

IPSA

Independent Parliamentary
Standards Authority

Information Pack

Member of the IPSA Board (Former High Judicial Officeholder)

Veredus Ref: 11221

January 2023



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WELCOME MESSAGE FROM THE SPEAKER OF THE HOUSE OF COMMONS



Thank you for your interest in the role of Board Member (Former High Judicial Officeholder) of the Independent Parliamentary Standards Authority (IPSA).

IPSA was created by the Parliamentary Standards Act 2009, as the world's first fully independent regulator of MPs' financial remuneration. Today, it regulates and administers the business costs and determines the pay of the 650 elected MPs in the UK and administers the payroll of their 3,500 staff.

It has three principal aims: to assure the public that MPs' use of taxpayers' money is well regulated; to resource and support MPs appropriately to carry out their parliamentary functions; and to ensure that IPSA's staff are a high-performing, professional team.

Under the Parliamentary Standards Act 2009, the IPSA Board has a Chair and four other members, some of whom are required to have particular professional backgrounds. We are now looking to recruit an individual who has held (but no longer holds) high judicial office within the meaning of Part 3 of the Constitutional Reform Act 2005.

We are looking for an individual who can help the Board set IPSA's direction during the next stage of its development, employing their legal skills to help guide IPSA to do so ambitiously but within the bounds of its statutory and constitutional remit. This role requires integrity and independence and offers an opportunity to deliver lasting change and contribute personally to the future of our democracy.

I hope that a diverse range of people will apply to take on this important role. I have asked the recruitment panel to take account of the current composition of the IPSA Board and considerations of equality, diversity, and inclusion in its approach to the search process.

A handwritten signature in black ink, which appears to read 'Lindsay Hoyle'.

Rt Hon Sir Lindsay Hoyle MP, Speaker of the House of Commons

WELCOME MESSAGE FROM THE CHAIR OF IPSA



On behalf of everyone at IPSA, I am delighted that you have indicated your interest in applying to become a member of IPSA's Board.

It is an important time to join the organisation. We have a clear purpose and strong values, expressed in our strategic plan, now well into its second year.

The statutory requirements for membership of the Board of IPSA are specific. The Board is made up of myself and four individuals, each bringing experience and skills from our different backgrounds.

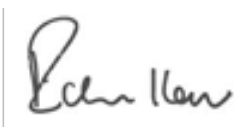
This gives us a breadth of views that are central to our work and a great strength. But our respective contributions are not limited to our areas of expertise. We are individually and collectively responsible for all that the Board decides, working with the Executive and embodying the organisation's values.

In this recruitment, we are seeking a candidate who can bring legal insight to IPSA's governance, and help us to navigate legal risks or policy matters including pensions, Freedom of Information, and data protection. We are looking for candidates who can help oversee reforms to our regulatory approach in line with our statutory remit.

IPSA is committed to doing all we can to promote a diverse and family-friendly Parliament, and as an employer we are working hard to demonstrate this commitment to diversity, equality, and inclusion. We are anxious to reflect in our own organisation, including the Board, the diverse population that MPs represent.

Membership of the Board can, at times, be challenging and bring public scrutiny. But, most of all, it is an important and fascinating task, and one we have been entrusted by Parliament to perform on behalf of the electorate.

I hope you find the information in this recruitment pack and on our [website](#) helpful in making your decision to apply.



Richard Lloyd OBE, Chair, IPSA

IPSA was established by the Parliamentary Standards Act 2009 as an independent authority responsible for both the regulation and administration of MPs' business costs and for paying the salaries of MPs and their staff. IPSA started operations at the General Election in May 2010. Since 2011 IPSA has also had responsibility for setting MPs' pay and pensions, which it must do within the first year of a Parliament and at other times as it sees fit.

IPSA's rules were a clean break from the old system of allowances. The rules have to be fair (to MPs and the public purse), workable and transparent. IPSA subjects claims for reimbursement to rigorous verification and auditing.

Compliance with the rules is currently over 99% and IPSA is now exploring how the current system can be simplified. It has embarked on a transformation journey towards a supportive system with simpler rules and processes.

