

OCPA 2016/17 Annual Report Addendum

It has come to our attention that some duplicate applicant data was included in the annual data return for 2016/17, which compiles diversity data collected from departments throughout the year. The inclusion of duplicate data resulted in a small number of discrepancies in the information provided in OCPA's 2016/17 Annual Report.

This did not affect the headline messages on the diversity of final appointments, but affected our reporting on how some candidates with protected characteristics progressed from application to appointment. Revised data has been published below. Revised graphs are marked with an asterisk.

We are currently reviewing how we collect, analyse and report data for 2017- 18 and beyond.

2.2.1 Considering the diversity of those appointed in 2016-17

I have published the Annual Survey of Ministerial Appointments for 2016/17 in a statistical bulletin at the same time as this Annual Report. The data is collected on an annual basis from Government departments and others representing the Ministers as appointing authorities. The data is compiled from anonymous diversity monitoring forms² which are returned by applicants to Departments as part of the application process.

For the year 2016-17 there were 2,231 appointments and reappointments, compared with 2,240 in 2015-16. Of these 1,275 were new appointments and 956 were reappointments.

I will now report in more detail in respect of the Gender, Ethnicity and Disability of appointments made during the reporting period.

Gender

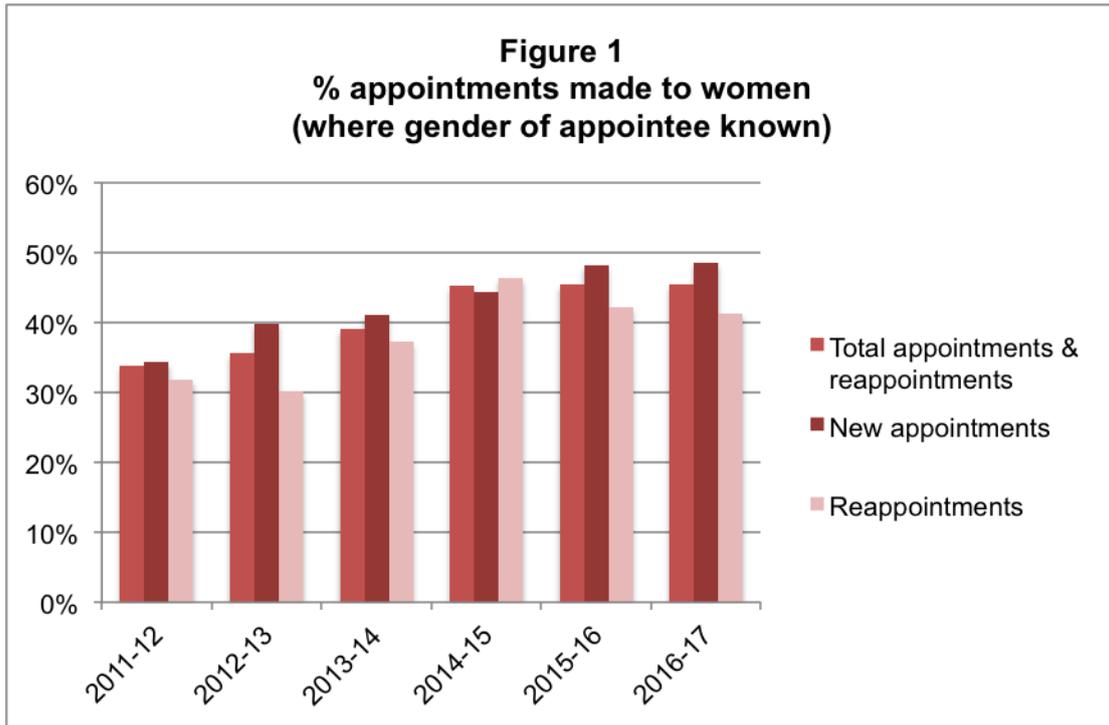
This year, I am pleased to report again that the total number of appointments and reappointments to female candidates has maintained the improvement of previous years, at 45.5% up 0.1%. (Figure 1). Some 48.5% of all new appointments were women although reappointments to women were lower at 41.3%.

Importantly, the figures for gender are taken from a higher number of returns than in previous years: 98% of appointed candidates declared their gender in 2016-17, compared to just 87% last year.

The continuing upward trend of women being appointed is encouraging when we consider that five years ago the total number appointed and reappointed was only 34%.

