



British Broadcasting Corporation
Broadcasting House, London W1A 1AA

From the Director-General

1 May 2024

Dame Caroline Dinenage MP
Chair of the Culture, Media and Sport Select Committee
House of Commons
London
SW1A 0AA

By email

Dear Dame Caroline,

Following the BBC's oral evidence session on 20 March 2024, please find attached the additional information requested by members of the Committee.

I hope this information is helpful.

Best wishes,

A handwritten signature in dark ink, appearing to be 'TD', written over a light blue horizontal line.

Tim Davie
Director-General

enc.

Supplementary evidence from the BBC

Following on from the BBC's oral evidence session on 20 March 2024 , please see below the additional information requested by the Committee.

1. Outcomes of eight internal equal pay grievances

Julie Elliott asked how many of the eight equal pay cases we had outstanding at the last session (June 2023) have been settled and the results of these cases.

- Of those 8 open equal pay cases (as of June 2023), we confirmed during the evidence session in March that they had all been resolved
- 7 out of the 8 cases were in the UK, the other was International
- Out of the 7 UK cases, only 1 case was partially upheld
- The 1 International case was resolved locally with no further action

2. Tribunals and the cost of legal fees for equality disputes

John Nicolson asked about tribunals and the cost of legal fees in relation to equal pay.

During the period 6 April 2023 – 5 April 2024, the BBC was handling eight Employment Tribunal claims that include a claim for equal pay. It is important to note that some claims may include multiple heads of claim, i.e. equal pay plus other claims. One of those eight ET claims has been settled, therefore in the stated time period the BBC has:

- Won – 0
- Settled – 1
- Lost – 0

BBC lawyers are not required to record hours on BBC Public Service work. But the BBC's job pay ranges for the 23/24 financial year for those in-house lawyers who have worked on equal pay tribunal claims are:

Lawyer: £55,000 - £86,000

Senior Lawyer: £82,000 - £123,000

Senior Counsel: £95,000 - £140,000

Legal Director: £156,550 - £232,300

The different seniorities of lawyer listed above have all worked on parts or all of the various claims at different points in time over the course of the last financial year.

In relation to external law firms, data to answer this question has been drawn from time recorded against case files opened in the name of claimants. As at 1 March 2024, the BBC was billed £49,012.40 excluding VAT for time spent by both barristers and external law-firms on equal pay claims during the financial year 2023-2024. The day rate for the secondees lawyers who have worked on equal pay cases has been £725 plus VAT.