

Following the Committee's hearing with the BBC on 12 March 2020, here is the additional information as requested:

Detail on the work the BBC does on profiling people who aren't paying their licence fee to find out why they aren't paying (i.e. whether it's because they can't)

1. The current system works efficiently and effectively serving over 25 million households at present. The National Audit Office found that TV Licensing "has performed well in increasing revenue, reducing collection costs and maintaining its reputation overall."¹
2. TV Licensing's focus is to help support people to pay and understand why that may be difficult rather than profile potential evaders. For example TV Licensing knows some people struggle to pay and offers a range of payment methods including weekly instalments. It encourages people to get in contact, so they can be helped to stay licensed rather than face enforcement action.
3. Following recommendations in the 2015 Perry review, the BBC conducted a trial of the Simple Payment Plan (SPP) to support those who find it most difficult to pay. Regulations have been laid that will make this permanently available from 1 April 2020. Last year TVL worked with more than 350 charities and organisations across the UK to provide payment advice. We have set up a helpline for organisations directly so TV Licensing can assist them with queries.
4. Enforcement action is only taken when someone has failed to comply with the requirement to hold a licence when they are consuming TV content live or on iPlayer which can be for a number of reasons, including financial circumstances or willingness to pay.
5. When households receive written reminders or notification that TVL will visit their property to investigate many people then go on to pay for their licence to avoid any further action being taken. Therefore prosecution is very much a last resort. Overall, in the context of around 25 million licensed households, only 130,000 people were prosecuted in 2018 – around 0.5% - with about 121,000 convictions.
6. In the BBC's recent response to the Government's consultation on decriminalisation we think the question of data access is worth looking at seriously to see if improvements could be made that further help prevent evasion, whilst at the same time ensuring data protection principles are fully met. We also said we thought there could be further consideration of whether the simple payment plan should be reviewed to see whether it could be extended further.²

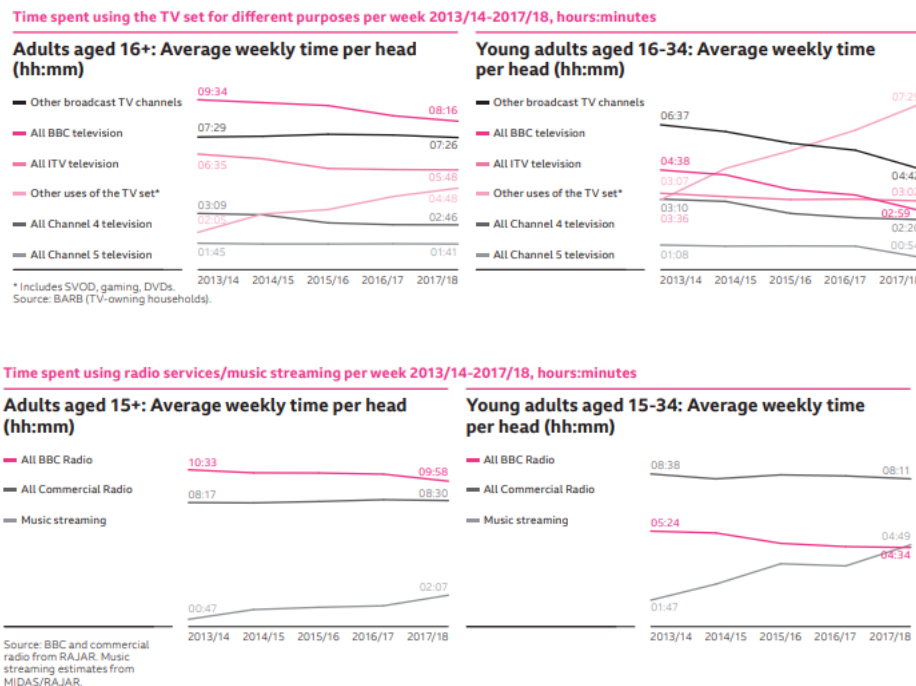
Time series data on engagement by age group among young people (showing the relative drop-off)

