

PUBLIC APPOINTMENTS DATA REPORT 2019/2020

1. Introduction

The data in this report cover public appointments made by United Kingdom Government Ministers to bodies and offices listed in the Schedule to the Public Appointments [Order in Council](#). These appointments are regulated by the Commissioner for Public Appointments and are therefore referred to as regulated roles. The report includes data collected during the appointments process over the period 1 April 2019 to 31 March 2020, as well as data on existing appointees at 31 March 2020.

The [Commissioner for Public Appointments](#) also publishes data collected on appointments and reappointments in his annual report. The Commissioner's report includes appointments made by Ministers in the Welsh Government as well as UK Government Ministers, a reflection of the Commissioner's remit. For this reason, the data on in-year appointments in this report differ from that in the Commissioner's report.

2. Response rates and sample sizes

The primary data in this report are based on information collected from departments by the Cabinet Office¹. This is done manually and, whilst every effort is taken to quality assure the data, errors and omissions can occur. The Cabinet Office is working on the introduction of a single online application portal for public appointments alongside an improved website to provide greater functionality and features which will assist in data collection and support public appointees to undertake their roles.

Some of the data is presented alongside other official statistics and data published by third party sources (see section 10).

It is important to note that:

- headcount values relating to diversity characteristics based on fewer than five responses are not shown in this report to protect individuals' confidentiality and because the numbers are too small to draw reliable conclusions. However these figures are included in totals. Where 0% is specified, it indicates a nil response;
- the response rate varies between diversity characteristics (see table 2.1). The response rate includes those who chose any option including those who chose 'prefer not to say'. The response rate does not include those who did not provide any information for that particular characteristic;
- percentage breakdowns for diversity only include responses that provided known information about a given characteristic and do not include those who chose 'prefer not to say'. This means, for example, the total ethnic background sample excludes those who did not provide this data or who chose the 'prefer not to say' option;
- values in this report are rounded to the nearest whole number which may result in apparent discrepancies in bar graphs.

¹ Data for the Department of International Development and the Foreign and Commonwealth Office are shown separately as the merger of the two departments did not take place until June 2020, after the period covered by this report.

In January 2020, the diversity monitoring form for public appointments was updated to include a two stage question on disability, in line with the Office for National Statistics (ONS) [harmonisation standards](#) for disability. Standardising the language in the form was also another of the commitments set out in the 2019 Public Appointments Diversity Action Plan, and will allow comparison with other published statistics in future years. However, as with any question change, there will be a period during which data is captured using a mix of approaches. Section 6 on disability therefore shows the data gathered using the previous single stage question and the two stage question separately. Given the change in reporting methodology, we cannot provide a breakdown of data by department. It is not possible to compare this data with previous years as there is less data for the single stage question in 2019/20 and no comparable data for the two stage question.

2.1 Response rates for gender² and ethnicity, including respondents who selected ‘prefer not to say’

	Serving appointees	Reappointments made in 19/20	New appointments made in 19/20	Total - new and reappointments made in 19/20
Gender	68%	70%	85%	78%
Ethnicity	68%	70%	85%	78%

3. Total number of appointees

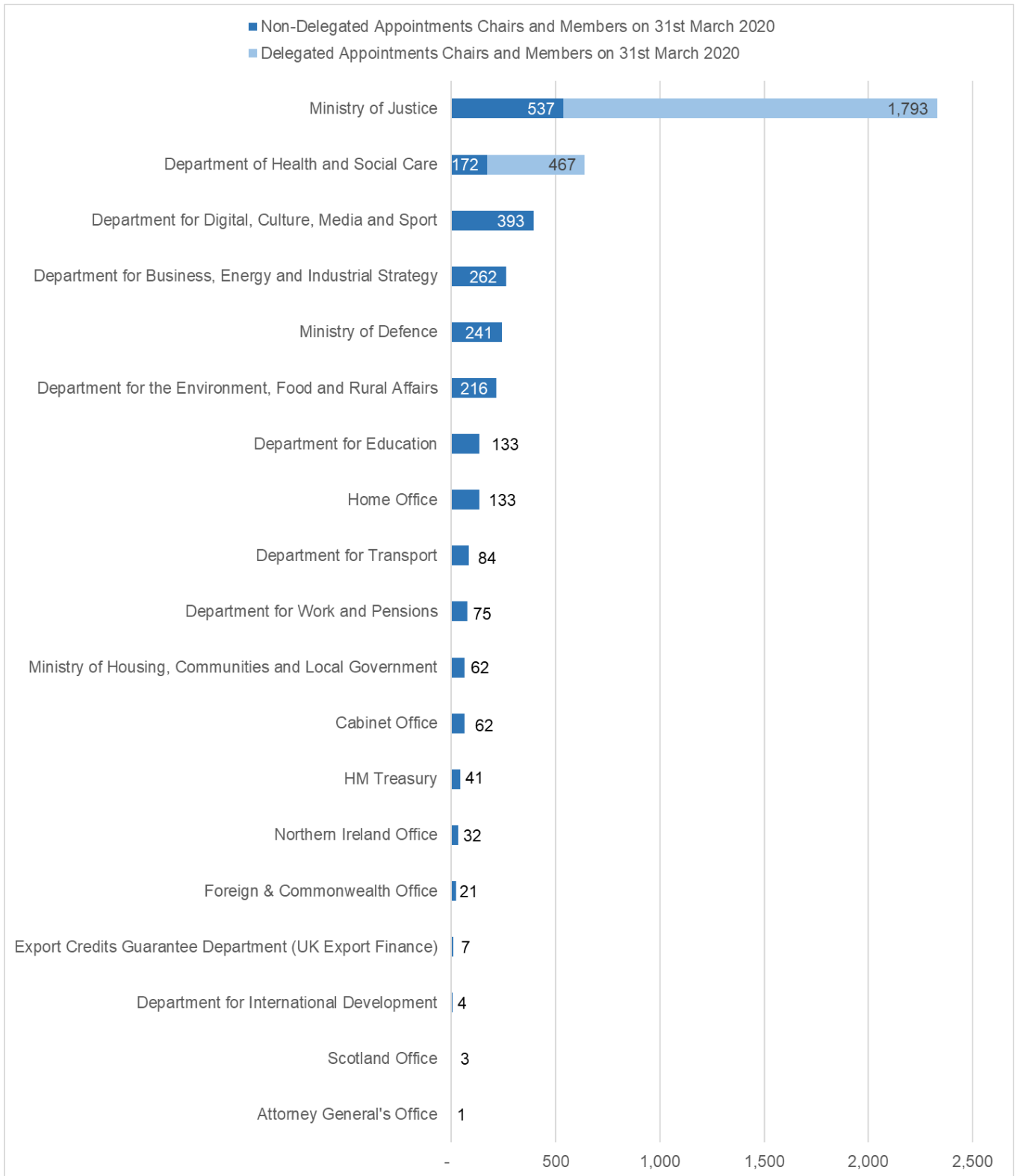
The data show that, on 31 March 2020, there were 4,739 public appointees in regulated roles who were appointed by UK Government Ministers. Of these, 52% (2,479) were in roles where the appointments were made directly by UK Government Ministers and 48% (2,260) were made to bodies where the appointing authority has been delegated by Ministers.

Delegated roles include Ministry of Justice appointments made to Advisory Committees on Justices of the Peace, Independent Monitoring Boards of any prison or young offender institutions, including national chair and Prisoner Escort and Custody Services lay observers; and Department of Health and Social Care appointments made to NHS Trusts. The responsibility for these appointments was delegated by Ministers because of the volume and local nature of these roles, but Ministers remain accountable for them.

Figure 3.1 illustrates the spread of appointees between departments.

² This terminology is being revised as part of the move to a new online service for public appointments. The language used throughout this report is consistent with that used at the time of data collection.

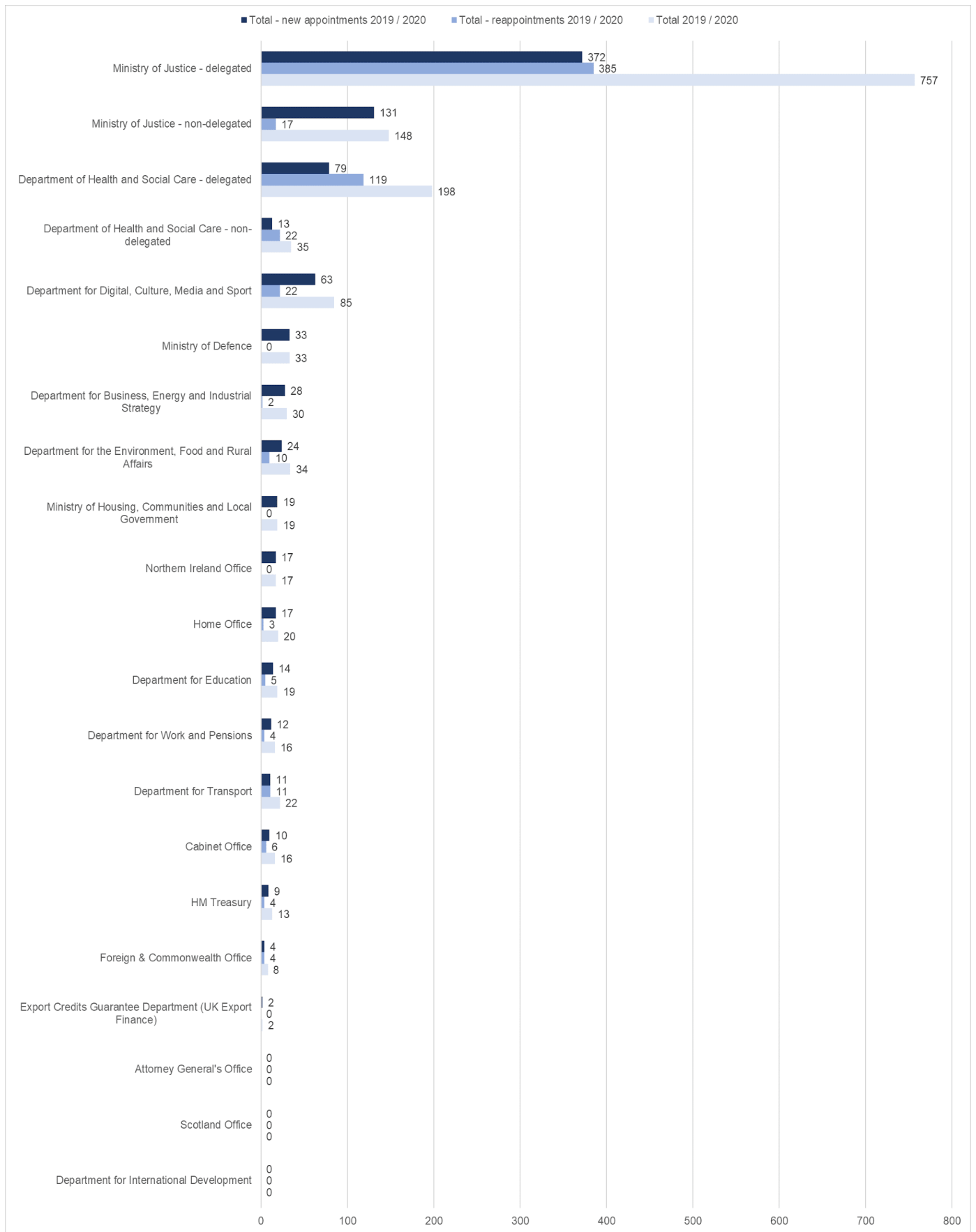
3.1 Total number of public appointees on 31st March 2020



Appointments made in 2019/20

1,472 public appointments were made between 1 April 2019 and 31 March 2020. These consisted of 858 (58%) new appointments and 614 (42%) reappointments. Figure 3.2 illustrates the spread of appointments made between departments.

