



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

Monday 29 September 2025
Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 19 June Remuneration Committee
2. Quarterly Management Report
3. Presenter Pay: Internal Audit Response - Update
4. Non-executive Directorships Policy
5. AOB

ATTENDANCE

Members:

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

Board members present:

- Tim Davie Director-General

Apologies

- Damon Buffini Non-executive director

With:

- Chris Sandford Company Secretary
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 29 September 2025

1. Minutes of 19 June 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 noted the quarterly management report.

2.2 The Committee discussed the data on EFT and attrition rates.

2.3 The Committee discussed the data on pay gaps, noting that the impact of the pay reviews would not show up until the next quarter's reporting.

2.4 The Committee noted progress with the Diversity and Inclusion strategy.

Diversity and Inclusion Strategy: Resourcing

2.5 The Committee noted the BBC's legal requirements regarding equality and diversity as set out in the BBC's Charter Framework Agreement, as well as in equality and disability legislation.

2.6 The Chief People Officer briefed the Committee on the level of resourcing required to operate its current strategy.

3. Presenter Pay Audit: Terms of Reference

3.1 The Committee noted an update on the work underway to address the actions arising from the recent internal audit into Presenter Pay arrangements.

3.2 The Committee agreed that Operations Committee should review compliance with the new policy on a regular basis and report back to Remco on the consistency of its implementation in a year's time.

4. Non-executive Directorships Policy

4.1 The Committee considered a paper setting out changes to the existing policy on BBC Staff holding external non-executive positions.

4.2 The changes were intended to:

a) Encourage and enable senior leaders to take up NED appointments across all sectors, including commercial organisations;

- b) Clarify the position on payment for non-executive appointments; allowing one paid external appointment;
- c). Ensure external appointments contribute to the senior leader's personal development and to the BBC, and do not present any conflict of interests by strengthening the guidance for approvals

4.3 The Committee discussed the existing policy and the proposed changes to it.

4.4 The changes were agreed, subject to further clarification on the criteria and process for approval for the external non-executive appointments. This would be taken forward for offline discussion with the Chair of the Committee.

5. AOB

5.1 There were no other items of business.