

Document 1

From: [redacted]@dcms.gov.uk **On Behalf Of** Private Office Support Mailbox

Sent: 07 December 2021 12:43

To: Cabinet Secretary for Constitution, External Affairs and Culture
<CabSecCEAC@gov.scot>

Cc: Public Appointments Mailbox <publicappointments@dcms.gov.uk>

Subject: URGENT - LETTER FROM NADINE DORRIES MP AT DCMS

Dear Mr Robertson

Please find attached the letter.

Thank you

Private Office Support

***** All DCMS email addresses have changed from @culture.gov.uk to @DCMS.gov.uk *****



**Department for
Digital, Culture
Media & Sport**

Angus Robertson MSP
The Scottish Parliament
Edinburgh
EH99 1SP

Rt Hon Nadine Dorries MP Secretary of State for Digital, Culture, Media and Sport,
4th Floor, 100 Parliament Street London SW1A 2BQ

E: enquiries@dcms.gov.uk

www.gov.uk/dcms 7

December 2021

MC2021/20839/DC

Dear Angus,

I am writing regarding the appointment of a new Scotland Member to the Board of the BBC, to replace Steve Morrison whose term comes to an end on 2nd January 2022.

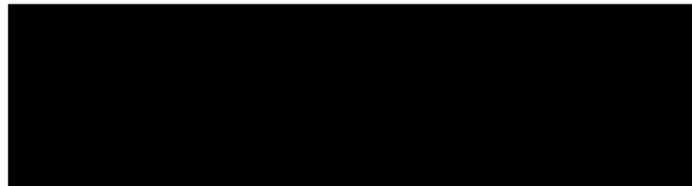
Per the BBC's Royal Charter, this is an appointment made by Her Majesty The Queen with the agreement of Scottish Ministers.

Following an interview process carried out by an Advisory Assessment Panel including Jonathan Pryce as a representative of the Scottish Government, the Prime Minister would like to recommend the appointment of Muriel Gray to the post.

The Panel noted Muriel's passion for the BBC, energy and enthusiasm for the role, and a clear understanding of the strategic challenges that face the organisation, as well as a wealth and variety of expertise that would make her well-suited to the position.

In order to ensure continuity of representation on the board, this recommendation is expected to go to the Privy Council for approval at their December meeting, and as such, should you agree with this appointment, a response by 9th December would be greatly appreciated.

Yours sincerely,



Rt Hon Nadine Dorries MP

Secretary of State Digital, Culture, Media and Sport

Cabinet Secretary for Constitution, External Affairs

and Culture



Scottish Government
Riaghaltas na h-Alba
gov.scot

Document 2

Angus Robertson MSP

T: 0300 244 4000

E: scottish.ministers@gov.scot

Rt Hon Nadine Dorries MP
Secretary of State for Digital, Culture, Media and
Sport
4th Floor, 100 Parliament Street
London
SW1A 2BQ

9th December 2021

Dear Nadine

Thank you for your letter of 7 December 2021 regarding the appointment of a new Scotland Member to the Board of the BBC. I am dissatisfied, however, with the unacceptably short time-scale you have allowed for a response from Scottish Ministers demonstrating a lack of respect for what should be our shared role in this appointment.

You indicate the Prime Minister is proposing that Muriel Gray be appointed to the post. I note that Ms Gray was one of three candidates deemed appointable by the interview panel.

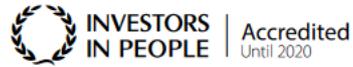
I am therefore content to note the recommendation as Ms Gray was recognised as an appointable candidate.

I must highlight, as I mentioned above, that you have asked me to respond to you by 9 December 2021 giving me only two days to consider this matter, and have provided no clear rationale as to why Ms Gray was chosen over the other appointable candidates. I am also unclear why the views of Scottish Ministers have only been sought after the choice has been made, rather than as part of the consideration of the three appointable candidates.