The following charts are taken from the BBC's Annual Report and Accounts 2017-2018. They give a breakdown of the time spent by all those over 16, and 16-34 year olds, using the TV set for different

¹ National Audit Office, BBC TV licence collection, February 2017, page 7

² Section 5 - The BBC's response to the Government's Consultation on Decriminalising Licence Fee Evasion – March 2020

purposes each week, over 5 years. And a breakdown of the time spent by all those over 15, and aged 15-34 year olds, using radio services/music streaming services, over the same period.



Confirmation of the number of tribunals/cases the BBC has won in relation to equal pay

Since the pay disclosures in 2017 we have only had one equal pay case that has gone to Employment Tribunal. Which is the case of Samira Ahmed.

We have settled on 7 other occasions prior to Employment Tribunal.

As we told the Committee, 11 tribunal cases are in progress (as of 12 March 2020).

The exact number of people within the BBC currently paid above the maximum for their pay bands

In 2018 the BBC introduced the Career Path Framework to bring clarity and transparency to the variety of roles within the BBC. We reduced the number of job titles in the BBC from 5,000 to 600. These are all grouped within 27 job families. For HR and our central team, this has greatly improved our level of oversight.

We also introduced terms and conditions reforms, supported by the unions, to make the system simpler, fairer and more consistent. There was a reduction of 16 grades to 6 bands, market informed pay, no employee paid below their new role pay grade and consistency in London Weighting. We also simplified contracts, enhanced parental leave pay, paternity leave and increased long term sick pay.

At this time, when job pay ranges (JPR) were first introduced, all staff were brought up to the minimum of their pay range.



For the 441 people (2.5% of population) above their job pay range and band due to the transition from old pay grades to new market informed job pay ranges, it was agreed with the unions their base pay would be frozen until they came within the band. The BBC is continuing to talk to the unions about outliers.

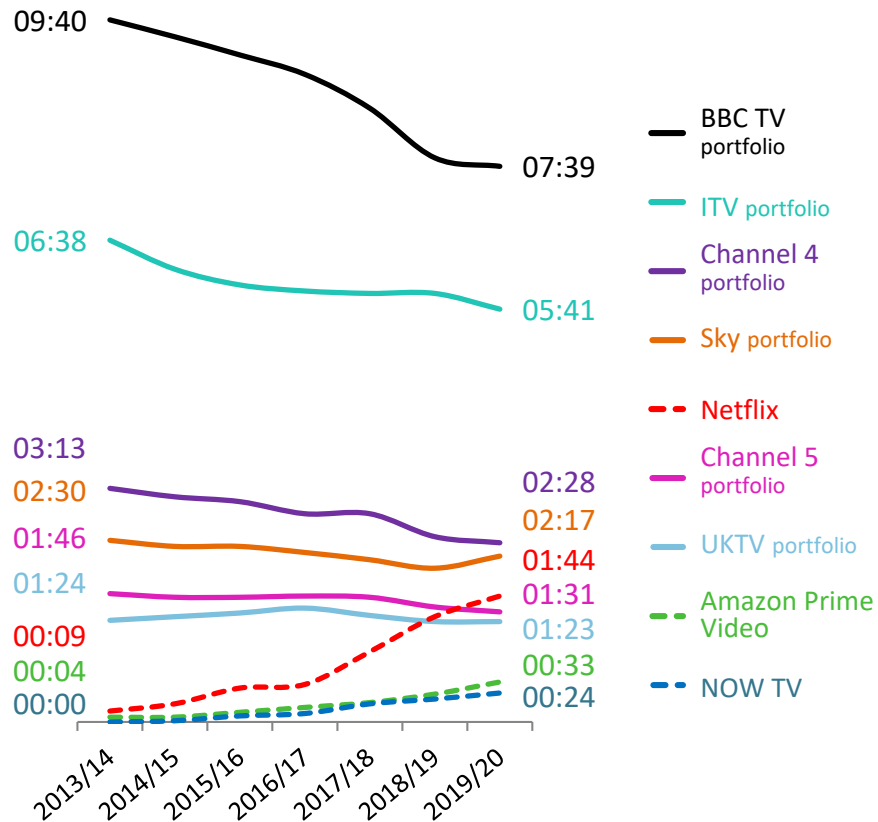
Based on current JPRs, 323 people (1.7% of population) are currently paid above their pay range and band.

