion and belief continued

All staff religion and belief distribution by Job Family (numbers): 31 March 2026

Religion and belief (numbers)												
Job Family	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	282	58	*	64	*	*	10	*	11	89	32	*
Programming	8,661	1,591	34	2,293	69	89	328	46	294	2,880	932	105
Sales/Marketing	709	150	*	178	12	*	10	*	37	235	59	14
Support/Admin	4,477	771	25	1,347	93	38	127	76	156	1,335	411	98
Technical/Engineering	5,352	1,153	30	1,206	183	38	194	29	202	1,730	488	99
Not Allocated	355	43	*	79	*	*	*	*	11	176	38	*
Grand total	19,836	3,766	92	5,167	360	178	669	163	711	6,445	1,960	325

All staff religion and belief distribution by Job Family (percentage): 31 March 2026

Religion and belief (%)												
Job Family		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning		20.6	*	22.7	*	*	3.5	*	3.9	31.6	11.3	*
Programming		18.4	0.4	26.5	0.8	1.0	3.8	0.5	3.4	33.3	10.8	1.1
Sales/Marketing		21.2	*	25.1	1.7	*	1.4	*	5.2	33.1	8.3	2.0
Support/Admin		17.2	0.6	30.1	2.1	0.8	2.8	1.7	3.5	29.8	9.2	2.2
Technical/Engineering		21.5	0.6	22.5	3.4	0.7	3.6	0.5	3.8	32.3	9.1	2.0
Not Allocated		12.1	*	22.3	*	*	*	*	3.1	49.6	10.7	*
Grand total		19.0	0.5	26.0	1.8	0.9	3.4	0.8	3.6	32.5	9.9	1.6

Leadership staff religion and belief distribution by Job Family (numbers): 31 March 2026

Religion and belief (numbers)												
Job family	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Commissioning	193	42	*	44	*	*	*	*	*	57	22	*
Programming	1,640	306	*	489	13	25	48	*	39	535	154	18
Sales/Marketing	145	33	*	36	*	*	*	*	*	53	*	*
Support/Admin	1,305	249	*	404	23	13	25	18	48	389	102	*
Technical/Engineering	685	159	*	179	22	*	13	*	23	189	71	16
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	789	15	1,152	64	56	94	29	125	1,223	354	67

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Staff continued

Religion and belief continued

Leadership staff religion and belief distribution by Job Family (percentage): 31 March 2026

Job Family	Religion and belief (%)										Prefer not to say	No data
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None			
Commissioning	21.8	*	22.8	*	*	*	*	*	29.5	11.4	*	
Programming	18.7	*	29.8	0.8	1.5	2.9	*	2.4	32.6	9.4	1.1	
Sales/Marketing	22.8	*	24.8	*	*	*	*	*	36.6	*	*	
Support/Admin	19.1	*	31.0	1.8	1.0	1.9	1.4	3.7	29.8	7.8	*	
Technical/Engineering	23.2	*	26.1	3.2	*	1.9	*	3.4	27.6	10.4	2.3	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	
Grand total	19.9	0.4	29.0	1.6	1.4	2.4	0.7	3.2	30.8	8.9	1.7	

All staff religion and belief distribution by grade bands (numbers): 31 March 2026

Grade band	Religion and belief (numbers)										Prefer not to say	No data
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None		
A	124	12	*	43	*	*	*	*	*	39	13	*
B	1,588	256	*	441	26	12	52	25	73	506	153	35
C	5,940	1,129	30	1,529	103	53	287	42	209	1,854	598	106
D	7,370	1,439	34	1,794	157	54	210	53	271	2,516	740	102
E	2,480	494	12	694	38	28	66	18	82	775	223	50
F	1,176	228	*	359	21	19	24	12	35	351	110	14
SL	307	67	*	98	*	*	*	*	*	95	20	*
Not Allocated	851	141	*	209	*	*	23	10	27	309	103	17
Grand total	19,836	3,766	92	5,167	360	178	669	163	711	6,445	1,960	325

All staff religion and belief distribution by grade bands (percentage): 31 March 2026

Grade band	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
A	9.7	*	34.7	*	*	*	*	*	31.5	10.5	*
B	16.1	*	27.8	1.6	0.8	3.3	1.6	4.6	31.9	9.6	2.1
C	19.0	0.5	25.7	1.7	0.9	4.8	0.7	3.5	31.2	10.1	1.9
D	19.5	0.5	24.3	2.1	0.7	2.8	0.7	3.7	34.1	10.0	1.6
E	19.9	0.5	28.0	1.5	1.1	2.7	0.7	3.3	31.3	9.0	2.0
F	19.4	*	30.5	1.8	1.6	2.0	1.0	3.0	29.8	9.4	1.2
SL	21.8	*	31.9	*	*	*	*	*	30.9	6.5	*
Not Allocated	16.6	*	24.6	*	*	2.7	1.2	3.2	36.3	12.1	1.8
Grand total	19.0	0.5	26.0	1.8	0.9	3.4	0.8	3.6	32.5	9.9	1.6

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Staff continued

Religion and belief continued

All staff leaver and joiner distribution by religion and belief (numbers): 31 March 2026

		Religion and belief (numbers)										
Category	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Leavers	2,188	415	13	574	38	14	71	23	86	650	268	36
Joiners	1,948	367	12	428	48	15	65	19	54	531	303	106

All staff leaver and joiner distribution by religion and belief (percentage): 31 March 2026

Category	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Leavers	19.0	0.6	26.2	1.7	0.6	3.2	1.1	3.9	29.7	12.2	1.8
Joiners	18.8	0.6	22.0	2.5	0.8	3.3	1.0	2.8	27.3	15.6	5.3

All staff leaver distribution by religion and belief and reason for leaving (numbers): 31 March 2026

Reason for leaving	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Voluntary	725	145	*	165	15	*	23	12	26	225	92	14
Redundancy	653	122	*	214	11	*	14	*	35	187	55	*
End FTC	672	126	*	147	*	*	33	*	21	190	109	21
Other involuntary	57	10	*	16	*	*	*	*	*	18	*	*
Other	81	12	*	32	*	*	*	*	*	30	*	*
Grand total	2,188	415	13	574	38	14	71	23	86	650	268	36

All staff leaver distribution by religion and belief and reason for leaving (percentage): 31 March 2026

Reason for leaving	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Voluntary	20.0	*	22.8	2.1	*	3.2	1.7	3.6	31.0	12.7	1.8
Redundancy	18.7	*	32.8	1.7	*	2.1	*	5.4	28.6	8.4	*
End FTC	18.8	*	21.9	*	*	4.9	*	3.1	28.3	16.2	3.2
Other involuntary	17.5	*	28.1	*	*	*	*	*	31.6	*	*
Other	14.8	*	39.5	*	*	*	*	*	37.0	*	*
Grand total	19.0	0.6	26.2	1.7	0.6	3.2	1.1	3.9	29.7	12.2	1.8

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Staff continued

Religion and belief continued

All staff internal mover distribution by religion and belief (numbers): 31 March 2026

Internal move type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	938	216	*	221	11	*	35	10	28	310	91	*
Promotion	772	156	*	202	14	*	37	*	33	220	87	*
Transfer	1,066	227	*	236	17	16	32	16	37	337	121	24
Grand total	2,776	599	*	659	42	28	104	33	98	867	299	38

