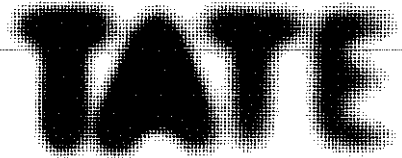


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Date 22 July 2019

Sent via email to: Girl Forum, info@girlforum.org

Dear Girl Forum

Recent Request under the Freedom of Information Act (2000), Tate Ref 794

I write in response to your recent request for information, which we received and acknowledged on 22 June 2019. For clarity, we have responded to each request in turn:

1) A full list of all Tate committees and their individual members for each year from 2000 until the present day, including their positions within and outside of the institution.

The details of those serving on the Councils and Committees of Tate are published both on the website in a list, which is regularly updated to reflect any in year retirements or appointments, and in the annual report. Annual reports from 2007 are available on Tate's website; previous editions are available on the National Archives website. The links are below.

<https://www.tate.org.uk/about-us/board-trustees> (membership of councils and committees is available by download within this page)

<https://www.tate.org.uk/about-us/tate-reports>

<https://webarchive.nationalarchives.gov.uk/20080612144241/http://www.tate.org.uk/about/tatereport/>

At the time of appointment and service, external appointments are declared and monitored. While this information is held, it is from these points of consideration and therefore not readily accessible in a single format combining all members. Accessing this information would require retrieving the documentation of the consideration of each member since 2000 on an individual basis. While we recognise the public interest in this process, we consider that transparency is provided by the information above.

2) A full list of staff working with the Development office for each year between 2000 and the present day.

A large number of members of staff have worked in the Development office during this period; at any one time, it can number more than sixty individuals. Up to and including the 2004 report, the names of members of staff are listed in the annual report, so certain information is available at the link above.

In relation to the names of staff members not already available in the annual reports, Tate's practice is to release and publish the names of staff members who are the most senior responsible and accountable officer in a given context. We are therefore providing the names of these officers from 2008 on.

The information below is from 2008 onwards. We do hold the names of the relevant officers serving prior to 2007/08 and have requested this information from the Human Resources Department. I apologise for not having got these details within the time period of this request but expect to be able to send them to you by the end of this week (27 July).

Development SMT (2008 onwards)

Title/Team	Post holder	Left Tate
Director of Development	Rebecca Williams	2016
Director of Development	Polly Bidgood	2019
Director of Development	Claire Gylphe	Active
Head of Operations	Jason Becker	Active
Head of Public Sector	Antoinette O'Loughlin	2015
Head of Major Gifts	Susan Foster	2012
Head of Major Gifts	Anne Thidemann	Active
Head of Corporate Events	Polly Bidgood	2012
Head of Corporate Development	Sarah Robinson	2012
Head of Corporate Development & Events	Polly Bidgood	2016
Head of Advocacy & Events	Pete Reynolds	2019
Head of Advocacy & Events	Laura Griffiths	Active

3) Any guidelines relating to the appointment of members of the Ethics committee, and any guidelines relating to conflicting interests between different types of committee.

Appointments to all of Tate's Councils and Committees, including the Ethics Committee follow the same process. At the point of a vacancy arising, members of the Executive or the Committee will recommend candidates to the Chair of the relevant group based on its terms of reference; the Chair will consider the appointments and, if he or she requires, meet the candidates on an informal basis. Following this consideration, candidates are proposed to the Nominations and Governance Committee, which will recommend a candidate to the Board of Trustees for final appointment.

All Conflicts of Interest are managed according to Tate's Conflict of Interest Policy, which is available here. <https://www.tate.org.uk/about-us/policies-and-procedures>.

If you remain dissatisfied with Tate's response following an internal review, you may seek an independent adjudication on the matter from the Information Commissioner, who can be contacted at:

Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Or you may telephone on:
Tel: 01625 545 745

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Samuel Jones', written in a cursive style.

Samuel Jones on behalf of the Tate Freedom of Information Group