



HM Treasury



BANK OF ENGLAND

CANDIDATE PACK

Governor

The Bank of England

April 2019

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Role Profile

Governor of the Bank of England

Term: Eight years

The position of Governor of the Bank of England will fall vacant when Mark Carney's term ends on 31 January 2020.

The Governor of the Bank of England chairs the Bank's three major policy committees – the Monetary Policy Committee, the Financial Policy Committee and the Prudential Regulation Committee (see Appendix 1: Policy Committees). As such, the Governor plays a central role in setting monetary, macro-prudential and micro-prudential policy. She/he also has senior responsibility for resolution policy and the supervision of financial market infrastructure. The Governor has senior responsibility for the Bank's culture, the Bank's strategy and its financial information. The Bank is governed by a Court of Directors, appointed by the Crown. The executive management is led by the Governor, supported by four Deputy Governors and a Chief Operating Officer, who also attends the Court (see Appendix 2: Deputy Governors and Chief Operating Officer; and Appendix 3: The Court).

The Bank employs around 4,000 staff and has a total gross expenditure of around £550 million per annum. This is funded through a mixture of income generated from deposits placed by banks and fees for some of the activities it performs.

The Governor is the Bank's principal communicator on all policy matters. Accountability to Parliament takes the form of frequent appearances before the Treasury Select Committee, and the successful candidate will be expected to attend hearings with that Committee. Hearings and evidence sessions may cover the whole range of the Bank's responsibilities. Outside Parliament, the Governor will be expected to explain the Bank's policy positions to diverse audiences in order to build and retain public confidence in the Bank's functions, to provide assurance to domestic and international markets, and to maintain the transparency of the Bank's decision-making.

The Governor is the Bank's official representative at meetings of the G7, G20, the Bank for International Settlements, and (as Alternate Governor) at the International Monetary Fund, providing opportunities to shape international financial regulatory reforms and guide international macroeconomic cooperation.

The successful candidate must demonstrate that she/he can successfully lead, influence and manage a complex and powerful financial institution, inspiring confidence and credibility within the Bank, throughout financial markets, in the wider public arena and on the international stage. She/he will need a broad range of capabilities ranging from an understanding of macroeconomics to financial markets, macro-prudential and micro-prudential supervision (see page 5 for detailed candidate requirements).

Introduction to the Bank

As the country's central bank, the Bank of England sits at the heart of the UK's economic and financial system. Its mission is to promote the good of the people of the United Kingdom by maintaining monetary and financial stability.

Sometimes known as 'the Old Lady of Threadneedle Street', the Bank was founded in 1694. The Bank's roles and functions have evolved and changed over its three-hundred year history. Since its foundation, it has been the Government's banker and, since the late 18th century, it has been banker to the banking system more generally – "the bankers' bank". The Bank is perhaps most visible to the general public through its banknotes, having had a monopoly of the issue in England and Wales since the middle of the 19th century. Through its market operations it is the ultimate source of reserves to the banking system, and its "Bank Rate" is the benchmark for all short-term sterling interest rates. It also manages the UK Government's foreign exchange and gold reserves, and operates the High Value Payment System.

Having been nationalised in 1946, the Bank is now owned by the UK Government, and is accountable to both Parliament and the general public. The Bank is most closely associated with monetary policy. It has operational independence to set interest rates so as to achieve a monetary stability target set by the Government – currently an inflation target based on the Consumer Prices Index. Policy decisions are taken by the Bank’s Monetary Policy Committee (MPC) and implemented through the Bank’s financial market operations.

The Bank’s role in promoting financial stability was expanded following the crisis of 2007-2009. In 2009, the Bank became responsible for the resolution of failing banks, and for the oversight of payment systems. The Bank was then given a statutory objective to “protect and enhance the stability of the financial system”. In 2013, its Financial Policy Committee (FPC) was given powers to act against threats to the resilience of the financial system and, through its Prudential Regulation Authority (PRA), the Bank became responsible for ensuring the safety and soundness of individual banks and insurers. The Bank also became responsible for the supervision of financial market intermediaries such as clearing systems.