All staff internal mover distribution by religion and belief (percentage): 31 March 2026

Internal move type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Attachment	23.0	*	23.6	1.2	*	3.7	1.1	3.0	33.0	9.7	*
Promotion	20.2	*	26.2	1.8	*	4.8	*	4.3	28.5	11.3	*
Transfer	21.3	*	22.1	1.6	1.5	3.0	1.5	3.5	31.6	11.4	2.2
Grand total	21.6	*	23.7	1.5	1.0	3.7	1.2	3.5	31.2	10.8	1.5

All staff religion and belief distribution by contract type (numbers): 31 March 2026

Contract type	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18,479	3,475	86	4,907	340	168	638	149	668	6,050	1,743	255
Fixed Term less than 1 yr	878	197	*	152	13	*	18	*	26	258	152	45
Fixed Term 1 yr +	479	94	*	108	*	*	13	*	17	137	65	25
Grand total	19,836	3,766	92	5,167	360	178	669	163	711	6,445	1,960	325

All staff religion and belief distribution by contract type (percentage): 31 March 2026

Contract type	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Continuing	18.8	0.5	26.6	1.8	0.9	3.5	0.8	3.6	32.7	9.4	1.4
Fixed Term less than 1 yr	22.4	*	17.3	1.5	*	2.1	*	3.0	29.4	17.3	5.0
Fixed Term 1 yr+	19.6	*	22.5	*	*	2.7	*	3.5	28.6	13.6	5.3
Grand total	19.0	0.5	26.0	1.8	0.9	3.4	0.8	3.6	32.5	9.9	1.6

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Staff continued

Religion and belief continued

All staff religion and belief distribution by length of service (numbers): 31 March 2026

Length of service (years)	Religion and belief (numbers)											
	Total	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
<1	1,683	332	11	344	39	13	51	15	47	455	265	111
1-<3	2,676	506	12	560	54	19	99	24	86	766	358	192
3-<5	2,735	604	15	597	79	25	144	30	117	855	263	*
5-<10	3,806	792	16	974	81	36	141	35	167	1,213	337	14
10+	8,936	1,532	38	2,692	107	85	234	59	294	3,156	737	*
Grand total	19,836	3,766	92	5,167	360	178	669	163	711	6,445	1,960	325

All staff religion and belief distribution by length of service (percentage): 31 March 2026

Length of service (years)	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
<1	19.7	0.7	20.4	2.3	0.8	3.0	0.9	2.8	27.0	15.7	6.7
1-<3	18.9	0.4	20.9	2.0	0.7	3.7	0.9	3.2	28.6	13.4	7.3
3-<5	22.1	0.5	21.8	2.9	0.9	5.3	1.1	4.3	31.3	9.6	*
5-<10	20.8	0.4	25.6	2.1	0.9	3.7	0.9	4.4	31.9	8.9	0.4
10+	17.1	0.4	30.1	1.2	1.0	2.6	0.7	3.3	35.3	8.2	*
Grand total	19.0	0.5	26.0	1.8	0.9	3.4	0.8	3.6	32.5	9.9	1.6

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Staff continued

Socio-economic background (household occupation)

All staff socio-economic background (household occupation) distribution: 31 March 2026

Division	Total	Household occupation (numbers)						Household occupation (%)					
		Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Content	2,171	1,147	192	440	34	112	246	52.8	8.8	20.3	1.6	5.2	11.3
Nations	4,499	2,090	403	1,058	85	253	610	46.5	9.0	23.5	1.9	5.6	13.5
News and Current Affairs	2,303	1,193	210	360	35	160	345	51.8	9.1	15.6	1.5	6.9	15.1
Operations Group	6,890	3,453	727	1,543	140	448	579	50.1	10.6	22.4	2.0	6.5	8.4
UK Public Service	15,863	7,883	1,532	3,401	294	973	1,780	49.7	9.7	21.4	1.9	6.1	11.2
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	878	192	292	27	120	63	55.9	12.2	18.6	1.7	7.6	4.0
BBC Studios (TV & Radio Production)	1,135	619	137	231	12	74	62	54.5	12.1	20.4	1.1	6.5	5.4
BBC Studios	2,707	1,497	329	523	39	194	125	55.3	12.2	19.3	1.4	7.2	4.6
World Service Group	919	445	77	101	23	86	187	48.4	8.4	11.0	2.5	9.4	20.3
BBC Studioworks	105	44	*	31	*	*	11	41.9	*	29.5	*	*	10.4
Children in Need	160	83	25	29	*	12	*	51.9	15.6	18.1	*	7.5	*
BBC Media Action	82	48	*	12	*	*	*	58.5	*	14.6	*	*	*
Other	1,266	620	115	173	30	113	215	49.0	9.1	13.7	2.4	8.9	16.9
Grand total	19,836	10,000	1,976	4,097	363	1,280	2,120	50.4	10.0	20.7	1.8	6.5	10.6

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

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

Staff continued

Socio-economic background (household occupation) continued

Leadership staff socio-economic background (household occupation) distribution: 31 March 2026

Division	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Content	447	251	47	99	10	13	27	56.2	10.5	22.1	2.2	2.9	6.1
Nations	580	265	65	137	12	25	76	45.7	11.2	23.6	2.1	4.3	13.1
News and Current Affairs	560	302	50	70	*	25	110	53.9	8.9	12.5	*	4.5	19.7
Operations Group	1,394	779	148	295	21	64	87	55.9	10.6	21.2	1.5	4.6	6.2
UK Public Service	2,981	1,597	310	601	46	127	300	53.6	10.4	20.2	1.5	4.3	10.0
BBC Studios (Sales & Distribution, Branded Services & Management)	498	290	74	83	*	24	20	58.2	14.9	16.7	*	4.8	4.0
BBC Studios (TV & Radio Production)	265	154	30	50	*	14	15	58.1	11.3	18.9	*	5.3	5.6
BBC Studios	763	444	104	133	*	38	35	58.2	13.6	17.4	*	5.0	4.6
World Service Group	153	83	11	14	*	12	28	54.2	7.2	9.2	*	7.8	18.3
BBC Studioworks	20	12	*	*	*	*	*	60.0	*	*	*	*	*
Children in Need	24	11	*	*	*	*	*	45.8	*	*	*	*	*
BBC Media Action	27	17	*	*	*	*	*	63.0	*	*	*	*	*
Other	224	123	13	29	*	18	34	54.9	5.8	12.9	*	8.0	15.3
Grand total	3,968	2,164	427	763	62	183	369	54.5	10.8	19.2	1.6	4.6	9.3

All staff socio-economic background (household occupation) distribution by Job Family: 31 March 2026

Job Family	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Commissioning	282	149	37	59	11	12	14	52.8	13.1	20.9	3.9	4.3	5.0
Programming	8,661	4,407	798	1,632	142	511	1,171	50.9	9.2	18.8	1.6	5.9	13.6
Sales/Marketing	709	415	77	140	10	40	27	58.5	10.9	19.7	1.4	5.6	3.9
Support/Admin	4,477	2,258	545	1,048	87	315	224	50.4	12.2	23.4	1.9	7.0	5.1
Technical/Engineering	5,352	2,615	509	1,193	109	370	556	48.9	9.5	22.3	2.0	6.9	10.4
Not Allocated	355	156	10	25	*	32	128	43.9	2.8	7.0	*	9.0	36.2
Grand total	19,836	10,000	1,976	4,097	363	1,280	2,120	50.4	10.0	20.7	1.8	6.5	10.6

