

**WRITTEN QUESTION TO THE CHIEF MINISTER  
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR  
ANSWER TO BE TABLED ON TUESDAY 6th NOVEMBER 2018**

**Question**

Will the Chief Minister advise how many, and what percentage, of the members of each of the boards appointed by the States (including boards of States-owned bodies and bodies for which the States is the majority shareholder) are:

- (a) male;
- (b) female;
- (c) non-binary;
- (d) disabled;
- (e) of Portuguese heritage; and
- (f) of Polish heritage;

will he state what the stipulated minimum and maximum lengths of tenure are for board members and how long each current board member has served; will he publish the diversity and inclusion policy for appointments to such bodies; and if no such policy exists, will he explain why?

**Answer**

Jersey Appointment Commission guidelines apply to bodies appointed by the States, including incorporated entities and bodies appointed by the Assembly as scheduled in the constitution, and including term links and the principles of equal opportunity and diversity.

**Guidance:**

<https://www.gov.je/government/departments/chiefministers/chiefministerssections/jerseyappointmentscommission/pages/guidelinesrecruitmentsenioremployeesappointeesindependents.aspx>

**Constitution:**

[https://statesassembly.gov.je/SiteCollectionDocuments/States%20Assembly/2018.10.31%20-%20Constitution%20of%20the%20States%20of%20Jersey%20\(Green%20Sheets\).pdf](https://statesassembly.gov.je/SiteCollectionDocuments/States%20Assembly/2018.10.31%20-%20Constitution%20of%20the%20States%20of%20Jersey%20(Green%20Sheets).pdf)

A diversity monitoring form is also available for applicants, enabling information to be collected and collated.

However, the information requested in relation to *all* the existing board members of *all* the bodies scheduled cannot be collated in the time available for this question to be answered. Indeed, it is unclear if all the information requested is held by all the relevant bodies.

Nevertheless, this is an important matter. We want the best individuals in our community to serve, in a way that delivers the best outcomes for the public – and to achieve this we need to promote interest from across our community.

I would welcome a discussion with Deputy Perchard on how we might better achieve this.