Candidate Requirements

Potential candidates will have substantial experience of working at the most senior level in a major bank or other financial institution or of working in, or involvement with, central banking (e.g. the Bank for International Settlements or the International Monetary Fund). Additionally, candidates will have:

Financial markets and economic knowledge and experience. The successful candidate will have extensive knowledge and experience of financial markets and the risk cultures therein, and be credible on both micro and macroeconomic issues, domestically and internationally.

Leadership and management skills. Proven ability to be an effective leader, to encourage teamwork and to develop talent. Given the breadth of the Bank's responsibilities, the ability to delegate will be particularly important. The successful candidate will have led a large financial organisation and will demonstrate personal effectiveness, determination and resilience. A clear commitment to and track record in promoting inclusion and diversity within the workplace is essential.

Communication, influencing and interpersonal skills. The ability to build good relationships with colleagues within the Bank of England and with other partners, such as the Chancellor of the Exchequer and HM Treasury, market participants, and international counterparts. The ability to communicate with authority and credibility internally, to Parliament, the media, the markets and the wider public. The ability to maintain global confidence in UK financial services through maintaining the resilience of the financial system and the safety and soundness of regulated firms.

Policy skills. The ability to design frameworks and develop policies that will be appropriate for multiple scenarios, and the ability to implement those new policies in a fast-moving environment. This will require significant understanding of the workings of government and regulators – gained through membership of relevant public-sector boards, industry bodies or working groups if not through direct experience in policy leadership roles. Acute political sensitivity and awareness will be crucial.

Undisputed integrity and standing. The ability to maintain discretion and engender trust in staff, peers and stakeholders. A willingness to abide by necessary conflict of interest constraints.

Required Skills, Knowledge and Experience

1. Leadership and operational capabilities to run a significant organisation with a broad mix of skills.
2. Ability to assess macroeconomic, financial stability and banking/insurance policy issues effectively and make decisions against a background of uncertainty.
3. Technical expertise in economics, wholesale markets and risk management.
4. Ability to operate at Governors' level and to represent the Bank externally and in international fora.
5. Ability to be a role model within the organisation, demonstrating "One Bank" values, and working collaboratively with peers (see Appendix 4).
6. Ability to rapidly assimilate information and act upon it as needed, to make sound judgements in a timely manner against a backdrop of uncertainty.

Desirable Skills, Knowledge and Experience

1. Previous experience of implementing substantial technical and operational change programmes.
2. Understanding of the payment and settlement infrastructure in the UK or a large complex financial infrastructure outside the UK.
3. Experience of overseeing the delivery of large projects.

Appointment

The Governor of the Bank of England is appointed by the Queen on the advice of the Prime Minister and the Chancellor of the Exchequer. The appointment is for an eight-year term.

All members of the Court are subject to the Bank's Code of Business Ethics and Conflicts. This is set out in Appendix 5 to this document, extract from the "Governance of the Bank including matters reserved to Court". Appointment is subject to security clearance.

Disqualifications

Under the Bank of England Act 1998, a person is disqualified from being a Governor if she or he is (a) Minister of the Crown; (b) serving in a Government department in employment in respect of which remuneration is payable out of money provided by Parliament.

Potential Conflicts

As Governor, appointment to the Court presupposes that an individual has no financial or other interests that could substantially restrict her/his ability to discharge the functions required of a member of the Court. These include financial interests significant enough to conflict with the member's duty to the Bank, and conflicts of duty arising from employment or other relationships that could prevent the individual concerned from being wholly independent, disinterested and impartial. Governors are required to give exclusive services to the Bank.

As with any public body, you may find that your close family's business or personal (financial) interests could become matters of public interest. It is, therefore, in the interests of both yourself and the Bank to declare any business or personal interests that may be perceived to be a potential conflict of interest in relation to this appointment. As part of the appointment process, searches may be carried out on a candidate's social media posts, blogs or any other previous public statements.

A Director of the Bank should not accept or retain any directorship, trusteeship, advisory post or other interest, whether or not remunerated, that is in conflict with membership of the Court.

A Director of the Bank should not be associated with a PRA or other Bank-regulated firm as director, employee or adviser.