IPSA has around 100 full-time equivalent members of staff. In 2022-23, IPSA has an annual budget for MPs' staffing and businesses costs of nearly £240m, and an operational budget of £11.1m.

IPSA processes approximately 15,000 claims each month and publishes details of this expenditure every two months on its website. There are clear processes enabling MPs to request reviews of IPSA's decisions, and members of the public can contact an independent Compliance Officer if they have concerns.

In addition, IPSA administers the payment of salaries to 650 MPs and 3,500 members of their staff.

IPSA is independent of Parliament, the Government and of political parties. Its overarching purpose is to support democracy with great service, fair rules and wise spending. IPSA also recognises the importance of its role as an enabler of diversity amongst MPs.

Additional background information on IPSA can be found on its website: www.theipsa.org.uk

IPSA's Board provides the strategic leadership of the Independent Parliamentary Standards Authority, safeguarding its independence, acting as an advocate for its values and delivering its objectives: meeting its statutory duties; helping to maintain confidence in Parliament; and providing efficient and cost-effective administration of services which meet the needs of taxpayers, MPs and their staff. The Board ensures that IPSA exercises its statutory obligations, including:

- The review and setting of MPs' salaries;
- The review and development of the MPs' pensions scheme; and
- The operation and review of the Scheme of MPs' business costs ('the Scheme').

The Board sets the strategic priorities for IPSA as an organisation ensuring it is efficient, cost-effective and fit for purpose and delivers its objectives. In doing so, the Board:

- Contributes to the development and articulation of IPSA's vision, values, strategies and plans;
- Sets the policy framework for MPs' business costs;
- Oversees the development of, and approves, a Corporate Plan, Annual Report and Estimate of IPSA's use of resources; and
- Sets the risk appetite and approves the framework of internal controls in support of the achievement of IPSA's strategic objectives.

The Board also:

- Reviews and approves the Scheme for MPs' business costs and assesses and ensures compliance with Scheme rules;
- Determines the salaries to be paid to MPs, including mechanisms for review and up-rating of salaries;
- Scrutinises the performance of the organisation in meeting its objectives and holds the Executive to account for their delivery;
- Determines and reviews the procedures used by the Compliance Officer;
- Proposes and, from time to time, revises a code of conduct for members of IPSA's Board; and
- Appoints and determines the terms and conditions of the Chief Executive.

The Board meets normally no less than once every two months either in person at IPSA's offices or via virtual meeting platforms, with notice given well in advance. The Board currently has two subcommittees: the Audit and Risk Assurance Committee and the People Committee. The respective remits of the subcommittees are detailed in the Board's [Standing Orders](#).

Now is an important time to be a Board member of the Independent Parliamentary Standards Authority, as the organisation is embarking on a major programme of transformation (as set out by the 3-year [Corporate Plan 2021-24](#)), with a desire to put customer service at the forefront of its regulatory functions.

Its purpose, mission and values have recently been reviewed and revised following extensive internal and external engagement and IPSA has secured additional funding through the [Speaker's Committee for IPSA](#) (SCIPSA) to deliver its Corporate Plan.

The Board of IPSA is made up of a Chair and four members. The Parliamentary Standards Act 2009 requires that:

- At least one member must have held, but no longer hold, high judicial office;
- At least one member must be eligible for appointment as a statutory auditor by virtue of Chapter 2 of Part 42 of the Companies Act 2006; and
- At least one of the members (the 'Parliamentary Member') who has been (but is no longer) a member of the House of Commons.
- Apart from the Parliamentary Member, no one who has been an MP at any time within the last five years may be a member of the Board of IPSA.

In this recruitment and pursuant to the Parliamentary Standards Act 2009, we are seeking an individual who has held (but no longer holds) high judicial office within the meaning of [Part 3 of the Constitutional Reform Act 2005](#) to join the Board **from 1 January 2024 for a term of up to 5 years**.

IPSA is keen to diversify the Board both demographically and professionally and hopes applications will be received from a range of candidates with diverse backgrounds. We would particularly welcome applications from a diverse range of candidates across the protected characteristics and who are based across the UK.

