

The Fourth Report on the Operation of the Honours System

2015-2019

Report by the Cabinet Office





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EXECUTIVE SUMMARY

The last four years¹ have been a very positive period for the honours system, celebrating the one hundredth anniversary since the foundation of the modern system and overseeing continued improvements to the diversity and breadth of the honours lists. Over this period around half of awards have consistently gone to women, and a growing number of awards have gone to recipients from BAME communities. Almost 72% of honours went to those doing community and voluntary service, while over 87% were at OBE level or below.

The honours system remains an integral and highly valued part of our society, but we recognise that work is needed to ensure its continued relevance and credibility, and to maximise the impact and benefits the system can deliver to individuals and communities across the UK. A number of changes have been put in place over this period, and further work is planned for the remainder of 2019, and for 2020. This work broadly focuses on three key areas: diversity and outreach; transparency; and maintaining the integrity of the system.

Key developments include:

- The introduction of a new online public nomination service (page 16).
- The creation of a new Diversity and Inclusion Group, tasked with driving continued improvements to and in the diversity of the lists, and additional resource added to the Honours and Appointments Secretariat to develop and implement a new diversity and outreach programme (page 9).
- The introduction of pipeline processes for each independent Honours Committee, ensuring an even greater focus on delivering a broader range of nominees (page 11).
- Important signals about improved gender and sexual equality within the system, removing the requirement for women to publish their marital status in the published honours lists and bringing forward work to ensure transgender recipients are able to change their insignia (page 14).

¹ In 2004, Sir Hayden Phillips conducted a review of the honours system. In the same year, the Public Administration Select Committee published *A Matter of Honour: Reforming the Honours System*. In its response to these reports, the Government stated its intention to publish a report - and inform Parliament - every three to five years concerning the working of the honours system over that period. Reports were published in 2008, 2011 and 2014. This fourth report covers the period from 2015-2018, and includes the New Year 2019 List.



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- Increased outreach work including the introduction of a new Cabinet Office Instagram channel to showcase recipients, a range of press events to bring together recipients from under-represented sectors or communities with sectoral or community journalists, and the first of a programme of regional events to promote the system in under-represented parts of the UK (page 10).
- A revised distribution of honours, following the Quinquennial Review of Honours in 2017/18 (page 6).
- Reflecting the weight of business before it, the division of the Community, Voluntary and Local Service Committee into two new committees: the Public Service Committee, and the Community and Voluntary Service Committee (page 6).
- A further increase in background checks on potential honours recipients to provide greater assurance about the probity of nominees, and greater transparency about the nature and outcomes of such checks (page 16).
- Changes to the operation of the forfeiture system, including the introduction of more permanent members of the committee and refinements to the forfeiture process, and a continued increase in the number of forfeitures (page 17).
- Changes to the operation of the George Cross Committee, including the introduction of independent committee members and development and updating of policy and process for both departments and committee members (page 19)
- The re-introduction of the Advisory Military Sub-Committee to consider outstanding historic military medals claims (page 19).
- Completion of a wide range of recruitment for new committee members – including a new joint chair of the CVS and Diversity Committees (annex 3).

In addition, a number of further changes will be put in place during 2019 including the development of new guidance for Lord-Lieutenants in undertaking their role within the system and the implementation of a new IT system which will improve the processes underpinning the system, and provide better metrics on the inputs to and performance of the system overall.



PRIME MINISTER'S STRATEGIC PRIORITIES

Each Prime Minister is asked to set the direction for the honours system as a whole. During the period in question, two sets of Prime Ministerial priorities were used. The current priorities have been in use for most of the reporting period. Prime Minister Theresa May made clear that she would like the system especially to honour those who:

- create jobs and economic activity across the country, and support a global, outward-looking Britain;
- support children and young people to achieve their potential, whatever their background;
- aid social mobility, enhancing life opportunities and removing barriers to success;
- give their time to improve their local community; and
- work to tackle discrimination in all its forms.

She reaffirmed that honours should be awarded on 'merit first' – those who give service above and beyond – and not to those who are just doing their job. She would like to see representation from the length and breadth of the UK.

The Prime Minister has been particularly concerned to recognise activity to support diversity and social mobility. She also wants to recognise people promoting job creation and economic growth in a post-Brexit UK.

The Prime Minister is clear that she wants the honours system to continue to recognise excellence in whatever field it arises. She continues to support recognition of philanthropy, defined as people giving personal time and money (as opposed to corporate philanthropy or charitable giving).

It is these priorities that guide the work of the secretariat and the honours committees, and the work done reflects these principles.

Additionally, the Conservative Party manifesto, published ahead of the 2017 general election, stated that:

We will review the honours system to make sure it commands public confidence, rewards genuine public service and that recipients uphold the integrity of the honours bestowed.

This commitment led to and has guided the review and reform work set out in more detail throughout this report and will culminate in the production of a new Diversity and Outreach Strategy for the Honours system early in 2020, reflecting the Prime Minister's focus in this area.



QUINQUENNIAL REVIEW OF HONOURS ALLOCATIONS

Every five years, a review is carried out of how honours are distributed across the different categories of activity in UK life. This is guided both by priorities set by the Prime Minister and also changes to the population and sizes of workforces in each sector of the economy. The most recent review took place during this reporting period, and set out recommendations for the period from NY19 to NY23 (inclusive).

The review, which was conducted during the spring and summer of 2017, included a large amount of work on statistical analysis of the various sectors covered by the committees. It also sought opinions from both Government departments and honours committee members. Those responses made clear that the view amongst those involved in the operation of the system is that it is, in general, fulfilling the task for which it is designed. There is confidence in the public nomination process and the independent committee system. Committees recommend well-received honours lists which reflect the Prime Minister's strategic priorities and the broad range of excellent service given across the UK.

An emerging theme from the consultation process was the need to widen participation in the public nominations mechanism. This will be particularly important as we seek to increase diversity in the system. There is a focus on achieving regional diversity as we approach the new decade, with the aim being to shift emphasis away from London and the South East and to achieve an equitable mix of awards across the UK.

The review also recommended:

- The additional two damehood/knighthood awards allocated to the Education Committee in the last Quinquennial Review were reallocated. One award was given to the Pool at the Main Honours Committee. The other was given to the Science and Technology Committee to recognise the increasing size and importance of the technology sector.
- There should be greater use of the Order of St. Michael and St. George on the Honours List, to recognise service which is given internationally.
- The existing Community, Voluntary and Local Services Honours Committee should be split into two new committees, one focused on voluntary and community work and one focused on local public services. A light touch review of the split would be undertaken on the completion of two honours rounds, and to ensure the terms of reference are working appropriately.



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- The Philanthropy Sub-Committee of the Main Honours Committee will be disbanded and its functions will revert to the Main Honours Committee. The new voluntary committee will have a special responsibility for philanthropy.

These recommendations were put in place for the New Year 2019 honours round, with the exception of the additional responsibility for the CVS Committee in respect of philanthropy. This will come in to place at New Year 2020, and once the cited review of that committee has taken place.



Promoting the honours system

The honours system plays a hugely valuable role in civic life in the UK, and there can be no denying the positive impact felt by recipients and those around them on learning they have been nominated. Honours are an incredible thank you and remain one of the most effective ways of showcasing the kind of contributions, behaviours and innovation we value as a society. To retain this central value - the heart of the system - it is essential that the system keeps pace with and retains its credibility in modern UK society.

A wide range of work has been put in place during this period to ensure the system is well placed to meet the demands of changing public expectations and in a context of growing scrutiny and pace. This work has focused on ensuring the system is open to, and reflective of, all members of UK society; countering perceptions that the system is closed or inaccessible; and ensuring that its integrity is maintained through effective governance and processes. This is a continuous process, but a number of changes have been put in place during this reporting period, and broadly focus on three areas: diversity and outreach; transparency; and maintaining the integrity of the system.



Diversity and inclusion

There has been a wide range of activity in this area over the reporting period - and work continues to evolve as we identify emerging areas of focus, new channels of communication, and as we broaden and add to the expertise of the independent committees. Activity focuses on outreach events and communications to improve the understanding of the system in under-represented areas; highlighting inspiring role models who can demonstrate that the system is inclusive and representative, and challenging preconceptions to the contrary.