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

Staff continued

Socio-economic background (household occupation) continued

Leadership staff socio-economic background (household occupation) distribution by Job Family: 31 March 2026

Job Family	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Commissioning	193	99	26	43	*	*	10	51.3	13.5	22.3	*	*	5.2
Programming	1,640	859	157	291	24	67	242	52.4	9.6	17.7	1.5	4.1	14.7
Sales/Marketing	145	85	13	35	*	*	*	58.6	9.0	24.1	*	*	*
Support/Admin	1,305	744	156	259	13	70	63	57.0	12.0	19.8	1.0	5.4	4.8
Technical/Engineering	685	377	75	135	15	35	48	55.0	10.9	19.7	2.2	5.1	7.1
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	2,164	427	763	62	183	369	54.5	10.8	19.2	1.6	4.6	9.3

All staff socio-economic background (household occupation) distribution by grade bands: 31 March 2026

Grade Band	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
A	124	46	10	37	*	11	15	37.1	8.1	29.8	*	8.9	12.1
B	1,588	712	181	372	41	144	138	44.8	11.4	23.4	2.6	9.1	8.7
C	5,940	2,898	611	1,270	114	427	620	48.8	10.3	21.4	1.9	7.2	10.4
D	7,370	3,757	681	1,530	115	443	844	51.0	9.2	20.8	1.6	6.0	11.4
E	2,480	1,320	272	467	39	124	258	53.2	11.0	18.8	1.6	5.0	10.4
F	1,176	642	126	239	19	55	95	54.6	10.7	20.3	1.6	4.7	8.1
SL	307	200	30	57	*	*	12	65.1	9.8	18.6	*	*	3.9
Not Allocated	851	425	65	125	26	72	138	49.9	7.6	14.7	3.1	8.5	16.2
Grand total	19,836	10,000	1,976	4,097	363	1,280	2,120	50.4	10.0	20.7	1.8	6.5	10.6

All staff leaver and joiner distribution by socio-economic background (household occupation): 31 March 2026

Category	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Leavers	2,188	1,095	277	452	47	165	152	50.0	12.7	20.7	2.1	7.5	7.0
Joiners	1,948	1,005	242	359	43	192	107	51.6	12.4	18.4	2.2	9.9	5.5

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

Staff continued

Socio-economic background (household occupation) continued

All staff leaver distribution by socio-economic background (household occupation) and reason for leaving: 31 March 2026

Reason for leaving	Total	Household occupation (numbers)						Household occupation (%)					
		Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Voluntary	725	377	100	130	18	56	44	52.0	13.8	17.9	2.5	7.7	6.1
Redundancy	653	333	67	148	*	35	64	51.0	10.3	22.7	*	5.4	9.7
End FTC	672	328	94	138	21	66	25	48.8	14.0	20.5	3.1	9.8	3.8
Other involuntary	57	23	*	12	*	*	*	40.4	*	21.1	*	*	*
Other	81	34	*	24	*	*	10	42.0	*	29.6	*	*	12.4
Grand total	2,188	1,095	277	452	47	165	152	50.0	12.7	20.7	2.1	7.5	7.0

All staff internal mover distribution by socio-economic background (household occupation): 31 March 2026

Internal move type	Total	Household occupation (numbers)						Household occupation (%)					
		Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Attachment	938	549	99	167	13	40	70	58.5	10.6	17.8	1.4	4.3	7.4
Promotion	772	400	91	164	21	65	31	51.8	11.8	21.2	2.7	8.4	4.1
Transfer	1,066	557	115	227	14	76	77	52.3	10.8	21.3	1.3	7.1	7.2
Grand total	2,776	1,506	305	558	48	181	178	54.3	11.0	20.1	1.7	6.5	6.4

All staff socio-economic background (household occupation) distribution by contract type: 31 March 2026

Contract type	Total	Household occupation (numbers)						Household occupation (%)					
		Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
Continuing	18,479	9,275	1,822	3,841	335	1,156	2,050	50.2	9.9	20.8	1.8	6.3	11.0
Fixed Term less than 1 yr	878	475	98	161	11	89	44	54.1	11.2	18.3	1.3	10.1	5.0
Fixed Term 1 yr+	479	250	56	95	17	35	26	52.2	11.7	19.8	3.5	7.3	5.5
Grand total	19,836	10,000	1,976	4,097	363	1,280	2,120	50.4	10.0	20.7	1.8	6.5	10.6

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Staff continued

Socio-economic background (household occupation) continued

All staff socio-economic background (household occupation) by length of service: 31 March 2026

Length of service (yrs)	Total	Household occupation (numbers)						Household occupation (%)					
		Professional	Intermediate	Working class background	Other	Prefer not to say	No data	Professional	Intermediate	Working class background	Other	Prefer not to say	No data
<1	1,683	880	203	299	33	167	101	52.3	12.1	17.8	2.0	9.9	5.9
1-<3	2,676	1,355	319	487	67	233	215	50.6	11.9	18.2	2.5	8.7	8.1
3-<5	2,735	1,543	295	636	66	188	*	56.4	10.8	23.3	2.4	6.9	*
5-<10	3,806	2,071	369	793	65	282	226	54.4	9.7	20.8	1.7	7.4	6.0
10+	8,936	4,151	790	1,882	132	410	1,571	46.5	8.8	21.1	1.5	4.6	17.5
Grand total	19,836	10,000	1,976	4,097	363	1,280	2,120	50.4	10.0	20.7	1.8	6.5	10.6

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Staff continued

Socio-economic background (school type)

All staff socio-economic background (school type) distribution: 31 March 2026

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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Content	2,171	1,059	232	123	316	106	88	247	48.8	10.7	5.7	14.6	4.9	4.1	11.2
Nations	4,499	2,491	498	189	369	159	184	609	55.4	11.1	4.2	8.2	3.5	4.1	13.5
News and Current Affairs	2,303	929	211	120	363	215	117	348	40.3	9.2	5.2	15.8	9.3	5.1	15.1
Operations Group	6,890	3,555	663	394	646	731	317	584	51.6	9.6	5.7	9.4	10.6	4.6	8.5
UK Public Service	15,863	8,034	1,604	826	1,694	1,211	706	1,788	50.6	10.1	5.2	10.7	7.6	4.5	11.3
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	772	142	92	205	223	74	64	49.1	9.0	5.9	13.0	14.2	4.7	4.1
BBC Studios (TV & Radio Production)	1,135	640	107	63	155	56	53	61	56.4	9.4	5.6	13.7	4.9	4.7	5.3
BBC Studios	2,707	1,412	249	155	360	279	127	125	52.2	9.2	5.7	13.3	10.3	4.7	4.6
World Service Group	919	229	37	18	83	320	44	188	24.9	4.0	2.0	9.0	34.8	4.8	20.5
BBC Studioworks	105	55	12	*	12	*	*	11	52.4	11.4	*	11.4	*	*	10.4
Children in Need	160	91	20	15	11	*	*	*	56.9	12.5	9.4	6.9	*	*	*
BBC Media Action	82	26	*	*	12	22	*	*	31.7	*	*	14.6	26.8	*	*
Other	1,266	401	73	41	118	354	63	216	31.7	5.8	3.2	9.3	28.0	5.0	17.0
Grand total	19,836	9,847	1,926	1,022	2,172	1,844	896	2,129	49.6	9.7	5.2	10.9	9.3	4.5	10.8