You said you needed this quick response to ensure continuity of representation on the board and to meet Privy Council deadlines. However, it is also the case that the interviews and panel report were concluded in July and we have had no explanation for the extended delay of five months so far in making this appointment.

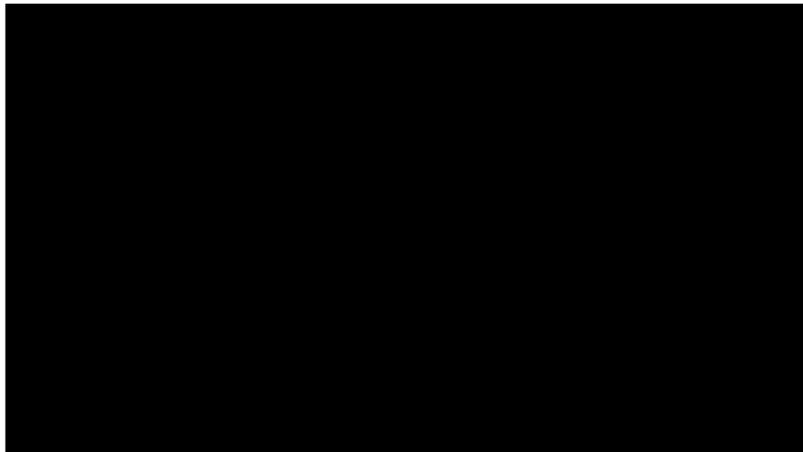
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The Scottish Parliament, Edinburgh EH99 1SP
www.gov.scot



Amid what I can only describe as a climate of distrust about public appointments in broadcasting at the moment, I seek your assurance that this delay does not reflect any difficulty we need to be aware of regarding this important appointment for the BBC Board Member who represents audiences in Scotland.

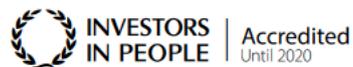
Best wishes,



ANGUS ROBERTSON

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www.gov.scot



Document 3

From: [redacted]@dcms.gov.uk **On Behalf Of** Private Office Support Mailbox

Sent: 10 December 2021 16:25

To: Cabinet Secretary for Constitution, External Affairs and Culture
<CabSecCEAC@gov.scot>

Cc: Public Appointments Mailbox <publicappointments@dcms.gov.uk>

Subject: Letter from Julia Lopez MP at DCMS

Dear Mr Robertson

Please find attached the letter.

Thank you

Private Office Support

***** All DCMS email addresses have changed from @culture.gov.uk to @DCMS.gov.uk *****



Department for
Digital, Culture,
Media & Sport

Dear Angus,

Julia Lopez MP
Minister of State for Media, Data
and Digital Infrastructure
4th Floor
100 Parliament Street
London SW1A 2BQ

E: enquiries@dcms.gov.uk

www.gov.uk/dcms
[S](#)

10 December 2021

MC2021/21014/DC

Angus Robertson MSP
Cabinet Secretary for Constitution, External Affairs
and Culture
The Scottish Parliament
Edinburgh
EH99 1SP

Thank you for your letter of 9th December. I am responding on behalf of the Secretary of State, who is currently in the US.

Firstly, I must apologise for the short time scale with which we requested a response, but I can assure you that we do respect your role in this process; this is indeed why we included a Scottish Government representative on the Panel - Jonathan Pryce, Director for Culture, Tourism and Major Events, Scottish Government - in order to ensure that the Scottish Government was represented throughout the process.

The panel's collective view on Muriel Gray, including that of Mr Pryce, was that she was a very strong candidate; they were struck by her clear passion for the BBC and throughout her interview, she demonstrated her energy and enthusiasm for the role, pointing to the verve and dynamism she would likely bring to the BBC Board. She demonstrated a clear understanding of the strategic challenges facing the BBC, including the digital agenda and challenges to the current licence fee model. The Panel commended the candidate's transferable commercial expertise, significant non-executive experience, excellent understanding of governance, and clear collegiate and cooperative approach. The Panel also commended the candidate as a very strong applicant with a significant depth and breadth of relevant expertise as per the advertised role specification. Muriel demonstrated a strong knowledge of the culture, characteristics and affairs of the people, and broadcasting issues, in Scotland; and an excellent understanding of views of audiences and public opinion in Scotland.