Protected characteristics

Alongside raising awareness of the system, ways have been sought in which it could be made more equal. Having accurate statistics on the background of those who appear on the lists, and those who nominate them, is a critical part of how we can test whether the honours lists are reflective of UK society, and whether improvements are being made.

This is why diversity monitoring is now specifically addressed in the sounding letter that we send to recipients ahead of them being included in the list. The letter asks recipients to complete this information, provides reassurance on its usage, and underlines the importance of the information in improving diversity overall. Armed with this information, we can evolve our outreach activities and refine our diversity targets so that the honours list reflects UK society.

The Honours Secretariat continues to work with the Government Equalities Office to ensure that collection of personal data meets expected best practice. Gender identity was added to the diversity questionnaire completed by honours recipients. The Government is currently consulting on amendments to the Gender Recognition Act (2004). The Government Equalities Office is awaiting the outcome of that consultation before making any formal changes. This work may have an impact on the terminology used in forms and surveys and will be kept under review.

In addition, the Race Disparity Unit were invited to review the diversity monitoring form for recipients to check it was in line with current standards. The form is being updated to match the ethnic groups set out in the 2011 census. On their advice, it now also better explains the purpose of collection, and tries to ensure people feel comfortable in supplying this type of personal data.

Further work is underway with the Race Disparity Unit to include honours data in the Government's Ethnicity Facts and Figures website which gathers data on a range of topics, making it available to the public, specialists and charities. The ethnicity data relating to past honours lists will be included on the website in due course.



Diversity and Inclusion Group

A Diversity and Inclusion Group was appointed by the Main Honours Committee in 2014, in recognition of a need to provide new impetus work to reach out to under-represented groups including people from BAME backgrounds, women and people with disabilities.

Dame Clare Tickell, who at that time chaired the Community, Voluntary and Local Services Committee, became the first champion for diversity and inclusion in the honours system and established a sub-group of committee members as a forum for co-ordinating and driving activity, and to provide a vital channel through which the system could benefit from the broad expertise, networks and experience of the independent members.

The group has met regularly over the reporting period, and membership has evolved, reflecting the particular interests and experience of members, and as recruitment processes for independent Honours Committees have taken place. The group initially focussed on three areas:

1. External Communications and messaging from the centre which might include national and local media, social media, targeted outreach events and work on messaging with external key stakeholders:

- The Honours and Appointments Secretariat has undertaken a number of outreach activities, ranging from giving presentations at events for industry leaders including Deloitte's BAME network and Mansfield 2020 to running workshops on how to write nominations with charities such as the Bethesda Project and lieutenancies around the country whose role includes raising awareness of the honours system. This is part of our wider engagement which is aimed at raising awareness and increasing nominations from under-represented groups which are set out below.
- Outside of the immediate media focus around the publication of the honours lists it can be difficult to gain traction for honours issues at the national level. Even at the time of the announcement, the tendency is to focus on the handful of well-known names on the list rather than the 70% of those recognised for the contributions they have made to their communities. This has the knock on effect on public perceptions of the system. To tackle this, changes have been made to the format of the embargoed press conference held before the publication of each list for all national print and broadcast media, using this to highlight specific lesser known individuals at all levels, but particularly those receiving BEMs and MBEs. The five or six recipients who are invited generously share their stories with the journalists present and this helps to ensure that coverage of the list is not solely dominated by those at the higher levels. This approach is being expanded to reflect particular groups or



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themes present in each List. In addition, we continue to provide a large number of regional case studies alongside each list which generate significant local and regional press coverage.

- The most powerful advocates of and for the system are the honours recipients themselves. Alongside the bi-annual press conferences, a number of additional targeted press events have showcased recipients from under-represented communities. These events have been an opportunity for media either from that community or sector to interview honours recipients who share what receiving an honour has meant to them, and are designed to encourage people to nominate, and to tackle some of the perceptions around who the system recognises and is for.
- Social media channels provide a powerful means of promoting the system and the powerful stories of recipients. A new Cabinet Office Instagram account has a heavy honours focus, capturing images of recipients at the time of their investiture and showcasing those who have been recognised for their contribution at a community level. This provides an opportunity to engage with new audiences, giving a first person account from the recipient on how it feels to have been recognised.
- A new Diversity and Outreach Strategy will be published in due course, and will further set out the strategic approach to increasing nominations and how to ensure recent improvements are sustained.

2. Internal Challenge, including the assessment of targets for diversity of departmental submissions, assessment of inputs/outputs for diversity through departmental sift mechanisms and assessment of inputs/outputs for diversity through independent committees.

- In order to sustain a pipeline of nominations, the former Head of the Civil Service, Sir Jeremy Heywood, wrote to all permanent secretaries in January 2016 to emphasise the importance of ensuring the honours lists properly represent the diversity of the population at large which could mean updating their processes to match the ambition of the D&I Group. Since the New Year 2017 honours round, permanent secretaries have committed to write personally to the Head of the Civil Service if departments have been unable to achieve these goals. This information will be a key part of the new pipelining processes being put in place to support committees.

3. Sustainability of the Pipeline including the introduction of reports from permanent secretaries on diversity of pipelines in each round.

- Each of the ten Honours Committees faces different challenges when it comes to putting forward a proportionately diverse set of nominations to the Main Honours Committee. That is why it is necessary to develop a strategy for each independent Honours Committee to address the



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specific challenges they face. Each of the committees has met with its corresponding department or departments to build stronger processes and determine an approach to outreach. The Honours and Appointments Secretariat is now working with each committee to develop further specific arrangements, as well as working closely with departments to ensure pipelines are being managed strategically, and making best use of committee member sectoral expertise in generating and drawing on the widest possible pool of nominations.

The group set high-level stretch targets for the honours system (and performance against these targets is covered in more detail below):

- 50% female recipients at higher levels (G level to C level) by New Year 2020;
- 10% BAME recipients by New Year 2020 (this was achieved at the BD17 list);
- Focus on increasing representation of people with a disability;
- Focus on improving the discrepancies between the geographic spread of nominations and recipients.

Dame Clare Tickell completed her term as CVLS chair at the end of 2018. The Secretariat undertook an open competition to appoint her successor. This was advertised as a joint role, combining the chair of the new Community and Voluntary Services Committee, with the role of chair of the Diversity and Inclusion Group. This reflects a desire to put the group on a more formal footing, and to ensure the appointee was able to bring equal expertise and commitment to both roles.

Dame Louise Casey was appointed in March 2019 as the new joint Chair of the CVS and Diversity and Inclusion Committees, and will take up her appointment ahead of the New Year 2020 round. The Secretariat will work with the new chair to review the terms of reference and membership of the group, and to agree priority areas of focus. The group will play a key role in shaping the forthcoming diversity and outreach plan.

Gender

The last report to the Public Administration Select Committee covering the period 2012-2014 noted that the average percentage of awards to female candidates had reached 46.5%. This was an increase of 3% on the previous period.

In 2015-19 that figure has improved to an average of 49% - an increase of nearly 3%. Maintaining consistency at 50% requires a continued focus on increasing the number of nominations for women. In four of the honours lists in the reporting period at least 50% of recipients were female. The lowest



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figure in this period, 47% for NY19 and BD16, still represents a higher proportion than the average for 2012-14, by more than 2%.

More work is needed to improve the representation of women at the senior awards level. There have been particular peaks of improved performance with 45% at New Year 2015, and 43% at BD17 but this has been inconsistent. This reporting period has seen half as many women receiving damehoods than men receiving knighthoods on four occasions. The average figure for the reporting figure at the higher levels is 38% - still lower than the 50% the Diversity and Inclusion Group has called for.

The challenge remains ensuring the pipeline supports consistent delivery. This will require a concerted effort to identify women who are making an exceptional contribution in their field and to track their progress over a period of time. To assist in this, the secretariat will step up its efforts in its outreach work, targeting women's business and community networks to raise awareness of the system and encourage nominations from those groups.

More broadly, work continues to send a signal of the importance of gender equality within the system. For the first time, in the New Year 2019 Honours List, women were no longer required to list their marital status in the honours lists published on Gov.uk. Only professional, peerage, aristocratic and religious titles were included. Further changes are planned to the format of the List to ensure DBE awards are given due prominence. These are small steps, but send an important signal that the system is for and representative of women at all levels, and ensure that the extraordinary female role models within the list are more immediately visible on publication, and with the aim of prompting further similar nominations.

