



department for  
**culture, media  
and sport**

# **DCMS PUBLIC APPOINTMENTS PLAN**

## **PUBLIC APPOINTMENTS UNIT**

Our aim is to improve the quality of life for all through cultural and sporting activities, support the pursuit of excellence, and champion the tourism, creative and leisure industries.



## **DCMS PUBLIC APPOINTMENTS PLAN**

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

DCMS has responsibilities for appointments in respect of 52 Public Bodies which enable DCMS to deliver its strategic priorities. Most of the public bodies are run by boards, to which the appointment of all or some board members is either made, recommended or approved by DCMS Ministers.

The terms 'public body' and 'Arm's Length Body (ALB)' are generic terms which include: Non-Departmental Public Bodies (NDPBs); Public Corporations; and Public Broadcasting Authorities.

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**

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, with other government departments and with the public bodies.

Most DCMS Ministerial appointments are regulated by the Commissioner for Public Appointments. Our appointment procedures are, therefore, designed to comply with 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; we are committed to ensuring that DCMS Ministers make appointments on merit and 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

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.

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.

Of the 63 new (OCA-regulated) Ministerial appointees, who took up their positions between 1 April 2009 and 31 March 2010: 40% were women; 5% were from an ethnic minority background; and 5% had a declared disability.

Of all (OCA-regulated) Ministerial appointees, who were serving on 31 March 2010: 36% were women; 10% were from an ethnic minority background; and 5% had a declared disability.

## Development Activity

Our development activity is focused on the following areas:

**Publicising public appointments opportunities** – we continue to develop a list of potential candidates for public appointments whom we advise regularly of current vacancies.

**Developing partnerships** – working with other government departments, diversity organisations and the Office of the Commissioner for Public Appointments (OCA) to share best practice and opportunities to increase the diversity of public appointments.

**Programme of networking events** – providing potential applicants to meet public body chairs and board members, together with other key decision makers in the appointments process.

**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** – a continuing aim to ensure information on public appointments is more accessible.

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/)

**APPOINTMENTS TO DCMS PUBLIC BODIES AS AT 31 MARCH 2010  
552 SERVING MEMBERS**

<b>Ministerial (461)</b>	<b>Chair</b>	<b>Deputy Chair</b>	<b>Members</b>	<b>Ex Officio</b>
<b>Paid</b>	8 female 16 male	3 female 3 male	61 female 103 male	nil
<b>Unpaid</b>	4 female 13 male	1 female 3 male	89 female 153 male	1 female 3 male
<b>Total</b>	<b>41</b>	<b>10</b>	<b>406</b>	<b>4</b>
<b>Non-Ministerial (91)</b>				
<b>Non-Ministerial (91)</b>	<b>Chair</b>	<b>Deputy Chair</b>	<b>Members</b>	<b>Ex Officio</b>
<b>Paid</b>	0 female 1 male	0 female 1 male	4 female 1 male	nil
<b>Unpaid</b>	0 female 10 male	0 female 3 male	19 female 38 male	0 female 14 male
<b>Total</b>	<b>11</b>	<b>4</b>	<b>62</b>	<b>14</b>

**DIVERSITY MONITORING**

		<b>Female</b>	<b>Male</b>
<b>Members from BME background</b>	Ministerial	17	27
	All appointments	21	31
<b>Members with a declared disability</b>	Ministerial	10	13
	All Appointments	10	14

**PUBLIC BODIES TO WHICH DCMS MAKES OR APPROVES APPOINTMENTS AS AT 31 MARCH 2010**

Advisory Committee on Historic Wreck Sites	Horserace Betting Levy Board	Royal Armouries
Advisory Committee on National Historic Ships	Horserace Totalisator (The Tote)	Sianel Pedwar Cymru (S4C)
Advisory Committee on the Government Art Collection	Imperial War Museum	Sir John Soane's Museum
Advisory Council on Libraries	Legal Deposit Advisory Panel	South Bank Centre
Arts Council England	Museum of Science and Industry in Manchester	Spoliation Advisory Panel
Big Lottery Fund	Museums, Libraries and Archives Council	Sport England
BBC Trust	National Gallery	Tate
British Library	National Heritage Memorial Fund (including Heritage Lottery Fund)	Theatres Trust
British Museum	National Lottery Commission	Treasure Valuation Committee
Channel 4 Television Corporation	National Maritime Museum	UK Anti Doping
Commission for Architecture and the Built Environment (CABE)	National Museum of Science and Industry	UK Film Council
English Heritage	National Museums, Liverpool	UK Sport
Football Licensing Authority	National Portrait Gallery	Victoria and Albert Museum
Gambling Commission	Natural History Museum	VisitBritain
Geffrye Museum	Olympic Delivery Authority	VisitEngland
Historic Royal Palaces	Olympic Lottery Distributor	Wallace Collection
Horniman Museum and Public Park Trust	Public Lending Right	
Horserace Betting Levy Appeal Tribunal for England and Wales	Reviewing Committee on the Export of Works of Art	

**DCMS Public Appointments Unit**