

Classification: [REDACTED]

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]
Date: 28 June 2022 12:17:00 PM

- Attachments:**
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 - [image024.jpg](#)
 - [image016.png](#)
 - [image018.png](#)

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Hi [REDACTED],

No problem at all – that solution seems sensible and uncontroversial to me.

[REDACTED]

Many thanks,

[REDACTED]

From: [REDACTED]@ofcom.org.uk>
Sent: 28 June 2022 11:51
To: [REDACTED]@ofcom.org.uk>
Cc: [REDACTED]@ofcom.org.uk>; [REDACTED]
[REDACTED]@ofcom.org.uk>
Subject: [REDACTED]

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Hi [REDACTED]

Following discussion with [REDACTED] noting that these are points of clarification and that the wording of the original appointment letters are different for different C4C NEDS, the addendum

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is now only making two points:

1. That as the appointment body Ofcom would be ultimately decide the termination of the appointment
2. That relevant C4C policies, the Code of Conduct for Public Sector Board Members and the Nolan principles all apply.

[REDACTED]

Best wishes,

[REDACTED]

From: [REDACTED]@ofcom.org.uk
Sent: 27 June 2022 15:47
To: [REDACTED]@ofcom.org.uk
Cc: [REDACTED]@ofcom.org.uk; [REDACTED]
[REDACTED]@ofcom.org.uk
Subject: [REDACTED]

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Hi [REDACTED]

We're also happy with DCMS's suggested amendments - except for [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Do let me know if you have any queries.

Best wishes,

[REDACTED]

[REDACTED]

From: [REDACTED] <[REDACTED]@dcms.gov.uk>
Sent: 24 June 2022 10:20
To: [REDACTED] <[REDACTED]@ofcom.org.uk>
Cc: [REDACTED] <[REDACTED]@ofcom.org.uk>; [REDACTED] <[REDACTED]@dcms.gov.uk>; [REDACTED] <[REDACTED]@dcms.gov.uk>; [REDACTED] <[REDACTED]@dcms.gov.uk>
Subject: [REDACTED]

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Dear [REDACTED]

I took the liberty of sharing the amendments you plan to make [REDACTED]
[REDACTED]

She has come back with what I hope are some helpful suggestions which I would be grateful if you and Ofcom colleagues could consider. These take the form of minor amends to proposed Addendum, attached in track changes so that they are transparent and clear. The reasoning is as follows:

- 1.
- 2.

[REDACTED]

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Regards

The Media & Creative Industries Directorate is committed to promoting fair treatment and tackling abrasive behaviour, bullying, harassment and discrimination within DCMS. For further information or to report any concerns, please [click here](#).

On Tue, 21 Jun 2022 at 09:23, [REDACTED] <[\[REDACTED\]@ofcom.org.uk](mailto:[REDACTED]@ofcom.org.uk)> wrote:

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I haven't but I will run this past [REDACTED] this week together with the revised role spec and then [REDACTED] when he's back next week.

Best wishes,

From: [REDACTED] <[\[REDACTED\]@dcms.gov.uk](mailto:[REDACTED]@dcms.gov.uk)>

Sent: 21 June 2022 09:21

To: [REDACTED] <[\[REDACTED\]@ofcom.org.uk](mailto:[REDACTED]@ofcom.org.uk)>

Cc: [REDACTED] <[\[REDACTED\]@ofcom.org.uk](mailto:[REDACTED]@ofcom.org.uk)>; [REDACTED] <[\[REDACTED\]@dcms.gov.uk](mailto:[REDACTED]@dcms.gov.uk)>; [REDACTED] <[\[REDACTED\]@dcms.gov.uk](mailto:[REDACTED]@dcms.gov.uk)>

Subject: [REDACTED]

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Thanks again.

Can I check whether you have now put this to your Chair and to C4C and if so, have they agreed the approach? If not, what is your timeline please?