To the extent that conflicts arising from external appointments do exist, a Director will be unable to participate fully in the work of Court. In particular, specific conflicts may preclude a Director from observing meetings of the MPC, FPC or PRC, or receiving papers prepared for such meetings.

The successful candidate will be subject to the Bank of England's Personal Financial Dealing Rules, a copy of which will be provided to those candidates invited to interview.

For further information on the Bank's conflict of interest policy please visit:

<https://www.bankofengland.co.uk/-/media/boe/files/about/human%20resources/ourcode>

Remuneration and Place of Work

The Governor's salary is £480,000 p.a. The Governor is entitled to join the Bank's standard career average pension scheme.

The role is based in London.

How to Apply and the Appointment Process

The details and two forms you are asked to complete as part of the application are explained below. These documents can also be found on the Cabinet Office HM Government Public Appointments website.

Applications must be submitted to the following email address: boe.governor@sapphirepartners.co.uk

You need to provide the following information:

1. Contact numbers and e-mail addresses, which will be used with discretion.
2. A full CV (including nationality, education and professional qualifications, career history, and relevant achievements and responsibilities).
3. The **names of two referees should be included in the CV**. Referees should know you in a capacity to comment on your suitability for the appointment and have authoritative and personal knowledge of your achievements. References will only be taken up for short listed candidates, but will be sought prior to the interview.
4. A covering letter of no more than three sides of A4 explaining how you meet the appointment criteria, as detailed in the candidate profile, and summarising the evidence from your career which best demonstrates your qualifications for the appointment. If you believe you may have a potential conflict of interest please do flag this in the covering letter, as it may be explored at interview.

You will also be asked to complete two additional forms:

5. A Disability Confident Scheme, Political Activity and Conflict of Interest questionnaire.
6. A Diversity Monitoring Form. Information submitted in the Diversity Monitoring Form is used for monitoring purposes only and will not be seen by any selection panel.

HM Treasury's Public Appointment Recruitment Privacy Notice is added as a separate attachment.

A copy of Sapphire Partners' privacy policy can be found at:

<http://www.sapphirepartners.co.uk/pdf/Privacy%20Policy%20-%20Sapphire%20Partners.pdf>.

Your application will be acknowledged shortly after receipt and you will be informed by email or by telephone of the progress of your application.

Applications should arrive no later than 2300 BST on Wednesday 5 June 2019.

If you would like to have a confidential discussion on potential conflicts of interest issues, your suitability to apply, the application process or any technical queries on completing the application, please do not hesitate to call Kate Grissing, Sally Springbett or Caroline Turner at Sapphire Partners on +44 (0)20 7292 9970. Alternatively, please email Kate or Sally at: kate@sapphirepartners.co.uk or sally@sapphirepartners.co.uk. For calls out of office hours you can reach Kate at +44(0)7818 427 221.

Once the closing date for applications has passed, applications will be sifted according to the candidate profile. Those applicants who have not been successful will be notified at this stage and a short list of the most qualified applicants will be invited to panel interviews.

Panel interviews are expected to take place in central London in Summer 2019. The appointment will begin on 1 February 2020, after the current Governor, Mark Carney's term ends on 31 January 2020.

Expenses

If you are invited for interview, reasonable and necessary travel expenses will be reimbursed in line with HMT's published travel expenses policy. Those invited to interview will be advised on how to claim their expenses.

Equality of Opportunity

The Bank of England and HM Treasury have strong commitments to diversity and equality of opportunity for all, and welcome applications from candidates irrespective of their background, gender, race, sexual orientation, religion, or age, providing they meet the required criteria. Both HM Treasury and the Bank are signatories to the Women in Finance Charter and applications from women and BAME candidates in particular are encouraged.

All disabled candidates (as defined by the Equality Act 2010) who satisfy the minimum criteria for the role will be guaranteed an interview under the Disability Confident Scheme.

To be eligible for consideration under the Disability Confident Scheme, you must be considered disabled under the Equality Act 2010. This means that you must have or have had in the last 12 months – a physical or mental impairment which has a substantial long-term adverse effect on your ability to carry out normal day-to-day activities. This includes those whose disability has lasted, or is likely to last, for 12 months, or if the disability or condition is likely to progress or recur.