Ethnicity

In 2014, a commitment was made to reach a target of 10% of awards going to individuals from BAME communities by 2020. At that time, the number of people from black and minority ethnic backgrounds was significantly lower than the estimated 13% of the UK population. This target has been reached twice in the reporting period - in BD18 and NY19 (as shown at Annex 4) and there have been sustained improvements to the number of ethnic minority recipients with an average across the reporting period of 8.6%.

At the higher levels, the figures for senior awards are lower and have been inconsistent in this period, with 4.2% in NY16 followed by 8.8% in NY18. This is another area in which an increase in the number of nominations is key. Further targeted events to provide advice on how to write nominations, explain the process and showcase honours recipients will take place and this will work alongside improved pipelining activity within departments to ensure more nominations are coming into the system.



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LGBT+

Between 2% and 4% of awards have gone to those who identify as LGBT+ across this period, and which is broadly in line with the ONS' 2016 assessment of the UK population.

As in other areas, it is essential that the system is seen to be both accessible to and representative of the LGBT+ community. In order to highlight notable individuals, and increase the number of nominations coming forward, details of LGBT+ recipients are provided to media outlets (where permission is given) and an event has been held to coincide with Pride, at which honours recipients had the opportunity to share their stories directly with the media.

Work is underway to ensure recipients who formally change their gender can receive the insignia for their acquired gender and a new Warrant of Appointment in their chosen name and on a policy for restoring honours and medals to those individuals whose convictions for certain repealed sexual offences have been disregarded under the provisions of Chapter 4, Part 5 of the Protection of Freedoms Act 2012.

Disability

There has been some variation in the numbers across the honours rounds in this reporting period, from lows of 5.2% in BD16 and 5% in NY18 to almost 9% in NY17. It is important to be mindful that these figures rely on self-reporting, and that many recipients may not wish to declare a disability.

The average figure for the reporting period was 6.4% - well below the estimated percentage of the UK population who have a disability. As a guide, statistics suggest that around 18% of working age adults and 44% of adults over State Pension age have a disability.

This will be a priority area of focus for pipelining work and we will continue to use role models, encourage nominations from stakeholders and raise awareness of the system among people with disabilities.

Regional Diversity

The aim with regional diversity is to improve the discrepancies between the geographic spread of nominations and recipients. There are some clear variations in the number of nominations made and honours received in different areas of the country, and this will be a priority area for outreach work in the coming year.

Around 25% of the population lives in London and the South East, and those two regions have, perhaps unsurprisingly, been most heavily represented in each round in this reporting period. At BD17, 32% of recipients came from



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those areas. Conversely, the North East, North West and Yorkshire regions, which together hold around 23% of the UK population, have been under-represented in recent years. In the BD17 list, recipients from those regions accounted for 15.5% of the total. This is indicative of the geographical spread during this reporting period.

There has, to date, been a particular focus on protected characteristics, but it is increasingly clear that local inequality within the system also needs to be addressed. One of the ways in which this will be tackled is through regional events in the under-represented areas. In 2018 the Secretariat worked with the Lieutenancy in Greater Manchester to deliver a day of activity aimed at engaging different groups and raising awareness of the system. This included a session with community leaders from charities, public sector and business; brought together the Lieutenancies from the region to look at their role in promoting the system; and invited local recipients, civic leaders and the local press to a reception to talk about what their honours meant to them.

This format will be rolled out to other cities in the North West, North East and the Midlands, working directly with lieutenancies who have the local links to key people.

Another way in which awareness of the honours system has been raised at a regional level has been to share the names and citations of MBE and BEM recipients with local media ahead of the publication of the honours lists. Recipients give permission for this. This allows journalists time to contact willing recipients under embargo and produces excellent coverage of the honours across all forms of local and regional media. This is a highly effective means of securing significant local and regional coverage.

Role of Lieutenancies

New guidance to assist Lord-Lieutenants in their interactions with the honours system is being developed to provide an overview of their roles and responsibilities in relation to the awarding of medals and honours.

Lieutenancies play a crucial role in the honours system and are integral to its proper functioning. The two key responsibilities of Lord-Lieutenants within the honours system are to validate public nominations and to present British Empire Medals. Increasingly, Lord-Lieutenants also have a key role to play in promoting the system and encouraging nominations from their local areas.

To help them in this role, the guidance will include examples of existing best practice, and tools and resources that Lieutenancies use to make them as accessible as possible, including template websites and promotional materials.



Transparency

To broaden the nomination pipeline and to deliver truly representative honours lists, it is essential that people understand the honours system, have confidence in its operation, and view it to be accessible. The introduction of public nominations in 1993 and the independent committee system in 2005 were vital reforms in improving transparency and demystifying the processes.

There remain, however, preconceptions about the system, which is often still viewed as a closed shop. During this reporting period, further work has been undertaken to build on those key reforms, including:

- Introduction of Online Public Nominations: The online nomination form was introduced in February 2017, as part of the Government 'Digital by Default' scheme. Digital by Default aims to transform public services online - making them better and cheaper for taxpayers and more effective and efficient for government. By having a digital nomination form, the honours system has become accessible to a wider section of society, and better reflects the public's expectation of how to engage with services (whilst retaining the option of submitting paper nominations for those who prefer it). Since the launch, online nominations have grown to make up a third of all nominations submitted to the Secretariat, who receive between 3,000 - 4,000 every year. The online process has been refined to reflect the experiences of users as part of a cycle of continuous improvement to our public service.
- New information regarding the operation of the system has been on Gov.uk in order to ensure people have a greater understanding about its operation. This included more information about the role of a number of committees, including the Forfeiture Committee. In addition, in 2018, the Honours and Appointments Secretariat published the Memorandum of Understanding between HMRC and the Cabinet Office on GOV.UK, which sets out the vetting process undertaken by HMRC to advise on any potential risk posed by honours nominees in respect of their tax affairs. Details of the agreement with the National Police Chiefs' Council concerning criminal records checks on honours nominees was also published. These checks are a necessary precaution to protect the integrity of the honours system, and this information gives the public greater assurance about the checks that are done before an honour is given.
- Longer citations for those at K/D level are now also published alongside the List to illustrate the breadth of a recipient's contribution. This step was the result of evidence given to the Public Administration Select Committee in 2012 into the honours system and where it was



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felt that publishing more information for those at the higher levels could “dispel the suggestion of a link between honours and political donations”². All honours must involve a sustained personal commitment.

Transparency considerations were also a key part of recent work to test governance structures within the system, and to ensure the public can have full confidence in the independence and robustness of the systems in place.

² p.16,

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/206116/PASC_2012_Report_on_the_Honours_System.pdf



Integrity and Governance

Much of the work over the period has focussed on broadening engagement, but it is also vital that the system retains credibility, can be said to reflect modern standards of governance, and be robust in a context of ever increasing scrutiny and risk of legal challenge. During this period, work has been completed to assess a number of structures and to identify potential scope to increase independence and transparency.

HD Committee

The Committee on the Grant of Honours, Decorations and Medals (HD Committee) is the policy-making body for the honours system which offers advice to The Sovereign on honours and medals issues. Following a review of its functions, no changes have been made to this body at the present time. Each of the wider changes to the honours system have been approved by the committee in accordance with the role that it holds.

Forfeiture Committee

The Forfeiture Committee has the power to recommend to The Sovereign that an individual have their honour revoked, on the grounds that their behaviour has brought the honours system into disrepute. An effective forfeiture process is a key part of maintaining the integrity of the system. It is vital that the public understand the process, have confidence in it, and can see where action is taken. Given the seriousness and significance of forfeiture decisions, it is also vital that the process is, and is seen to be, fair and legally robust

There has been criticism of the process in this area - and particularly where people feel it ought to move more quickly. The forfeiture system cannot pre-judge any on-going legal proceedings, and in this respect the consideration of cases can take some time.