Key responsibilities

This Board member plays a pivotal role in the governance, scrutiny, and direction-setting of the organisation. In particular, and working with other members of the Board, the postholder:

- Supports the Chair and Executive of IPSA in developing its Corporate Plan, approving its Annual Report and Accounts, and budget Estimate;
- Establishes with the Board the strategic direction of IPSA and ensures compliance with IPSA's statutory duties including reviewing and setting MPs' pay, reviewing and developing the MPs' pension scheme, and establishing the Scheme of MPs' Business Costs;
- Works closely with the Chair, Board, and Executive to maintain strategic direction and monitor performance, including legal compliance, risk management, and the promotion of IPSA's vision and values;

- Commits to and demonstrably displays IPSA's values in their interactions and behaviours, abides by the Board's code of conduct, and supports equality, diversity, and inclusion;
- Works with other members of the Board to help fulfil its statutory function; and

Remuneration: £500 per day.

Length of term: up to five years (with the possibility of reappointment subject to open competition).

Time commitment: this role requires a commitment of approximately 2-3 days a month. Board meetings are held in London to an agreed schedule, no less frequently than once every two months, and can exceptionally take place virtually.

Independence and political activity

The IPSA Board's Code of Conduct requires that Board members must observe the highest standards of impartiality, integrity, and objectivity in carrying out their duties and responsibilities. IPSA is fully independent of both the Government and Parliament.

IPSA operates in a political environment and must maintain the confidence of MPs of all parties as well as their staff. Political restrictions are set out in statute, and the IPSA Code of Conduct:

- The Parliamentary Standards Act 2009 states that Members of IPSA (other than the designated Parliamentary Member) cannot have been a member of the House of Commons at any time within the last five years.
- The Board member may not occupy paid party-political posts or hold particularly sensitive or high roles in a political party, nor engage in specific political activities or matters directly affecting the work of IPSA. Further details are included in the [IPSA Code of Conduct for Members](#).

Past political activity is not a bar to Board membership, and we welcome applicants who can demonstrate political awareness. However, in the interests of transparency, applicants will be asked to disclose political activity within the last 10 years.

Standards in Public Life

Although the appointment does not come within the remit of the Commissioner for Public Appointments, it is being made using a process which takes into account the relevant guidance in the Government's Governance Code. The Seven Principles of Public Life, the 'Nolan' Principles to be upheld by all those taking up Public Appointments, are included at Annex D.

Security clearance

CTC (Counter Terrorist Check) security clearance is required. This involves successful completion of the Baseline Personnel Security Standard and a Security Questionnaire, a check of both spent and unspent criminal records, a check of Security Service (MI5) records, and of company records (e.g. personal files, staff reports, sick leave returns and security records).

We are looking for applicants with the ability to operate and influence at Board level. Previous non-executive board experience is not essential for this role.

Applicants will need to have held (but no longer hold) high judicial office within the meaning of [Part 3 of the Constitutional Reform Act 2005](#). To fulfil this requirement, candidates must have held office as a judge in either:

- Supreme Court;
- the Court of Appeal in England and Wales;
- the High Court in England and Wales;
- the Court of Session;
- the Court of Appeal in Northern Ireland;
- the High Court in Northern Ireland; or
- Lord of Appeal in Ordinary;

A person appointed to the office of Lord Chancellor on or after 12 June 2003 who holds, or held, office of a kind referred to above is to be regarded as holding, or having held, high judicial office only if they have ceased to be Lord Chancellor by virtue of that appointment, and holds, or held, the qualifying office otherwise than by virtue of that appointment as Lord Chancellor.

The successful candidate will need to act, and be seen to act, with independence, objectivity, and transparency. Applicants will therefore need to demonstrate integrity, sound judgement, an exemplary commitment to the [Nolan principles of public life](#), and an understanding of the importance of upholding the profile and reputation of IPSA and democracy.

Candidates will need to provide evidence in their application of ability in the areas listed as essential below and ideally one or more of those listed as desirable.

