

**HOUSE OF LORDS APPOINTMENTS COMMISSION  
MINUTES  
29 April 2025  
Room 1-02, Millbank House**

**Attendees: Baroness Deech (Chair), Baroness Noakes, Baroness Taylor, Baroness Parminter, Sir Hugh Robertson, Dame Fionnuala Jay-O'Boyle, Wayne Reynolds, Secretariat and Press Officer**

**Apologies**  
**Lord Chartres**

**Reserve list policy**

1. Members discussed the proposed policy to maintain a limited number of high quality candidates who were not selected for appointment, but who could remain under consideration for future rounds.

**Outreach**

2. Members discussed the desire to attract a diverse and high quality pool of applicants, whilst managing the challenge associated with outreach potentially resulting in a large influx of applications from individuals who are not sufficiently qualified.
3. A number of options that had been provided by the secretariat were discussed. Members felt that it would be useful to approach Lord Lieutenants and Mayors from currently underrepresented regions to highlight this route to high calibre, non party political figures in their areas.
4. Members wished to note challenges in addressing diversity factors given the small number of recommendations that they are invited to make each year. It was felt that this point should be emphasised to the political parties, who are responsible for the majority of peerage appointments, though they acknowledged recent improvements in this area.

**Annual report**

5. Members discussed the draft version of the annual report and suggested drafting changes to the covering letter to the Prime Minister. Members also addressed a point regarding naming conventions for peers.

**Assessment of crossbench candidates for interview**

6. Members discussed the interviewed candidates, and agreed which individuals should be recommended to the Prime Minister.

**Any other business**

7. The secretariat gave an update on a confidential issue, and future actions following the meeting were agreed.

**House of Lords Appointments Commission Secretariat**

**April 2025**