Against this backdrop, the HD Committee agreed to look at the operation of the system and introduced a number of changes into the forfeiture process for the beginning of 2019 designed to increase public awareness of the system, and to provide further confidence about its operation. These include:

- Probity checks are a vital part of ensuring that the integrity of the system is upheld. ACRO criminal record checks are now completed on all nominees recommended by the independent committees. This change comes in response to a number of historic child sexual abuse cases coming through the forfeiture system;



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- The publication of more information about the process and how to engage with it;
- A number of administrative process changes, which include more stringent Secretariat oversight of potential cases, more guidance for Departments on handling and assessing forfeiture cases, and a more direct role and accountability for Permanent Secretaries.
- Changes to the membership of the Forfeiture Committee to create permanent independent members to facilitate the build-up of forfeiture expertise, and to ensure consistency in the handling and consideration of long running cases. Previously independent honours committee chairs attended on a rotating basis according to the business for discussion. Under new arrangements, three independent chairs will become standing members of the committee, alongside the Chair of the Main Honours Committee and the Treasury Solicitor. They will be joined on an ad hoc basis by the chair of the relevant independent committee and the relevant Permanent Secretary to ensure there is appropriate sectoral expertise.
- Recipients will now always be given the opportunity to make written representations in cases which do not involve a “hard trigger” of a criminal conviction or professional disbarment (i.e. where there is the more general question of whether an individual has brought the system into disrepute).
- Ahead of publication of the honours lists, nominees receive a sounding letter from the Secretariat which invites individuals to confirm they would like to accept the proposed honour and sets out a range of process steps. This letter now includes details of the forfeiture process, explicitly warns recipients that forfeiture is a possibility and refers to the expectation that recipients will be “good citizens”. It invites individuals to inform the Secretariat of any issues that could act as a barrier to them accepting an honour.

George Cross Committee

A governance review on the gallantry system in 2017 resulted in a number of changes to both the policy and processes. The review was prompted by a combination of continuous improvement to support good governance and an increase in the number of gallantry cases submitted. These included:

- The introduction of independent members of the George Cross Committee, bringing the assessment process into alignment with the independent committee process for honours.



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- Formalising permanent secretary oversight of the gallantry validation and submission process, in line with the approach taken for the Honours Lists.
- An update of gallantry policy by the George Cross Committee and approved by the HD Committee and HM Queen, to reflect changes the wider honours system and public life. In parallel increased public information is on Gov.uk.
- An increase and standardisation of the validation information available to the George Cross Committee to aid assessment of nominations.
- The introduction of probity checks on nominees recommended on merit by the George Cross Committee, bringing the system in line with practice for the wider honours system.

Advisory Military Sub-Committee

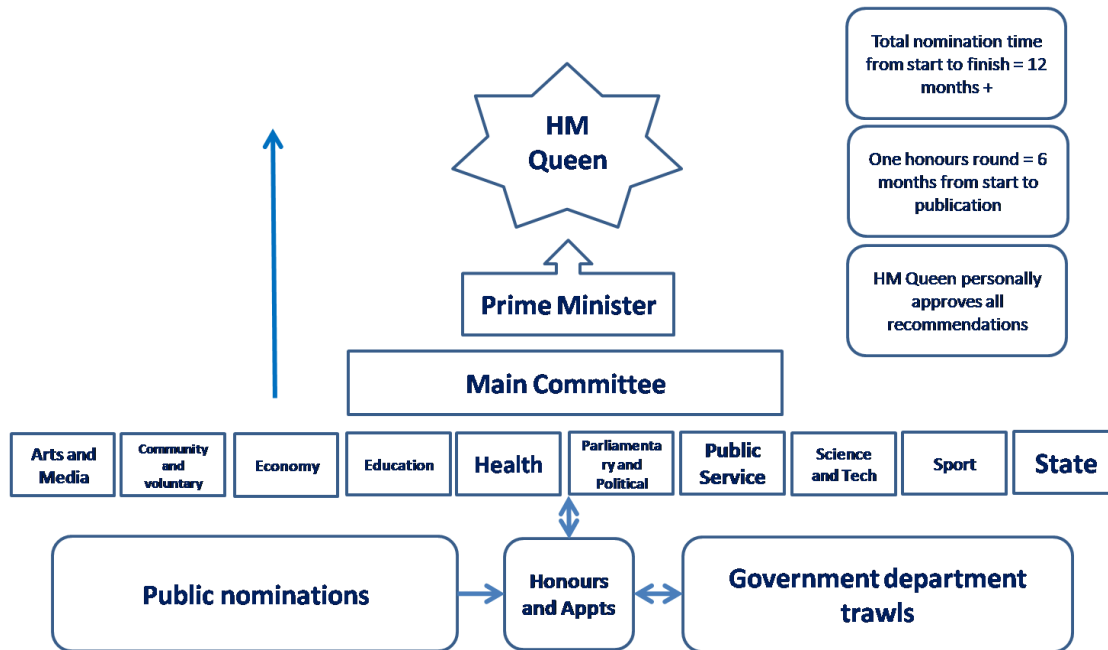
The Advisory Military Sub-Committee (AMSC) was originally a recommendation of the independent Military Medals Review (2012), and which originally operated between 2012-13 but subsequently fell into abeyance. The AMSC has been reestablished to look at historic military medals claims and will begin its work in spring 2019.

An independent chair, Dr Charles Winstanley, has been recruited via a public appointments process. Other independent members with a range of defence and military backgrounds have been recruited. Official membership and secretariat support is provided by the Defence Services Secretariat at the MOD. The AMSC will report to the HD Committee. Details of membership and the terms of reference for the Sub-Committee will be published on Gov.uk shortly.



ANNEX 1

SUMMARY OF HONOURS PROCESS





ANNEX 2

CRITERIA FOR HONOURS

The Honours Committees have adopted the following broad guidelines as to the criteria for the levels of award:-

- *Companion of Honour*

A pre-eminent and sustained contribution in the arts, science, medicine or government.

- *Knight/Dame*

A pre-eminent contribution in any field of activity, usually, but not exclusively at national level, or in a capacity which will be recognised by peer groups as inspirational and significant nationally, and which demonstrates sustained commitment.

- *CBE*

A prominent national role of a lesser degree, or a conspicuous leading role in regional affairs through achievement or service to the community or a highly distinguished, innovative contribution in his or her area of activity.

- *OBE*

A distinguished regional or county-wide role in any field, through achievement or service to the community including notable practitioners known nationally.

- *MBE*

Achievement or service in and to the community which is outstanding in its field and has delivered sustained and real impact which stands out as an example to others.

- *BEM*

Achievement or contribution of a very “hands-on” service to the community in a local geographical area. This might take the form of sustained commitment in support of very local charitable and/or voluntary activity;



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or innovative work that has delivered real impact but that is relatively short (three to four years) in duration.



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ANNEX 3

CURRENT COMMITTEE MEMBERSHIP (MARCH 2019)

Those appointed in this reporting period are marked with *

Arts & Media

Rupert Gavin (chair)

Sir Peter Bazalgette*

Sir Nicholas Kenyon CBE

Kanya King MBE*

Caroline Michel*

Alice Rawsthorn OBE*

Kenneth Tharp CBE*

Permanent Secretary, Department for Digital, Culture, Media and Sport

Permanent Secretary, Scottish Government

Community and Voluntary Service

Dame Louise Casey DBE (chair)*

Harris Bokhari OBE*

Rabbi Harvey Belovski *

Carly Jones MBE *

Ros Kerslake OBE

Adeeba Malik CBE *

Waheed Saleem *

Ben Summerskill OBE *

Director General (Performance and Strategy), Department for Digital, Culture, Media and Sport

Permanent Secretary, Ministry of Housing, Communities and Local Government

Permanent Secretary, Welsh Government

Economy

Sir Ian Cheshire (chair)

Dame Inga Beale DBE *

Sir Douglas Flint CBE *

Brent Hoberman CBE

Dame Vivian Hunt DBE *

Professor Heather McGregor CBE

Dame Minouche Shafik DBE

Permanent Secretary, Department for Business, Energy and Industrial Strategy

Permanent Secretary, Department for Digital, Culture, Media and Sport

Permanent Secretary, Scottish Government

Permanent Secretary, HM Treasury



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Education

Sir Dan Moynihan (chair)
Professor Sir David Eastwood DL
Dr John Guy OBE
Dame Asha Khemka DBE DL
Dame Alison Peacock DBE DL
Professor Steven West CBE DL
Permanent Secretary, Department for Education
Head, Northern Ireland Civil Service