If you wish to apply under the Disability Confident Scheme, then please complete Section 2 of the Disability Confident Scheme, Political Activity, and Conflict of Interest questionnaire (see separate attachment).

If you are not completely satisfied with the appointments process, please raise any complaint in the first instance to: boe.governor@hmtreasury.gov.uk

Many of the Bank's policy responsibilities are conferred by legislation on specially constituted policy committees. These are:

The Monetary Policy Committee (MPC)

The Bank's monetary policy objective is to "maintain monetary stability" and it has a secondary objective to support the Government's economic policies. Each year the Government sets out a target for monetary stability – currently an inflation target of a 2 per cent increase in the Consumer Prices Index – and the MPC takes decisions including on the level of Bank Rate and the scale of asset purchases in order to meet the target.

The MPC members are the Governor, the three Deputy Governors for Monetary Policy, Financial Stability and Markets & Banking, the Bank's Chief Economist and four external members appointed directly by the Chancellor. The appointment of external members is designed to ensure that the MPC benefits from thinking and expertise in addition to that gained inside the Bank of England.

Each member of the MPC has expertise in the field of economics and monetary policy. Members are independent, and do not represent particular groups or interests. The MPC's decision is made on the basis of one person, one vote, and each member of the Committee votes in a way they believe is consistent with the MPC's remit. It is not based on a consensus of opinion. A non-voting representative from the Treasury also sits with the Committee at its meetings.

From September 2016, the meetings changed from monthly to eight times a year. These changes followed the recommendations of the Warsh Review, and were reflected in the Bank of England and Financial Services Act 2016.

The Financial Policy Committee (FPC)

The FPC has a primary objective of identifying, monitoring and taking action to remove or reduce systemic risks with a view to protecting and enhancing the resilience of the UK financial system. As with the MPC, there is a secondary objective to support the economic policy of the Government.

The FPC members are the Governor, the four Deputy Governors, the Bank's Executive Director for Financial Stability Strategy and Risk, the Chief Executive of the Financial Conduct Authority (FCA), five other external members appointed by the Chancellor, and a non-voting member representing the Treasury.

The FPC can issue Directions and Recommendations to the Prudential Regulation Authority (PRA) and the FCA, and can make Recommendations to other bodies. For banks, the FPC has been given powers of Direction over sectoral capital requirements and sets the countercyclical capital buffer. It oversees the annual stress test of the major banks' balance sheets.

The FPC meets quarterly to a published schedule. Each quarterly round comprises a briefing on financial system developments; focused discussions of key threats to stability and potential macro-prudential policy interventions; and a formal meeting to agree on policy decisions, for example to make Directions and/or Recommendations.

The Committee publishes a record of its formal policy meetings, and is responsible for the Bank's bi-annual *Financial Stability Report*.

The Prudential Regulation Committee (PRC)

The Bank's objectives are to promote the safety and soundness of the firms it regulates; to protect insurance policyholders and (as a secondary objective) to facilitate effective competition.

Prudential regulation of banks, building societies, other deposit takers, insurance companies and certain investment firms is undertaken by the Bank through the PRA. The PRA is governed by the PRC, which is chaired by the Governor and includes all four Deputy Governors as well as at least six non-executive members appointed by the Chancellor. The Committee meets frequently to take decisions on rules and practice and also on firm-specific issues. It sets the PRA's strategy and approach to supervision.

Deputy Governors

Each Deputy Governor is assigned functional responsibility for a particular aspect of the Bank's work.

Dr Ben Broadbent

Term of appointment: 1 July 2014 - 30 June 2019

Dr Ben Broadbent became Deputy Governor on 1 July 2014. Prior to that, he was an external member of the MPC from 1 June 2011. In addition to his membership of the MPC, FPC and PRC, he has specific responsibility within the Bank for Monetary Policy, including monetary analysis and bank notes and shared responsibility for the Bank's international macroeconomic analysis, strategy and engagement.