Time spent with major TV portfolios and video streaming services

2013/14-2019/20, hours:minutes

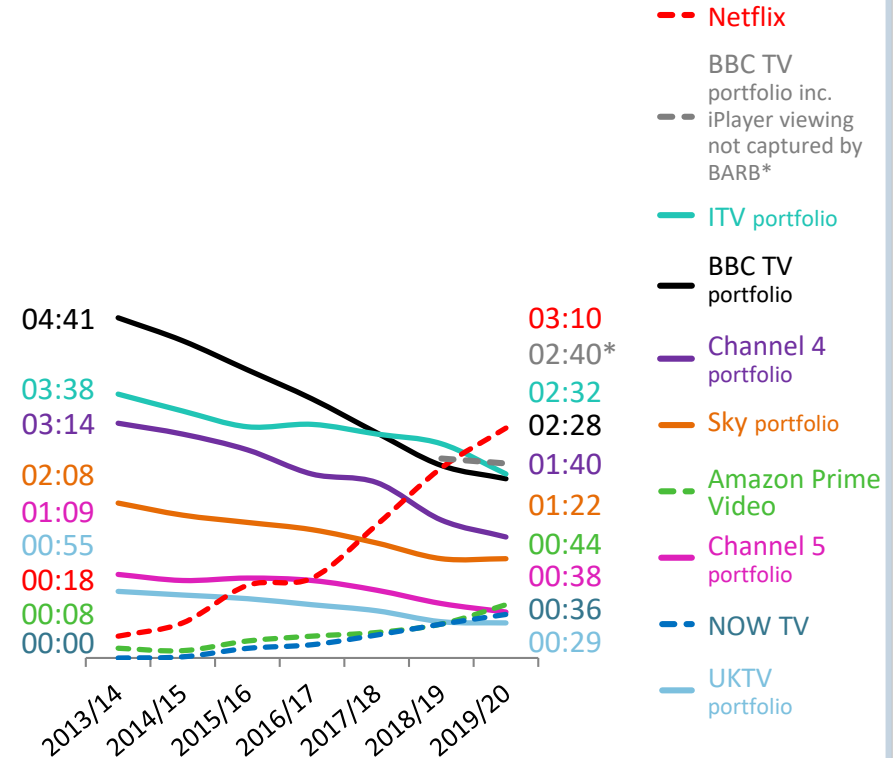
Adults aged 16+:

Average weekly time per head with major TV portfolios and video streaming services (hh:mm)



Young adults aged 16-34+:

Average weekly time per head with major TV portfolios and video streaming services (hh:mm)



*Estimate of total viewing to BBC content including iPlayer viewing that is not captured by BARB. NB: This figure is based on all 16-34s whereas the BARB figures in these charts are based on 16-34s in households with TV sets (c.91% of all 16-34s)

Sources: BBC TV portfolio, ITV portfolio, Channel 4 portfolio, Sky portfolio, Channel 5 portfolio, UK TV portfolio: from BARB 28 days (average based on viewing on TV sets across TV set households);