Health

The Rt Hon Professor The Lord Kakkar (chair)
Sir David Behan CBE *
Professor Sir Leszek Borysiewicz
Professor Dame Jane Dacre DBE *
Baroness Harding of Winscombe *
Professor Karen Middleton CBE
Professor Iqbal Singh OBE *
Professor Sir Simon Wessely
Chief Medical Officer
Permanent Secretary, Department of Health and Social Care
Director General, Department for Health, Social Services and Children, Welsh Government

Parliamentary and Political Service

The Lord Sherbourne of Didsbury (chair) *
Dr Sue Griffiths *
The Rt Hon The Lord Haselhurst *
The Lord Lisvane KCB DL
Dame Denise Platt DBE *
Sir Paul Silk KCB
Government Chief Whip
Opposition Chief Whip

Public Service

Dame Barbara Monroe DBE (Interim chair)
Emir Feisal JP *
Alistair Finlay OBE *
Shonaig Macpherson CBE FRSE
Maggy Pigott CBE *
Riaz Ravat BEM DL *
Canon David Stanton *
Permanent Secretary, Department for Education
Permanent Secretary, Home Office
Permanent Secretary, Ministry of Housing, Communities and Local Government
Permanent Secretary, Ministry of Justice



Science and Technology

Professor Sir John Bell GBE FRS (chair)
Professor Dame Glynis Breakwell DBE DL
Naomi Climer FEng
Professor Jason Reese FEng FRSE
Professor Andrew Scott
Sir Keith Burnett *
Dame Ottoline Leyser *
Director General, Knowledge and Innovation, Department for Business,
Energy and Industrial Strategy
Chief Scientific Adviser
Chief Scientific Adviser for Scotland

Sport

The Rt Hon Sir Hugh Robertson KCMG DL
Pippa Britton
Giles Clarke CBE DL
Tom Clarke
Donna Fraser *
Liz Nicholl CBE
Permanent Secretary, Department for Digital, Culture, Media and Sport
Head, Northern Ireland Civil Service

State

Mark Addison CB (chair)
Sarah Anderson CBE *
Isabel Doverty *
Sir David Hempleman-Adams LVO OBE
Professor David Rhind CBE
Jenny Rowe CB *
Sir John Scarlett KCMG OBE
chair of Main Honours Committee
Senior Permanent Secretary

Main Honours Committee

Sir Jonathan Stephens KCB (chair)
Chair, Arts and Media Honours Committee
Chair, CVS Honours Committee
Chair, Economy Honours Committee
Chair, Education Honours Committee
Chair, Health Honours Committee
Chair, PPS Honours Committee
Chair, Public Service Honours Committee
Chair, Science and Technology Honours Committee
Chair, Sport Honours Committee
Chair, State Honours Committee



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Cabinet Secretary and Head of the Home Civil Service
Permanent Under Secretary, Foreign and Commonwealth Office
Chief of the Defence Staff



ANNEX 4

FULL DIVERSITY STATISTICS

Honours recipients NY2015-NY2019: by Black and minority ethnic communities

	Kt/DBE	CBE	OBE	MBE	BEM	TOTAL	% OF LIST
NY15	3	4	13	41	8	69	6.1%
BD15	6	6	12	41	14	79	7.0%
NY16	2	4	11	38	11	66	5.8%
BD16	2	7	16	56	10	91	8.2%
NY17	4	8	18	50	23	103	9.3%
BD17	2	5	25	56	15	103	9.7%
NY18	4	7	21	51	16	99	9.1%
BD18	2	10	26	48	17	103	10.3%
NY19	0	3	28	62	22	115	12%



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Honours recipients NY2015-NY2019: by gender

NY2015

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	2	2	5	6	8	11	11	20	7	8	33	47
CVLS	3	3	13	12	36	41	102	100	113	85	267	241
Education	3	6	7	4	14	17	31	16	16	7	71	50
Health	1	5	6	3	10	7	31	12	8	3	56	30
PPS	1	3	1	3	2	5	4	4	2	0	10	15
S&T	1	2	4	4	2	6	2	6	2	2	11	20
Sport	1	0	0	2	2	6	8	15	7	17	18	40
State	0	2	5	12	15	20	30	24	5	2	55	60
Economy	4	3	13	14	11	30	25	32	5	3	58	82
Total	16	26	54	60	100	143	244	229	164	127	579	585

BD2015

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	0	6	2	11	9	9	7	15	6	6	24	47
CVLS	1	4	7	14	31	42	122	108	141	76	302	244
Education	2	4	5	7	18	17	38	19	11	5	74	52
Health	0	3	3	8	11	7	31	10	8	2	53	30
PPS	0	4	2	2	0	6	1	7	1	2	4	21
S&T	2	2	3	3	3	4	4	4	0	2	12	15
Sport	0	1	1	1	0	9	12	12	6	11	19	34
State	1	3	9	9	14	15	25	24	11	1	60	52
Economy	1	5	9	15	15	27	18	23	4	3	47	73
Total	7	32	41	70	101	136	258	222	188	108	595	568



NY16

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	1	2	4	3	5	15	17	12	6	7	33	39
CVLS	1	6	7	14	34	39	87	124	131	111	260	294
Education	2	4	3	8	21	10	32	21	14	6	72	49
Health	3	2	6	5	8	8	26	13	6	4	49	32
PPS	1	4	1	4	2	4	4	5	1	0	9	17
S&T	2	1	3	6	5	4	4	3	0	2	14	16
Sport	1	1	1	3	2	5	9	12	6	10	19	31
State	1	2	11	10	16	25	23	15	5	4	56	56
Economy	3	3	7	16	15	25	29	36	11	4	62	84
Total	15	25	43	69	108	135	231	241	180	148	578	618

BD 2016

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	3	3	2	8	9	9	14	13	12	6	40	39
CVLS	2	1	6	14	16	38	85	109	113	103	222	265
Education	3	4	5	6	17	12	33	24	12	8	70	54
Health	1	2	4	7	10	7	28	14	11	0	54	30
PPS	0	5	1	4	2	4	5	4	1	1	9	18
S&T	3	1	1	6	3	3	5	8	4	2	16	22
Sport	0	0	1	1	2	6	9	13	7	14	19	33
State	0	3	9	14	20	15	22	24	5	0	56	58
Economy	2	5	6	12	11	23	28	39	5	8	52	92
Total	14	24	35	72	90	125	229	248	170	142	538	611



NY 2017

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	1	5	2	7	8	6	10	12	11	7	32	37
CVLS	3	2	4	13	18	38	75	86	135	83	235	222
Education	2	3	4	7	21	10	29	23	16	5	72	48
Health	1	4	5	5	16	3	20	14	9	3	51	29
PPS	1	5	2	2	2	4	5	4	0	2	10	17
S&T	2	3	3	4	2	4	5	4	3	0	13	15
Sport	2	4	3	4	5	10	58	57	11	16	79	91
State	0	1	9	20	18	10	27	22	8	3	62	56
Economy	1	2	4	10	20	27	19	35	5	5	49	79
Total	13	29	36	72	110	112	246	257	198	124	603	594

BD 2017

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	7	4	3	10	4	12	16	15	8	5	38	46
CVLS	1	4	11	8	25	30	86	102	114	105	237	249
Education	1	1	5	6	20	11	38	16	11	9	75	43
Health	2	5	7	2	10	10	23	17	16	3	58	37
PPS	1	0	2	3	2	4	6	3	0	1	11	11
S&T	3	4	3	5	7	3	5	5	0	0	18	17
Sport	0	0	1	0	4	6	11	14	4	12	20	32
State	0	2	7	12	18	15	10	16	4	2	39	47
Economy	3	3	6	15	17	23	26	30	6	2	58	73
Total	18	23	45	61	107	114	221	218	163	139	554	555



NY 2018

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	3	6	7	6	9	8	8	16	12	12	39	48
CVLS	0	3	2	5	18	25	88	104	105	95	213	232
Education	2	3	6	4	18	12	33	26	13	5	72	50
Health	5	1	4	7	9	12	30	12	29	5	77	37
PPS	1	6	2	4	1	5	7	2	1	0	12	17
S&T	1	5	5	6	5	6	2	7	2	0	15	24
Sport	0	0	2	0	2	5	9	13	6	12	19	30
State	0	3	6	12	15	18	26	23	8	8	55	64
Economy	2	2	7	14	20	23	18	28	2	3	49	70
Total	14	29	41	58	97	114	221	231	178	140	551	572