Essential

- Demonstrable understanding of organisational governance, with the ability to challenge and advise on complex matters, such as pay and pensions issues, and capacity to consider multi-faceted regulatory and policy issues with an open mind.
- Awareness of the UK's political environment and challenges MPs and their staff face.
- Track record of operating in an environment where decisions are under constant public scrutiny and of demonstrating integrity, objectivity, and transparency in decision making.
- Ability to influence and work collaboratively and collectively at Board level, fostering open, constructive and robust dialogue, continuously improving Board and IPSA performance, and respecting boundaries between non-executive and executive responsibility.
- Clear commitment to equality, diversity, and inclusion, and [the Nolan principles of public life](#).
- An unwavering ability to operate with objectivity, independence, and discretion, display sound, strategic judgement, and grasp challenging and consequential issues fully and quickly.

Desirable

- Experience of contributing to the leadership and strategic direction of a changing organisation.
- Specialism, experience in providing advice and decisions on, or keen interest in data protection or information governance legislation and case-law, or pay, pensions, and tax.

IPSA has appointed Veredus as an executive search firm for this appointment and they will manage the campaign. IPSA recognises the importance of its role as an enabler of diversity amongst MPs and is committed to being a diverse and inclusive organisation. IPSA welcomes applicants from all backgrounds, and from across the UK and are looking for candidates with a range of skills, experience, and knowledge, particularly in the areas outlined above. We encourage applications from candidates across all protected characteristics.

To apply for this post, you will need to submit the following documentation, via the Veredus website – www.veredus.co.uk, quoting the reference number: 11221 – **Board Member (Former High Judicial Officeholder)**, IPSA by no later than **9:00am GMT Monday 30th January 2023**.

1. A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps.
2. A **Supporting Statement** (around two pages) providing evidence of how your personal skills, qualities and experience meet the criteria for the role.
3. A completed **Diversity Monitoring Form** (Annex A). All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'.
4. A completed **Candidate Supporting Information Form** (Annex B).

5. A completed **Candidate Political Activity Form** (Annex C).

Word versions of the forms can be found on the Veredus website under Ref 11221 Supporting Documentation for ease of completion. All submissions will receive an automated response. If you do not receive confirmation of receipt when submitting your application, please contact us at centralgovernment@veredus.co.uk

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here:

www.veredus.co.uk/privacy-and-cookies

Should you encounter any issues with your online application please get in touch with us via: centralgovernment@veredus.co.uk

Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultant at Veredus:

- Antony Harvey on 07716 226020 – Antony.Harvey@veredus.co.uk
- James Greengrass on 0207 932 4286 James.greengrass@veredus.co.uk

We are committed to making reasonable adjustments in order to support candidates with disabilities and ensure that you are not disadvantaged in the recruitment and assessment process.

If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact Veredus in the first instance.

This appointment is made in accordance with the process set out in the Parliamentary Standards Act 2009. The Act provides that a preferred candidate is selected by the Speaker on merit on the basis of a fair and open competition, and with the agreement of the Speaker's Committee for the IPSA. The Board member is to be appointed by His Majesty the King following an address by the House of Commons.

The Speaker has appointed a selection panel to manage the recruitment process and to make recommendations in respect of the proposed appointment. The panel will interview the shortlisted candidates and report to the Speaker the candidates whom it deems appointable. The Speaker will then make the final selection from the panel's list of appointable candidates.

The selection panel will be as follows:

- Cindy Butts, lay member of the Speaker's Committee for the IPSA
- Sir David Crausby, former Member of Parliament
- Sarah Laessig, Independent chair of the panel
- Richard Lloyd, Chair of IPSA
- Theresa Middleton, lay member of the Speaker's Committee for the IPSA

When you submit your application, you will receive an acknowledgement. Veredus will update you once the selection panel has reviewed all the applications after the closing date.

Full details of the selection and assessment process will be made available to shortlisted candidates once the shortlist has been completed.

It will only be possible to provide feedback to candidates who progress to final interviews.

Guaranteed Interview Scheme

The panel is operating a Guaranteed Interview Scheme (GIS) for candidates with a disability. We are committed to offering an interview with all applicants who have a disability and who provide evidence of meeting the minimum requirements necessary for the post, as set out in this applicant pack.