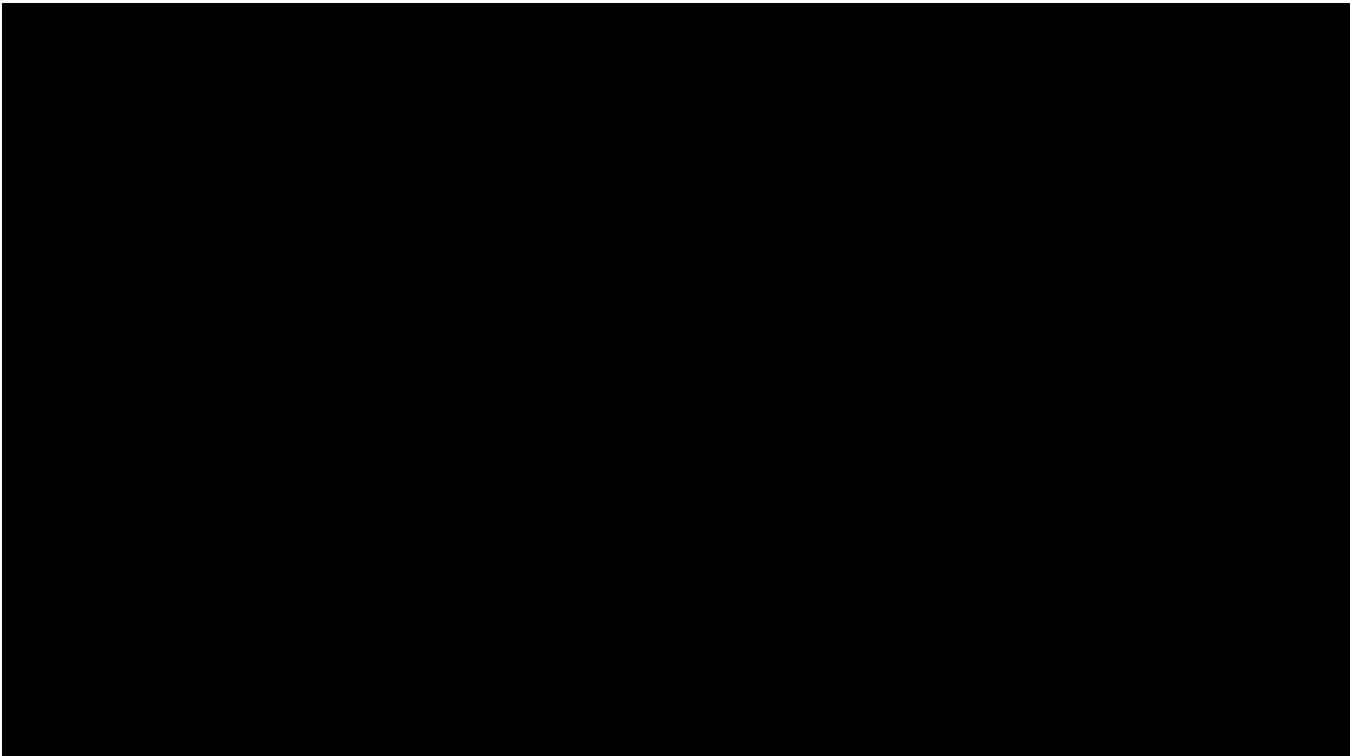
[REDACTED]



[REDACTED]

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[REDACTED]



On Fri, 17 Jun 2022 at 12:37, [REDACTED]@ofcom.org.uk> wrote:

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Dear [REDACTED]

It was very good to meet you last week and I mentioned that we were working through the changes we were proposing to make [REDACTED]. [REDACTED] [REDACTED] an addendum to their letter of appointment which will:

- a) make clear that as the appointing body, Ofcom would be responsible (in consultation with the C4C Chair and SoS, DCMS) for the termination of their appointment in the event of their performance not being satisfactory; and
- b) that all C4C policies and codes which are applicable to NEDs and which are brought to their attention must be complied with as well as the Code of Conduct for Board Members of Public Bodies. A draft of the addendum letter is attached.

I also propose to formalise the arrangements for engagement between the Ofcom Chair and the C4C Chair so the channels of communication in the event of a complaint are clear.

Arrangements between C4C and Ofcom

1. The Chair of Ofcom and C4C shall meet periodically and at least annually to discuss the

C4C Chair's performance and succession planning issues for the C4C Board.

2. The Chair of C4C shall have a direct line of contact to the Ofcom Chair to enable them to raise any issues in relation to the performance of C4C Non-Executive Directors.
3. The C4C Board has a Deputy Chair which provides a mechanism for C4C Board Directors to discuss any issues they do not wish to raise directly with the C4C Chair. The C4C Deputy Chair shall also have a direct line of contact to the Ofcom Chair.

I will need to discuss both these matters with [REDACTED].

Best wishes,

[REDACTED]

*~*****