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

Staff continued

Socio-economic background (school type) continued

Leadership staff socio-economic background (school type) distribution: 31 March 2026

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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Content	447	220	56	18	90	19	16	28	49.2	12.5	4.0	20.1	4.3	3.6	6.3
Nations	580	313	82	23	52	14	20	76	54.0	14.1	4.0	9.0	2.4	3.4	13.1
News and Current Affairs	560	200	52	14	122	29	30	113	35.7	9.3	2.5	21.8	5.2	5.4	20.1
Operations Group	1,394	709	155	65	197	123	59	86	50.9	11.1	4.7	14.1	8.8	4.2	6.2
UK Public Service	2,981	1,442	345	120	461	185	125	303	48.4	11.6	4.0	15.5	6.2	4.2	10.1
BBC Studios (Sales & Distribution, Branded Services & Management)	498	225	48	25	96	63	21	20	45.2	9.6	5.0	19.3	12.7	4.2	4.0
BBC Studios (TV & Radio Production)	265	135	28	14	54	*	13	14	50.9	10.6	5.3	20.4	*	4.9	5.3
BBC Studios	763	360	76	39	150	70	34	34	47.2	10.0	5.1	19.7	9.2	4.5	4.3
World Service Group	153	47	*	*	17	45	*	28	30.7	*	*	11.1	29.4	*	18.3
BBC Studioworks	20	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Children in Need	24	14	*	*	*	*	*	*	58.3	*	*	*	*	*	*
BBC Media Action	27	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Other	224	75	15	10	26	53	11	34	33.5	6.7	4.5	11.6	23.7	4.9	15.1
Grand total	3,968	1,877	436	169	637	308	170	371	47.3	11.0	4.3	16.1	7.8	4.3	9.2

All staff socio-economic background (school type) distribution by Job Family: 31 March 2026

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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Commissioning	282	137	41	13	43	19	14	15	48.6	14.5	4.6	15.2	6.7	5.0	5.4
Programming	8,661	4,135	866	369	1,071	682	369	1,169	47.7	10.0	4.3	12.4	7.9	4.3	13.4
Sales/Marketing	709	377	79	47	80	73	26	27	53.2	11.1	6.6	11.3	10.3	3.7	3.8
Support/Admin	4,477	2,448	422	307	495	370	206	229	54.7	9.4	6.9	11.1	8.3	4.6	5.0
Technical/Engineering	5,352	2,665	495	274	426	671	261	560	49.8	9.2	5.1	8.0	12.5	4.9	10.5
Not Allocated	355	85	23	12	57	29	20	129	23.9	6.5	3.4	16.1	8.2	5.6	36.3
Grand total	19,836	9,847	1,926	1,022	2,172	1,844	896	2,129	49.6	9.7	5.2	10.9	9.3	4.5	10.8

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Staff continued

Socio-economic background (school type) continued

Leadership staff socio-economic background (school type) distribution Job Family: 31 March 2026

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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Commissioning	193	98	28	*	31	*	11	11	50.8	14.5	*	16.1	*	5.7	5.7
Programming	1,640	723	183	60	272	97	61	244	44.1	11.2	3.7	16.6	5.9	3.7	14.8
Sales/Marketing	145	71	13	*	27	18	*	*	49.0	9.0	*	18.6	12.4	*	*
Support/Admin	1,305	639	145	60	221	112	66	62	49.0	11.1	4.6	16.9	8.6	5.1	4.7
Technical/Engineering	685	346	67	36	86	73	29	48	50.5	9.8	5.3	12.6	10.7	4.2	6.9
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Grand total	3,968	1,877	436	169	637	308	170	371	47.3	11.0	4.3	16.1	7.8	4.3	9.2

All staff socio-economic background (school type) distribution by grade bands: 31 March 2026

Grade Band	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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
A	124	78	*	*	*	*	*	15	62.9	*	*	*	*	*	12.1
B	1,588	889	137	84	125	142	71	140	56.0	8.6	5.3	7.9	8.9	4.5	8.8
C	5,940	2,992	587	327	508	627	281	618	50.4	9.9	5.5	8.6	10.6	4.7	10.3
D	7,370	3,608	704	370	799	706	335	848	49.0	9.6	5.0	10.8	9.6	4.5	11.5
E	2,480	1,162	275	128	349	197	110	259	46.9	11.1	5.2	14.1	7.9	4.4	10.4
F	1,176	562	129	34	224	80	50	97	47.8	11.0	2.9	19.0	6.8	4.3	8.2
SL	307	154	31	*	64	31	10	11	50.2	10.1	*	20.8	10.1	3.3	3.5
Not Allocated	851	402	54	71	98	52	33	141	47.2	6.3	8.3	11.5	6.1	3.9	16.7
Grand total	19,836	9,847	1,926	1,022	2,172	1,844	896	2,129	49.6	9.7	5.2	10.9	9.3	4.5	10.8

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Staff continued

Socio-economic background (school type) continued

All staff leaver and joiner distribution by socio-economic background (school type): 31 March 2026

Category	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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Leavers	2,188	1,069	219	115	266	247	124	148	48.9	10.0	5.3	12.2	11.3	5.7	6.6
Joiners	1,948	965	116	178	221	226	140	102	49.5	6.0	9.1	11.3	11.6	7.2	5.3

All staff leaver distribution by socio-economic background (school type) and reason for leaving: 31 March 2026

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 on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Voluntary	725	353	70	40	89	86	45	42	48.7	9.7	5.5	12.3	11.9	6.2	5.7
Redundancy	653	293	92	27	85	66	26	64	44.9	14.1	4.1	13.0	10.1	4.0	9.8
End FTC	672	358	39	44	75	86	47	23	53.3	5.8	6.5	11.2	12.8	7.0	3.4
Other involuntary	57	24	*	*	*	*	*	*	42.1	*	*	*	*	*	*
Other	81	41	13	*	10	*	*	10	50.6	16.0	*	12.3	*	*	12.5
Grand total	2,188	1,069	219	115	266	247	124	148	48.9	10.0	5.3	12.2	11.3	5.7	6.6

All staff internal mover distribution by socio-economic background (school type): 31 March 2026

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 on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Attachment	938	510	116	45	102	69	26	70	54.4	12.4	4.8	10.9	7.4	2.8	7.3
Promotion	772	431	90	41	77	67	35	31	55.8	11.7	5.3	10.0	8.7	4.5	4.0
Transfer	1,066	556	92	64	129	93	57	75	52.2	8.6	6.0	12.1	8.7	5.3	7.1
Grand total	2,776	1,497	298	150	308	229	118	176	53.9	10.7	5.4	11.1	8.2	4.3	6.4

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

Staff continued

Socio-economic background (school type) continued

All staff socio-economic background (school type) distribution by contract type: 31 March 2026

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 on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
Continuing	18,479	9,156	1,845	895	2,006	1,708	811	2,058	49.5	10.0	4.8	10.9	9.2	4.4	11.2
Fixed Term less than 1 yr	878	421	60	71	113	98	70	45	47.9	6.8	8.1	12.9	11.2	8.0	5.1
Fixed Term 1 yr+	479	270	21	56	53	38	15	26	56.4	4.4	11.7	11.1	7.9	3.1	5.4
Grand total	19,836	9,847	1,926	1,022	2,172	1,844	896	2,129	49.6	9.7	5.2	10.9	9.3	4.5	10.8