He was formerly an Economic Adviser at HM Treasury, and Assistant Professor of Economics at Columbia University from 1997-2000. For the decade prior to his appointment to the MPC, Dr Broadbent was Senior European Economist at Goldman Sachs, during which time he researched and wrote widely on the UK economy and monetary policy.

Dr Broadbent graduated with a BA in Economics from Cambridge University in 1988, and in 1997 completed a PhD in Economics at Harvard University, where he was a Fulbright Scholar.

Sir Jon Cunliffe

Term of appointment: 1 November 2013 - 31 October 2023

Sir Jon Cunliffe became Deputy Governor for Financial Stability on 1 November 2013. Jon is a member of the Bank's FPC, MPC and PRC.



He has specific responsibility within the Bank for financial stability, for the supervision and oversight of Financial Market Infrastructures, Resolution and International. He is a member of the G20 Financial Stability Board Steering Committee and the European Systemic Risk Board.

Before joining the Bank, Jon was the UK Permanent Representative to the European Union, effective from 9 January 2012. From July 2007 to December 2011, he was the Prime Minister's Advisor on Europe and Global Issues and the UK Sherpa for the G8 and G20 and the Cabinet Office Permanent Secretary responsible for EU coordination.

Between 2002 and 2007, Jon was Second Permanent Secretary at HM Treasury, Managing Director of the Macroeconomic and International Finance Directorate. He was responsible for UK macroeconomic policy, international and EU policy and financial services and the Government's representative at the meetings of the Bank's Monetary Policy Committee.

Between 1990 and 2002, Jon held various posts at HM Treasury, including Managing Director for Financial Regulation and posts on EU and international finance. He led the Treasury's work on operational independence of the Bank of England; European Monetary Union; and the international financial system. Prior to that Jon held a number of posts at the Department of Transport and the Environment.

Jon was appointed a Companion of the Order of the Bath in the New Year Honours 2001, and made a Knight Bachelor in the New Year Honours 2010. He has a Master of Arts in English Language and Literature from the University of Manchester and spent some time as a Lecturer on English Literature at the University of Western Ontario, Canada.

Sir Dave Ramsden

Term of appointment: 4 September 2017 - 3 September 2022

Dave Ramsden joined the Bank to become Deputy Governor for Markets and Banking on 4 September 2017. He is responsible for oversight of Markets and Banking directorates. Dave is a member of the FPC, MPC and PRC. He is also the Chair of the RTGS/CHAPS Board.



Before joining the Bank, Dave was Chief Economic Adviser to the Treasury and Head of the Government Economic Service from 2007 – 2017. He was responsible for advising on UK macroeconomic policy and was the Government's representative of the meetings of the Bank's MPC. Previous to that he held a number of civil service roles including leading the Treasury work advising on whether the UK should join the Euro.

Dave was awarded a CBE in the New Year Honours 2004 and made a Knight Bachelor in the New Year Honours 2015. He graduated with an MA in Politics, Philosophy and Economics from Oxford University in 1986 and received an MSc in Economics from the London School of Economics in 1990.

Dave is a Trustee of Pro Bono Economics and a visiting Professor at Kings College London. His outside interests include cycling, rock climbing and hill walking.

Sam Woods

Term of appointment: 1 July 2016 - 30 June 2021

Sam Woods assumed the role of Deputy Governor for Prudential Regulation and Chief Executive Officer of the Prudential Regulation Authority (PRA) on 1 July 2016. As Deputy Governor for Prudential Regulation and CEO of the PRA, Sam is also a member of the PRC, the FPC, and the Board of the Financial Conduct Authority (FCA).



Sam's previous role was Executive Director of Insurance at the PRA. In this role, Sam was responsible for overseeing the monitoring and regulation of over 600 life and general insurance firms. Sam joined the Financial Services Authority (FSA) in 2011 and transferred to the Bank in 2013 with the integration of the PRA. He served as Director for Financial Stability Strategy and Risk, and prior to that was Director for Domestic UK Banks Supervision. Before joining the FSA/Bank, Sam spent ten years at HM Treasury in a variety of senior roles.

Sam studied English and History at Oxford University.

Joanna Place

Joanna Place was appointed Chief Operating Officer on 27 July 2017.

