



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Thursday 15 May 2025
Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 12 February Remuneration Committee
2. Quarterly management report
3. Annual reporting
 - a) Remuneration Report 2024/25
 - b) Pay Gap Report for 2024/25
4. Pay Disclosures
 - a) Disclosure Report 2024/25
 - b) Internal Audit of Presenter Pay
5. PwC Market Update
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

With:

- Chris Sandford Company Secretary
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC
- Peter Tansley Director, Internal Audit (item 4b)

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 15 May 2025

1. Minutes of 12 February 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 considered the quarterly management report. Directors discussed the reduction in public service payroll EFT and the reasons for it; which included enhanced HR capability and more rapid processes.

2.2 The Committee also noted that the median pay gaps for gender and ethnicity had reduced. Directors discussed the tracking and reporting of pay gap data and noted that the roll-out of the diversity and inclusion strategy was progressing well.

2.3 The Committee reviewed the data on redundancy and severance payments. A break-down of the split across the divisions would be provided to the Committee.

2.3 The Committee noted an update on progress with year's pay review negotiations, which had just opened with the Unions.

3. Annual Reporting

a) Remuneration Report 2024/25

3.1 The Committee approved the Remuneration Report, subject to a drafting amendment. The final Chair's statement would be approved offline.

b) Pay Gap Report 2024-25

3.2 The Committee approved the Pay Gap Report, subject to final audit of the numbers.

3.3 The Committee noted an update on the apprenticeship scheme. Data on the numbers of apprentices and their impact on pay gap percentages would come to the next meeting of the Committee.

4. Pay Disclosures

a) Disclosure Report for 2024-25

4.1 The Committee approved the Disclosure Report, subject to a drafting amendment.

b) Presenter Pay Audit

- 4.2 The Committee considered the findings of a recent Internal Audit into Presenter Pay and the actions being taken forward as a result.
- 4.3 The Committee discussed the findings and the resulting actions which were designed to provide greater consistency and transparency and were in the process of being rolled out across the organisation.
- 4.4 The Committee requested that an implementation plan and timetable come forward to the June meeting.

5 PwC Market Update

- 5.1 The Committee noted the PwC market update on current key executive remuneration and wider reward trends, as well as an assessment of broader market issues.

6. AOB

- 6.1 There were no other items of business.