All staff socio-economic background distribution by length of service: 31 March 2026

Length of service (yrs)	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 grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	A state-run or state-funded school – selective on faith	Independent or fee-paying school	Other	Prefer not to say	No data
<1	1,683	826	101	152	197	184	114	109	49.1	6.0	9.0	11.7	10.9	6.8	6.5
1–<3	2,676	1,405	157	167	245	327	159	216	52.5	5.9	6.2	9.2	12.2	5.9	8.1
3–<5	2,735	1,552	261	123	320	387	85	*	56.7	9.5	4.5	11.7	14.1	3.1	*
5–<10	3,806	1,879	477	196	388	441	199	226	49.4	12.5	5.1	10.2	11.6	5.2	6.0
10+	8,936	4,185	930	384	1,022	505	339	1,571	46.8	10.4	4.3	11.4	5.7	3.8	17.6
Grand total	19,836	9,847	1,926	1,022	2,172	1,844	896	2,129	49.6	9.7	5.2	10.9	9.3	4.5	10.8

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

Staff continued

Socio-economic background (free school meals)

All staff free school meals distribution by division: 31 March 2026

Division	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	2,171	231	1,203	145	94	73	425	10.6	55.4	6.7	4.3	3.4	19.6
Nations	4,499	473	2,484	251	141	168	982	10.5	55.2	5.6	3.1	3.7	21.9
News and Current Affairs	2,303	224	1,140	96	144	95	604	9.7	49.5	4.2	6.3	4.1	26.2
Operations Group	6,890	733	3,843	491	420	271	1,132	10.6	55.8	7.1	6.1	3.9	16.5
UK Public Service	15,863	1,661	8,670	983	799	607	3,143	10.5	54.7	6.2	5.0	3.8	19.8
BBC Studios (Sales & Distribution, Branded Services & Management)	1,572	172	918	119	129	61	173	10.9	58.4	7.6	8.2	3.9	11.0
BBC Studios (TV & Radio Production)	1,135	120	675	81	44	52	163	10.6	59.5	7.1	3.9	4.6	14.3
BBC Studios	2,707	292	1,593	200	173	113	336	10.8	58.8	7.4	6.4	4.2	12.4
World Service Group	919	65	343	31	125	42	313	7.1	37.3	3.4	13.6	4.6	34.0
BBC Studioworks	105	13	56	*	*	*	28	12.4	53.3	*	*	*	26.7
Children in Need	160	26	96	*	*	*	18	16.3	60.0	*	*	*	11.2
BBC Media Action	82	*	39	*	*	*	23	*	47.6	*	*	*	28.0
Other	1,266	110	534	47	139	54	382	8.7	42.2	3.7	11.0	4.3	30.1
Grand total	19,836	2,063	10,797	1,230	1,111	774	3,861	10.4	54.4	6.2	5.6	3.9	19.5

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Staff continued

Socio-economic background (free school meals) continued

Leadership staff free school meals distribution by division: 31 March 2026

Division	Free school meals (numbers)							Free school meals (%)					
	Total	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	447	46	295	22	18	12	54	10.3	66.0	4.9	4.0	2.7	12.1
Nations	580	60	352	28	14	12	114	10.3	60.7	4.8	2.4	2.1	19.7
News and Current Affairs	560	38	305	12	24	16	165	6.8	54.5	2.1	4.3	2.9	29.4
Operations Group	1,394	136	884	85	101	44	144	9.8	63.4	6.1	7.2	3.2	10.3
UK Public Service	2,981	280	1,836	147	157	84	477	9.4	61.6	4.9	5.3	2.8	16.0
BBC Studios (Sales & Distribution, Branded Services & Management)	498	40	319	39	36	12	52	8.0	64.1	7.8	7.2	2.4	10.5
BBC Studios (TV & Radio Production)	265	28	167	20	*	*	33	10.6	63.0	7.5	*	*	12.5
BBC Studios	763	68	486	59	44	21	85	8.9	63.7	7.7	5.8	2.8	11.1
World Service Group	153	14	69	*	17	*	46	9.2	45.1	*	11.1	*	30.0
BBC Studioworks	20	*	14	*	*	*	*	*	70.0	*	*	*	*
Children in Need	24	10	*	*	*	*	*	41.7	*	*	*	*	*
BBC Media Action	27	*	15	*	*	*	*	*	55.6	*	*	*	*
Other	224	25	107	*	22	*	58	11.2	47.8	*	9.8	*	25.8
Grand total	3,968	373	2,429	214	223	109	620	9.4	61.2	5.4	5.6	2.7	15.7

All staff free school meals distribution by Job Family: 31 March 2026

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	282	37	168	21	18	*	30	13.1	59.6	7.4	6.4	*	10.7
Programming	8,661	830	4,600	446	429	316	2,040	9.6	53.1	5.1	5.0	3.6	23.6
Sales/Marketing	709	76	433	58	45	30	67	10.7	61.1	8.2	6.3	4.2	9.5
Support/Admin	4,477	570	2,725	301	247	167	467	12.7	60.9	6.7	5.5	3.7	10.5
Technical/Engineering	5,352	519	2,749	389	357	238	1,100	9.7	51.4	7.3	6.7	4.4	20.5
Not Allocated	355	31	122	15	15	15	157	8.7	34.4	4.2	4.2	4.2	44.3
Grand total	19,836	2,063	10,797	1,230	1,111	774	3,861	10.4	54.4	6.2	5.6	3.9	19.5

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Staff continued

Socio-economic background (free school meals) continued

Leadership staff free school meals distribution by Job Family: 31 March 2026

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	193	26	119	12	10	*	20	13.5	61.7	6.2	5.2	*	10.3	
Programming	1,640	151	939	61	66	36	387	9.2	57.3	3.7	4.0	2.2	23.6	
Sales/Marketing	145	11	101	*	15	*	*	7.6	69.7	*	10.3	*	*	
Support/Admin	1,305	121	862	77	76	47	122	9.3	66.1	5.9	5.8	3.6	9.3	
Technical/Engineering	685	64	408	56	56	19	82	9.3	59.6	8.2	8.2	2.8	11.9	
Not Allocated	*	*	*	*	*	*	*	*	*	*	*	*	*	
Grand total	3,968	373	2,429	214	223	109	620	9.4	61.2	5.4	5.6	2.7	15.7	

All staff free school meals distribution by grade bands: 31 March 2026

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	124	19	54	*	*	*	29	15.3	43.5	*	*	*	23.4
B	1,588	201	845	113	78	70	281	12.7	53.2	7.1	4.9	4.4	17.7
C	5,940	622	3,083	407	344	282	1,202	10.5	51.9	6.9	5.8	4.7	20.2
D	7,370	716	3,966	428	424	272	1,564	9.7	53.8	5.8	5.8	3.7	21.2
E	2,480	221	1,478	128	149	74	430	8.9	59.6	5.2	6.0	3.0	17.3
F	1,176	121	724	76	56	32	167	10.3	61.6	6.5	4.8	2.7	14.1
SL	307	31	227	*	18	*	19	10.1	73.9	*	5.9	*	6.2
Not Allocated	851	132	420	61	36	33	169	15.5	49.4	7.2	4.2	3.9	19.8
Grand total	19,836	2,063	10,797	1,230	1,111	774	3,861	10.4	54.4	6.2	5.6	3.9	19.5

