

**April 2009**

## **DCMS PUBLIC APPOINTMENTS UNIT**

### **PUBLIC APPOINTMENTS PLAN**

#### **The importance of appointments to DCMS**

1. DCMS is responsible for some 60 public bodies which enable DCMS to deliver its strategic priorities. Most of these public bodies are classified as Non Departmental Public Bodies (NDPBs), funded by, but independent of, the Department. They are run by boards, the members of which are, in the main, appointed or recommended by DCMS Ministers.
2. It is very important to the effectiveness of DCMS, through its public bodies, that Ministers are able to appoint the most able and suitable members to these boards. The DCMS public appointments process aims to ensure that objective is met.

#### **How we make Ministerial public appointments**

3. Because of their importance to DCMS, the appointments processes are run by a dedicated central team, who specialise in this area of work. This team works in close partnership with sector team colleagues within DCMS and other government departments and with the public bodies themselves.
4. Our procedures are designed to take account of the Office of the Commissioner for Public Appointments (OCPA) Code of Practice. The Commissioner's role is to regulate, monitor and report on ministerial appointments and we are committed to ensuring that DCMS Ministers make appointments in a fair, open and transparent way. We are assisted and advised by Independent Public Appointments Assessors (IPAAs), who have completed an accreditation process by OCPA. IPAAs are senior people, from outside the Department, who have a wide range of public and private sector professional backgrounds, who are experienced in board recruitment and who have been trained in the application of OCPA principles and rules. IPAAs are involved at all stages of the DCMS appointments process to ensure its integrity.

#### ***Diversity***

5. We are concerned to ensure that all groups in society are represented on our boards because it is fair; we want to draw on the richest possible pool of talent and boards function best if their members bring a variety of different perspectives and are in touch with wider society.
6. We work, therefore, to attract people with different backgrounds and

experience: women, members of the ethnic minorities, people with disabilities, younger people, people from outside London, and people with experience of different types of organisations and industries.

7. We are now working towards Government wide targets on new appointments for gender, ethnicity and disability which were launched by the Government Equalities Office on 17th June 2009. By 2011 across Government, for all new UK public appointments regulated by the Commissioner for Public Appointments, our aim is for: 50% of public appointments to be women, 14% of public appointments to be disabled people and 11% of public appointments to be people from ethnic minorities.
8. In 2008-09, of the new Ministerial appointments made by DCMS, 45.7% were women, 11.1% were from an ethnic minority background, and 1.2% had a declared disability. Of all serving members at 30 November 2009, 35.3% were women, 9.6% were from an ethnic minority background and 4.9% had a declared disability.

### **Development Activity**

9. Our development activity is focused on the following areas:
  - **Publicising public appointments opportunities** – we launched a publicity campaign in July 2008, aimed at generating interest in appointments to our NDPB's amongst under-represented groups. An information leaflet was produced and sent out to our NDPB's for public distribution and included as an insert in magazines, supported by advertising in a number of specific publications. We have developed from that campaign a list of potential candidates for public appointments who we advise regularly of current vacancies. We are monitoring the responses and effectiveness of the campaign and will evaluate in 2010.
  - **Developing partnerships** – working with other government departments, diversity organisations and the Office of the Commissioner for Public Appointments (OCPA) to share best practice and opportunities to increase the diversity of public appointments.
  - **Monitoring NDPB five year diversity plans** - we will continue to monitor and evaluate the effectiveness of the plans submitted by DCMS NDPBs in 2007, during the course of the next two years.

- **Developing board composition** - to reflect changing requirements and, where appropriate, increasing opportunities for potential new talent to join boards.
- **Developing the DCMS public appointments website** – to make information on public appointments more accessible.
- **Holding networking events** – providing potential applicants to meet NDPB Chairs and other key decision makers in the appointments process. The first two events have been a great success and we are planning further events in the future.

Information on DCMS Public Appointments is available at:  
[http://www.culture.gov.uk/working\\_with\\_us/public\\_appointments/](http://www.culture.gov.uk/working_with_us/public_appointments/)

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<b>Appointments to DCMS bodies on 31 March 2009</b>			
	<b>Chair</b>	<b>Deputy</b>	<b>Members</b>
<b>Ministerial Appointments:</b>	17 Male, 7 Female, Paid	3 Male, 3 Female, Paid	94 Male, 55 Female, Paid
	14 Male, 4 Female, Unpaid	2 Male, 1 Female, Unpaid	162 Male, 92 Female, Unpaid
	0 Ex Officio	0 Ex Officio	4 Ex Officio (2M, 2F)
	0 Vacancies	2 Vacancies	50
<b>Total in post (458)</b>	<b>42</b>	<b>9</b>	<b>407</b>
<b>Non-Ministerial Appointments:</b>	0 Paid	0 Paid	0 Paid
	10 Male, 0 Female, Unpaid	2 Male, 0 Female, Unpaid	45 Male, 24 Female, Unpaid
	0 Ex Officio	0 Ex Officio	14 Ex Officio (12M, 2F)
	1 Vacancy	1 Vacancy	26 Vacancies
<b>Total in post (Non-Ministerial Appointments = 95)</b>	<b>10</b>	<b>2</b>	<b>83</b>
<b>Total in post (All Appointments = 553)</b>	<b>52</b>	<b>11</b>	<b>490</b>
<b>Diversity Monitoring Data</b>			
	Male Appointees	Female Appointees	
<b>Number of serving appointees from BME background (Ministerial appointments)</b>	29	20	
<b>Number of serving appointees from BME background (all appointments)</b>	33	25	
<b>Number of serving appointees with a declared disability (Ministerial appointments)</b>	13	9	
<b>Number of serving appointees with a declared disability (all appointments)</b>	14	9	