3.2 Public appointments made by department in 2019/20



4. Gender Analysis

Public appointees as at 31 March 2020

44% (1,428) of serving public appointees were women, the same as in 2019. Figure 4.1 shows the percentage of female public appointees over recent years with comparisons to other sectors of the employment market.

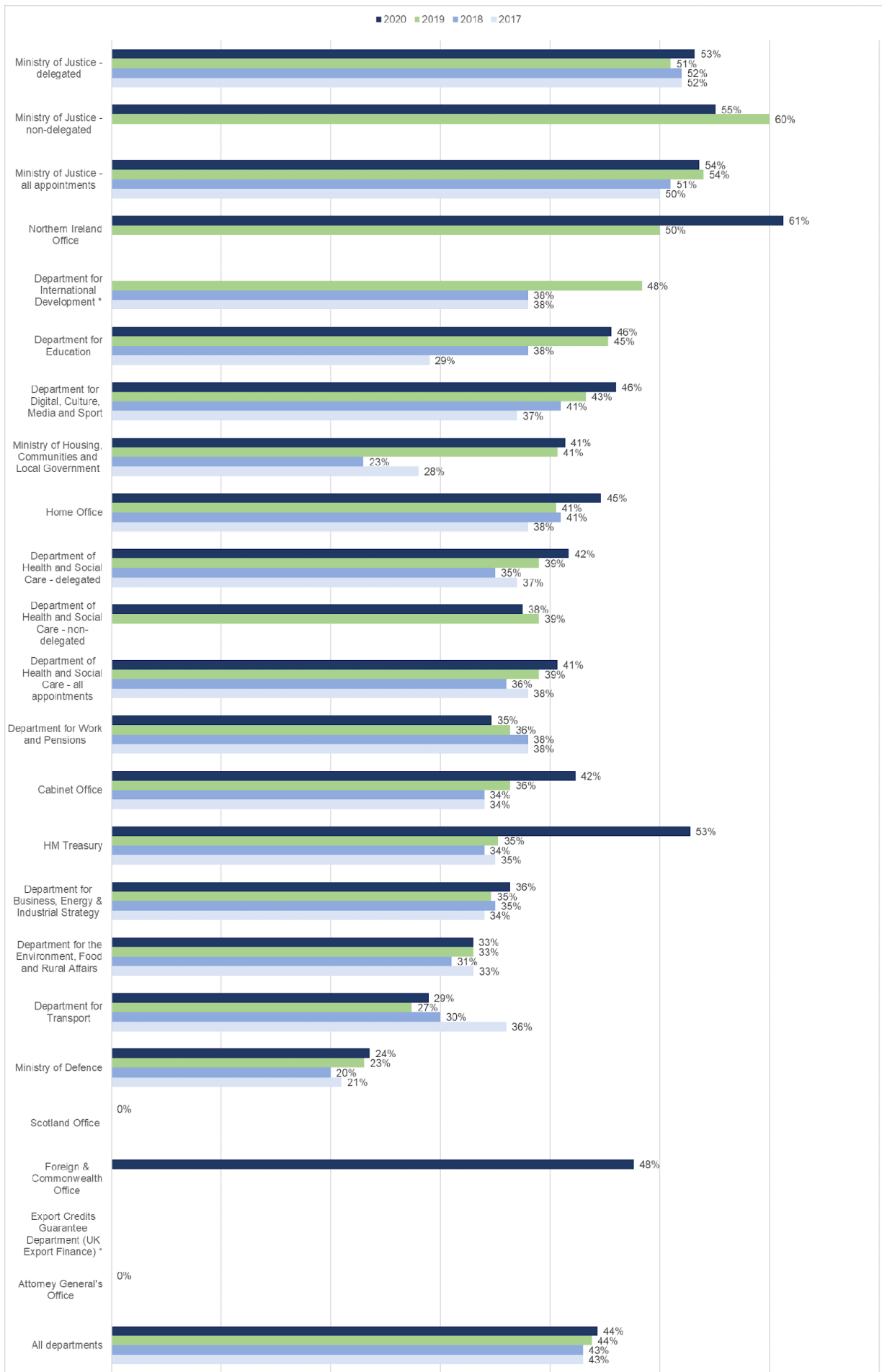
4.1 Percentage of female public appointees compared to other sectors 2017-2020

Metric	2017	2018	2019	2020
Public appointees	43%	43%	44%	44%
FTSE 100 board members	28%	30%	32%	36%
Economically active population	47%	47%	47%	48%
Senior Civil Service	42%	43%	45%	47%

Public appointees by department

The percentage of female public appointees varies by department as illustrated in figure 4.2.

4.2 Percentage of female appointees by department 2017-2020

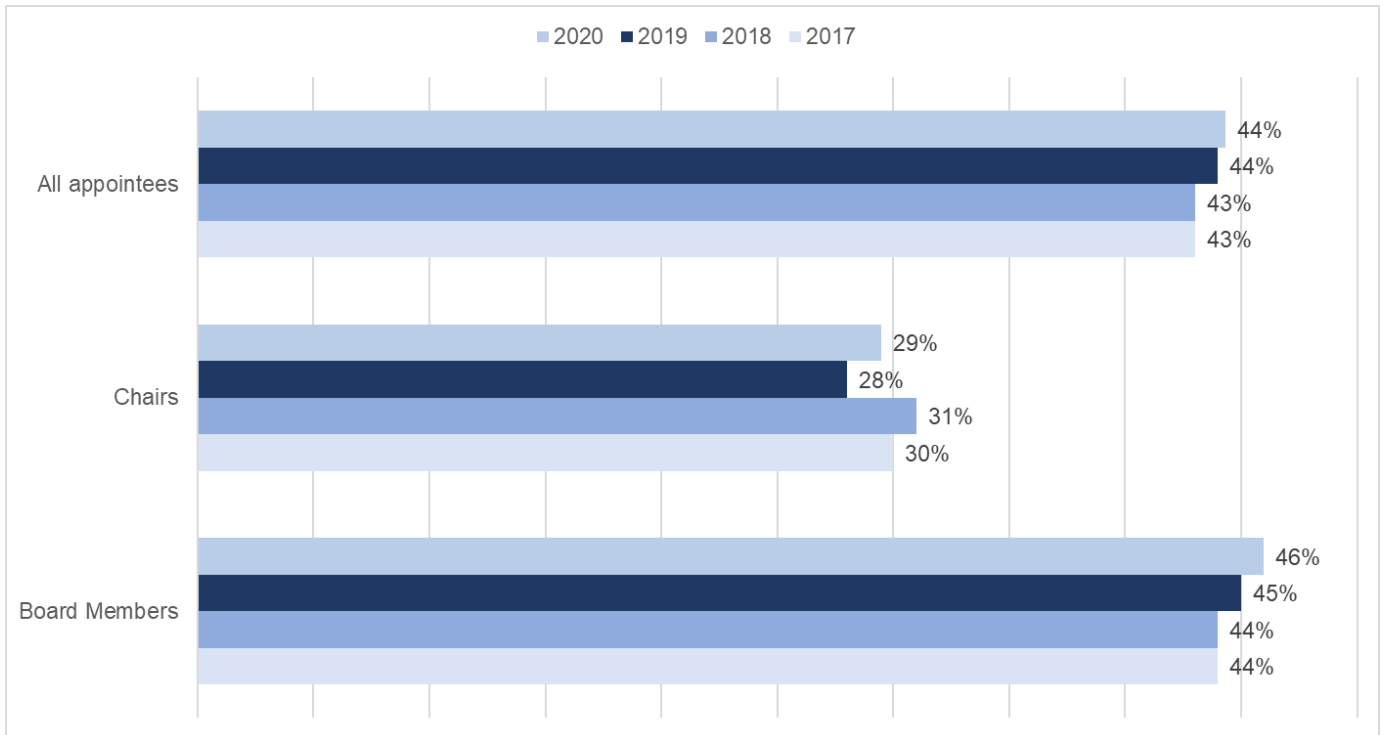


* values relating to fewer than 5 responses have been removed

Proportion of public appointees: Chairs and members

Overall, the proportion of women board members is 46% compared to 45% in 2019. The proportion of Chair or Chair equivalent roles filled by women has also increased by one percentage point since 2019, to 29% (figure 4.3).

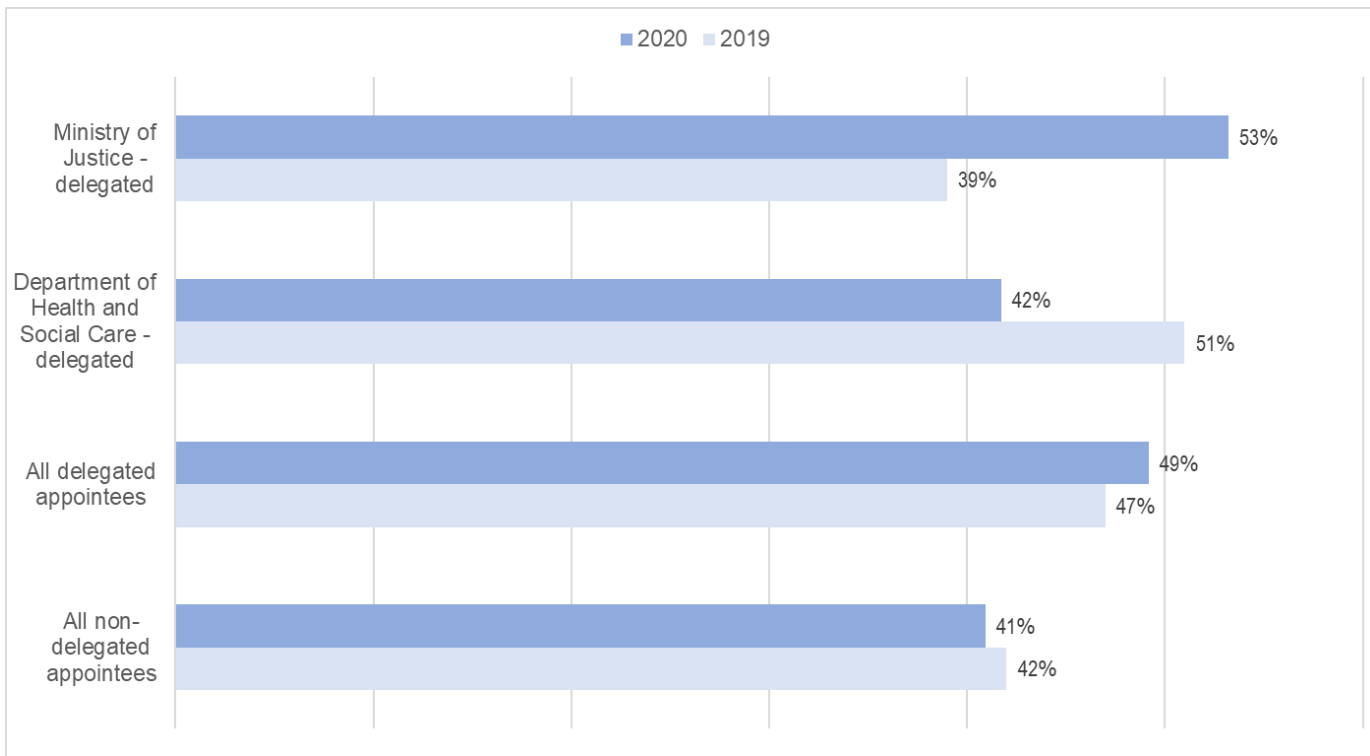
4.3 Percentage of female board members and chairs 2017-2020



Proportion of public appointees: Delegated and non-delegated roles

In posts where the responsibility for appointment has been delegated by Ministers, 49% of appointees are women, whilst for those where the appointments are made directly by Ministers 41% are held by women (figure 4.4).