All staff leaver and joiner distribution by free school meals: 31 March 2026

Category	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Leavers	2,188	286	1,197	149	161	104	291	13.1	54.7	6.8	7.4	4.8	13.2
Joiners	1,948	290	1,067	185	178	118	110	14.9	54.8	9.5	9.1	6.1	5.6

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Staff continued

Socio-economic background (free school meals) continued

All staff leaver distribution by free school meals and reason for leaving: 31 March 2026

Reason for leaving	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer Not to Say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Voluntary	725	93	393	49	56	37	97	12.8	54.2	6.8	7.7	5.1	13.4
Redundancy	653	62	368	28	40	22	133	9.5	56.4	4.3	6.1	3.4	20.3
End FTC	672	119	359	66	57	42	29	17.7	53.4	9.8	8.5	6.3	4.3
Other Involuntary	57	*	28	*	*	*	13	*	49.1	*	*	*	22.8
Other	81	*	49	*	*	*	19	*	60.5	*	*	*	23.4
Grand total	2,188	286	1,197	149	161	104	291	13.1	54.7	6.8	7.4	4.8	13.2

All staff internal mover distribution by free school meals: 31 March 2026

Internal move type	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Attachment	938	97	528	67	34	29	183	10.3	56.3	7.1	3.6	3.1	19.6
Promotion	772	108	454	48	41	41	80	14.0	58.8	6.2	5.3	5.3	10.4
Transfer	1,066	123	618	75	56	49	145	11.5	58.0	7.0	5.3	4.6	13.6
Grand total	2,776	328	1,600	190	131	119	408	11.8	57.6	6.8	4.7	4.3	14.8

All staff free school meals distribution by contract type: 31 March 2026

Contract type	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Continuing	18,479	1,851	10,050	1,113	1,002	696	3,767	10.0	54.4	6.0	5.4	3.8	20.4
Fixed Term less than 1 yr	878	117	483	70	81	64	63	13.3	55.0	8.0	9.2	7.3	7.2
Fixed Term 1 yr+	479	95	264	47	28	14	31	19.8	55.1	9.8	5.8	2.9	6.6
Grand total	19,836	2,063	10,797	1,230	1,111	774	3,861	10.4	54.4	6.2	5.6	3.9	19.5

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Staff continued

Socio-economic background (free school meals) continued
All staff free school meals distribution by length of service: 31 March 2026

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	1,683	248	921	150	155	98	111	14.7	54.7	8.9	9.2	5.8	6.7
1-<3	2,676	336	1,481	215	242	144	258	12.6	55.3	8.0	9.0	5.4	9.7
3-<5	2,735	327	1,342	300	195	243	328	12.0	49.1	11.0	7.1	8.9	11.9
5-<10	3,806	341	2,104	179	186	64	932	9.0	55.3	4.7	4.9	1.7	24.4
10+	8,936	811	4,949	386	333	225	2,232	9.1	55.4	4.3	3.7	2.5	25.0
Grand total	19,836	2,063	10,797	1,230	1,111	774	3,861	10.4	54.4	6.2	5.6	3.9	19.5

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02

FREELANCE

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Eve Myles as Fran in psychological thriller,
The Guest

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

Age

Freelance age distribution by division: 31 March 2026

Division	Total	Age band (numbers)						Age band (%)					
		<20	20–29	30–39	40–49	50–59	60+	<20	20–29	30–39	40–49	50–59	60+
Content	1,825	*	345	501	394	318	265	*	18.9	27.5	21.6	17.4	14.5
Nations	2,821	19	808	498	473	507	516	0.7	28.6	17.7	16.8	18.0	18.2
News and Current Affairs	759	*	151	196	133	157	122	*	19.9	25.8	17.5	20.7	16.1
Operations Group	950	*	139	171	213	236	186	*	14.6	18.0	22.4	24.8	19.7
UK Public Service	6,355	26	1,443	1,366	1,213	1,218	1,089	0.4	22.7	21.5	19.1	19.2	17.1
BBC Studios (Sales & Distribution, Branded Services & Management)	562	*	48	186	170	114	42	*	8.5	33.1	30.2	20.3	7.5
BBC Studios (TV & Radio Production)	6,027	23	1,293	1,569	1,322	1,160	660	0.4	21.5	26.0	21.9	19.2	11.0
BBC Studios	6,589	25	1,341	1,755	1,492	1,274	702	0.4	20.4	26.6	22.6	19.3	10.7
World Service Group	435	*	37	111	123	104	60	*	8.5	25.5	28.3	23.9	13.8
BBC Studioworks	312	*	33	41	82	75	80	*	10.6	13.1	26.3	24.0	25.7
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	*	*	14	*	13	*	*	*	37.8	*	35.2
Other	792	*	72	157	221	187	154	*	9.1	19.8	27.9	23.6	19.5
Grand total	13,736	52	2,856	3,278	2,926	2,679	1,945	0.4	20.8	23.9	21.3	19.5	14.1

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Freelance continued

Disability

Freelance disability distribution by division: 31 March 2026

Division	Total	Disability (numbers)				Disability (%)			
		Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data	Deaf, disabled and neurodivergent	Not deaf, disabled and neurodivergent	Prefer not to say	No data
Content	1,825	169	1,478	146	32	9.3	81.0	8.0	1.7
Nations	2,821	282	2,343	153	43	10.0	83.1	5.4	1.5
News and Current Affairs	759	71	617	54	17	9.4	81.3	7.1	2.2
Operations Group	950	79	777	77	17	8.3	81.8	8.1	1.8
UK Public Service	6,355	601	5,215	430	109	9.5	82.1	6.8	1.6
BBC Studios (Sales & Distribution, Branded Services & Management)	562	44	473	35	10	7.8	84.2	6.2	1.8
BBC Studios (TV & Radio Production)	6,027	574	4,823	517	113	9.5	80.0	8.6	1.9
BBC Studios	6,589	618	5,296	552	123	9.4	80.4	8.4	1.8
World Service Group	435	38	367	25	*	8.7	84.4	5.7	*
BBC Studioworks	312	15	255	33	*	4.8	81.7	10.6	*
Children in Need	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	30	*	*	*	81.1	*	*
Other	792	57	659	61	15	7.2	83.2	7.7	1.9
Grand total	13,736	1,276	11,170	1,043	247	9.3	81.3	7.6	1.8