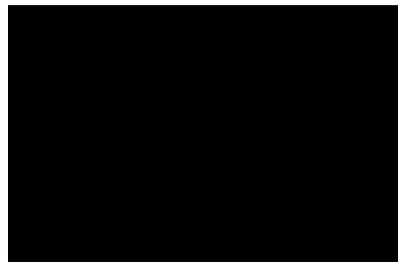
I also want to assure you that due process has been followed and we believe the best candidate has been identified for this important role. Interviews were, indeed, concluded in July, however the subsequent reshuffle impacted on timings across all appointments. Therefore this delay in making a decision does not reflect any difficulty with regards to this important appointment. We are now in a position of wanting to ensure the BBC Board is able to function as effectively as possible - in particular in this case, to ensure that Scottish

perspectives continue to be represented without a gap, which would arise if a new Board Member for Scotland were not appointed in a timely way.



We would be very grateful if you could consider this appointment in time for the Privy Council Meeting on Wednesday 15th December, however please let me know if you have further questions regarding this appointment.

With Best Wishes,



Julia Lopez MP
Minister of State
Minister for Media, Data and Digital Infrastructure



Document 4

Cabinet Secretary for Constitution, External Affairs

and Culture

Angus Robertson MSP



Scottish Government
Riaghaltas na h-Alba
gov.scot

T: 0300 244 4000

E: scottish.ministers@gov.scot

Julia Lopez
Minister of State for Media, Data and Digital
Infrastructure
4th Floor
100 Parliament Street
London SW1A 2BQ

20 December 2021

Dear Julia

Thank you for your letter of 10 December regarding the proposed appointment of Muriel Gray as the Scotland Member of the BBC Board.

I appreciate the fuller explanation you have provided as to why you selected Ms Gray and your assurance that the significant delay in this appointment process was as a result of a reshuffle that impacted on all appointments and that due process has been followed throughout.

I cannot agree, however, with your assertion that Scottish Government was involved throughout the process since we were not part of the final decision to select one of the three candidates deemed appointable, the result of which you only informed us about on 7 December.

You mention you require a quick decision to ensure Scottish perspectives continue to be represented at the BBC Board, something that is of great importance to Scottish Ministers.

While a more efficient process on your part would have avoided this undesirable haste, I have considered this appointment and, since Ms Gray was deemed appointable by the panel, I accept that her nomination can go forward to the Privy Council Meeting on 15 December.

Yours aye,



ANGUS ROBERTSON

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www.gov.scot



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Document 5

From: [redacted]@dcms.gov.uk>
Sent: 15 December 2021 13:49
To: [redacted]@dcms.gov.uk>
Cc: [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: Re: BBC Member for Scotland

Thanks [redacted],

Yes, I hope we'll be able to get this out before the end of the year - in advance of the target start date for the new Board Member on 3rd January.

Many thanks, [redacted]

From: [redacted]@dcms.gov.uk>
Sent: 15 December 2021 13:46
To: [redacted]@gov.scot>
Cc: [redacted]@dcms.gov.uk; [redacted]@gov.scot>
Subject: Re: BBC Member for Scotland

Hi [redacted]

Yes - that is correct. We will definitely let you know on announcement.

[redacted] - I think likely to be end of this year now or early next?

[redacted]

From: [redacted]
Sent: 15 December 2021 13:33
To: [redacted]@dcms.gov.uk>
Cc: [redacted]@dcms.gov.uk' <[redacted]@dcms.gov.uk>; [redacted]@gov.scot>
Subject: RE: BBC Member for Scotland

Hi [redacted]

I understand from the Cabinet Secretary, Mr Robertson's private office that verbal agreement was provided yesterday prior to the meeting of the Privy Council today. You mentioned that if this goes to this meeting then there would likely be an announcement this month or in January. I would be grateful if you let us know in advance of any announcement plans.

