

Public Bodies: Diversity on Boards QSD on 24 June 2019

This briefing identifies relevant reports and useful documents, including recent parliamentary materials and press articles, which may be of assistance to Members in preparing for the following debate:

Lord Holmes of Richmond to ask Her Majesty's Government what action they are taking to ensure that boards of public bodies are fully representative of, and reflect, the society they are set up to serve.

Copies of the materials are available for collection from the Library.

Key Information

- Centre for Public Appointments, [Public Appointments Diversity Action Plan](#), December 2017

Government strategy on increasing diversity in public appointments which focuses on boards of public bodies. It sets out the Government's ambition that by 2022, 50% of all public appointees should be female and 14% of appointments should be from ethnic minorities, "bringing their representation in line with the resident population in England and Wales".

- Civil Service Quarterly Blog, '[Diversity in Public Appointments](#)', 16 November 2017

Article from the then Minister for the Constitution, Chris Skidmore, setting out the Government's objectives and progress on increasing diversity in appointments made to public bodies. Mr Skidmore describes how the Centre for Public Appointments, which is part of the Cabinet Office, has shifted the focus from experience to ability when recruiting for board members.

- Commissioner for Public Appointments, [Annual Report 2017/18](#), October 2018, pp 17–28; and Peter Riddell, '[Diversity in Public Appointments](#)', Commissioner for Public Appointments Blog, 17 October 2018

Annual report from the Commissioner presents diversity data on applications and successful candidates to posts in public bodies. It also sets out the Commissioner's proposals to increase diversity in the appointments made to boards. Article written by the Commissioner, Peter Riddell, analyses the data, highlighting achievements and areas for "concern".

- House of Commons Library, [Commissioner for Public Appointments](#), 30 November 2017

Briefing sets out the role and remit of the Commissioner for Public Appointments.

- Cabinet Office, [Lord Holmes Review: Opening Up Public Appointments to Disabled People](#), 3 December 2018, pp 6–8

Independent review by Lord Holmes of Richmond explored how to open up public appointments to disabled people. Lord Holmes made recommendations on four areas: data collection and transparency; attracting and nurturing talent; application packs and job descriptions; and interviews and beyond.

Parliamentary Debate, Statements and Questions

- [Oral Question on ‘Public Appointments: Diversity’](#), HL Hansard, 9 May 2019, cols 1293–5
- House of Lords, [‘Written Question: Public Appointments: Equality’](#), 22 May 2018, HL7727
- [Topical Question to the Cabinet Office and the Chancellor of the Duchy of Lancaster](#), HC Hansard, 22 November 2017, col 1032

Press Articles and Comment

- Caitlin Morrison, [‘Bank of England Attacked by MPs Over Lack of Diversity at Senior Level’](#), *Independent*, 29 June 2018
- Phillip Inman, [‘MP Warns Bank of England Over Lack of Diversity in Senior Staff’](#), *Guardian*, 29 June 2018
- Madison Marriage, [‘UK business department gender imbalance ‘reeks of jobs for the boys’](#), *Financial Times* (£), 9 May 2018

Further Information

- Cabinet Office, [Governance Code on Public Appointments](#), December 2016
- House of Commons Library, [Public Bodies](#), 8 August 2018
- Cabinet Office, [Tailored Reviews: Guidance on Reviews of Public Bodies](#), May 2019

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