

"

Thursday 6 June 2024
Broadcasting House, London, and by video conference

1. Minutes of 28 February Remuneration Committee and matters arising
 - a) Inclusion at Work Panel's recommendations for improving

"

!"

!

1.1 The minutes were approved.

a) Inclusion at Work Panel's recommendations for improving diversity and inclusion practice in the workplace

1.2 The Committee were briefed on the BBC's position assessed against the recommendations made by a recent government panel on diversity and inclusion practice. It was noted that the BBC was in a good position and was cited as an example of good practice in the report. The need to ensure that diversity of thought was considered in recruitment processes was noted.

!

2.1 The Committee reviewed the quarterly management report. The payroll EFT position was noted, as well as the current attrition rate and performance against D&I targets. Work was underway on interventions to support progress with disability targets and also to develop a new D&I strategy. Overall numbers of senior leaders were noted and the Committee discussed how this issue would be presented in the Annual Report. Further analysis on movement within bands during the year would be produced.

2.2 The conclusion of the staff pay deal was noted, along with good progress with the unions on a number of issues. Data on sickness absence and hybrid working was discussed, noting market benchmarks. It was agreed a further discussion on this issue would be arranged. It was also agreed that the Board should be briefed on progress with wider cultural work on performance management and employee experience.

!

a) Remuneration Report and Pay Gap report

3.1 The Committee reviewed the final drafts of the Remuneration Report and the Pay Gap report for the Annual Report and Accounts.

a) BBC Studios Company Bonus Scheme 2023/24 Outturn and payment to CEO

4.1 The Committee were briefed on the proposed outturn for the Studios Company Bonus

6.1 The Committee requested further briefing on the approach taken to management of consequences for breach of key BBC policies.