I applaud the hard work done by Departments for the steps they have taken to get closer to the 50:50 aspiration although I recognise that there is still more work to be done.

² I have commenced a discussion with Government on ways in which Departments can improve the return rate of the diversity monitoring forms by making their return compulsory with a prefer not to say option for all diversity-related questions.



Last year I commented on the disappointing proportion of chair appointments made to women. Whilst there has been some improvement this year, 28% of women chairs were appointed compared to 23% in 2015-16, it still falls a long way short of the levels that I would expect to see, and slightly below the figure from 2014-15. Departments will need to continue to work to improve this in the future.

I hope that the marked rise in the number of women appointed as members of boards in the past five years will, before long, feed through into the appointment of more female chairs.

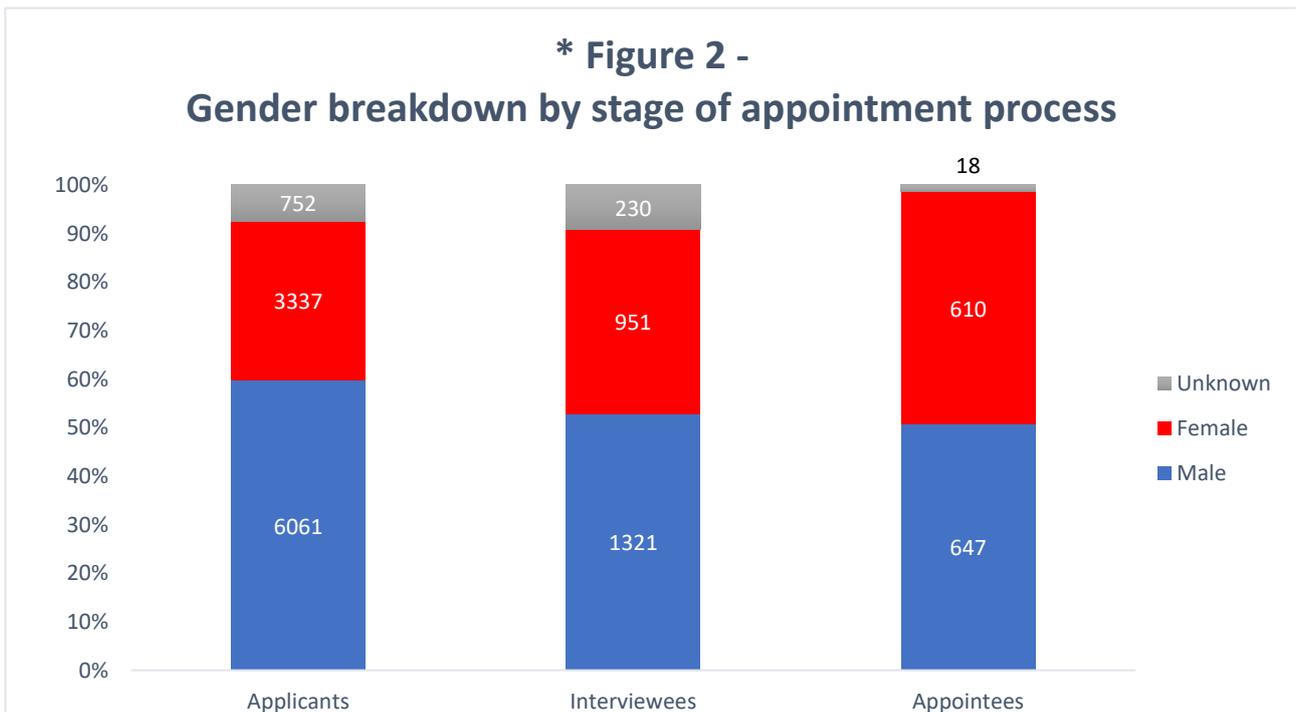


Figure 2 shows that, as has been seen in previous reports, more men than women apply for positions on public bodies. The overall numbers of applicants have remained similar to last year, with nearly 65% (*reported as 60%*) of applications submitted by men, where gender was known.

Despite this, the proportion of women selected for interview is higher than the proportion of female applicants, indicating that those who do apply are high quality candidates.