Best,

[redacted]

Scottish Government | Culture and Historic Environment Division | Area 2-G South |

Victoria Quay | Edinburgh | EH6 6QQ
Mob: [redacted]

From: [redacted]
Sent: 10 December 2021 13:19
To: [redacted]@dcms.gov.uk>
Cc: [redacted]@dcms.gov.uk; [redacted]@gov.scot>
Subject: RE: BBC Member for Scotland

Thank you [redacted] and we would be grateful for updates as soon as you have them.

Best,
[redacted]

[redacted]
Scottish Government | Culture and Historic Environment Division | Area 2-G South |
Victoria Quay | Edinburgh | EH6 6QQ
Mob: [redacted]

From: [redacted]@dcms.gov.uk>
Sent: 10 December 2021 12:43
To: [redacted]@gov.scot>
Cc: [redacted]@dcms.gov.uk; [redacted]@gov.scot>
Subject: Re: BBC Member for Scotland

Hi [redacted],

[redacted] is on leave today so I will pick this up in his absence. We have indeed now sent a letter to Minister Robertson requesting that he approve a candidate for this role. We have received a response today that the Minister requires a little more reassurance which we are trying to get back to him today. We would very much still like to submit this to Privy Council on 15th December if at all possible given the current board member's term ends in January and there is no January Privy Council. If we are able to make the Dec council, it is likely that we will announce in December or January but we can let you know the definite date.

Thanks
[redacted]

On Fri, 10 Dec 2021 at 12:00, <[redacted]@gov.scot> wrote:

Hi [redacted]

I understand that a letter regarding the above is being dealt with through Private Office. In the meantime, I am getting in touch to ask about announcement plans and would be grateful if you can provide detail on the plans. I look forward to hearing from you.

Many thanks,
[redacted]

Scottish Government | Culture and Historic Environment Division | Area 2-G South |
Victoria Quay | Edinburgh | EH6 6QQ

Mob: [redacted]

Document 6

From: [redacted] <[redacted]@dcms.gov.uk>

Sent: 20 December 2021 11:45

To: [redacted]@gov.scot>

Cc: [redacted]@dcms.gov.uk; [redacted]; Sizeland B (Bettina)
<Bettina.Sizeland@gov.scot>

Subject: Re: BBC Member for Scotland

Hi all,

In light of the media already picking up on this - the announcement is now scheduled to go live at 5.00pm today.

Many thanks,
[redacted]

Document 7

From: [redacted] <[redacted]@dcms.gov.uk>

Sent: 20 December 2021 10:01

To: [redacted]@gov.scot>

Cc: [redacted]@dcms.gov.uk; [redacted]@gov.scot>; Sizeland B (Bettina) <Bettina.Sizeland@gov.scot>

Subject: Re: BBC Member for Scotland

Announcement text is attached.

Many thanks,
[redacted]

Document 7a

Muriel Gray appointed as British Broadcasting Corporation Board Member for Scotland

Muriel Gray has been appointed to the Board of the British Broadcasting Corporation (BBC) as the Scotland Nation Member for a term of four years from 3rd January 2022 to 2nd January 2026. Under the terms of the BBC Royal Charter, appointment of the BBC Chair and Nation Board Members is made by HM The Queen, on recommendation from Ministers.

Muriel Gray graduated from Glasgow School of Art, working first as an illustrator and then as assistant head of design at the National Museum of antiquities in Edinburgh. Presenting Channel 4's live seminal music programme The Tube led to a long career in broadcasting, and to the joint founding of a television production company that grew into one of the leading UK independents. Her writing career began with the best-selling horror novel The Trickster, followed by two more, Furnace and The Ancient, which Stephen King described as 'scary and unputdownable'. In addition to having been an opinion writer in a huge variety of newspapers and publications she has published three nonfiction books, many short stories in anthologies, written for TV, radio, cinema, comics and live theatre and was the chair of the judges for the Women's Prize for Literature. Muriel was the first woman rector of Edinburgh University, has been awarded two honorary decorates, from Abertay University and Glasgow School of Art validated by Glasgow University. She is the former Chair of the Board of Governors at The Glasgow School of Art, also the first woman to hold this office, and a Trustee of the British Museum.

