



**The Commissioner for  
Public Appointments**

**Rt Hon Peter Riddell CBE**  
**Commissioner for Public Appointments**  
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The Rt Hon Elizabeth Truss MP  
Minister for Women and Equalities  
Government Equalities Office  
20 Great Smith St  
Westminster  
London W1P 3BT

Dear Liz,

Thank you for your letter of 5 November outlining your intention to make a direct appointment to the board of the Equalities and Human Rights Commission (EHRC) without competition under Section 3.3 of the Governance Code.

I recognise that the priorities of the EHRC have changed rapidly due to the coronavirus pandemic. I note that the EHRC is embarking on a new public-health work programme and the recent successful recruitment of three new Commissioners has not obtained the necessary skill set at board level for this work.

As such I am content with the appointment of Lord Bernard Ribeiro for a period of no more than 12 months, from December 2020, to fill this skills gap. I agree that it is sensible to synchronise his joining the board with that of the other three new Commissioners and EHRC Chair.

I ask your officials to keep me updated on the campaign to recruit a substantive Commissioner permanently into the post, which you have planned for next summer, and to inform us when Lord Ribeiro's appointment is announced, so my website that details Section 3.3 appointments can be updated.

With best wishes,

**Peter Riddell**  
**Commissioner for Public Appointments**