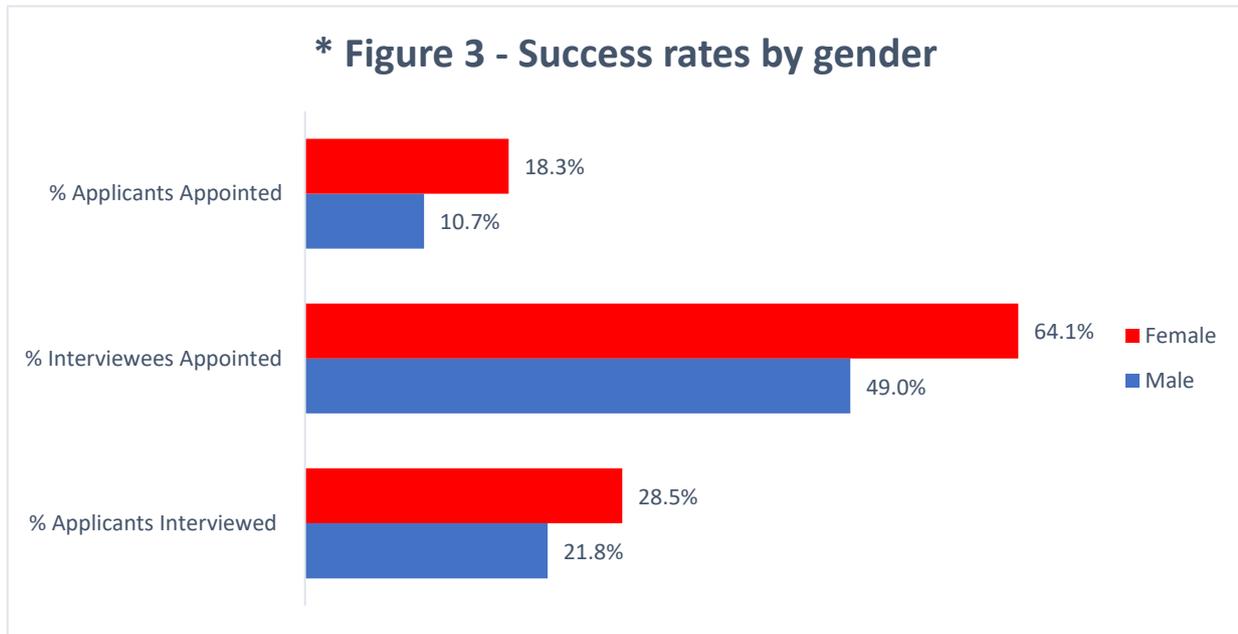


Figure 3 compares figures by gender in relation to success at each stage of the appointments process. It shows that this year, 28.5% (*reported as 28%*) of women who applied were selected for interview. Although this is down from 32% last year, it is still a higher percentage than the number of men, 21.8% (*reported as 21%*) selected for interview.

When we considered this against the proportion of women who go on to be appointed, 64.1% of women compared to 49% of men (*reported as 61% of women and 52% of men*) appointed, this means that 18.3% (*reported as 17%*) of women who applied for a public appointments role were successful in their application. For men, the corresponding figure is 10.7% (*reported as 10%*).

This could be interpreted as evidence that female applications are stronger than those of their male counterparts. It is sometimes suggested by academics that women are more likely than men to deselect, not applying for positions in the first place if they do not think they are likely to succeed. If this is indeed the case, it may well be that those women who do apply are more likely to meet the full criteria for the post and come from the higher end of the skills and experience spectrum.