BD 2018

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	3	5	8	5	12	3	17	12	10	8	50	33
CVLS	1	3	7	8	12	20	54	71	112	98	186	200
Education	1	4	5	3	14	12	33	20	10	10	63	49
Health	1	2	3	4	8	15	23	9	13	3	48	33
Health NHS 70th Anniversary	1	0	0	3	6	6	6	8	10	5	23	22
PPS	2	2	0	3	3	3	7	2	0	2	12	12
S&T	2	4	4	4	3	3	5	2	1	1	15	14
Sport	0	2	0	0	5	6	9	11	7	13	21	32
State	1	2	9	13	14	20	21	15	5	2	50	52
Economy	1	2	7	12	9	36	31	37	3	4	51	91
Total	13	26	43	55	86	124	206	187	171	146	519	538



NY 2019

	K+		C Level		OBE		MBE		BEM		Totals	
	F	M	F	M	F	M	F	M	F	M	F	M
Arts and Media	1	4	6	6	6	9	14	19	11	9	38	47
CVS	0	0	0	4	12	24	46	59	82	61	140	146
Education	1	0	4	6	19	12	34	14	12	3	70	35
Health	2	3	6	6	7	14	36	10	20	3	71	36
Major Events	0	0	2	0	4	11	3	9	3	11	12	31
PPS	0	4	1	3	3	3	2	7	0	2	6	19
Public Service	1	0	2	4	9	12	28	25	28	45	68	86
S&T	0	5	2	2	5	3	1	5	1	0	9	15
Sport	1	2	1	2	3	4	12	19	11	23	28	50
State	0	2	8	13	18	18	17	22	15	11	58	66
Economy	3	2	7	15	13	28	17	23	4	3	44	71
Total	9	22	39	61	99	138	210	212	187	171	544	604

Honours recipients NY2015-NY2019: by level

List	K+	C-level	OBE	MBE	BEM
NY2015	33	107	242	472	289
BD2015	46	104	232	481	295
NY 2016	36	107	233	378	227
BD 2016	37	100	205	433	236
NY 2017	42	108	222	503	322
BD 2017	41	106	221	438	303
NY2018	44	98	211	452	318
BD2018	39	98	210	392	318
NY2019	31	100	238	422	359
Totals	349	928	2014	3971	2667



Honours recipients NY2015 - NY2019: across the United Kingdom

	% list NY15	% list BD15	% list NY16	% list BD16	% list NY17	% list BD17	% list NY18	% list BD18	% list NY19	% Pop
North East	3.0	3.2	4.2	3.2	2.1	2.5	3.2	2.2	2.6	4.1
North West	8.1	8.3	8.6	8.0	7.4	6.8	6.4	7.8	8.8	11.2
Yorks & Humber	5.7	5.3	5.4	5.8	5.9	6.2	5.6	6.2	5.8	8.4
East Midlands	5.2	4.6	5.4	4.9	5.5	4.8	4.0	4.5	4.7	7.2
West Midlands	6.7	5.5	6.1	7.1	6.9	6.8	6.1	6.8	5.6	8.9
East	8.9	7.8	9.7	7.0	7.8	8.3	8.8	8.5	8.5	9.3
South West	9.2	10.7	8.0	6.1	6.7	7.3	7.3	9.8	9.7	8.4
South East	13.6	16.6	14.2	14.0	14.6	13.3	13.4	13.5	11.7	13.7
London	15.7	16.6	18.1	18.7	20.0	18.1	18.6	15.1	18.2	12.9
Wales	4.6	4.7	4.5	5.0	4.7	4.9	5.1	4.6	4.9	4.8
Northern Ireland	7.1	7.1	6.0	8.7	8.4	8.5	8.8	8.0	7.7	2.9
Scotland	11.5	8.8	9.7	11.5	9.0	11.5	10.8	12.1	10.43	8.2



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Honours recipients NY15 - NY19: Disabled under the Disability Discrimination Act

The percentages differ slightly from the percentages published on GOV.UK as the GOV.UK figures were calculated before all of the responses from honours recipients had been processed.

	NY15	BD15	NY16	BD16	NY17	BD17	NY18	BD18	NY19
K/D	1	1	0	1	3	2	0	0	1
C level	6	1	5	3	5	3	5	2	2
OBE	7	6	7	12	9	6	9	4	10
MBE	32	40	35	21	66	27	19	15	10
BEM	21	23	36	19	25	32	16	36	10
TOTAL	67	71	83	56	108	70	49	57	33
%	5.7	6.3	7.3	5	9.8	6.6	4.5	5.7	3.4

Honours recipients BD2015-NY2019 LGBT+

Level of Award	BD15				Prefer not to say
	Hetrosexual	Gay or Lesbian	Bisexual	Other	
K/D	34	1	0	0	4
C level	96	3	0	0	8
OBE	197	9	1	0	18
MBE	421	19	1	0	30
BEM	269	2	0	1	16
TOTAL	1017	34	2	1	76
%	90	3	0.2	0.1	6.7



	NY16				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	34	2	0	0	2
C level	105	1	0	0	0
OBE	215	8	0	0	5
MBE	436	7	0	0	7
BEM	300	4	1	0	7
TOTAL	1090	22	1	0	21
%	96.1	1.9	0.1	0	1.9

	BD16				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	29	2	0	0	5
C level	99	2	1	0	2
OBE	191	11	2	0	6
MBE	434	13	2	2	11
BEM	289	5	0	1	2
TOTAL	1042	33	5	3	26
%	94	3	0.5	0.3	2.3

	NY17				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	36	1	1	0	1
C level	94	3	0	0	1
OBE	186	11	2	0	5
MBE	430	15	3	0	8
BEM	300	2	0	1	5
TOTAL	1046	32	6	1	20
%	94.7	2.9	0.5	0.1	1.8



	BD17				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	38	1	0	0	1
C level	89	6	1	0	3
OBE	200	9	1	0	0
MBE	396	16	3	0	9
BEM	281	6	0	0	8
TOTAL	1004	38	5	0	21
%	94	3.6	0.5	0	2

	NY18				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	36	1	1	0	1
C level	94	3	0	0	1
OBE	186	11	2	0	5
MBE	430	15	3	0	8
BEM	300	2	0	1	5
TOTAL	1046	32	6	1	20
%	94.7	2.9	0.5	0.1	1.8

	BD18				
Level of Award	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	35	0	0	0	1
C level	90	2	3	0	5
OBE	167	7	2	0	0
MBE	360	5	2	0	6
BEM	305	6	2	1	3
TOTAL	957	20	9	1	15
%	95.5	2	0.9	0.1	1.5

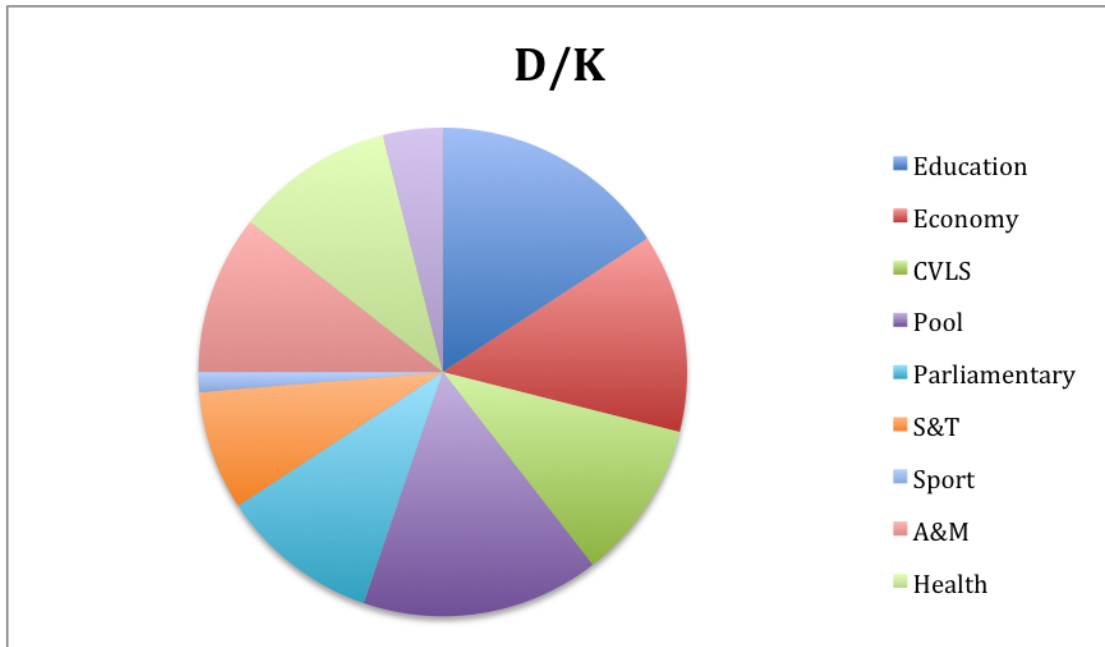


Level of Award	NY19				
	Hetrosexual	Gay or Lesbian	Bisexual	Other	Prefer not to say
K/D	21	2	0	0	0
C level	78	3	0	0	1
OBE	185	21	2	0	9
MBE	332	12	0	0	7
BEM	291	5	4	0	1
TOTAL	907	43	6	0	18
%	93.1	4.4	0.6	0	1.8



