

Request Reference: 32A/22**1. How many British Muslim employees have you recruited? Please provide figures for every year since 2010.**

Nationality is not captured effectively enough on our HR system to meaningfully identify where an employee is British. Additionally, it is not a requirement for individuals to disclose their religion. The following breakdown is therefore based only on those employees who declared their religion as 'Muslim'. This represents 1.68% of all new recruits over this time period. However, it is important to note that 73.92% of new recruits have not declared their religion, so in reality the figures may be higher:

Religion	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Muslim	4	0	1	2	4	4	12	26	35	17	23	7

2. What is the average length of service?

With regard to the data in the table above, the average length of service for Muslim recruits since 2010 is 3 years, higher than the overall average length of service for all recruits over the same period. This picture is mirrored overall, with Muslim employees having an average length of service of 1 year higher than the overall workforce. However, it is important to note that these data only represent the picture based on those individuals who have declared their religion as 'Muslim', which is likely to be lower than the actual number.

3. How many British Muslims have you employed in communications/media roles since 2010?

Since 2010, there has been 1 individual recruited into our Corporate Communications department who declared their religion as 'Muslim'. This represents 2.56% of all new recruits to the department over this time period. However, it is important to note that 74.36% of new recruits to the department have not declared their religion, so in reality this figure may be higher.