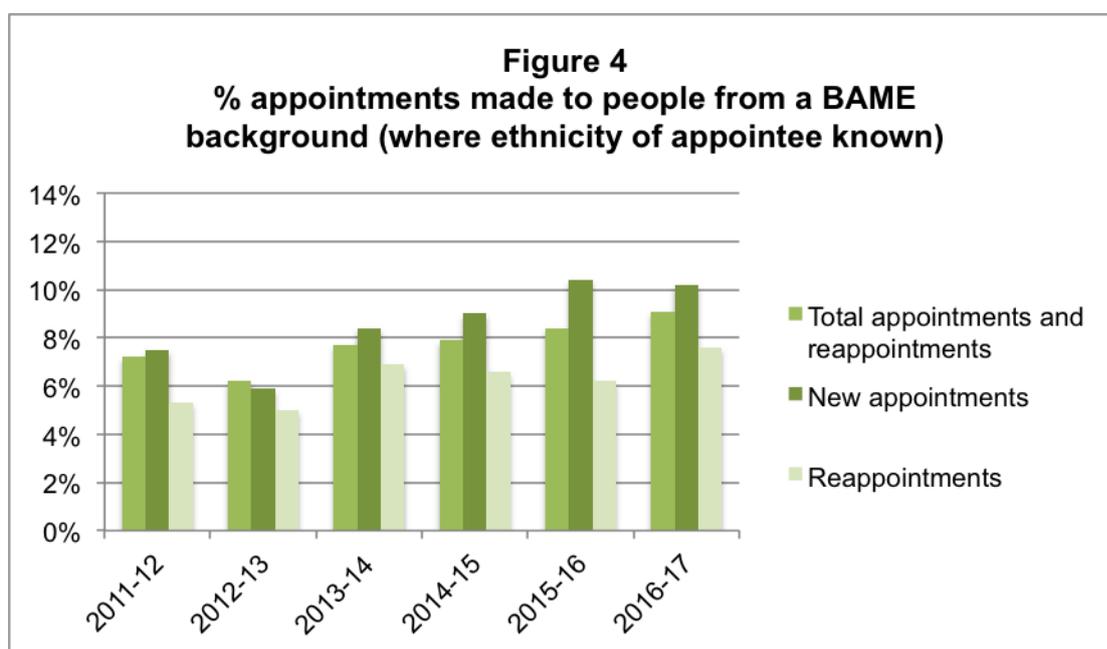
But overall, I am pleased to see that progress continues to be made on securing gender equality in public appointments. Although there is still some way to go in relation to the most senior roles, these figures show we are making progress in other areas.

Ethnicity

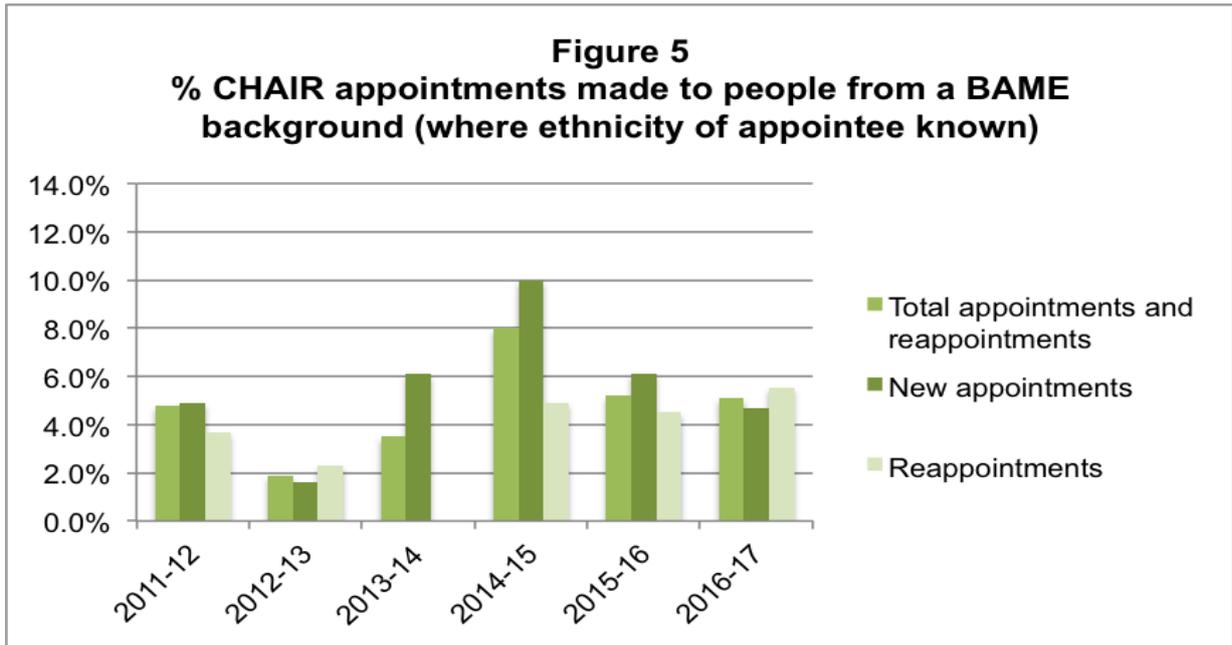
This year, as last, there are encouraging statistics in relation to appointments from the Black, Asian & Minority Ethnic (BAME) community but we have still some way to go to reach 14% of appointments being made to BAME applicants - the accepted figure for the BAME population in England & Wales based on the 2011 census.