The Chief Operating Officer (COO) has responsibility for the day-to-day operations of the institution, including Human Resources, Finance, Property, IT and Security. The COO has status and remuneration equivalent to a Deputy Governor.



Joanna's previous roles at the Bank include Executive Director of HR, Head of Customer Banking Division (playing a key role in the financial crisis), Head of Monetary and Financial Statistics Division; and Director of Regulatory Operations, Prudential Regulation Authority. Joanna also had a secondment to the Border Agency (2004 - 2007).

Joanna has a BA (Hons) in Economics from Fitzwilliam College, Cambridge University.

The Court of Directors is a unitary board with five executive members and seven non-executive members. It meets seven times a year. All members of the Court are appointed by the Crown. The Chair is designated by the Chancellor from among the non-executive members.

While specific policy responsibilities are reserved to the statutory committees, the Court of Directors is required by the Act to “manage the Bank’s affairs”, other than the formulation of monetary policy. It must determine the Bank’s objectives and strategy, to ensure the effective discharge of the Bank’s functions and the most efficient use of the Bank’s resources. It takes the major decisions on finance, resources and appointments.

The Court also keeps under review the Bank’s performance in relation to its objectives, the exercise of the Bank’s statutory functions and the processes of the MPC and other policy committees. Members of Court may observe the meetings of the policy committees, and are supported by an Independent Evaluation Office (IEO). The Court may commission internal or external performance reviews (including, retrospectively, into policy decisions); and it has responsibility for monitoring the Bank’s response to recommendations arising from such reviews.

The Court approves the Bank’s budget, which reflects the strategy that it determines, and monitors outturns and the delivery of objectives. It is also responsible for agreeing the Bank’s dividend, treasury management and risk management policies.

The Bank of England Act 1998 places great emphasis on accountability and transparency, in the context both of the policy processes and of the Bank’s operations and finances. The Court is responsible for producing the Bank’s annual report and accounts for the Chancellor of the Exchequer to lay before Parliament. Members of the Court are likely to be called to give evidence about the Bank before Parliamentary Committees.

It is for the Court to decide its own procedures, but it is expected to operate in line with corporate governance best practice. The Court has both an Audit and Risk and a Remuneration committee – in these respects, and in relation to its accounts, the Bank generally conducts itself as though it were a public company. Non-Executive Directors should expect to serve as members of one or more of the other committees of the Court, including potentially as a Committee Chair.

Current Court members are:

<p>Bradley Fried Chair of Court</p>		<p>Diana Noble Non-Exec of Business Growth Fund</p>	
<p>Mark Carney Governor</p>		<p>Dave Prentis General Secretary of UNISON</p>	
<p>Dr Ben Broadbent Deputy Governor, Monetary Policy</p>		<p>Sir Dave Ramsden Deputy Governor Markets and Banking</p>	
<p>Sir Jon Cunliffe Deputy Governor, Financial Stability</p>		<p>Don Robert Chairman, Experian plc</p>	
<p>Anne Glover Amadeus Capital Partners</p>		<p>Dorothy Thompson Chair, Tullow Oil</p>	
<p>Diana 'Dido' Harding Member, House of Lords</p>		<p>Sam Woods Deputy Governor, Prudential Regulation & Chief Executive of the Prudential Regulation Authority</p>	

What we want to be:

Collaborative

- We are One Bank and we have One Mission. We are committed to working together to ensure our best possible contribution to the public good. We share information, skills and expertise freely.
-

Inclusive

- We actively encourage challenge and divergent views and will create an environment where all staff can speak up, share their views and influence outcomes. We will ensure a greater diversity mix at senior levels.
-

Empowering

- We expect initiative-taking, creative thinking and rigorous analysis in all areas. To achieve this, we will clearly delegate suitable responsibility and accountability for analysis, recommendations and decisions.
-

Decisive

- We support decisive action grounded in policy. We will create an environment that is agile, where all staff can respond swiftly to changing priorities with a focus on delivery.
-

Open

- We encourage open debate as the most constructive way to resolve conflicts. And we ensure that communication is open and transparent in discharging our duties in pursuit of our Mission.