4.4 Percentage of female appointees in roles where ministers have delegated responsibility for appointments, 2019 and 2020

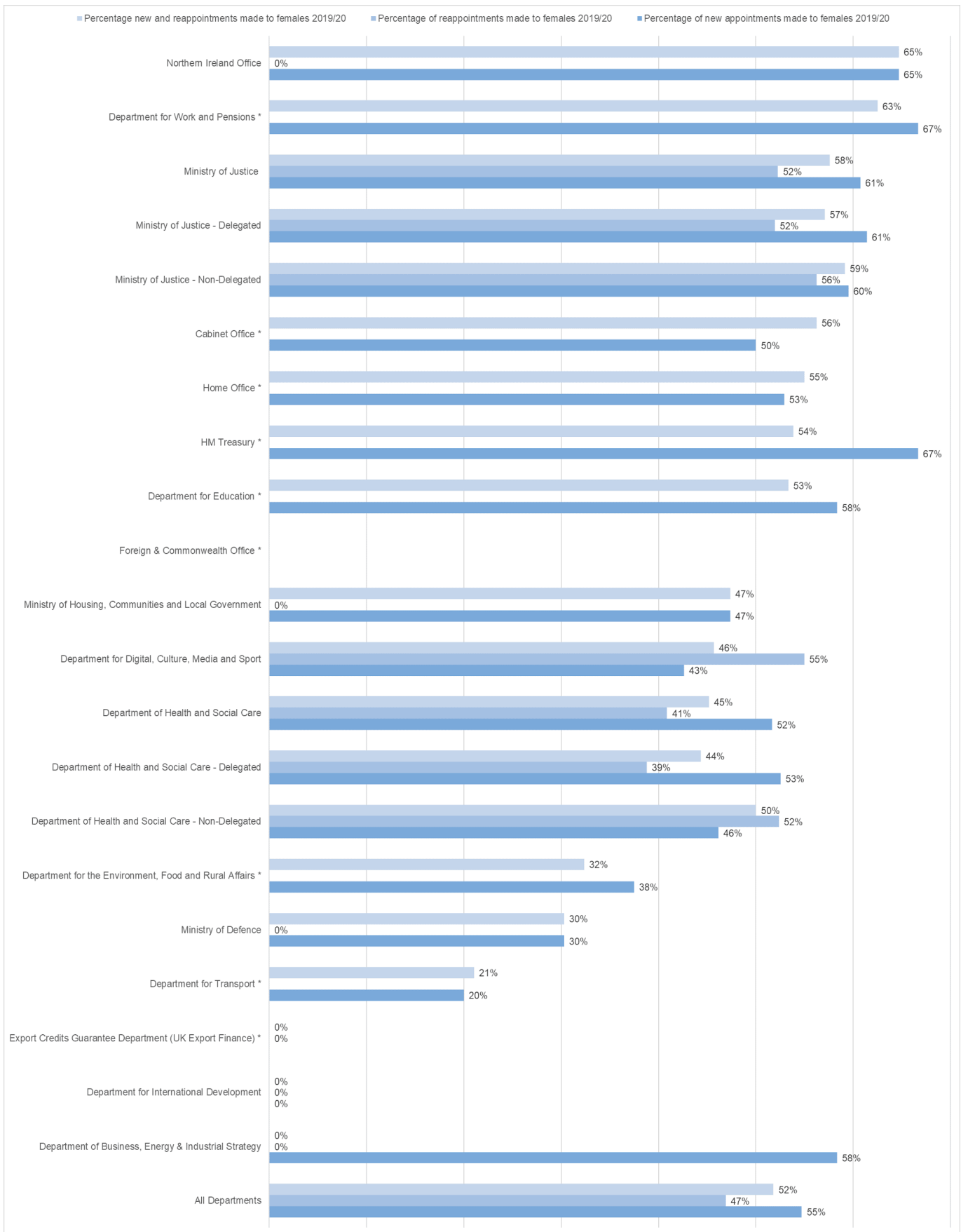


Appointments made during 2019/20

The proportion of new appointments and reappointments made by UK Government Ministers in 2019/20 to women was 52%, an increase of 9 percentage points over 2018/19. The breakdown by departments is shown in figure 4.5.

For new appointments and reappointments where the appointing responsibility has been delegated by Ministers, 53% of appointments in 2019/20 were made to women. This compares with 46% in 2018/19.

4.5 Percentage of female appointments made in 2019/20 by departments



* values relating to fewer than 5 responses have been removed

5. Ethnic background analysis

Public appointees as at 31 March 2020

9% (278) of public appointees were from an ethnic minority background, the same percentage as 2018/19 (figure 5.1). This includes individuals from all groups other than white ethnic minority groups (Indian, Pakistani, Bangladeshi, Chinese, African, Caribbean, other and mixed ethnic groups).

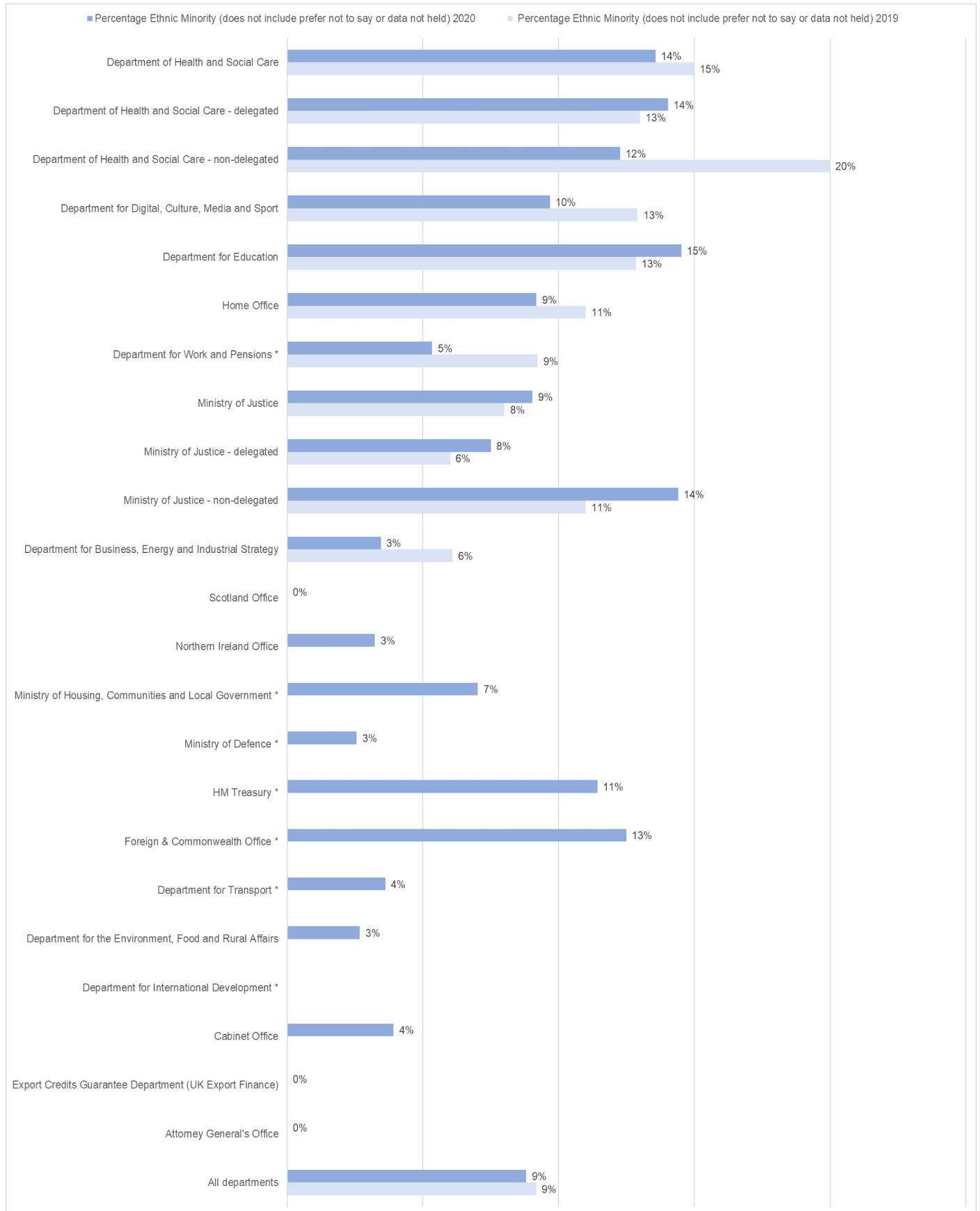
5.1 Public appointees from an ethnic minority background compared to other sectors

Metric	2017	2018	2019	2020
Public Appointees	10%	10%	9%	9%
Economically active population	13%	12%	13%	13%
Senior Civil Service	5%	6%	6%	7%

Public appointees by department

Figure 5.2 shows the percentage of appointees from an ethnic minority background by department.

5.2 Percentage of appointees from ethnic minority backgrounds by department at 31 March 2019 and 2020



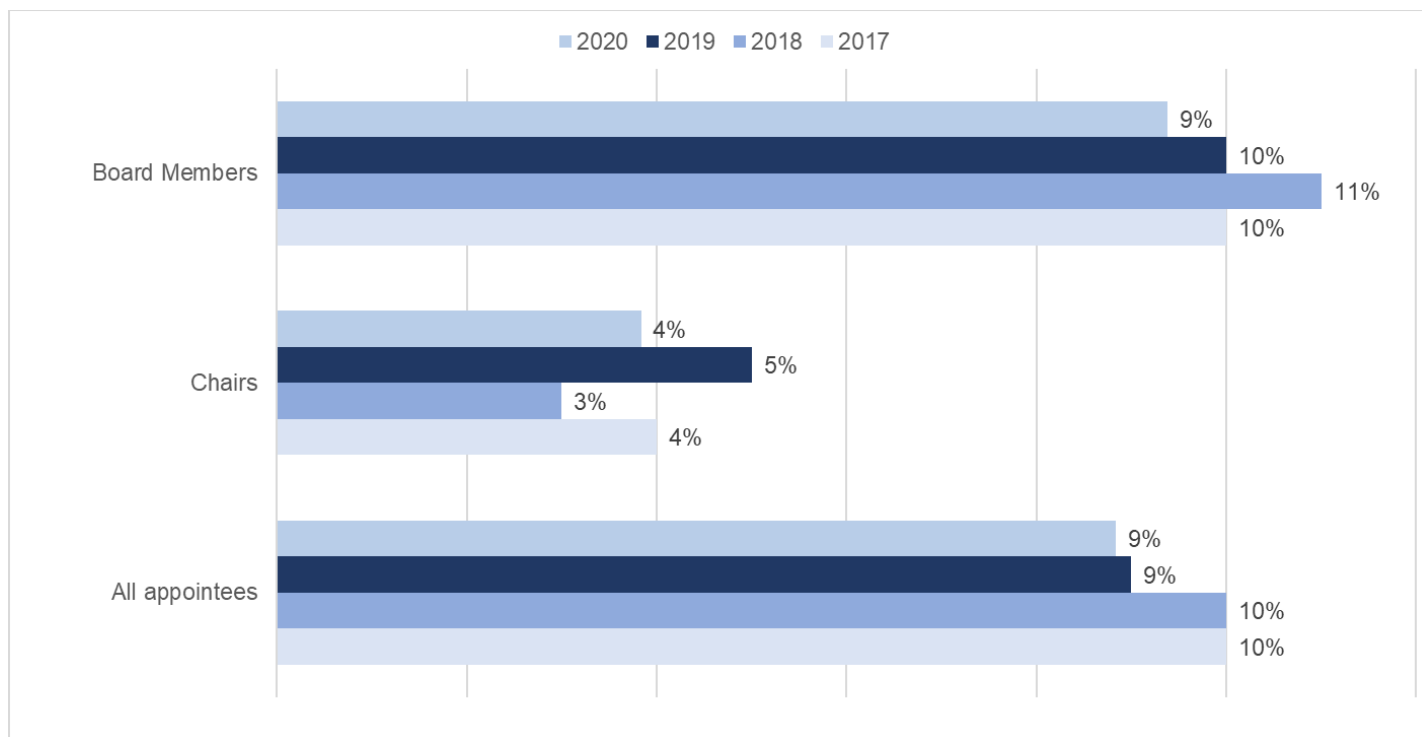
* values relating to fewer than 5 responses have been removed

Proportion of public appointees: Chairs and members

The proportion of appointee members from an ethnic minority background is 9%, a decrease of 1 percentage point from 2018/19 (10%). The proportion of appointees from an ethnic minority background in Chair or Chair equivalent roles is 4%. This is also a decrease of 1 percentage point on the previous year, as shown in figure 5.3.