Figure 4 shows that the proportion of total appointments and reappointments made to BAME candidates has risen to 9.1%, which is the highest figure since the Code of Practice was introduced.

Encouragingly, this figure is even higher when we look only at new appointments made to members of the BAME community - some 10.2%.



There is less good news in respect of Chair positions (Figure 5). Out of 136 chair appointments and reappointments, just seven of those posts were made to BAME applicants. This represents 5.2% of the total. As with gender diversity, it is important that Departments continue to work harder to ensure that those chairing public bodies become more representative of the community as a whole.



So while progress has been made, there remains more to be done to secure increased BAME applications and appointments. I will be working with Cabinet Office to try and address this over the coming year.

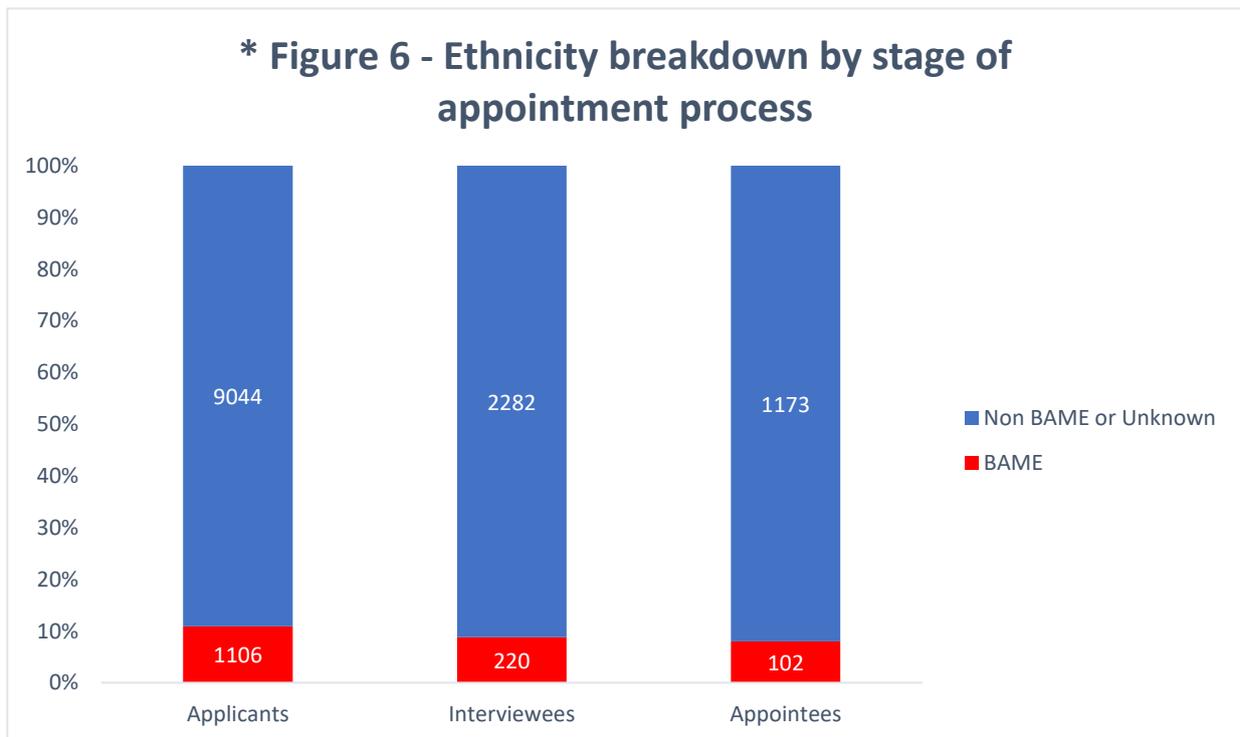
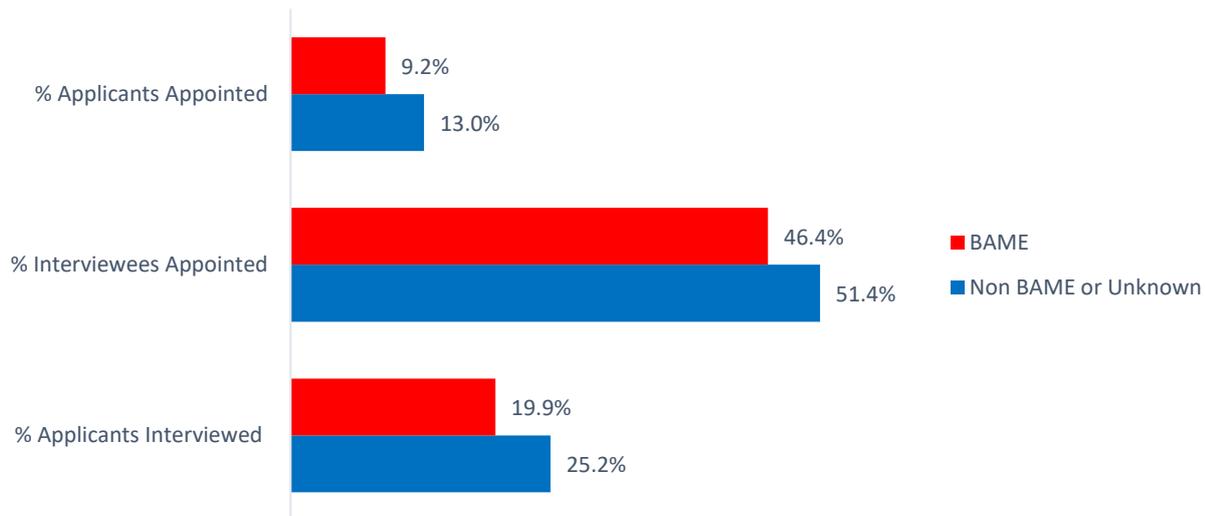


