



**Scottish Affairs
Committee**

**Hayley Valentine,
Director, BBC Scotland**

By email only

4 March 2026

Dear Hayley,

Thank you for your letter of 2 March, providing additional information following your appearance before the Committee in January.

Further to your letter, I would be grateful if you could provide the following information:

- The distribution of pay bands/grades within the “just over 20%” of Scotland based individuals who worked on *The Traitors* series four, benchmarked against the pay band/grades of the total production team;
- The number of Scotland and non-Scotland based individuals who worked on *The Traitors* series one, two and three;
- The number of Scotland and non-Scotland based individuals who work on other ‘made in Scotland’ network productions, such as *Shetland*; the Committee requires this information for the purposes of benchmarking the figures you have provided for *The Traitors*;
- The number of Scotland and non-Scotland based individuals who were part of the core production team for *The Celebrity Traitors*;
- In respect of the US version of *The Traitors*, any information you may be able to provide on the number of Scotland and non-Scotland based individuals who were part of the core production team; and
- In respect of the Irish version of *The Traitors*, any information you may be able to provide on the number of Scotland and non-Scotland based, and Ireland and non-Ireland based, individuals who were part of the core production team.

We would be grateful for a response on these points by Tuesday 17 March.

Thank you also for the offer for the Committee to visit BBC Scotland’s headquarters at Pacific Quay. We would be pleased to take up this invite. The Committee Clerks will liaise with your office to arrange a date.



**Scottish Affairs
Committee**

Yours sincerely,

Patricia Ferguson MP

Chair, Scottish Affairs Committee



02 March 2025



Dear Patricia

Thank you for the opportunity to appear before the Scottish Affairs Committee in January. I am pleased to provide the following additional information:

The Traitors is a global brand and so across the UK series and the US series Studio Lambert have a significant number of individuals working on production both for the BBC and NBCU. They also have teams working outside the core production team on marketing, press, brand management, merchandising, etc. As we explained during the evidence session before the Scottish Affairs Committee, we can only obtain figures through the producer based on the Ofcom reporting rules.

With that caveat reiterated, the production company has confirmed that 74 Scotland based individuals worked on *Traitors* Series 4 production for the BBC in the Highlands, out of a total production team in Scotland of 366 - just over 20%. These roles included Shooting Producer/Directors, Editors, Casting Assistant Producers, Missions Producer, Production Manager, Researchers and Runners. The production continues to grow and develop Scottish talent. There are also 76 Scotland-based Supporting Artists who work on testing the missions in addition to the 74 Scotland-based production team members. Studio Lambert cannot provide us with an overall total figure for everyone in Scotland working on *The Traitors* series 4 as they are not required to count roles defined as peripheral to the production as per Ofcom definitions. Additionally, some of that information is held by other third-party organisations and businesses and not required to be collected.

The Traitors qualifies as a Scottish production because it is made from a production base in Scotland and because more than half of production-team spend is on staff living outside London. The workforce outside London is drawn from across Scotland, Wales and from regions of England, including the North, South and Midlands.

Our published *Traitors* Economic Impact Report shows that the production has supported over 750 jobs in Scotland since filming began - on average 189 jobs per year - although the true number is likely higher given the seasonal nature of filming. This figure covers both direct employment and jobs

supported through Scottish suppliers; it does not include additional employment that may arise, for example, from screen tourism, which could not be quantified. Since filming began in 2022, *The Traitors* has generated £21.8 million in GVA for Scotland's economy. For every £1 of GVA created directly by the production, £6.84 is added to the Scottish economy overall.

The Committee would be very welcome to visit our BBC Scotland headquarters at Pacific Quay in Glasgow to see the work of teams across the range of content and services we provide.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Hayley Valentine', with a long horizontal flourish extending to the right.

Hayley Valentine
Director, Scotland



**Scottish Affairs
Committee**

**Hayley Valentine,
Director, BBC Scotland**

By email only

3 February 2026

Dear Hayley,

Thank you for providing evidence to the Scottish Affairs Committee on 26 January 2026 regarding the work of BBC Scotland. A [transcript of the session](#) has been published online.

I am writing to remind you of the follow-up items you agreed to provide the Committee during the evidence session. I would be grateful if you could provide the following information:

- An estimation of the total number of staff employed to work on series 4 of The Traitors (Q169-170).

I would be grateful to receive a response by 10 February 2026.

Yours sincerely,

Patricia Ferguson MP

Chair, Scottish Affairs Committee