5.3 Percentage of board members and chairs from ethnic minority backgrounds 2017-2020

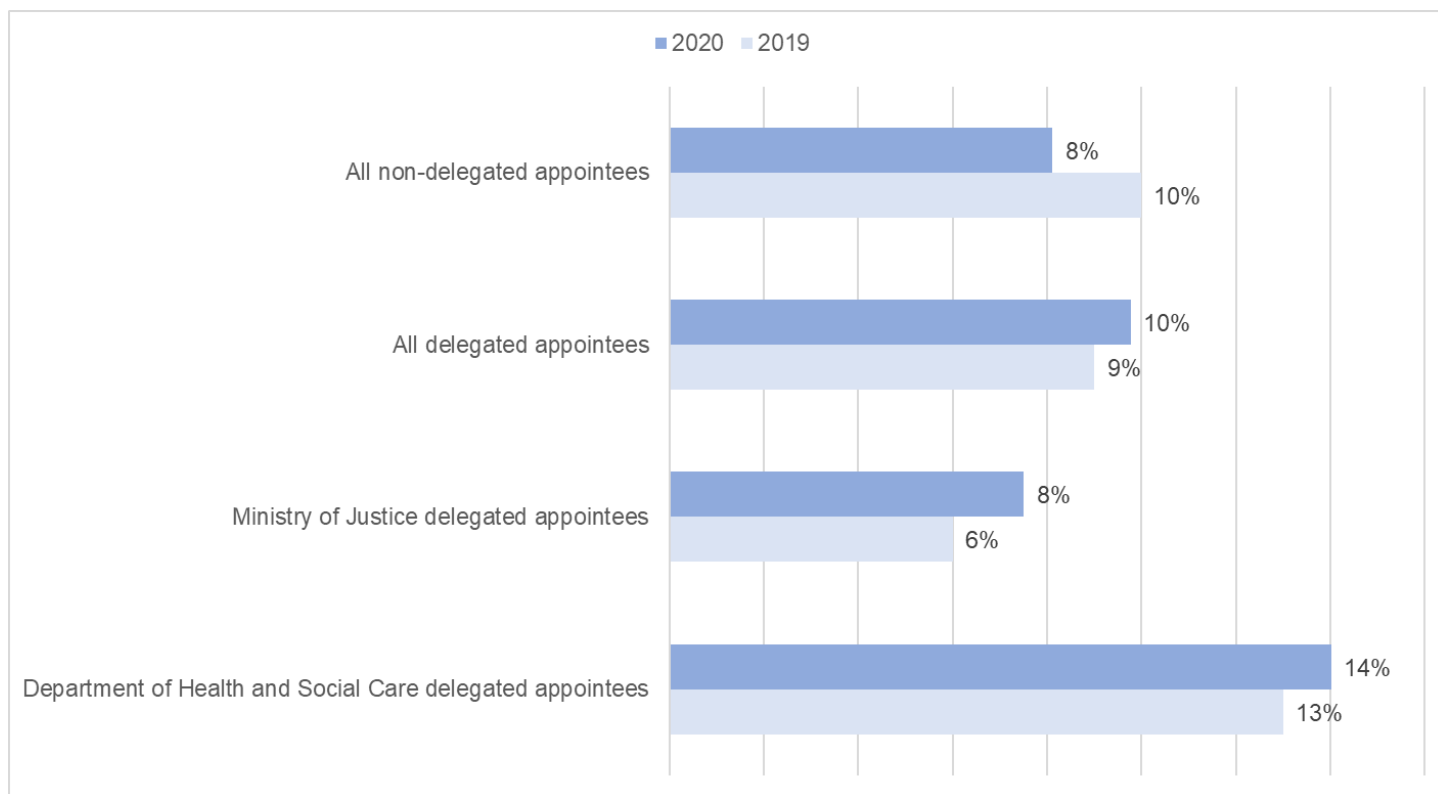
Proportion of public appointees: Delegated and non-delegated roles



NB: values in this report are rounded to the nearest whole number which may result in apparent discrepancies in bar graphs

For posts where the responsibility for appointment has been delegated by Ministers, 10% of appointees in post on 31 March 2020 were from an ethnic minority background. This compares with 9% in 2019. For those where the appointments are made directly by Ministers, 8% are from an ethnic minority background (figure 5.4). This compares with 10% in 2019.

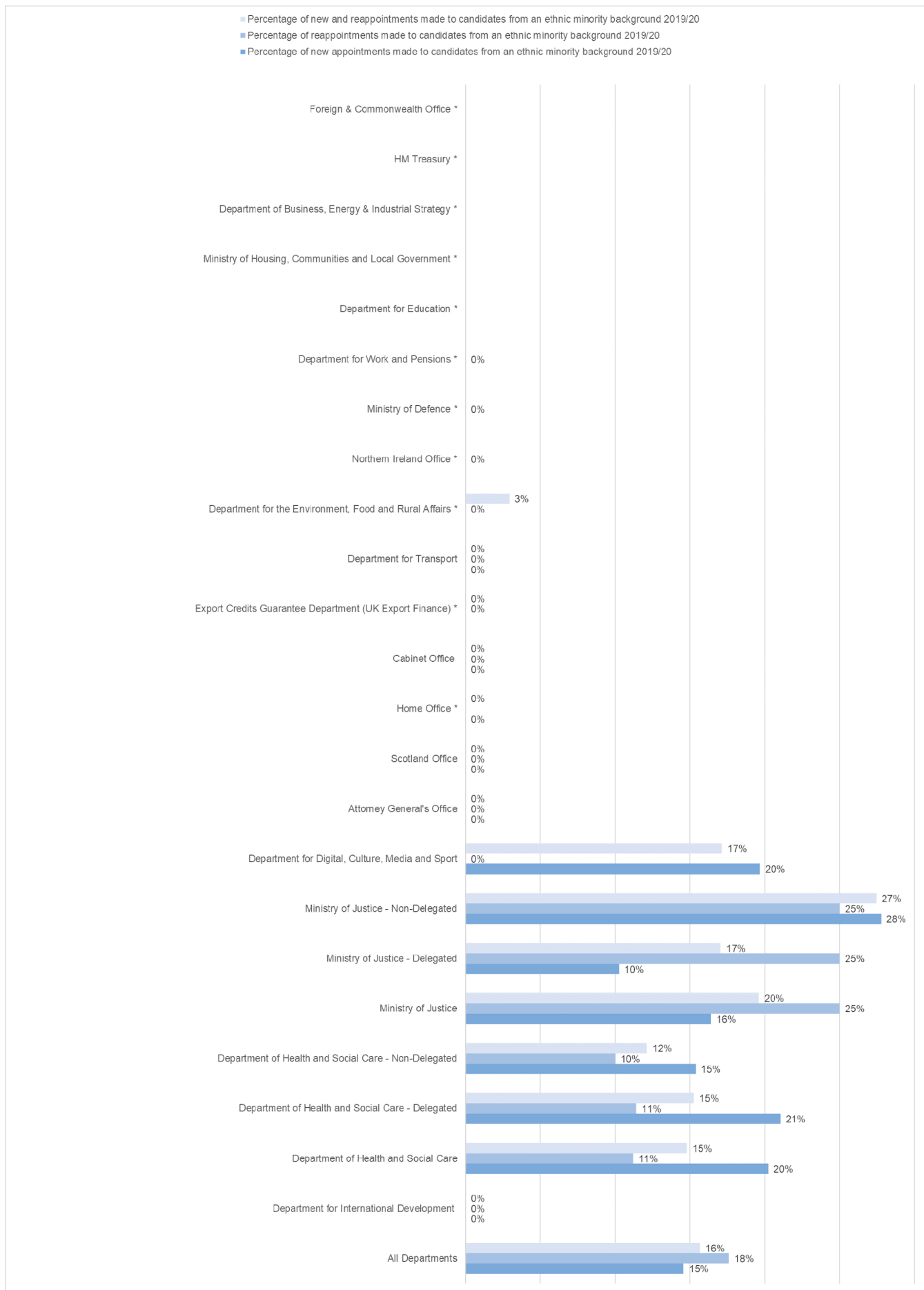
5.4 Percentage of appointees from ethnic minority backgrounds in roles where ministers have delegated responsibility for appointments, 2019, 2020



Appointments made during 2019/20

The proportion of new appointments and reappointments made by UK Government Ministers in 2019/20 to people from an ethnic minority background was 16%. This compares with 13% in 2018/19. The breakdown by department is shown in figure 5.5.

5.5 Percentage of appointments made to candidates from ethnic minority background in 2019/20 by department



* values relating to fewer than 5 responses have been removed. 0% signifies a nil return from a department.

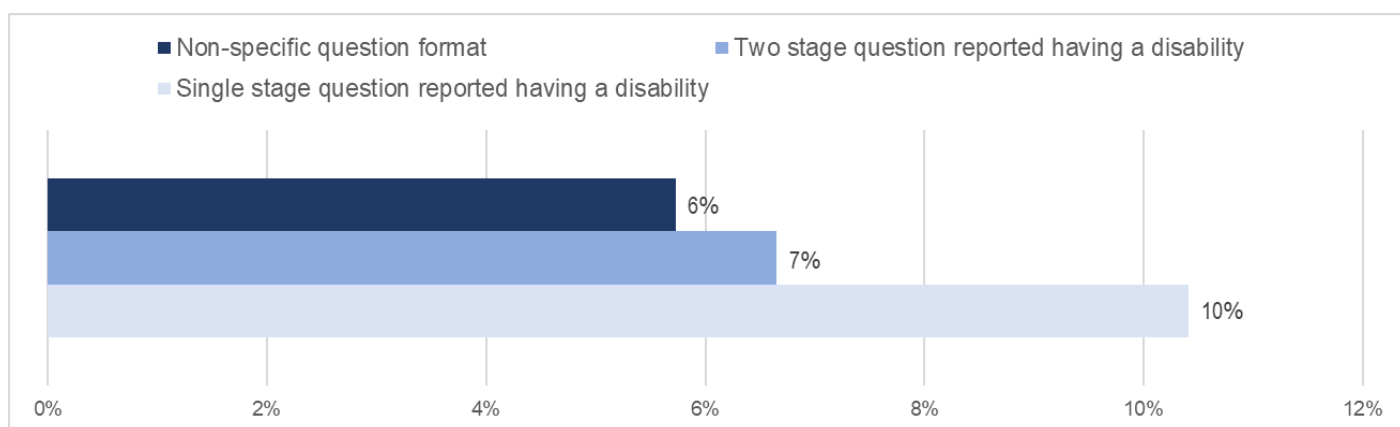
For posts where the appointing responsibility has been delegated by Ministers, 17% of appointments were made to candidates from an ethnic minority background in 2019/20. This compares with 14% in 2018/19. For those where the appointments are made directly by Ministers, 15% were made to candidates from an ethnic minority background. This compares with 11% in 2018/19.

