



## **Meeting of the BBC Remuneration and People Committee**

### **SUMMARY MINUTES**

Wednesday 11 February 2026

Broadcasting House, London, and by video conference

#### **ITEMS OF BUSINESS**

1. Minutes of 18 November Remuneration Committee
2. Quarterly Management Report
3. Review of Incentives Schemes
4. Annual Reporting
5. Executive Remuneration
6. AOB

## **ATTENDANCE**

### *Members:*

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

### *Board members present:*

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

### *Apologies*

There were no apologies

### *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 – 11 February 2026

### 1. Minutes of 18 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 noted the quarterly management report.

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

2.3 The Committee discussed the size of the senior leadership team and whether it was at the optimum level for the organisation. Andrew Page, of PwC confirm that the level was in line with similarly sized organisations.

2.4 The Committee discussed progress with the inclusion strategy.

### 3. Review of Incentive Schemes

3.1 The Committee is responsible for noting the incentive schemes in operation across the BBC on an annual basis, approving any changes to bonus schemes that apply to members of the Executive Committee, and approving any changes to a set of guiding principles for the design of all incentive schemes.

3.2 The Committee noted that during 2026/27 a review will be undertaken of the BBC Studios Sales schemes to ensure the design and participation of the schemes remains fit for purpose and aligned with strategy in the context of Content Sales being incorporated into the BBCS Content Studio.

3.2 The Committee noted the incentive schemes in operation in 2026-27.

### 4. Annual Reporting

#### *Pay Gaps*

4.1 The Committee noted changes in pay gaps which would be published in the Annual Report and Accounts, and the drivers for these. Pay interventions were no longer a significant cause of changes to the pay gaps.

4.2 The Committee noted the report and the next steps for pay gap reporting.

### *Pay Disclosures*

- 4.2 The Committee discussed an update on preparations for the over £178k PSB disclosures in the Annual Report 2025/26. Directors requested an update on the review of contracts spanning the public and commercial services.
- 4.3 The Committee noted the initial draft disclosure report.

### *Committee Report for the Annual Report*

- 4.4 The Committee discussed its draft report for inclusion in the annual report. Directors agreed that the Committee's involvement with the culture review work should be reflected in the report.
- 4.5 All of the draft reports for the Annual Report 2025-26 would return to the May meeting of the Committee for final sign-off.

## **5. Chief Tech and Product Officer Remuneration**

- 5.1 The Committee considered a salary recommendation.
- 5.2 The Committee approved the proposal noting that the increase reflected the external market benchmarking and the additional scope of her new role.

## **6. AOB**

- 6.1 There was no other business.