Figure 6 shows a breakdown by of candidates declaring a BAME background at each stage of the appointment process. As the proportion of BAME applicants is smaller than that of the BAME population of England & Wales as a whole and Departments must renew their efforts to attract more applications from BAME communities.

*** Figure 7 - Success rates by ethnicity**



It is clear from Figure 7 that there is a measurable lack of success amongst BAME applicants making it to the interview and appointment stage in comparison their non-BAME counterparts. Understanding the reasons for this will form part of the formal meetings with Permanent Secretaries which I have commenced.

Disability

I have noted that some good progress has been made this year in respect of appointing more disabled candidates, as shown in Figure 9. The total number of new appointments and reappointments made to people declaring a disability has risen in comparison to last year to 6%, the second highest level in the past five years. The proportion of disabled people being appointed for the first time is now at 5.5% and reappointments, while not reaching the level of 2013-14, are, at 6.8%, the second highest level in the past five years.

**Figure 8
% appointments made to people with disabilities
(where disability status known)**

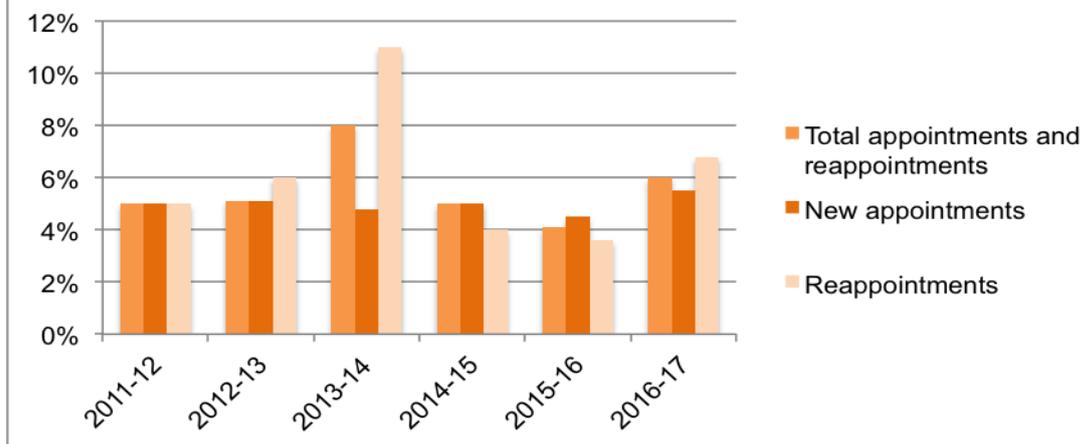
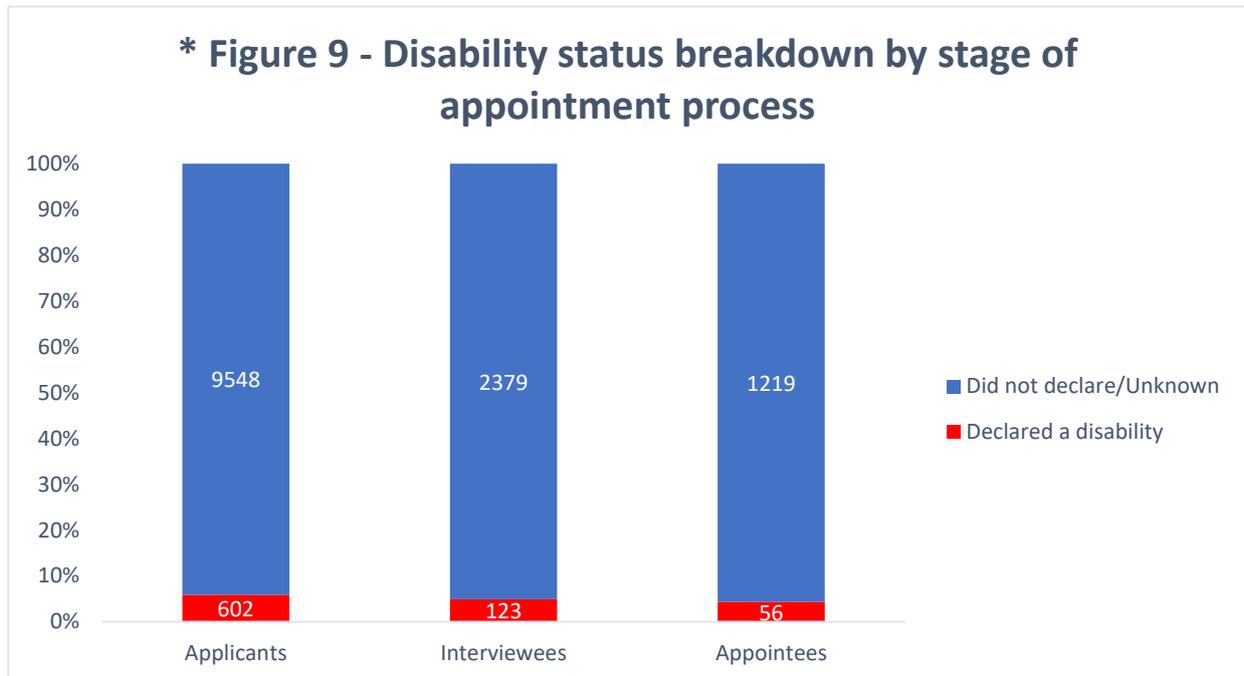
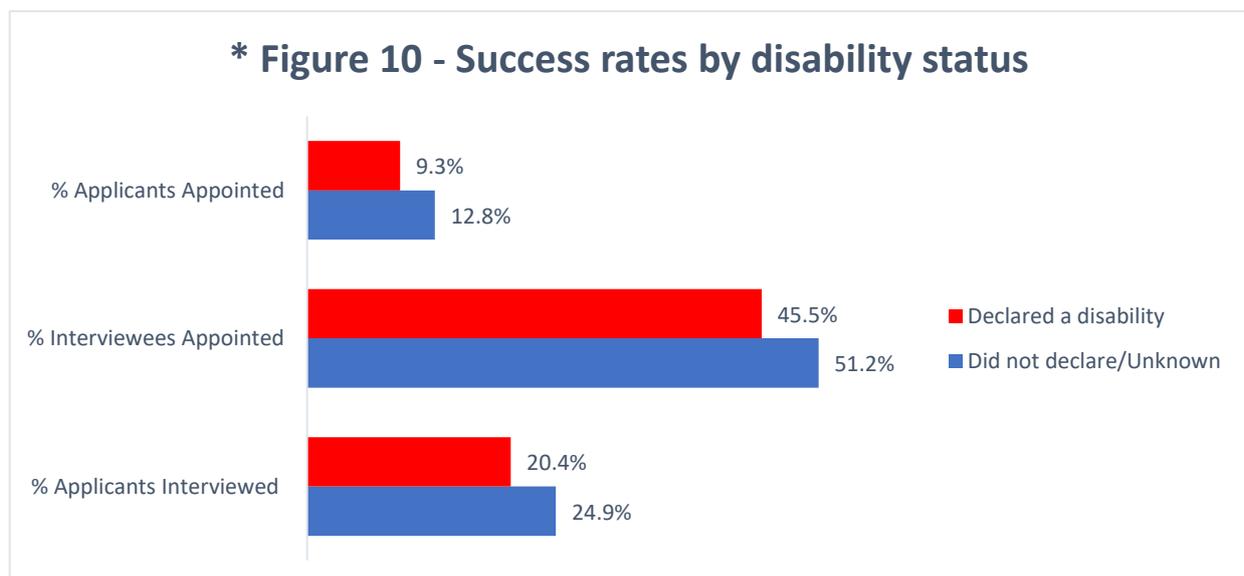