6. Disability analysis

Public appointees as at 31 March 2020

10% of public appointees at 31 March 2020 reported having a disability using the single stage question. 7% of those who provided data using the two stage question reported having one or more physical or mental health conditions or illnesses lasting or expecting to last 12 months or more. A further 6% reported a disability where it is unclear which question they answered.

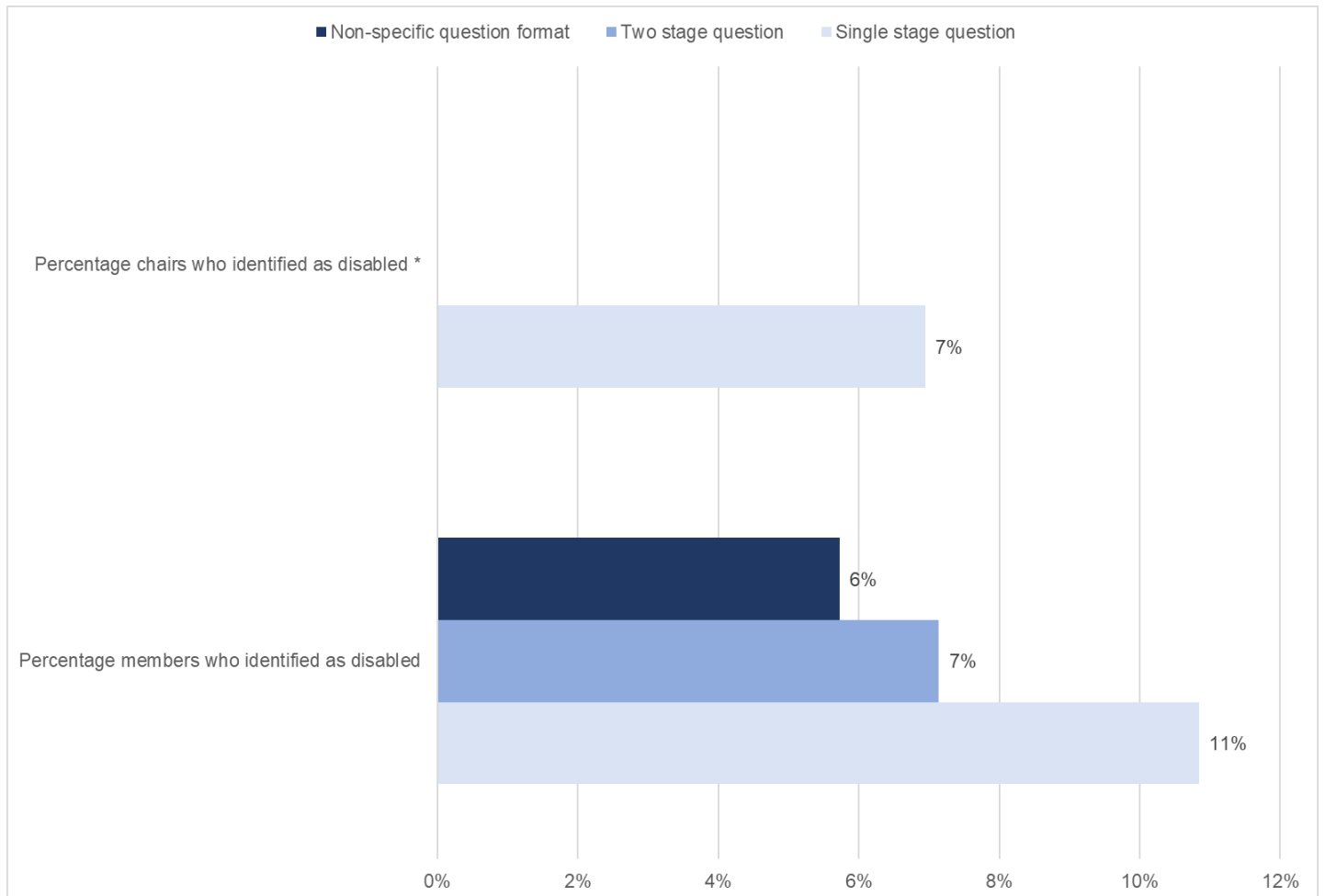
6.1 Percentage of public appointees with a disability



Proportion of public appointees: Chairs and members

For those who answered the single stage question, the proportion of Chairs who reported having a disability was 7% and the proportion of members who reported having a disability was 11%. For those who answered the two stage question, the proportion of members who reported having a disability was 7%, the proportion of Chairs is too low to disclose, as shown in figure 6.2.

6.2 Percentage of board members and chairs with a disability reported using each question, 2020



Proportion of public appointees: Delegated and non-delegated roles

The percentage of current appointees who reported having a disability using the single stage question in roles where appointments were made directly by Ministers was 9%. For posts where the appointing authority has been delegated by Ministers, the proportion of appointees who reported having a disability using the single stage question was 12%.

The percentage of current appointees who reported having a disability using the two stage question in roles where appointments were made directly by Ministers was 7%. For posts where the appointing authority has been delegated by Ministers, no appointees reported a disability using the two stage question.

Appointments made during 2019/20

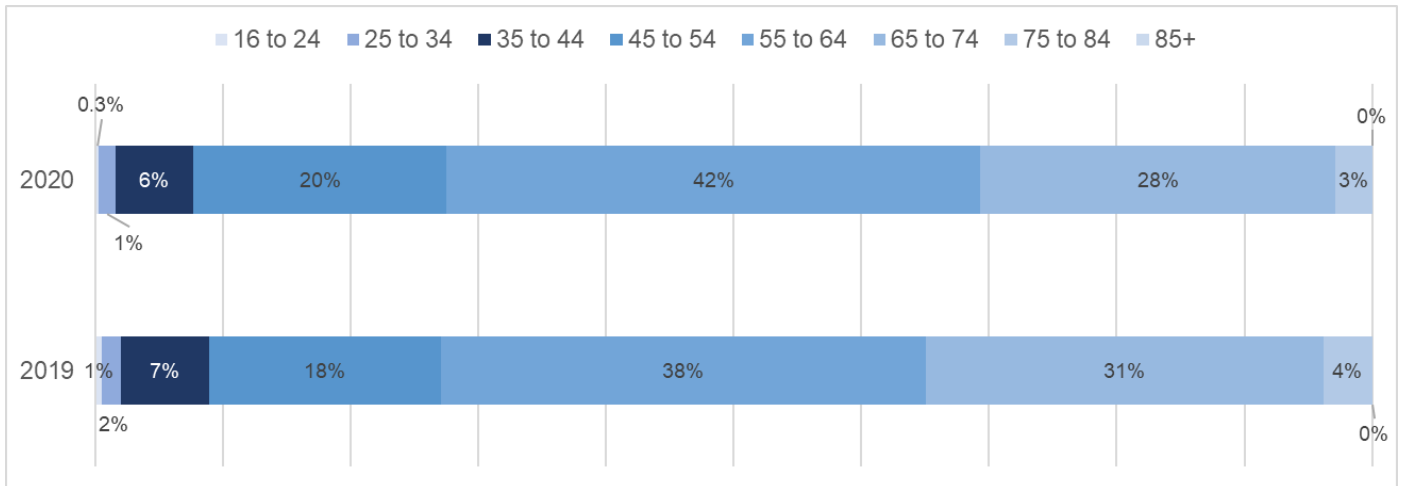
The proportion of new appointments and reappointments made by Ministers in 2019/20 to people who reported having a disability using the single stage question was 4%. For roles where the appointing authority has been delegated by Ministers, the proportion of new appointments and reappointments made to people reporting having a disability using the single stage question was 9%. It has not been possible to calculate reliable percentages for the two stage question from the data received.

7. Analysis of other factors

Age – current public appointees

73% of serving appointees are aged 55 years and over (figure 7.1). This is the same as reported in 2018/19.

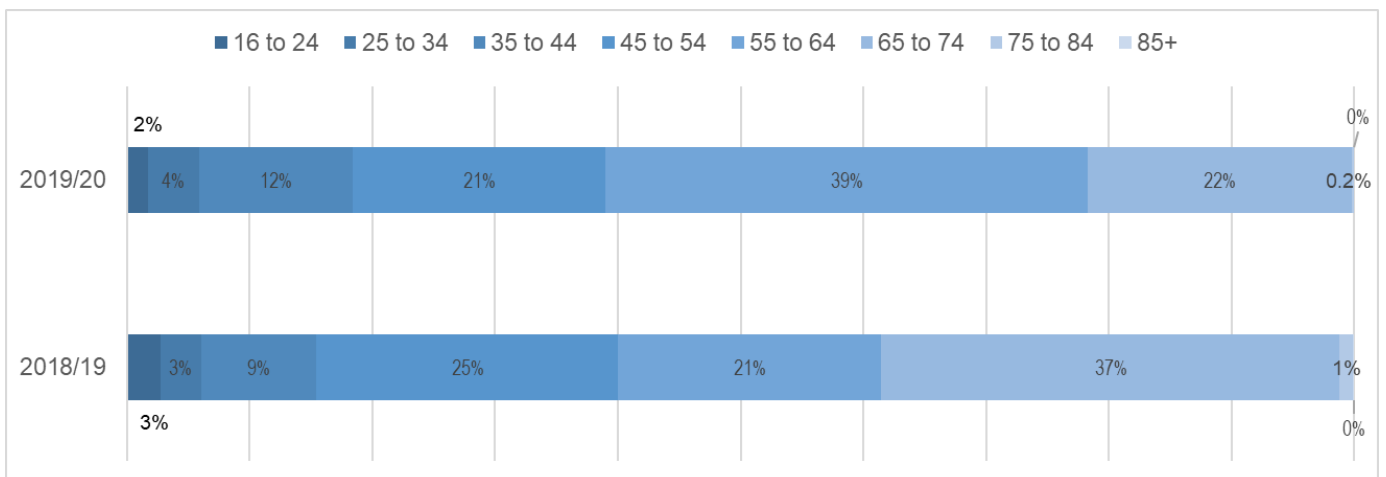
7.1 Snapshot of current chairs and members (appointees) by age



Age – appointments made in 2019/20

61% of all appointments in 2019/20 went to candidates aged 55 years and over (figure 7.2). This compares with 60% in 2018/19.