To be eligible, your disability must be within the definition laid down in the Equality Act 2010. A disabled person is defined by the Equality Act 2010 as someone who has a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities. For the purposes of this policy, these words have the following meanings:

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted, or is likely to last, 12 months (there are special rules covering recurring or fluctuating conditions)
- 'Normal day-to-day activities' include everyday things like eating, washing, walking and going shopping.

Should you consider yourself eligible to apply for this post under the Guaranteed Interview Scheme, please note this in your application, and make this clear to Veredus.

INDICATIVE TIMELINE

Please note that these dates are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know in your application letter.

The anticipated timetable is as follows:

Application Closing Date	9:00am GMT Monday 30 th January 2023
Longlisting Decision	W/C 6 th February
Shortlisting Decision	W/C 27 th February
Informal Discussions with IPSA*/Referencing	Post shortlist
Final Panel Interviews	W/C 20 th March
Speaker / Speaker's Committee Decision	Spring 2023
Motion in House of Commons	Spring 2023
Appointment Confirmed by Royal Warrant	Summer 2023

*Shortlisted candidates will be given the opportunity to meet a member of the IPSA Board and the IPSA chief executive prior to the final interview.

Shortlisting interviews with Veredus will be virtual. It is likely that final interviews with the recruitment panel will take place face-to-face, in London, in the week indicated above. The option of a virtual final interview will be available for candidates who are unable to attend a physical interview due to COVID, or any other mitigating health condition. Further information will be provided to candidates who progress to shortlisting.

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process. It may not be possible to offer alternative dates.

ANNEX A – EQUALITY AND DIVERSITY MONITORING FORM

The intention of monitoring and analysis is to establish if there are different success rates between genders, people of different sexual orientation, ages, socio-economic backgrounds, ethnic backgrounds or faiths, and people with disabilities. If there are differences in success rates it will enable action to be taken to ensure that no group is treated unfairly. Your answers will be treated confidentially and will not affect your application in any way.

Section A: National identity

Which of the following do you feel you most identify with?

British/English/Northern Irish/Scottish/Welsh	<input type="checkbox"/>
Dual Nationality: British and other (specify if you wish)	<input type="checkbox"/>
Any other nationality (specify if you wish)	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Section B: Ethnic background

Asian	Bangladeshi	<input type="checkbox"/>
	Chinese	<input type="checkbox"/>
	Indian	<input type="checkbox"/>
	Pakistani	<input type="checkbox"/>
	Other (specify if you wish):	<input type="checkbox"/>
Black	African	<input type="checkbox"/>
	Caribbean	<input type="checkbox"/>
	Other (specify if you wish):	<input type="checkbox"/>
Mixed	Asian and White	<input type="checkbox"/>
	Black African and White	<input type="checkbox"/>
	Black Caribbean and White	<input type="checkbox"/>
	Any other Mixed background (specify if you wish):	<input type="checkbox"/>
White	Any White background	<input type="checkbox"/>
Other	Arab	<input type="checkbox"/>
	Gypsy or Traveller	<input type="checkbox"/>
	Latin American	<input type="checkbox"/>
	Roma	<input type="checkbox"/>
	Other (specify if you wish):	<input type="checkbox"/>
Prefer not to say		<input type="checkbox"/>

Section C: Disability

The Equality Act 2010 defines a person with a disability as someone who has a physical or mental impairment that has a more than minor adverse effect on their ability to carry out normal day-to-day activities, that has lasted or is likely to last for at least 12 months. These include mental health conditions, neurodiverse conditions such as dyslexia and long-term health conditions.

Do you consider yourself to have a disability?

Yes (specify if you wish):	
No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Section D: Sexual orientation

Which of the following do you feel you most identify with?

Bi/bisexual	<input type="checkbox"/>
Gay/lesbian	<input type="checkbox"/>
Heterosexual	<input type="checkbox"/>
Prefer to self-describe (specify if you wish)	
Prefer not to say	<input type="checkbox"/>

Section E: Gender identity

Which of the following do you feel you most identify with?

Man	<input type="checkbox"/>
Woman	<input type="checkbox"/>
Prefer to self-describe (specify if you wish):	
Prefer not to say	<input type="checkbox"/>

Do you identify as trans?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Is your gender identity the same that you were assigned at birth?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Section F: Social mobility

What type of school did you mainly attend between the ages of 11 and 16?

