



David Melding AM
Chair
Committee for the Scrutiny of the First Minister
National Assembly for Wales

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10th March 2016

Dear David

At the meeting of the Committee meeting on 26th February I agreed to write to you with additional information on the diversity of public appointment boards and the communication methods being used to advertise posts.

1. Diversity Data

The Diversity data requested is set out in Table 1. This data is for 2014/15 for regulated appointments only. Please note that:

- The diversity of the number of appointees serving on Boards, either regulated or unregulated is not available. This is because the Welsh Government is not responsible for making all the appointments (see note 2 attached to the Table).
- Data for unregulated appointments for 2014/15 is not available. However, the Welsh Government introduced a new online recruitment system in November 2014. All public appointments now use this system so data for both regulated and unregulated appointments for 2015/16 will be available from May 2016.
- All of the figures in table 1 have been rounded (including the gender figures) this is due to the sensitivity of some of the data in the table. Unfortunately, rounding the data does not provide the reader with a clear picture of the current position. The summary paragraphs below have been produced to provide an indication of the conversation rate from application to appointment and reappointment for each group.
- This data is for one financial year and cannot be used to predict future performance.

Summary - Regulated Appointments 2014/15

- Women and minority ethnic applicants have a better conversion rate from application to appointment than any other group. Women and minority ethnic applicants are one and a half times more likely to obtain an appointment than other applicants.
- Disabled applicants are almost twice as likely to fail to achieve an appointment than other applicants.
- Male applicants are a third less likely to achieve an appointment than other applicants.

Summary – re-appointments 2014/15

Of all re-appointments:

- just over half of all male board members were re-appointed.
- just under half of all female board members were re-appointed.
- close to 10% of disabled board members were re-appointed.
- close to 3% of minority ethnic board members were re-appointed.
- Please note that the number of re-appointments varies each year. New appointees are typically appointed for a 3 year period, although appointment periods do vary. Therefore the diversity of board members eligible for re-appointment in any financial year will change. Given this variance the re-appointment figures cannot reliably identify whether any one group is treated more or less favourably during the reappointment process.

1 April 2014 – 31 March 2015		
	Regulated	Unregulated
Total number of appointees serving on Boards	420 - 240 male (60%) - 180 female (40%)	240 - 160 male (70%) - 80 female (30%)
Total number of applications made for new appointments	490 - 290 male (60%) - 200 female (40%) Of the 490 applicants: - 40 disabled (10%) - 20 minority ethnic (0%)	Not available.
New Appointments	60 - 20 male (40%) - 40 female (60%) - Less than 10 gender undeclared (0%) Of the 60 applicants: - Less than 10 disabled (0%) - Less than 10 minority ethnic (10%)	80 - 60 male (70%) - 20 female (30%)
Re-appointments	80 - 40 male (50%) - 40 female (50%) - Less than 10 gender undeclared (0%)	20 - 10 male (70%) - Less than 10 female (30%)

	<p>Of the 80 applicants:</p> <ul style="list-style-type: none"> - Less than 10 disabled (10%) - Less than 10 minority ethnic (0%) 	
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Notes:

1. Source: Online Recruitment Management System (ORMS) and Appoint.
2. Total number of appointees serving on Boards or statutory office. This is for boards administered by the Welsh Government. This figures includes all board members (who can serve up to 10 years) whether or not they have been recruited or re-appointed during the timeframe specified. Please note that although this figure includes appointees serving on Boards administered by the Welsh Government not all of the Board members will necessarily be appointed by the Welsh Government. For example, the National Library of Wales has 15 members, 8 of which are appointed by the Welsh Government and 7 of which are appointed by the National Library.
3. Total number of applications made for new appointments – This is the total number of applications made for public appointments advertised via the Welsh Government online recruitment management system or Appoint within the time period specified.
4. New Appointments – appointment of an individual via open competition to a public board or statutory office within the time period specified.
5. Re-appointment - re-appointment of an existing board member within the timeframe specified.
6. Regulated appointments are those regulated by the Commissioner for Public Appointments.
7. Unregulated appointments are not regulated by the Commissioner for Public Appointments but are recruited to in line with the Nolan principles and the principles of merit, fairness and openness.

2. Communication Methods

You asked whether any research had been undertaken regarding the effectiveness of the methods used to encourage applications from under-represented groups. When individuals submit an application for a public appointment they are asked where they saw the advert.

Disabled people – the majority of disabled people who have applied for a public appointment saw it on the Welsh Government website or via a letter or email from the Welsh Government. PAU sends out emails to everyone on our database when a new post is advertised.

Minority ethnic applicants said they saw the public appointment vacancy via a range of different methods. However, the most popular were via the Welsh Government website or 'Other' website. The PAU sends the public appointment advert to over 200 organisations many of which then advertise the post themselves e.g. women in public life advertises all of our appointments.

Gender – the 3 most popular methods in which women and men saw the public appointment was the same. In order of popularity: 1) Welsh Government website; 2) Letter or email from the Welsh Government; 3) 'Other' website

From late 2015 the Public Appointments Unit at the Welsh Government has encouraged sponsor Divisions to advertise their public appointment vacancy with the Diversity Jobs Site Network. It is too early to evaluate the effectiveness of this publication.

Yours sincerely

CARWYN JONES