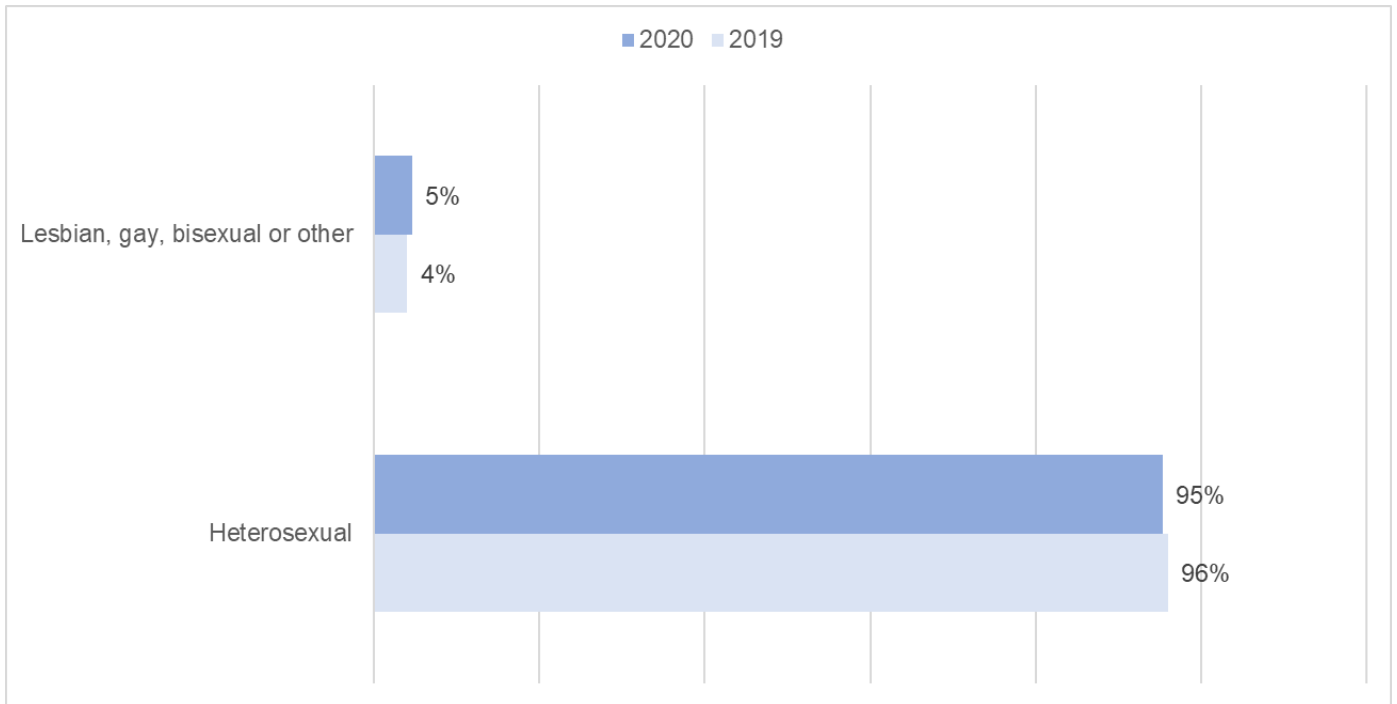
7.2 Age distribution of new and reappointments made during 2019/20



Sexual Orientation – current public appointees

57% of serving appointees provided information on their sexual orientation. Of these, 95% are heterosexual and 5% are lesbian, gay, bisexual or 'other' (LGBO), as shown in figure 7.3.

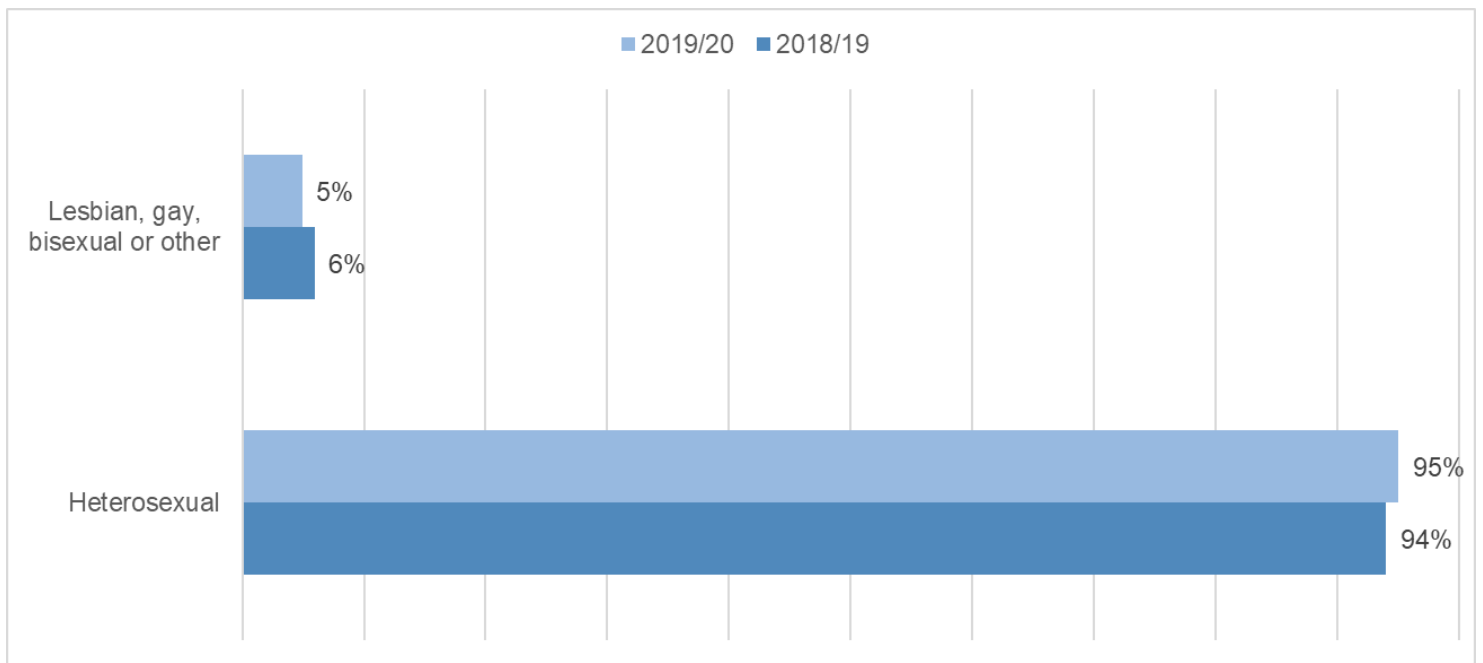
7.3 Sexual orientation of current appointees as at 31 March 2020



Sexual Orientation – appointments made in 2019/20

70% of individuals who were appointed or reappointed in 2019/20 provided information on their sexual orientation. Of these 95% are heterosexual and 5% are lesbian, gay, bisexual or 'other' (figure 7.4).

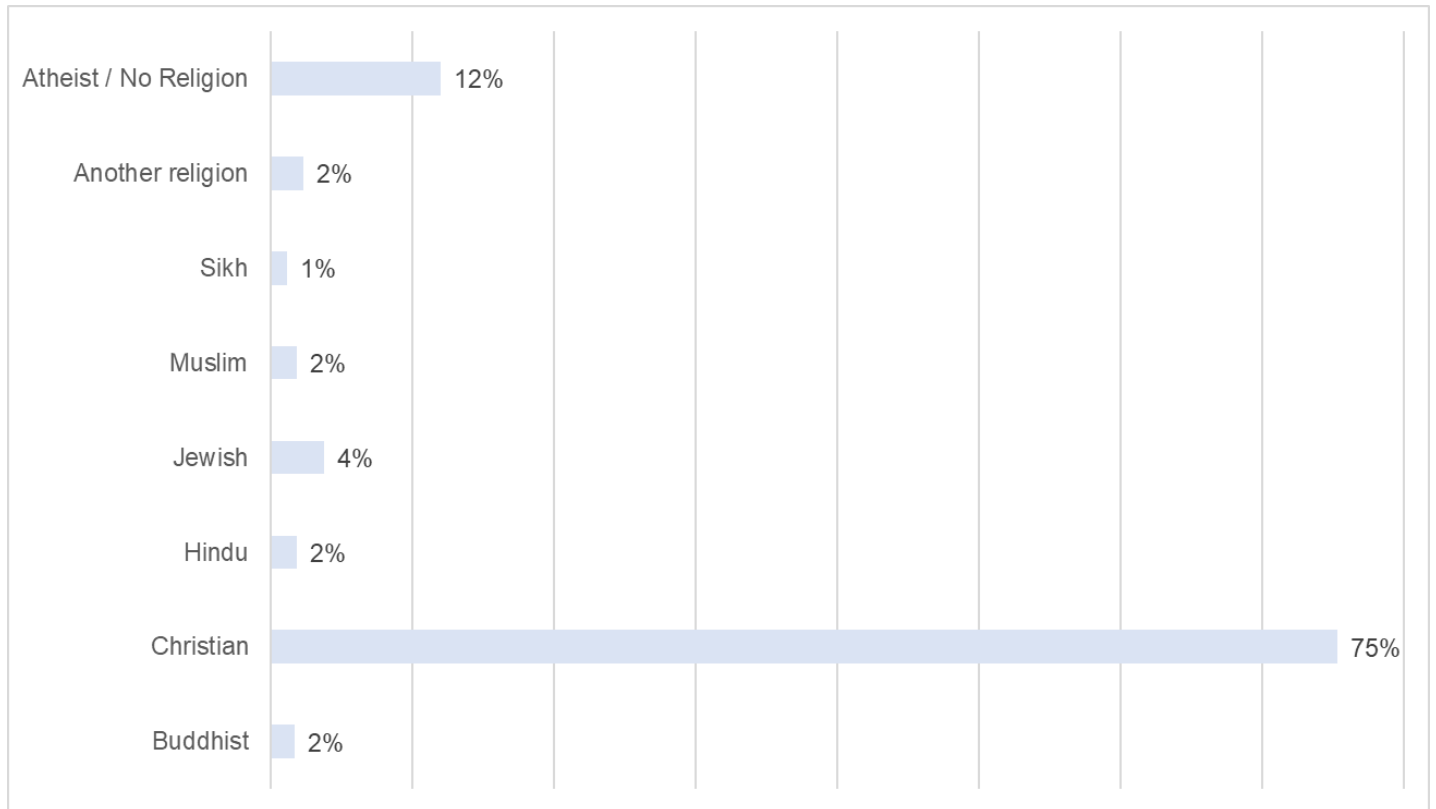
7.4 Percentage of new and reappointments made in 2019/20 by sexual orientation



Religion - current public appointees

42% of serving appointees provided information on their religion. Of these, 2% are Buddhist, 75% are Christian, 2% are Hindu, 4% are Jewish, 2% are Muslim, 1% are Sikh, 2% are another religion and 12% have no religion.

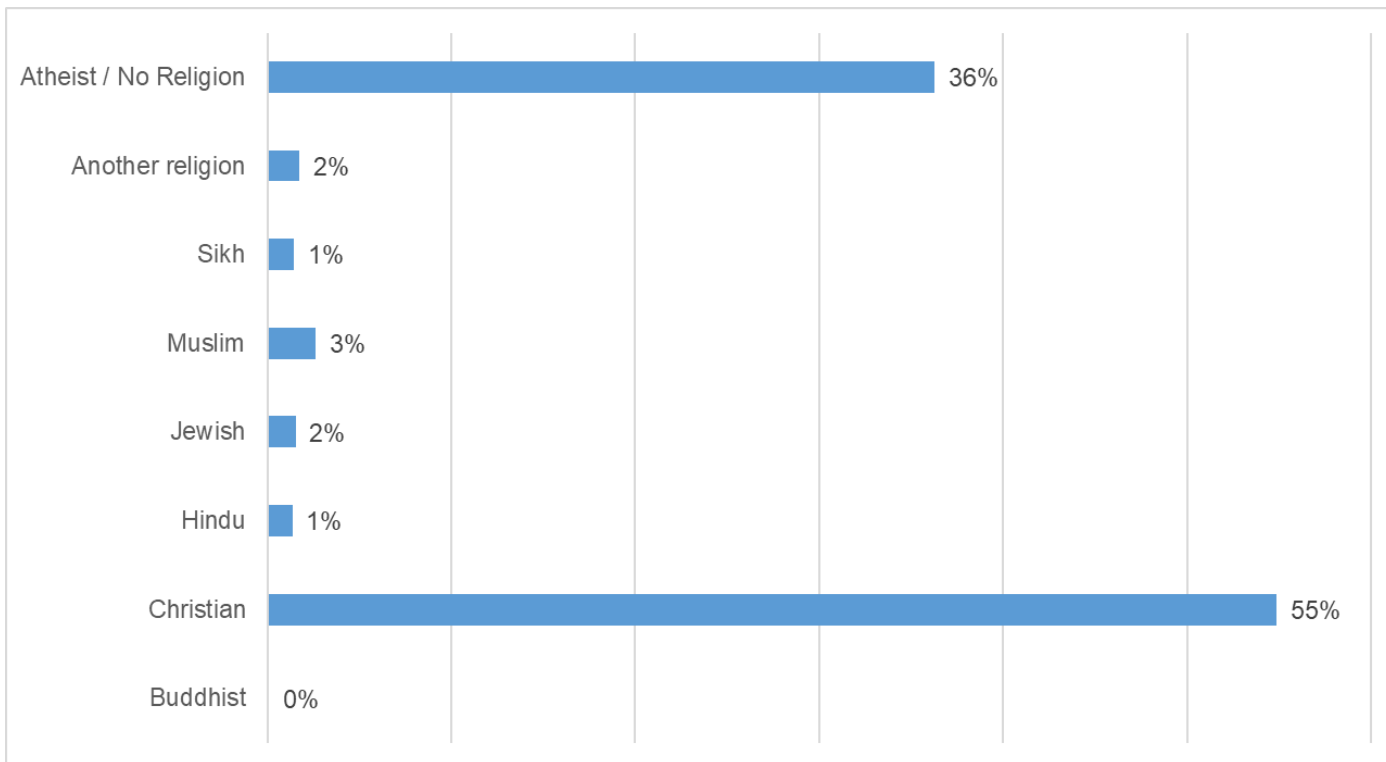
7.5 Religion of current appointees as at 31 March 2020