Court Code on Business Ethics and Conflicts

Members of Court are appointed by the Crown. Governors are required to give exclusive services to the Bank, while Non-Executive Directors have other roles outside. As members of Court all have privileged access to the papers and meetings of the Bank's policy committees, as well as to the proceedings of Court, it is essential that they conduct themselves appropriately and have no material conflicts that might call into question their suitability for the roles they occupy. The Bank is not a UK listed company, but the Court expects to follow, to the extent practicable, the Corporate Governance Code, as well as the principles set out by the Committee on Standards in Public Life.

Impartiality

On taking up the appointment, and in accordance with a long-standing provision of the Bank's Charter, Directors are required to make a declaration that they will be:

"indifferent and equal to all manner of persons...will give my best advice and assistance for the support and good government of the said Corporation; and in the execution of the said office I will faithfully and honestly demean myself according to the best of my skill and understanding".

Confidentiality

Directors additionally sign an undertaking to:

"keep secret during my service with the Bank of England, and after the termination thereof, all matters with which I may become acquainted relating to the affairs and concerns of the Bank, of Her Majesty's Government, of other customers, or of other persons with which the Bank has dealings or may be concerned; ..I will not seek to profit myself, my family or any other person financially or otherwise by making use, either directly or indirectly, of information acquired by me in the course of my duties".

Statutory Disqualifications

A person is disqualified for appointment if a Minister of the Crown, a member of the Bank's staff, or if serving in a government department in respect of which remuneration is payable from funds voted by Parliament.

¹ <https://www.bankofengland.co.uk/-/media/boe/files/about/legislation/matters-reserved-to-court.pdf>

Senior Managers Regime

The Governors, the Chair of Court, the Senior Independent Director, the Chair of ARCo, the Chair of Remco and the Secretary of the Bank (the Secretary) have specific responsibilities under the Bank's Senior Managers Regime².

Financial Dealings

Both Governors and Non-Executive Directors are subject to the Bank's rules on personal financial transactions. This entails making an annual disclosure of all assets, and obtaining the Bank's consent before undertaking any transaction.

Gifts and Entertainment

A Director should advise the Secretary of any gifts or entertainment received from a firm that the Bank regulates or with which it has regular dealings.

External Appointments

Appointment to the Court presupposes that an individual has no financial or other interests that could substantially restrict her/his ability to discharge the functions required of a member of the Court. These include financial interests significant enough to conflict with the member's duty to the Bank, and conflicts of duty arising from employment or other relationships that could prevent the individual concerned from being wholly independent, disinterested and impartial.

A Director should not accept or retain any directorship, trusteeship, advisory post or other interest, whether or not remunerated, that is in conflict with membership of the Court.

A Director of the Bank should not be associated with a PRA - or other Bank-regulated firm as director, employee or adviser.

A Director should not be involved in the management of investments in capital or money markets or their derivatives, or in the provision of market infrastructure through regulated firms.

A Director should have no involvement with the management of funds, any part of whose business is investing in PRA-regulated institutions or trading in such investments.

To the extent that conflicts arising from external appointments do exist, a Director will be unable to participate fully in the work of Court. In particular, specific conflicts may preclude a Director from observing meetings of the MPC, FPC or PRC, or receiving papers prepared for such meetings.

Relationships

A Director should advise the Secretary of any close family member associated with a firm that the Bank regulates or with which it has regular dealings.

Procedure in meetings

The Bank of England Act³ provides as follows:

If a member of Court has any direct or indirect interest in any dealing or business with the Bank she or he shall disclose the interest to Court at the time of the dealing or business being negotiated or transacted, and she or he shall have no vote in relation to the dealing or business, unless Court has resolved that the interest does not give rise to a conflict of interest.

² <http://www.bankofengland.co.uk/-/media/boe/files/about/human-resources/smr.pdf>

³ 1998 Act Schedule 1 paras 13(4)&(5)

A member of the Court shall have no vote in relation to any question arising which touches or concerns him but shall withdraw and be absent during the debate on any matter in which she or he is concerned.

A reference to the Court in this section is taken to include any of the Committees of Court.

All candidates for public appointments are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service. The seven principles of public life are:

Selflessness

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands it.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.