

Process for appointments to the Equality and Human Rights Commission

This note outlines the process for appointing members of the board when the Commission was established in 2007 and the current process for appointing Commissioners to begin in November or December 2009. A table follows setting out the specific times of tenure for current and outgoing Commissioners.

1. Statutory basis to appointments

Under the [Equality Act 2006](#), which established the EHRC, the Secretary of State shall appoint not less than 10 or more than 15 individuals as members of the Commission (to be known as Commissioners).

The Commissioners must include a Commissioner who is or who has been a disabled person, a Commissioner for Scotland and a Commissioner for Wales.

The Secretary of State must also appoint a Chair and one or more Commissioners as Deputy Chair (who are all also Commissioners as well).

Under the provisions of the Act in appointing Commissioners the Secretary of State shall:

- appoint an individual only if the Secretary of State thinks that the individual:
- has experience or knowledge relating to a relevant matter, or
- is suitable for appointment for some other special reason, and
- have regard to the desirability of the Commissioners together having experience and knowledge relating to the relevant matters (this is defined as discrimination on the grounds of age, disability, gender, gender re-assignment, race, religion or belief, sexual orientation and human rights).

2. The process for appointing Commissioners in 2007

Joel Edwards and Maeve Sherlock were recruited as part of an open recruitment exercise in November 2007.

The Commissioners in place already were: Trevor Philips (Chair); Baroness Margaret Prosser (Deputy Chair); Kay Allen; Baroness Jane Campbell DBE; Kay Carberry; Baroness Sally Greengross OBE; Francesca Klug; Ziauddin Sardar; Ben Summerskill; Dr Neil Wooding (Wales Commissioner); Morag Alexander (Scotland Commissioner);

Jeannie Drake (Transition Commissioner); Professor Kay Hampton (Transition Commissioner) and Sir Bert Massie CBE (Transition Commissioner).

The process for appointing the board was led by the sponsor department (the Department for Communities and Local Government) who appointed an external body, Rockpool's Executive Search Agency, to conduct a thorough transparent public appointments process.

The recruitment panel included:

- Susan Scholefield, Communities Department Director General, Equalities (Chair of panel);
- Trevor Phillips, Chair of the (then) CEHR;
- Margaret Prosser, Deputy Chair of CEHR; and
- John Churchill, the Independent Assessor nominated by OCPA.

The appointments panel's recommendations were put to ministers who made the decision about the appointments made.

3. Current process for appointing Commissioners

Appointments to the Commission are now led by the Government Equalities Office, and it has appointed the Public Appointments Commission to conduct the process.

For the current appointments an advertisement has been placed in the Sunday Times. Shortlisting was undertaken by the appointment panel and interviews are currently taking place.

The recruitment panel included:

- Jonathan Rees, Director General, GEO (chair of panel);
- Trevor Phillips, EHRC Chair;
- Sue Owen, Director General Welfare and Wellbeing DWP; and
- Sheila Hewitt, independent assessor.

The recommendations from the appointments panel will be put to ministers who will make the decision about the appointments made.

This is the consistent process followed by all Non-Departmental Public Bodies (NDPBs).

4. Commissioner appointment dates

Commissioners	Dates
Trevor Phillips	3 Years (11.9.06 - 10.9.09)
Margaret Prosser	3 Years (4.12.06 - 3.12.09)
Nicola Brewer (Resigned as CEO and left Commission's employment on 13 May)	Ex-officio Cmmr by virtue of holding post of Chief Executive. Apptd 1.3.07. No expiry date specified in contract, but period of unpaid leave from FCO is 5 years.
Morag Alexander	3 Years (29.3.07 - 28.3.10)
Kay Allen	3 Years (4.12.06 - 3.12.09)
Jane Campbell	3 Years (4.12.06 - 3.12.09)
Kay Carberry	3 Years (4.12.06 - 3.12.09)
Jeannie Drake	3 Years (4.12.06 - 30.9.09) TC
Joel Edwards	3 Years (1.11.07 - 31.10.10)
Sally Greengross	3 Years (4.12.06 - 3.12.09)
Kay Hampton (Resigned April 2009)	3 Years (4.12.06 - 30.9.09) TC
Francesca Klug	3 Years (4.12.06 - 3.12.09)
Bert Massie	3 Years (4.12.06 - 30.9.09) TC
Ziauddin Sardar	3 Years (4.12.06 - 3.12.09)
Maeve Sherlock	3 Years (1.11.07 - 31.10.10)
Ben Summerskill	3 Years (4.12.06 - 3.12.09)
Neil Wooding	3 Years (4.12.06 - 3.12.09)

TC = Transitional Commissioner