Religion - appointments made in 2019/20

70% of individuals who were appointed or reappointed in 2019/20 provided information on their religion. Of these, 0% are Buddhist, 55% are Christian, 1% are Hindu, 2% are Jewish, 3% are Muslim, 1% are Sikh, 2% are another religion and 36% have no religion.

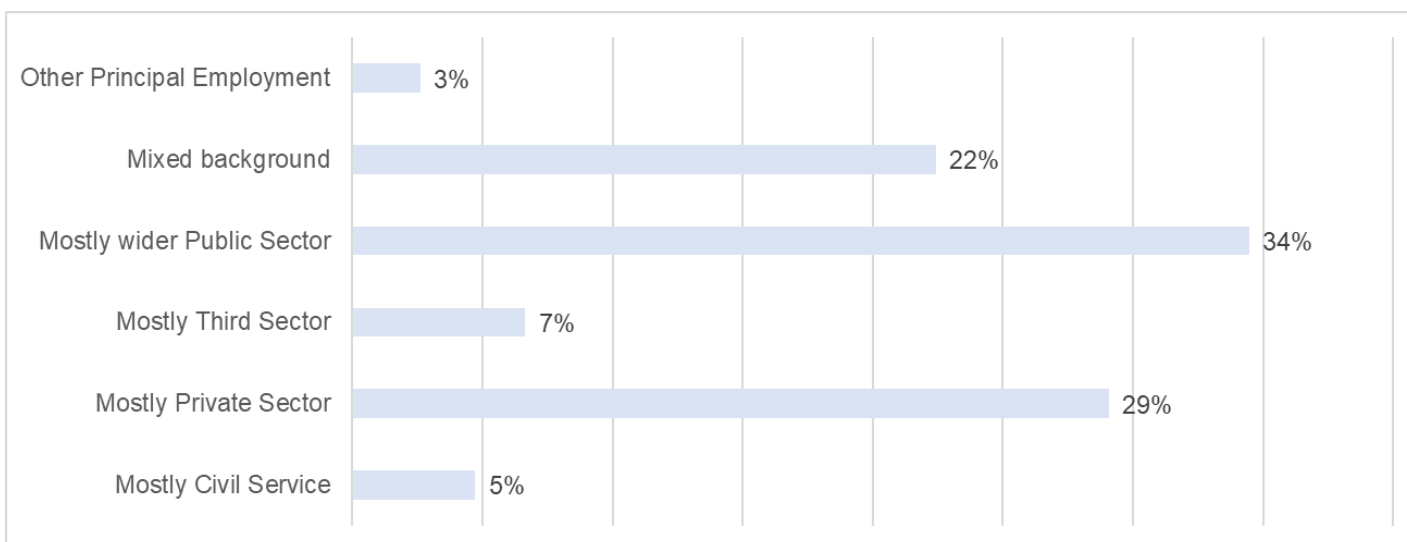
7.6 Percentage of new and reappointments made in 2019/20 by religion



Career background - appointments made in 2019/20

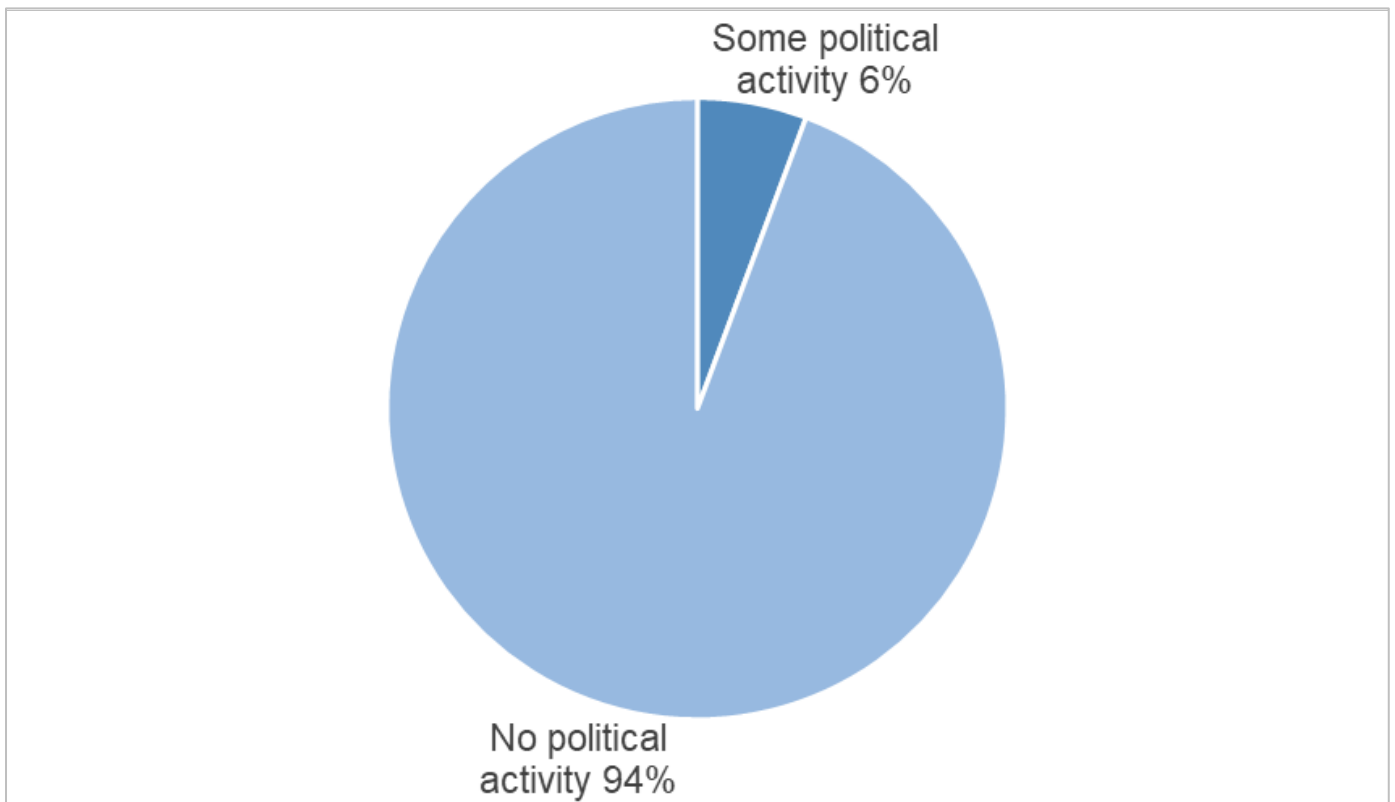
71% of individuals who were appointed or reappointed in 19/20 provided information on their career background. Of these, 5% mostly worked in the civil service, 29% mostly worked in the private sector, 7% mostly worked in the third sector, 34% mostly worked in the wider public sector, 22% worked in a mix of sectors and 3% worked in another type of sector.

7.7 Percentage of new and reappointments made in 2019/20 by career background



Political activity

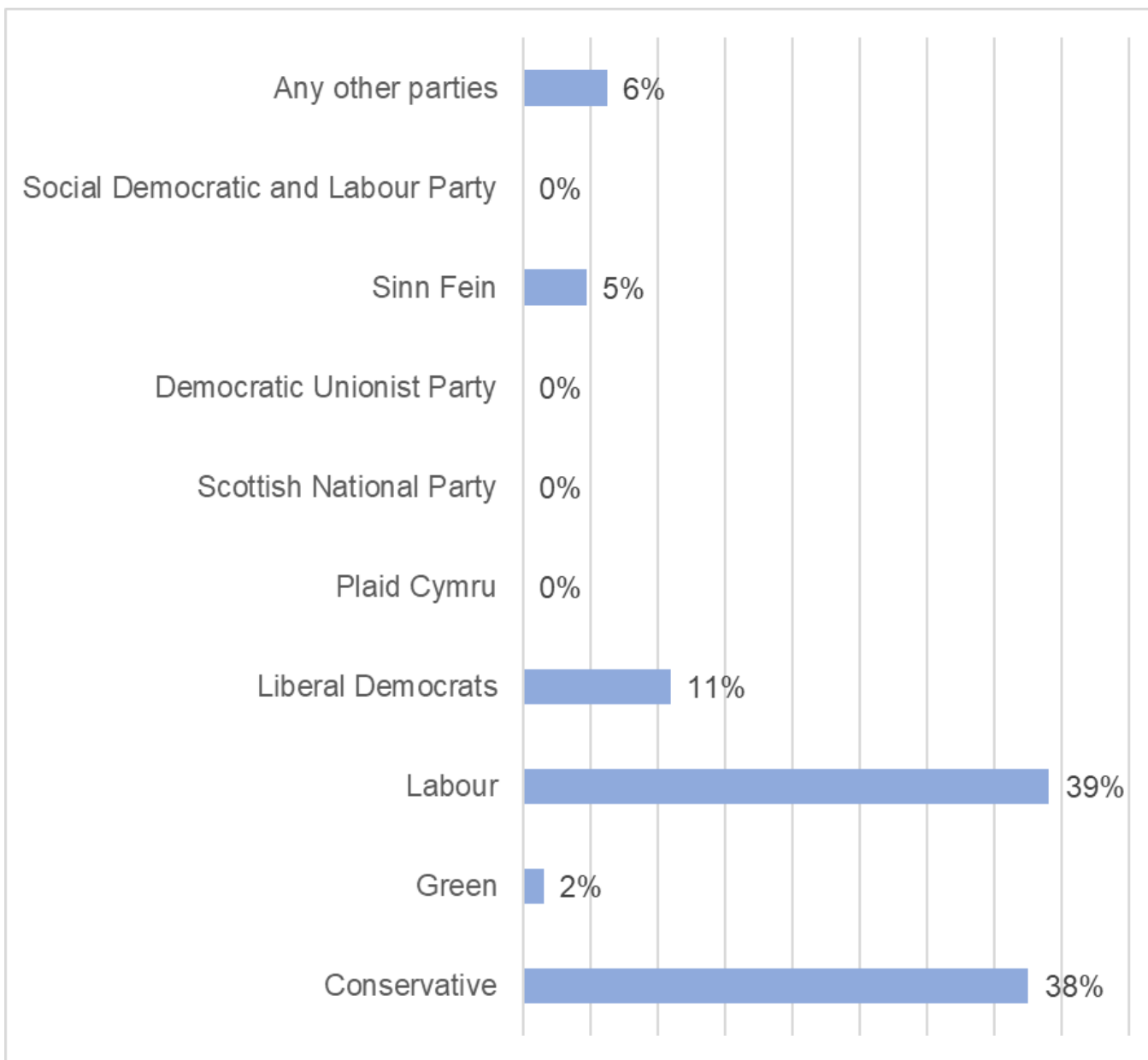
74% of individuals who were appointed or reappointed in 19/20 provided this data. Of these, 6% (62) stated that they had taken part in significant political activity in the past five years.