The base fee for all BBC non-executive directors is £33,000 per annum. A committee chair fee of £5,000 is paid on top of the base fee for chairing one of the permanent committees of the Board. This appointment has been made in accordance with the [Cabinet Office's Governance Code on Public Appointments](#). The process is regulated by the Commissioner for Public Appointments. The Government's Governance Code requires that any significant political activity undertaken by an appointee in the last five years is declared. This is defined

as including holding office, public speaking, making a recordable donation or candidature for election. Muriel Gray has not declared any activity.

Document 8

From: [redacted]@gov.scot>
Sent: 20 December 2021 10:00
To: [redacted]@dcms.gov.uk>
Cc: [redacted]@dcms.gov.uk; [redacted]@gov.scot>; Sizeland B (Bettina) <Bettina.Sizeland@gov.scot>
Subject: RE: BBC Member for Scotland

Can you please share the announcement in advance?

[redacted]

From: [redacted]@dcms.gov.uk>
Date: Monday, 20 Dec 2021, 9:57 am
To: [redacted]@gov.scot>
Cc: [redacted]@dcms.gov.uk [redacted]@gov.scot>, Sizeland B (Bettina) <Bettina.Sizeland@gov.scot>
Subject: Re: BBC Member for Scotland

Good morning all,

We recognise this has been picked up in the media due to the name being listed in the Privy Council's Order in Council, so we are now working to get the announcement out as soon as possible.

We'll let you know as soon as we have the time confirmed.

Many thanks, [redacted]

From: [redacted]@gov.scot>
Sent: 20 December 2021 09:19
To: [redacted]@dcms.gov.uk>; [redacted]@gov.scot>
Cc: [redacted]@dcms.gov.uk; Sizeland B (Bettina) <Bettina.Sizeland@gov.scot>
Subject: RE: BBC Member for Scotland

Hi [redacted], thanks for the information – we're obviously approaching holiday time and it looks like this might be made public over the festive season so can you make sure you copy [redacted] and Bettina Sizeland once you have the draft announcement and proposed announcement date. Please can you ensure you let us know **in advance** when the announcement of the BBC Board Member for Scotland will be.

Best,
[redacted]



**DCMS PUBLIC APPOINTMENTS
INTERVIEW ADVISORY ASSESSMENT PANEL REPORT
BBC Scotland Member**

Report Summary

1. This report describes the outcome of the public appointments process to select appointable candidates for the role of Scotland Member on the board of the BBC.
2. I chaired the Advisory Assessment Panel. I was joined by Richard Sharp, BBC Chair, Catherine Baxendale and [redacted s38(1)(b)] as Independent Panel Members, and Jonathan Pryce, representing Scottish Government.
3. There were a total of 20 individual applications. 20 applicants returned a diversity monitoring form. Of these:
 - [redacted s38(1)(b)] applicants identified themselves as female.
 - [redacted s38(1)(b)] applicants were from a BAME background.
 - [redacted s38(1)(b)] applicants declared a disability.
4. Out of a strong long list, seven candidates were shortlisted for interview at the sift stage. Of these, there were [redacted s38(1)(b)] female candidates, [redacted s38(1)(b)] candidates were from a declared BAME background and [redacted s38(1)(b)] declared a disability. **Diversity data for individual candidates was not made available to the Panel.**
5. The panel were content that the shortlist included individuals with a broad range of relevant experience and expertise, with a breadth of credible candidates covering a number of relevant and useful skills.

