



HM Government

# Public Appointments Diversity Action Plan 2019



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# Introduction



This action plan has been written by the government.



We want more **diversity** in the types of people who have a **public appointment**.



**Diversity** means including people from all different backgrounds.

We want public appointments to include:

- Adults of all different ages
- People from all different **ethnic minorities**



**Ethnic minority** means being part of a community with its own background and often its own language and culture.



- Men and women
- **Gay and straight people**



**Gay people** are attracted to people of the same sex.



**Straight people** are attracted to the opposite sex.



- People with different religious beliefs or no religion



- **Trans people**



**Trans people** are a different **gender** to the one they were given when they were born.

**Gender** means either of the 2 sexes - male or female.

# Public appointment



A **public appointment** is a role where you help to run a **government organisation**.

People who have a public appointment are called a **public appointee**.



You will be part of a group of people called committees or boards.



**Government organisations** look after different parts of the work of the government.

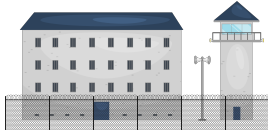


There are government organisations looking after things like:

- Education



- Health



- Prisons



- Sport



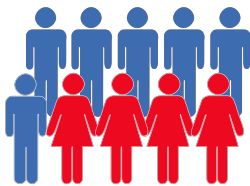
- TV and radio



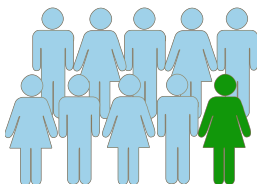
- the arts



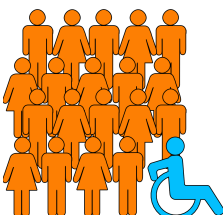
About 1,000 public appointments are made every year.



Currently about 4 out of every 10 public appointees are women.

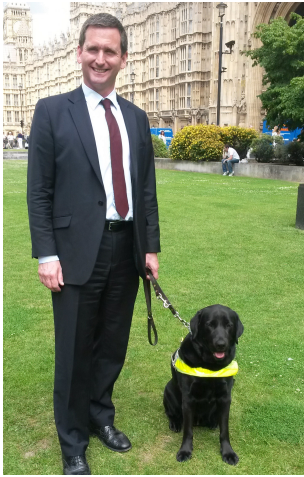


About 1 out of every 10 are from an ethnic minority.



And about 1 in every 20 are disabled.





## Lord Holmes' review

Lord Holmes has been working to help more disabled people to get a public appointment.

He has talked to many disabled people and people in government.



He wrote a report in 2018 which explained how difficult it is for disabled people to get a public appointment.



## The Public Appointments Diversity Action Plan 2019

Following Lord Holmes' report, we wrote this action plan.



We want people from more diverse backgrounds to get a public appointment.

# The action plan



The action plan has 4 different areas:

1. Improving the information we have about all the different people who are, or want to be, a public appointee



2. Helping more people from all different backgrounds to know about public appointments, and how to apply for them



3. Improving the way we choose people to be public appointees



4. Supporting public appointees work in the best way

# 1. Better information



The government will:

- Make better information available about the numbers of women, people from ethnic minority backgrounds and disabled people who are public appointees



- Get better at collecting information about how many public appointees are women, people from ethnic minority backgrounds or disabled people



- Look at having just one place where people can apply for all public appointments



- Make sure all parts of the government:
  - understand disability
  - use a clear way to talk about disability
  - explain what they will do with information about people's disability



- Have a video on the public appointments website which explains why we are collecting information about people's gender, ethnic background and disability.

The video will have subtitles and a sign language signer.



- Keep checking that we are getting more women, people from ethnic minority backgrounds and disabled people to be public appointees



## 2. More people applying to be a public appointee



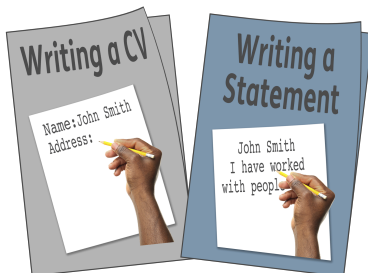
We want more people from all backgrounds to know about public appointments and how to apply.



We will:

- Work with different organisations to tell more people about the work of public appointees

- Create some information to help people apply to be a public appointee. This will include:



- How to write a CV - this is a short document about yourself, your education and any jobs you've had



- How to explain why you would be a good public appointee



- Think about ways for new public appointees to learn skills from people who have already been a public appointee



- Encourage government organisations to become more confident employers of disabled people

# 3. Improving the way we choose people



We want to make sure that we choose the best people to be a public appointee in a way that is fair to everyone.

We will:



- Write some **guidance** for our government teams about choosing people to be a public appointee in a fair way. **Guidance** is help and advice.



The guidance will include:

- Ways to keep details about people who apply
- Ways to make information available to everyone. For example providing information in braille or Easy Read





- Ways to improve what it feels like to apply for a public appointment



- Ways to help people understand better about including disabled people



- Information from other organisations about how to include disabled people



- Ways to make sure that interviews are suitable for everyone



We will also:



- Look at ways for companies and organisations to help choose people in a better way



- Look at ways to help our government teams make changes so that interviews are fairer for people



- Give our **ministers** better advice about about what they should think about when they want to keep public appointees for longer



A **minister** is a politician who is in charge of part of the government.

## 4. Supporting public appointees to work in the best way



We want new public appointees to get the right support and training to be able to work in the best way.

We will:



- Train all new public appointees, so they know how to do their work
- Offer new public appointees extra support from an experienced **Chair** or board member



A **Chair** is a person who is in charge of a board and leads their meetings.



- Set up ways for public appointees stay in touch and support each other



- Make sure public appointees are being told how they are doing so that they can improve



- Write a new **Inclusive Boards Charter** which will explain what we will do to help people feel included



A **Charter** is a written promise.

# Next steps



Every year we will write a report explaining how we are doing in getting more diverse people in public appointees.



We will carry on helping our government teams plan how they are going to choose new public appointees.



We will also look at how much public appointees are paid.



# For more information



If you need more information please contact us by:



Email:

**[publicappointments@cabinetoffice.gov.uk](mailto:publicappointments@cabinetoffice.gov.uk)**



Website:

**[www.publicappointments.cabinetoffice.gov.uk](http://www.publicappointments.cabinetoffice.gov.uk)**



Telephone: **020 7276 6227**



Post:

**Public Appointment Policy Team**

**Cabinet Office**

**70 Whitehall**

**London**

**SW1A 2AS**