Significant political activity is defined as being employed by a political party, holding significant office in a party, standing as a candidate for a party in an election, having publicly spoken on behalf of a political party or having made significant donations or loans to a party. Significant loans and donations are those of a size which are reported to the Electoral Commission, in line with a central party's reporting threshold.

Of the 6% who responded positively to this question, 38% stated that this was on behalf of the Conservative party and 39% on behalf of the Labour party* (see figure 8.9).

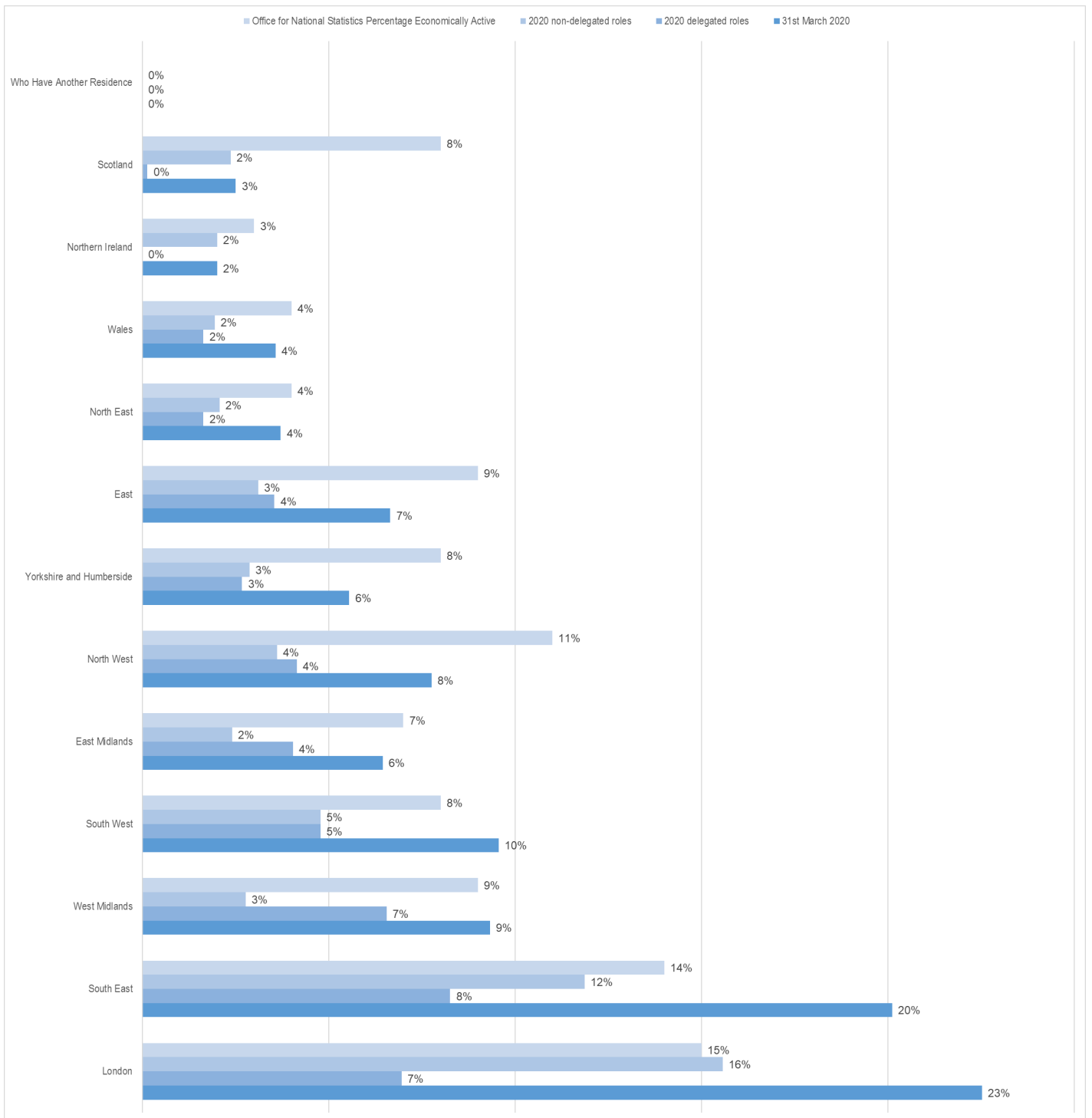
7.8 Proportion by political party of the 6% of people appointed who declared some significant political activity. NB: An individual can be politically active for more than one party.



Regional distribution

The regions with the highest proportion of serving public appointees are London and the South East. These figures reflect where appointees currently live, rather than their place of origin. 43% of all public appointees declared their primary residence as being in one of these two regions. This compares with 37% in 2019. Figure 7.9 illustrates the regional distribution of serving public appointees alongside the economically active population.

7.9 Regional distribution of current appointees at 31 March 2020 compared to ONS Economically Active Population Note - The economically active population is the term used by the Office for National Statistics to describe the population who are working, have sought work in the last four weeks and/or are available to start work in the next two weeks.

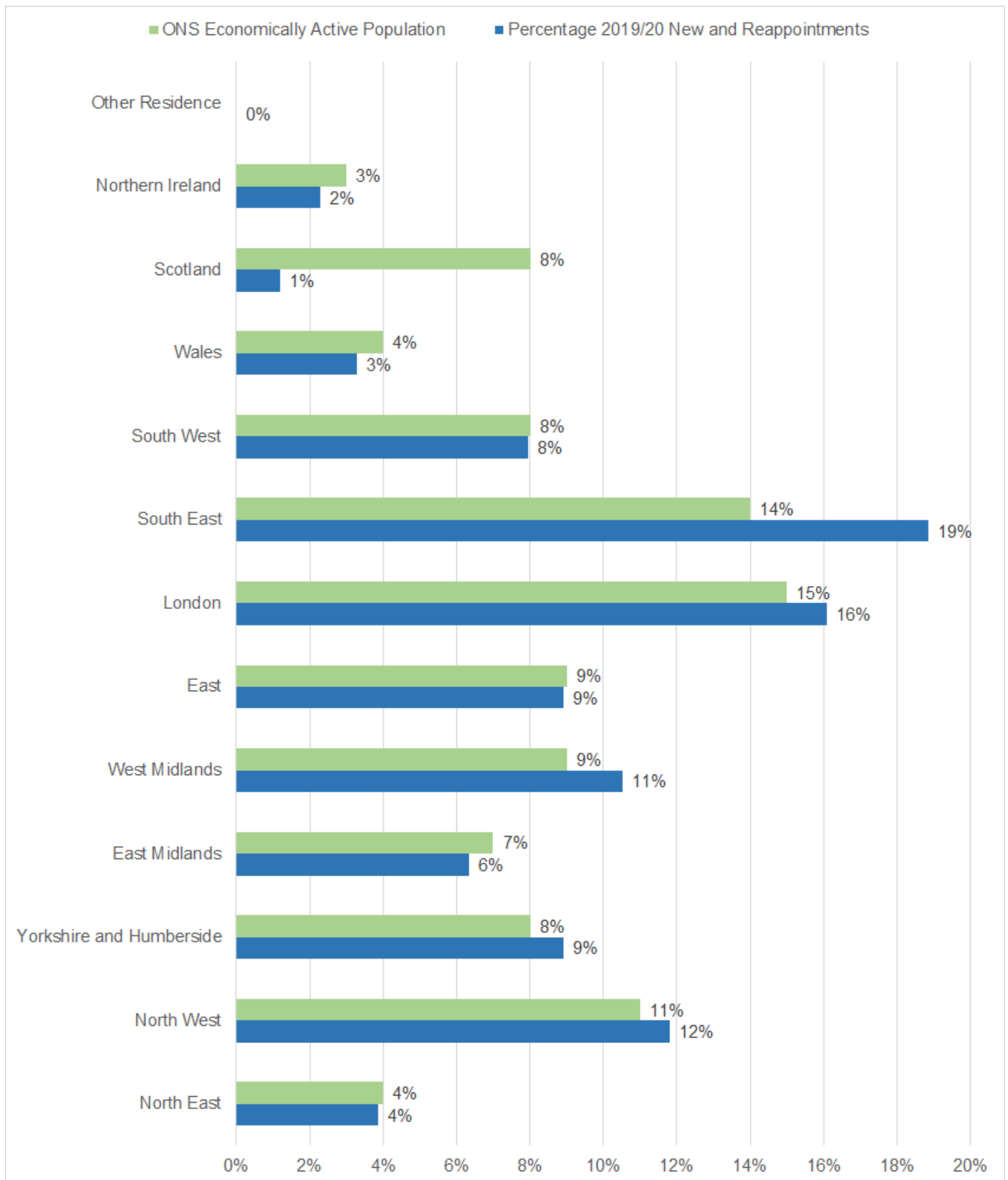


7.10 Regional distribution of current appointees at 31 March 2020 – by department

Department	Percentage incumbents from England - London and South East	Percentage incumbents from England - Other Regions	Percentage incumbents from Scotland, Wales and Northern Ireland
Attorney General's Office	*	*	*
Cabinet Office	59%	29%	12%
Department for Business, Energy and Industrial Strategy	47%	38%	13%
Department for Digital, Culture, Media and Sport	67%	24%	7%
Department for Education	52%	43%	5%
Department for International Development	*	*	*
Department for the Environment, Food and Rural Affairs	39%	56%	5%
Department for Transport	46%	29%	25%
Department for Work and Pensions	52%	35%	13%
Department of Health and Social Care	40%	58%	2%
Export Credits Guarantee Department (UK Export Finance)	*	*	*
Foreign & Commonwealth Office	82%	*	*
HM Treasury	67%	33%	0%
Home Office	50%	35%	15%
Ministry of Defence	25%	50%	25%
Ministry of Housing, Communities and Local Government	58%	40%	*
Ministry of Justice	35%	59%	6%
Northern Ireland Office	0%	0%	100%
Scotland Office	No data		
Grand Total	43%	49%	8%

* values relating to fewer than 5 responses have been removed

7.11 Regional distribution of appointments made in 2019/20 compared to ONS Economically Active Population



10. Sources

Cabinet Office SCS database, Cabinet Office

The official headline figures used for monitoring diversity of the Senior Civil Service is sourced from the [Cabinet Office diversity and inclusion dashboard](#) that collects comprehensive information on those individuals that make up the Senior Civil Service. Data used in this report are March 2020.

Hampton-Alexander Review, 2019 Report

Provides benchmark data on women on FTSE100 Boards. Data refer to the [2020 report](#) published February 2021.

UK Labour Market statistics, ONS

Data for the economically active populations (aged 16-64) are taken from [ONS Labour Markets Statistics](#) published June 2021. Data on employment and employee types can be found [here](#). Regional labour market data are [here](#). Data used in this report are October – December 2019 (pre-Covid).