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Freelance continued

Ethnicity

Freelance ethnicity distribution by division (numbers): 31 March 2026

Division	Total	Ethnicity (numbers)									Ethnicity (%)								
		Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data	Black, Asian, Minority Ethnic	Asian	Black	Mixed ethnicity	Other Black, Asian, Minority Ethnic	White British	Other white back-ground	Prefer not to say	No data
Content	1,825	343	107	113	102	21	1,238	100	111	33	18.8	5.9	6.2	5.6	1.2	67.8	5.5	6.1	1.7
Nations	2,821	223	85	53	68	17	2,223	214	121	40	7.9	3.0	1.9	2.4	0.6	78.8	7.6	4.3	1.4
News and Current Affairs	759	148	47	37	41	23	469	83	46	13	19.5	6.2	4.9	5.4	3.0	61.8	10.9	6.1	1.7
Operations Group	950	121	37	30	37	17	665	85	64	15	12.7	3.9	3.2	3.9	1.8	70.0	8.9	6.7	1.6
UK Public Service	6,355	835	276	233	248	78	4,595	482	342	101	13.1	4.3	3.7	3.9	1.2	72.3	7.6	5.4	1.6
BBC Studios (Sales & Distribution, Branded Services & Management)	562	96	25	28	28	15	369	56	31	10	17.1	4.4	5.0	5.0	2.7	65.7	10.0	5.5	1.7
BBC Studios (TV & Radio Production)	6,027	635	154	150	272	59	4,452	375	453	112	10.5	2.6	2.5	4.5	1.0	73.9	6.2	7.5	1.8
BBC Studios	6,589	731	179	178	300	74	4,821	431	484	122	11.1	2.7	2.7	4.6	1.1	73.2	6.5	7.3	1.9
World Service Group	435	210	82	35	20	73	121	60	38	*	48.3	18.9	8.0	4.6	16.8	27.8	13.8	8.7	*
BBC Studioworks	312	18	*	*	*	*	228	16	41	*	5.8	*	*	*	*	73.1	5.1	13.1	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	*	*	*	*	25	*	*	*	*	*	*	*	*	67.6	*	*	*
Other	792	235	89	40	29	77	380	80	81	16	29.7	11.2	5.1	3.7	9.7	48.0	10.1	10.2	2.0
Grand total	13,736	1,801	544	451	577	229	9,796	993	907	239	13.1	4.0	3.3	4.2	1.7	71.3	7.2	6.6	1.7

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

Freelance continued

Gender

Freelance gender distribution by division: 31 March 2026

Division	Total	Gender (numbers)		Gender (%)	
		Female	Male	Female	Male
Content	1,825	882	943	48.3	51.7
Nations	2,821	1,156	1,665	41.0	59.0
News and Current Affairs	759	371	388	48.9	51.1
Operations Group	950	402	548	42.3	57.7
UK Public Service	6,355	2,811	3,544	44.2	55.8
BBC Studios (Sales & Distribution, Branded Services & Management)	562	236	326	42.0	58.0
BBC Studios (TV & Radio Production)	6,027	2,917	3,110	48.4	51.6
BBC Studios	6,589	3,153	3,436	47.9	52.1
World Service Group	435	222	213	51.0	49.0
BBC Studioworks	312	61	251	19.6	80.4
Children in Need	*	*	*	*	*
BBC Media Action	37	22	15	59.5	40.5
Other	792	311	481	39.3	60.7
Grand total	13,736	6,275	7,461	45.7	54.3

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Freelance continued

Sexual orientation, transgender identity and gender identity

Freelance sexual orientation, transgender identity and gender identity distribution by division (numbers): 31 March 2026

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+	Open at Work
Content	1,825	84	50	38	1,291	38	286	38	15	*	*	222	49
Nations	2,821	147	97	44	2,078	43	352	60	21	*	*	348	78
News and Current Affairs	759	44	37	*	490	14	141	24	*	*	*	108	11
Operations Group	950	39	43	16	646	14	170	22	*	*	*	118	30
UK Public Service	6,355	314	227	107	4,505	109	949	144	46	20	*	796	168
BBC Studios (Sales & Distribution, Branded Services & Management)	562	27	35	10	385	*	85	11	*	*	*	84	23
BBC Studios (TV & Radio Production)	6,027	330	211	103	4,050	103	1,113	117	63	33	*	790	192
BBC Studios	6,589	357	246	113	4,435	112	1,198	128	69	36	11	874	215
World Service Group	435	22	11	*	300	*	79	10	*	*	*	48	*
BBC Studioworks	312	*	10	*	207	*	67	12	*	*	*	27	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	*	*	32	*	*	*	*	*	*	*	*
Other	792	30	21	*	545	15	149	23	10	*	*	80	17
Grand total	13,736	701	494	229	9,485	236	2,296	295	125	60	22	1,750	400

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Freelance continued

Sexual orientation, transgender identity and gender identity continued

Freelance sexual orientation, transgender identity and gender identity distribution by division (percentage): 31 March 2026

Division	Sexual orientation, transgender identity and gender identity (%)											Open at Work
	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Prefer not to say	No data	Trans- gender	Non-binary	Other gender identity	LGBTQ+	
Content	4.6	2.7	2.1	70.7	2.1	15.7	2.1	0.8	*	*	12.2	2.7
Nations	5.2	3.4	1.6	73.7	1.5	12.5	2.1	0.7	*	*	12.3	2.8
News and Current Affairs	5.8	4.9	*	64.6	1.8	18.6	3.1	*	*	*	14.2	1.4
Operations Group	4.1	4.5	1.7	68.0	1.5	17.9	2.3	*	*	*	12.4	3.2
UK Public Service	4.9	3.6	1.7	70.9	1.7	14.9	2.3	0.7	0.3	*	12.5	2.6
BBC Studios (Sales & Distribution, Branded Services & Management)	4.8	6.2	1.8	68.5	*	15.1	2.0	*	*	*	14.9	4.1
BBC Studios (TV & Radio Production)	5.5	3.5	1.7	67.2	1.7	18.5	1.9	1.0	0.5	*	13.1	3.2
BBC Studios	5.4	3.7	1.7	67.3	1.7	18.2	2.0	1.0	0.5	0.2	13.3	3.3
World Service Group	5.1	2.5	*	69.0	*	18.2	2.2	*	*	*	11.0	*
BBC Studioworks	*	3.2	*	66.3	*	21.5	3.9	*	*	*	8.7	*
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	*	*	*	86.5	*	*	*	*	*	*	*	*
Other	3.8	2.7	*	68.8	1.9	18.8	2.9	1.3	*	*	10.1	2.1
Grand total	5.1	3.6	1.7	69.1	1.7	16.7	2.1	0.9	0.4	0.2	12.7	2.9

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Freelance continued

Religion and belief

Freelance religion and belief distribution (numbers): 31 March 2026

Division	Total	Religion and belief (numbers)										No data
		Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	
Content	1,825	337	15	396	22	20	46	25	79	513	339	33
Nations	2,821	476	11	851	17	14	27	13	95	859	411	47
News and Current Affairs	759	147	*	158	13	15	25	*	28	198	151	15
Operations Group	950	161	*	228	*	*	17	*	30	287	184	15
UK Public Service	6,355	1,121	38	1,633	59	57	115	48	232	1,857	1,085	110
BBC Studios (Sales & Distribution, Branded Services & Management)	562	129	*	84	*	*	*	*	29	186	105	10
BBC Studios (TV & Radio Production)	6,027	1,225	31	1,154	31	49	61	21	228	1,879	1,233	115
BBC Studios	6,589	1,354	34	1,238	33	57	64	24	257	2,065	1,338	125
World Service Group	435	69	*	77	*	*	70	*	12	112	67	*
BBC Studioworks	312	57	*	*	*	*	*	*	*	87	64	10
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	*	*	*	*	*	*	*	14	*	*
Other	792	133	*	162	11	*	74	*	22	215	137	20
Grand total	13,736	2,608	81	3,033	103	122	253	73	511	4,137	2,560	255