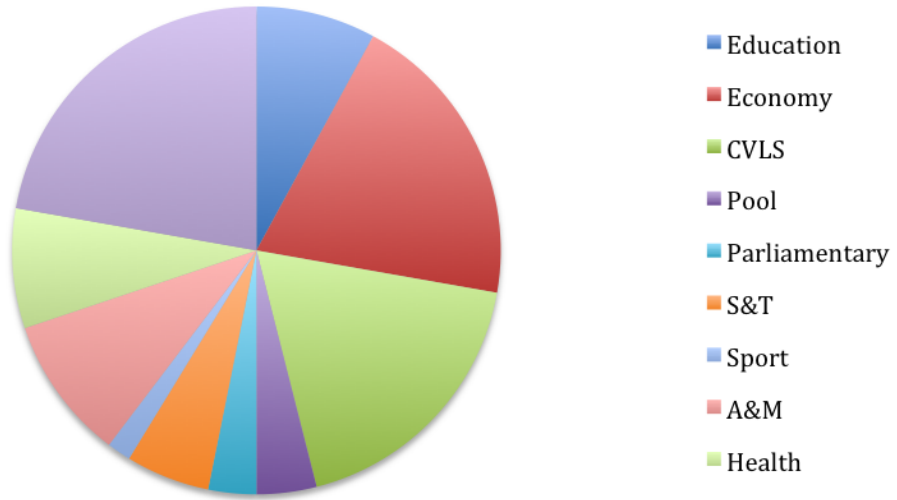
ANNEX 5

ANNUAL ALLOCATION OF HONOURS BY COMMITTEE

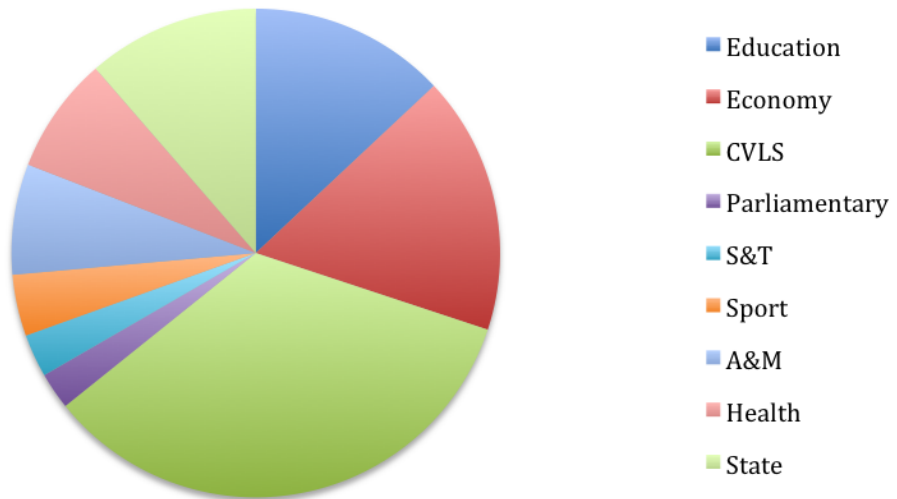




CBE

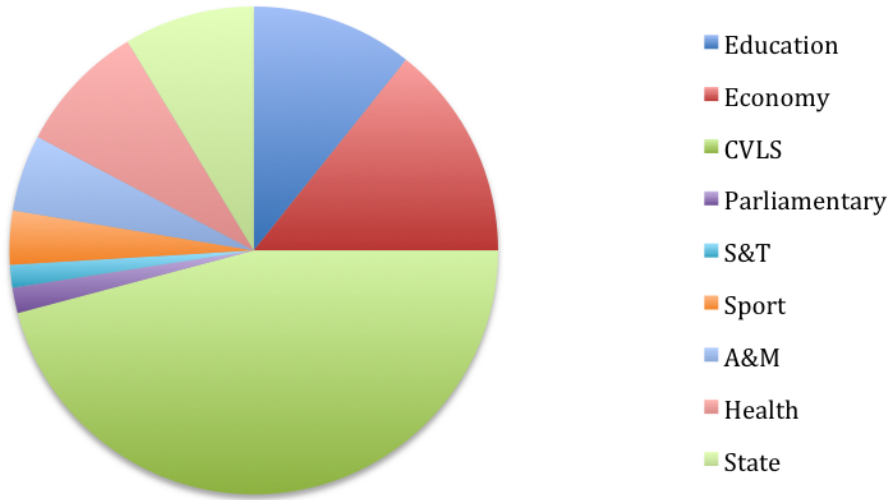


OBE

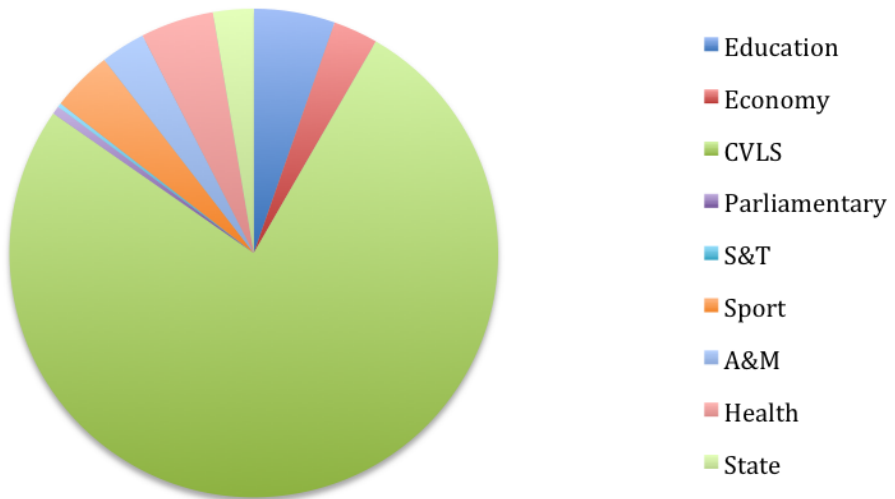




MBE



BEM





ANNEX 6

FORFEITURES

Shown below is the number of people who have forfeited their honour during the period of the report.

Year	Number of forfeitures
2015	3
2016	1
2017	19
2018	4



ANNEX 7

REFUSALS

Shown below is the number of people who have refused the offer of an honour during the period of the report. The standing of the honours system remains high and the number of refusals is very low.

List	Number of refusals
New Year 2015	24
Birthday 2015	19
New Year 2016	13
Birthday 2016	22
New Year 2017	34
Birthday 2017	25
New Year 2018	25
Birthday 2018	26
New Year 2019	28

The majority of people do not give any reason for refusing their award. Those who do give reasons often do so with humility, saying that they feel that their efforts are reward enough and that others are more deserving or that their service cannot be separated from that of a team.



ANNEX 8

Honours case studies

QB17

Mr Nitin PALAN MBE - For services to Interfaith Relations

He is an interfaith champion, a philanthropist and social innovator who has established a number of successful projects that promote social cohesion. These include his Mitzvah Day school bank initiative which was the first of its kind bring together Hindu and Jewish students to help improve the lives of people of all faiths in the local community. He co-founded the Diwali on Trafalgar Square event which now attracts thousands of people every year.