Figure 9 breaks down the numbers of applicants who have declared a disability by stage of the appointment process. There is a slight decrease in the proportion of people declaring a disability that progress from the initial sift when compared to the percentage that apply. That percentage, however, is maintained when we look at the figures for appointees.



As with BAME candidates, there is more work to be done to attract not just more applications, but high quality applications that are more likely to progress right through to interview stage.

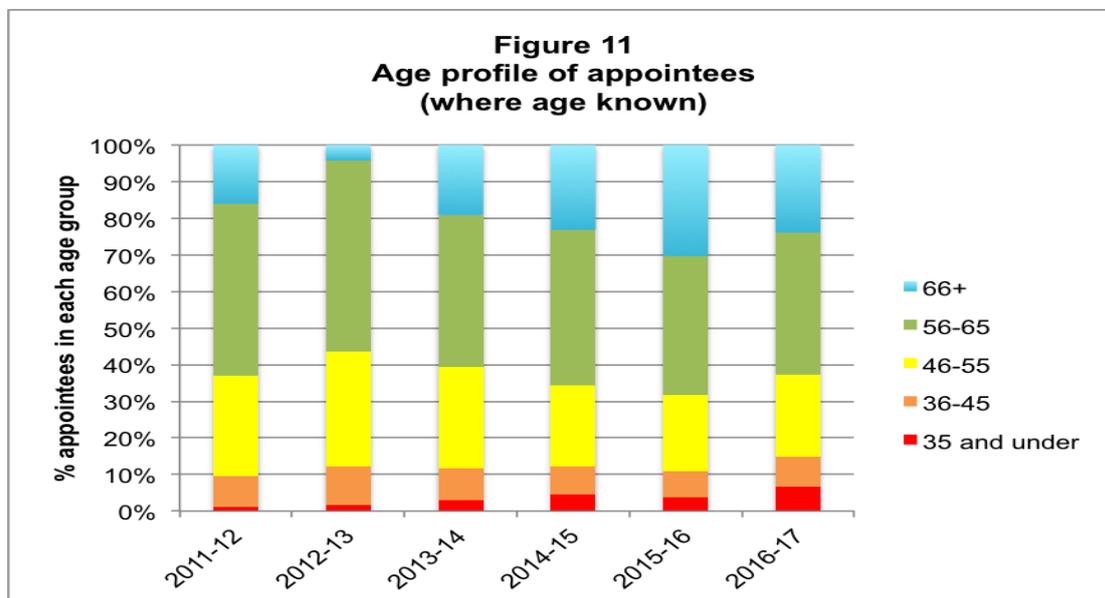
Figure 10 shows the success rate of disabled candidates against the success rate of those who did not declare a disability or where disability status is unknown (*We incorrectly reported on just those who did not declare, it was not possible to ascertain this from the data return*).



It is disappointing to report that a candidate declaring a disability is less likely to get to the interview stage, and that those that do are still less likely to be appointed than those who did not declare a disability. (*We incorrectly reported that those who declared a disability and made it to interview were more likely to be appointed than those not declaring a disability*). However, 45.5% (reported as 42%) of candidates declaring a disability who reached interview went on to be appointed and it is certainly encouraging to see the improvements in comparison to previous years.

Age

Figure 11 shows the age profile of public appointees. I am pleased to report the increase in the number of appointments made to those aged under 35 is at its highest level since the Code of Practice was introduced.



For the first time, appointees aged under 45 account for nearly 15% of the total. The 56-65 and over age groups currently make up well over 60% of total appointments. While it is inevitable that older people will bring more experience that comes with age as well as possibly having more availability to serve on public bodies I strongly encourage Departments to consider the significant benefits that younger board members, and Chairs, can bring.