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Freelance continued

Religion and belief continued

Freelance staff religion and belief distribution (percentage): 31 March 2026

Division	Religion and belief (%)										
	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	None	Prefer not to say	No data
Content	18.5	0.8	21.7	1.2	1.1	2.5	1.4	4.3	28.1	18.6	1.8
Nations	16.9	0.4	30.2	0.6	0.5	1.0	0.5	3.4	30.5	14.6	1.4
News and Current Affairs	19.4	*	20.8	1.7	2.0	3.3	*	3.7	26.1	19.9	1.9
Operations Group	16.9	*	24.0	*	*	1.8	*	3.2	30.2	19.4	1.7
UK Public Service	17.6	0.6	25.7	0.9	0.9	1.8	0.8	3.7	29.2	17.1	1.7
BBC Studios (Sales & Distribution, Branded Services & Management)	23.0	*	14.9	*	*	*	*	5.2	33.1	18.7	1.8
BBC Studios (TV & Radio Production)	20.3	0.5	19.1	0.5	0.8	1.0	0.3	3.8	31.2	20.5	2.0
BBC Studios	20.5	0.5	18.8	0.5	0.9	1.0	0.4	3.9	31.3	20.3	1.9
World Service Group	15.9	*	17.7	*	*	16.1	*	2.8	25.7	15.4	*
BBC Studioworks	18.3	*	*	*	*	*	*	*	27.9	20.5	3.2
Children in Need	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	*	*	*	*	*	*	*	*	37.8	*	*
Other	16.8	*	20.5	1.4	*	9.3	*	2.8	27.1	17.3	2.6
Grand total	19.0	0.6	22.1	0.7	0.9	1.8	0.5	3.7	30.1	18.6	2.0

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Freelance continued

Socio-economic background (household occupation)

Freelance socio-economic background (household occupation) distribution: 31 March 2026

Division	Household occupation (numbers)							Household occupation (%)					
	Total	Professional	Intermediate	Working Class	Other	Prefer not to say	No data	Professional	Intermediate	Working Class	Other	Prefer not to say	No data
Content	1,825	901	196	326	53	293	56	49.4	10.7	17.9	2.9	16.1	3.0
Nations	2,821	1,328	294	678	96	325	100	47.1	10.4	24.0	3.4	11.5	3.6
News and Current Affairs	759	377	71	151	15	108	37	49.7	9.4	19.9	2.0	14.2	4.8
Operations Group	950	397	110	188	46	176	33	41.8	11.6	19.8	4.8	18.5	3.5
UK Public Service	6,355	3,003	671	1,343	210	902	226	47.3	10.6	21.1	3.3	14.2	3.5
BBC Studios (Sales & Distribution, Branded Services & Management)	562	264	60	104	22	99	13	47.0	10.7	18.5	3.9	17.6	2.3
BBC Studios (TV & Radio Production)	6,027	2,613	597	1,201	286	1,181	149	43.4	9.9	19.9	4.7	19.6	2.5
BBC Studios	6,589	2,877	657	1,305	308	1,280	162	43.7	10.0	19.8	4.7	19.4	2.4
World Service Group	435	233	39	62	21	62	18	53.6	9.0	14.3	4.8	14.3	4.0
BBC Studioworks	312	107	22	88	11	72	12	34.3	7.1	28.2	3.5	23.1	3.8
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	20	*	*	*	*	*	54.1	*	*	*	*	*
Other	792	364	65	160	33	139	31	46.0	8.2	20.2	4.2	17.6	3.8
Grand total	13,736	6,244	1,393	2,808	551	2,321	419	45.5	10.1	20.4	4.0	16.9	3.1

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Freelance continued

Socio-economic background (school type)

Freelance socio-economic background (school type) distribution: 31 March 2026

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 grounds	Independent or fee-paying school	Other	Prefer not to say	No data	A state-run or state-funded school – non-selective	A state-run or state-funded school – selective on academic grounds	Independent or fee-paying school	Other	Prefer not to say	No data
Content	1,825	964	233	234	128	212	54	52.8	12.8	12.8	7.0	11.6	3.0
Nations	2,821	1,712	430	232	132	222	93	60.7	15.2	8.2	4.7	7.9	3.3
News and Current Affairs	759	297	111	114	111	89	37	39.1	14.6	15.0	14.6	11.7	5.0
Operations Group	950	476	140	83	86	133	32	50.1	14.7	8.7	9.1	14.0	3.4
UK Public Service	6,355	3,449	914	663	457	656	216	54.3	14.4	10.4	7.2	10.3	3.4
BBC Studios (Sales & Distribution, Branded Services & Management)	562	301	51	66	74	58	12	53.6	9.1	11.7	13.2	10.3	2.1
BBC Studios (TV & Radio Production)	6,027	3,321	675	652	413	823	143	55.1	11.2	10.8	6.9	13.7	2.3
BBC Studios	6,589	3,622	726	718	487	881	155	55.0	11.0	10.9	7.4	13.4	2.3
World Service Group	435	121	27	52	178	41	16	27.8	6.2	12.0	40.9	9.4	3.7
BBC Studioworks	312	171	41	21	15	53	11	54.8	13.1	6.7	4.8	17.0	3.6
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	11	*	10	*	*	*	29.7	*	27.0	*	*	*
Other	792	311	73	83	199	98	28	39.3	9.2	10.5	25.1	12.4	3.5
Grand total	13,736	7,382	1,713	1,464	1,143	1,635	399	53.7	12.5	10.7	8.3	11.9	2.9

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Freelance continued

Socio-economic background (free school meals)

Freelance socio-economic background (free school meals) distribution: 31 March 2026

Division	Total	Free school meals (numbers)						Free school meals (%)					
		Yes	No	I don't know	Does not apply to me	Prefer not to say	No data	Yes	No	I don't know	Does not apply to me	Prefer not to say	No data
Content	1,825	191	798	144	88	146	458	10.5	43.7	7.9	4.8	8.0	25.1
Nations	2,821	257	1,479	158	82	174	671	9.1	52.4	5.6	2.9	6.2	23.8
News and Current Affairs	759	71	355	49	55	60	169	9.4	46.8	6.5	7.2	7.9	22.2
Operations Group	950	92	414	48	42	102	252	9.7	43.6	5.1	4.4	10.7	26.5
UK Public Service	6,355	611	3,046	399	267	482	1,550	9.6	47.9	6.3	4.2	7.6	24.4
BBC Studios (Sales & Distribution, Branded Services & Management)	562	56	248	29	37	36	156	10.0	44.1	5.2	6.6	6.4	27.7
BBC Studios (TV & Radio Production)	6,027	579	2,663	473	220	645	1,447	9.6	44.2	7.8	3.7	10.7	24.0
BBC Studios	6,589	635	2,911	502	257	681	1,603	9.6	44.2	7.6	3.9	10.3	24.4
World Service Group	435	33	182	16	66	27	111	7.6	41.8	3.7	15.2	6.2	25.5
BBC Studioworks	312	24	127	26	*	45	81	7.7	40.7	8.3	*	14.4	26.0
Children in Need	*	*	*	*	*	*	*	*	*	*	*	*	*
BBC Media Action	37	*	18	*	*	*	*	*	48.6	*	*	*	*
Other	792	61	330	46	79	73	203	7.7	41.7	5.8	10.0	9.2	25.6
Grand total	13,736	1,307	6,287	947	603	1,236	3,356	9.5	45.8	6.9	4.4	9.0	24.4

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