Ms Evelyn Canavan BEM - For services to Mental Health

Evelyn is a leading, national campaigner for perinatal mental health services. She started her campaign after developing Postpartum psychosis, a rare and serious illness, following the birth of her son six years ago. She has spent the last four years raising awareness and understanding by talking about her own experience, which was also the basis for the 2015 Christmas Eastenders storyline. She was a critical figure in establishing the Perinatal Mental Health Partnership which is leading on a national campaign to raise awareness.

Mrs Doreen Golding BEM - For services to charity and the Pearly Kings and Queens Society

Since 1970 she has been dedicated volunteer for her community as a Pearly Queen of Old Kent Road and New Cross. She has committed a huge amount of time to raise funds for a number of charities including Mary Le Bow Church, St Joseph Hospice, The Dream Factory and The London Taxi Driver's Fund. She established the Pearly Kings and Queens Costermonger's Harvest Festival 17 years ago which is well-established and successful event, held at the City of London's Guildhall and supported by companies including Marks and Spencers.

NY18

Aina Khan OBE - For services to the Protection of Women and Children in Unregistered Marriages

She is the founder of Register Our Marriage (ROM), a campaign to protect women and children in unregistered marriages. She has been a solicitor for over 25 years and the Head of the Islamic and Asian Department at Duncan Lewis Solicitors for over five years. She is a specialist in bridging the gap



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between English law and Islamic law. Her aims are to reform the Marriage Act 1949 to require all UK religious marriages to be registered and secondly raise awareness that women and children are not protected by law in an unregistered marriage. To spread this message, she has held road shows around the country including London, Bradford, Newcastle, Cardiff, Birmingham, Italy, Germany, Netherlands (and via Skype to India). She has presented the campaign thousands of people in UK and around the world.

Matt Henry MBE - Actor and Singer. For services to Musical Theatre

He is an internationally renowned, award-winning British actor and singer. In 2016, he was awarded the Olivier for Best Actor in a Musical for his performance as Lola in Kinky Boots. He also won the Whatsonstage Award for Best Actor in a Musical (2016) and was nominated for The Times Breakthrough Award (2016) and Grammy nominated (2017) for the Original London Cast recording of Kinky Boots. He has used his profile to help publicise the work of a number of charities. In March 2017, he worked with the Evening Standard's Comic Relief campaign to urge Londoners to get creative for the charity's, Dispossessed Fund. As a solo artist, he released his debut album, Red Flare, in support of Dogs Trust, and pledged 10 % of all proceeds towards the organization that aimed to re-home abused and abandoned dogs.

Efe Ezekiel BEM - For services to Young People in London

She started a mentoring company in 2007 called Ushine Ishine. She has mentored thousands of children between the ages of 3-25 years old in the London area and aims to reach more children through her website with the same name. Her passion is for empowering youths and she has brought her philosophy into schools, colleges and prisons around the UK through paid and unpaid speaking events and workshops. She is very active on Twitter and she was involved in the hashtag promotion #TheDreamCampaign where she encouraged peer-to-peer mentoring to inspire people with their dreams and hopes for the future.

QB18

Akeela Ahmed MBE - Founder, She Speaks, We Hear. For services to Muslim Women

She is the founder of the She Speaks We Hear online platform which exists to empower women from faith communities, especially Muslim women, to be able to speak out about issues which matter to them. She started the platform to enable Muslim women to own their own narrative, without any cultural filters. In the four years that it has been running it has attracted almost 3,000 followers online. She has been instrumental in using the platform to encourage Muslim women to vote in elections, combatting the counter narrative that it is unIslamic to vote. She is also a tireless campaigner against



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Anti-Muslim hatred and is the Chair of the Independent Members of the Cross-Government Anti-Muslim Hatred Working Group. In this role she acts as a bridge between Government and Muslim communities. In particular she has advised social media companies and the police on the effect of hate crime on communities.

Mr Thomas Ilube CBE - Entrepreneur. For services to Technology and Philanthropy

He is a British entrepreneur and educational philanthropist who was named the country's most influential black person in the UK. Ranked at number one in the Powerlist 2017, an annual listing of the UK's 100 most powerful people with African or Afro-Caribbean heritage, he claimed the number one spot for his outstanding work in education where he has demonstrably impacted thousands of lives and for his success in launching several successful technology companies. As a tech entrepreneur, he has been successful at building companies like Egg which recorded a market cap of £1.3bn. He is currently the Chief Executive of Crossword Cybersecurity, a technology commercialisation company focusing exclusively on the cyber security sector. In 2017 he received the Beacon Award for Innovation for his work with African Gifted Foundation (AGF), helping disadvantaged girls in Africa receive education in STEM subjects. As an educational philanthropist, his foundation was set up to help transform the lives of children in the continent and in 2016 he opened the first science and technology school - the African Science Academy (ASA) in Ghana.

NY19

Mark Prince OBE - Founder, The Kiyon Prince Foundation. For services to Tackling Knife and Gang Crime in London

He lost his son Kiyon to knife crime in 2006. Despite his own pain, he fostered a spirit of forgiveness, love, hope and generosity in the work he does. He has given around 200 school talks since 2006 and personally mentors dozens of young people. He has been relentless in setting up the Kiyon Prince Foundation, an anti-knife and anti-gang culture charity, in his son's memory. In 2013 to give the charity further exposure and to ensure funds could be raised in order to support the charity's youth programme, he launched the I Have a Dream programme in 2015. The programme combines intensive boxing training sessions with weekly one hour workshops on subjects such as gang life, knife crime and drug and substance abuse. The project is aimed at developing young people aged 16 to 25 year who are deemed at high risk of becoming involved in knife crime, by empowering them to make better decisions in their lives and become positive role models within their communities.

Diana Parkinson MBE - For services to Women Prisoners



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She has been at the forefront of providing support for disadvantaged women in prisons for over twenty years through the charity, Birth Companions, which she co-founded in 1996. She has continued to support as a Chair of Trustees, a role she has held since 2001. She was inspired to establish the charity after a group of antenatal teachers were moved by a campaign to stop the use of handcuffs for women in labour. The charity provides practical and emotional support to pregnant women and new mothers in prison. Her compassion and commitment has inspired over 60 people to volunteer for the organisation, and their work has been vital in giving support to the approximately 600 pregnant women incarcerated in the UK every year.

Andria Zafirakou MBE - Associate Deputy Head, Alperton Community School.
For services to Education and Young People in Brent

She is the first British Winner of the Global Teacher Prize - a \$1m award for an exceptional teacher who has made an outstanding contribution to the profession. She joined Alperton Community School in 2005 and is now a member of the Senior Leadership Team. Her school is a larger than average mixed 11-18 comprehensive academy which serves a diverse community - 85% of students do not have English as their first language. Her commitment to students takes myriad forms, from forming a boxing club where children can channel their energy, to patrolling the streets outside the school to deter gang members from attempting to recruit her students. She organises additional provision during the school day and often at weekends to help students to progress. One of her greatest innovations was to bring police officers, mental health workers and teachers together to discuss with the pupils from a 360 degree viewpoint. She redesigned the curriculum with the help of colleagues to ensure it would engage all her students. She worked with an artist to inspire pupils to confront and draw upon their complex home circumstances. As a result, Alperton has now been awarded specialist school status in visual arts. She is responsible for professional development of teachers at Alperton. Her determination and drive played a key part in Alperton achieving the Institute of Education's Professional Development Platinum Mark and fewer than 10 British schools have achieved this. She has also co-led the new senior leadership development programme for the Harrow Schools Teaching Alliance for the past four years.

Stephen Addison BEM - Founder, Box Up Crime. For services to Young People in the London Borough of Barking and Dagenham

Following the loss of a close friend to gang violence, and after being involved in gangs himself, he turned his life around in 2013 and set up the Social Enterprise, Box Up Crime in his home area. His organisation works with over 600 young people each week teaching non-contact boxing skills in schools, pupil referral units and community centres across London, offering a foundation of discipline through engaging boxing training, educational programmes and mentoring. He is working directly with disadvantaged and



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hard to reach young people and is looking to expand the project across the Capital and beyond. He is a shining example of how drive and ambition can be re-focussed away from crime and into social change for good.