State-run or state-funded school, non-selective	<input type="checkbox"/>
State-run or state-funded school, selective on academic, faith or other grounds	<input type="checkbox"/>
Independent or fee-paying school - bursary	<input type="checkbox"/>
Independent or fee-paying school – no bursary	<input type="checkbox"/>
Attended school outside the UK	<input type="checkbox"/>
Don't know	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

At least one has a degree level qualification	<input type="checkbox"/>
Qualifications below degree level	<input type="checkbox"/>
No formal qualifications	<input type="checkbox"/>

Thinking back to when you were aged about 14, which best describes the sort

Not applicable	<input type="checkbox"/>
Don't know	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

of work the main/highest income earner in your household did in their main job?

Professional occupations such as: accountant, civil servant, solicitor, teacher, nurse, social worker, musician, police officer, software designer	<input type="checkbox"/>
Intermediate occupations such as: secretary, office clerk, call centre agent, nursery nurse, restaurant manager, warehouse manager	<input type="checkbox"/>
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	<input type="checkbox"/>
Technical, service and craft occupations such as: mechanic, fitter, plumber, printer, gardener, train driver, postal worker, machine operative, security guard	<input type="checkbox"/>
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, bar staff	<input type="checkbox"/>
Unemployed	<input type="checkbox"/>
Retired	<input type="checkbox"/>
Not applicable	<input type="checkbox"/>
Don't know	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>
Other	<input type="checkbox"/>

Would you describe yourself as coming from a disadvantaged background?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Don't know	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>

Section G: Caring responsibilities

Do you have any caring responsibilities for a child, children and/or other adults?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

Section H: Age

Do you have any caring responsibilities for a child, children and/or other adults?

16-25	<input type="checkbox"/>
26-35	<input type="checkbox"/>
36-45	<input type="checkbox"/>
46-55	<input type="checkbox"/>
56-65	<input type="checkbox"/>
66+	<input type="checkbox"/>

ANNEX B – CANDIDATE SUPPORTING INFORMATION FORM

PERSONAL INFORMATION:				
SURNAME				
FIRST NAME		INITIAL(S):		TITLE:
PERMANENT HOME ADDRESS FOR CORRESPONDENCE (including post code):				
MOBILE and/or HOME TELEPHONE NUMBER(S):				
WORK TELEPHONE NUMBER:				
Can we contact you at work?	Yes / No			
EMAIL ADDRESS: (personal and/or work)				

EMPLOYMENT DETAILS:	
MOST RECENT EMPLOYER (ORGANISATION):	
MOST RECENT JOB TITLE:	
STATUTORY REQUIREMENT:	
Please set out how you are eligible for appointment as a former holder of high judicial office under Part 3 of the Constitutional Reform Act 2005:	
AVAILABILITY:	
PLEASE GIVE ANY DATES THAT YOU ARE <u>UNAVAILABLE</u> TO ATTEND AN INTERVIEW:	
NATIONALITY:	
Please indicate your nationality at birth:	
Please indicate your current nationality:	
Are there any restrictions on your continued residence and/or employment within the UK?	

ANNEX C – CANDIDATE POLITICAL ACTIVITY FORM

Individuals who have been politically active should not be discouraged from applying, and political understanding is important to IPSA. However, for the purposes of transparency, we ask you to outline any political activity in the last ten years.

ANNEX D – The Seven Principles of Public Life

The Seven Principles of Public Life (also known as the Nolan Principles) apply to anyone who works as a public office-holder. This includes all those who are elected or appointed to public office, nationally and locally, and all people appointed to work in the Civil Service, local government, the police, courts and probation services, non-departmental public bodies (NDPBs), and in the health, education, social and care services. All public office-holders are both servants of the public and stewards of public resources. The principles also apply to all those in other sectors delivering public services.

1.1 Selflessness

Holders of public office should act solely in terms of the public interest.

1.2 Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

1.3 Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

1.4 Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

1.5 Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

1.6 Honesty

Holders of public office should be truthful.

1.7 Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.