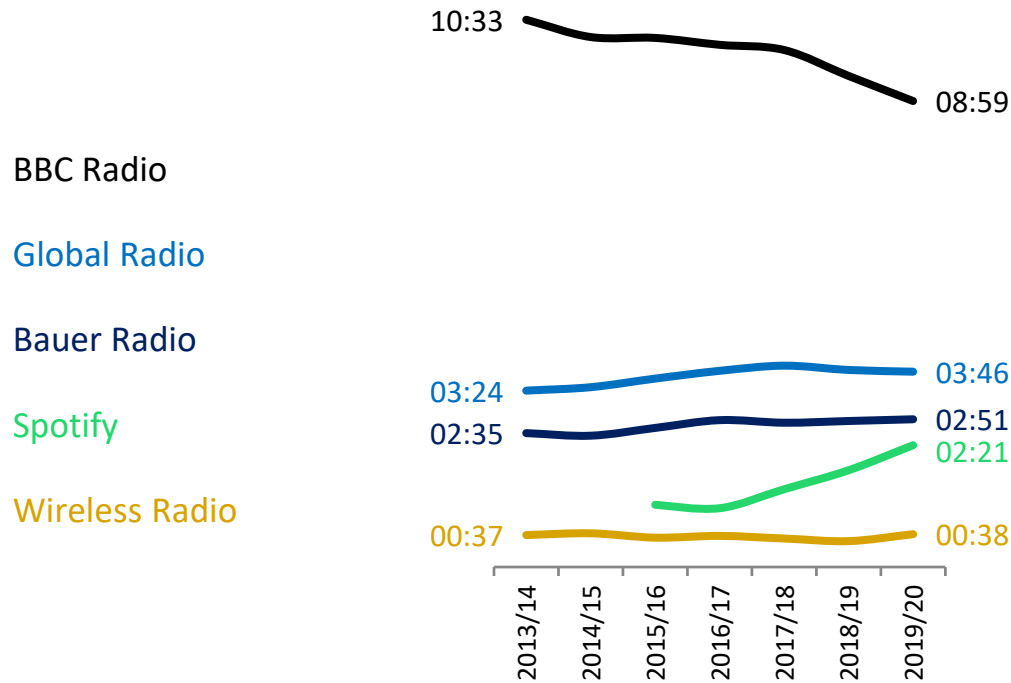
BBC TV portfolio including iPlayer viewing not captured by BARB: estimates deduplicated and modelled from BARB and BBC iPlayer data (average based on viewing across all devices across all households);

Netflix, Now TV, Amazon Prime: claimed in Ipsos MORI Cross-Media Insight diary survey (average based on viewing across all devices across online households).

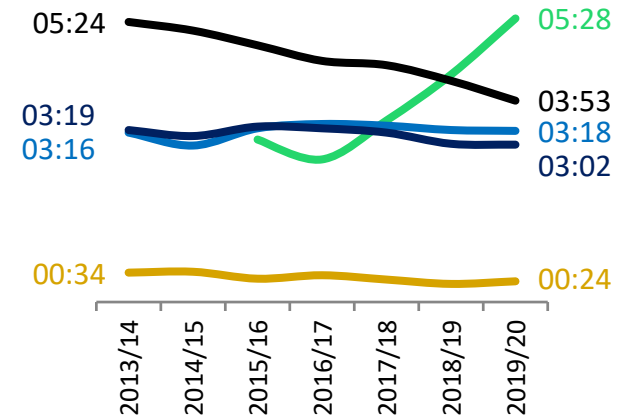
Time spent with major radio portfolios and music streaming

2013/14-2019/20, hours:minutes

Adults aged 15+:
Average weekly time per head with major
radio portfolios and music streaming (hh:mm)



Young adults aged 15-34+:
Average weekly time per head with major
radio portfolios and music streaming (hh:mm)



NB: BBC Radio, Global Radio, Bauer Radio, Wireless Radio figures do not include on-demand or podcast listening

Sources: BBC Radio, Global Radio, Bauer Radio, Wireless Radio: from RAJAR (based on live listening across all households);
Spotify: estimates from MIDAS/RAJAR (based on listening across all households).