OFFICIAL SENSITIVE

6. Interviews were held on the 17th July and were conducted remotely using Google Meets.
7. Following interview, the panel identified the following 3 candidates as appointable to the role (listed alphabetically by surname):
 - [redacted s38(1)(b)]
 - Muriel Gray
 - [redacted s38(1)(b)]
8. A summary of the appointable candidates is provided below at [Annex A](#), including a summary of any conflicts of interest.
9. The role specification is at [Annex B](#) and outline of the assessment approach is at [Annex C](#).
10. Details of the candidates found not appointable is provided at [Annex D](#).
11. This appointments campaign was administered directly by the Public Appointments team at DCMS, where [redacted s38(1)(b)] was the lead official for this appointment process.
12. The interview process was undertaken in accordance with the Governance Code and with the Principles of Public Appointments.
13. I can confirm that the Advisory Assessment Panel was in agreement with the recommendations.

Robert Specterman-Green

DCMS Director, Media and Creative Industries

Summary of appointable candidates (listed in alphabetical order)

A. [redacted s38(1)(b)]

[redacted s30(b)(i) s30(b)(ii)]

The Panel assessed [redacted s38(1)(b)] as **appointable**.

B. Muriel Gray

[redacted s30(b)(i) s30(b)(ii)]

The Panel assessed Muriel Gray as **appointable**.

C. [redacted s38(1)(b)]

[redacted s30(b)(i) s30(b)(ii)]

The Panel assessed [redacted s38(1)(b)] as **appointable**.

Role Specification

Essential Criteria

Prospective candidates for the role need to be able to demonstrate a commitment to the independence, mission and public purposes of the BBC, as well as demonstrating that they meet a majority of the following criteria to a high degree:

- Experience working at a high level of public or commercial life in the UK with experience of senior leadership roles or board roles or equivalent;
- An understanding of the key challenges and opportunities facing the media and broadcasters market and/or the creative industries in the UK, and globally;
- A proven ability to think through complex issues strategically, independently and imaginatively;
- Excellent communication and relationship management skills, and the ability to represent the BBC to a wide range of stakeholder groups, including audiences, parliamentarians and the media; and,
- Ability to challenge and vigorously scrutinise in the public interest, the operation of the BBC, including delivery of impartiality and global reach.

Desirable Criteria:

- Experience of financial management and a good understanding of audit, governance, risk management and control.

Scotland Board Member

In addition to the essential and desirable skills and experience listed above, applicants for the role of Scotland Board member must be able to demonstrate the following attributes:

- A strong knowledge of the culture, characteristics and affairs of the people, and broadcasting issues, in Scotland; and
- An understanding of views of audiences and public opinion in Scotland.

Approach to assessment

- References were not taken up.
- No recruitment consultant was used at any stage of the process.
- Due diligence checks were conducted on all shortlisted candidates prior to interview. No significant concerns were identified so these checks were not raised with candidates. Details of due diligence are included in the accompanying submission and full due diligence reports are available.

For each candidate, I described the structure of the interview and the public appointments decision process. Candidates were asked to open the interviews with a short presentation on:

‘How would you approach the role of being a BBC Board member in supporting and challenging the Corporation to deliver the BBC’s Mission, and in particular of representing Scotland on the BBC Board?’

The panel then probed against the essential criteria including questions that covered candidates’:

- Impartiality;
- Financial management
- Digital transformation and competition abilities
- Board experience
- Executive relationship management

I concluded the interviews with questions on potential conflicts of interest, and asked candidates about their ability to commit the required time for the roles. Finally, I offered candidates the opportunity to ask questions or to add any further contribution to the interview. This approach was consistent across all interviews.

Summary of candidates found not appointable (listed in alphabetical order)

A. [redacted s38(1)(b)]

[redacted s30(b)(i) & s30(b)(ii)]

B. [redacted s38(1)(b)]

[redacted s30(b)(i) & s30(b)(ii)]

C. [redacted s38(1)(b)]

[redacted s30(b)(i) & s30(b)(ii)]

D. [redacted s38(1)(b)]

[redacted s30(b)(i) & s30(b)(ii)]