



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Monday 12 February 2025

Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 25 November Remuneration Committee
2. Quarterly management report
3. Annual reporting
 - a) Outline draft Remuneration Report 2024/25
 - b) Pay disclosures – policy and approach for 24/25
 - c) UK Pay gaps deep dive
4. Incentive schemes
 - a) Overview of incentive schemes 2025/26
 - b) Proposed changes to annual Studios SL/SEC Company bonus for 25/26 onwards
5. ExCo approval
6. AOB

ATTENDANCE

Members:

- Robbie Gibb Non-executive director (Chair)
- Muriel Gray Non-executive director
- Damon Buffini Non-executive director

Board members present:

- Tim Davie Director-General
- Leigh Tavaziva Group Chief Operating Officer

With:

- Chris Sandford Head of Governance
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC
- Tom Fussell CEO, BBC Studios (item 4b)

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 12 February 2025

1. Minutes of 25 November Remuneration and People Committee meeting and matters arising

- 1.1 The minutes were approved and matters arising were noted.

2. Quarterly management report

- 2.1 The Committee discussed the quarterly management report and noted the position on the key people metrics, including the attrition rate. The report included an analysis of senior pay inflation, which was shown to be behind the overall market rate for the highest earners overall. A note providing confirmation on the basis of the forecast for variable EFT in the year would be provided for the Chair.
- 2.2 The Committee also noted data on EFT forecasts and discussed the latest position in relation to the closure of DEI schemes in some large US organisations. The move of the BBC's strategy to include belonging and focus on accessibility was seen as largely in line with current practice. The management report was noted.

3. Annual reporting

a) Outline draft Remuneration Report 2024/25

- 3.1 The Committee reviewed and approved an outline draft of the Remuneration Report for the 2024/25 Annual Report and Accounts. A final version of the report, including a fuller Chair's statement, would return for approval in May.

b) Pay disclosures – policy and approach for 24/25

- 3.2 The Committee reviewed an early forecast of the pay disclosures data for the year and noted the likely movements in the list. A final draft of the report would be approved in June. The Committee also reviewed an updated policy for the production of the disclosures. The policy was approved.

c) UK Pay gaps deep dive

- 3.3 The Committee reviewed an overview of the pay gaps data for the year. The Committee noted the rationale for any changes to the gaps and that these were caused by structural factors and were a reflection of representation at different levels in the organisation and in different job families, including the impact of the apprentice intake. More detail would be provided offline on the numbers of apprentices hired into continuing roles.
- 3.4 The update and the plan for reporting in the year was noted and agreed.

4. Proposed changes to the Studios Senior Leader annual bonus scheme Incentive schemes

a) Overview of incentive schemes 2025/26

- 4.1 The Committee discussed a paper which set out an overview of incentive schemes across the BBC for 2025/26. The detail of the cost of these would be looked at in the Studios Rem Group. The overview was noted.

b) Proposed changes to annual Studios SL/SEC Company bonus for 25/26 onwards

- 4.2 The Committee also approved a set of changes to the Studios Corporate Bonus scheme, with a view to implementing the changes in the new year. The changes had been discussed at the previous meeting. The final structure of the scheme was approved.

5. ExCo approval

- 5.1 The Committee approved, as proposed, an amendment to the pay of the Chief Product Officer, who was being appointed to be a member of the Executive Committee.

6. AOB

- 6.1 There were no other items of business.