**Commissioner / Committee member declaration of interests**

Name

Pavita Cooper

Role

Commissioner

Part 1: Biography

Please provide concise (max 130 words) and objective biographical details for publication on the Commission's website, and elsewhere.

Pavita Cooper is recognised as a leading talent and diversity expert; she has over 25 years’ experience as an executive talent leader across a range of multi-sector global blue-chip organisations, including Shell, Barclays and Lloyds Banking Group.

Pavita has acted as an advisor to CEOs, executive teams and business leaders across multiple sectors and geographies. Pavita is a passionate advocate of greater diversity; she campaigns tirelessly to change the face of British business. She is a regular speaker on women in business, increasing ethnic diversity and the acceleration of diverse talent in the pipeline to the C-Suite and Boardroom.

Pavita is the daughter of immigrants; her early life experiences shaped her dedication to strive for greater fairness and equality for all parts of society.

Pavita is a Steering Committee member of the 30 Percent Club. In addition she chairs CMI Race and is a trustee of the Old Vic theatre.

Pavita was named Woman of the Year at the Asian Business Awards in September 2017.a member of the Whole Education Board. Appears on the Disability 100 Power list.

Part 2: Relevant pecuniary interests

Please list your or close family members' or associates’ relevant pecuniary interests. These might include:

1. any business interests (for example your employment, trade, profession, contracts, or any company with which they are associated); and
2. any wider financial interests (for example trust funds, investments, and assets including land and property);
3. sponsorship or payments for specific activities not covered in (a) or (b) (e.g.one-off speaking engagements, or study tours).

which may have a direct bearing on the business of the Commission, or which a fair minded person might reasonably think could influence your judgment.

Founder and director of More Difference (Executive search and talent advisory company) Company number 8974472)

Part 3: Relevant non-pecuniary interests

Please list your or close family members' or associates’ relevant non-pecuniary interests. These might include membership or active involvement with any:

1. public bodies
2. political parties
3. campaigning groups
4. professional and trade bodies
5. charities and other voluntary and community sector bodies

which, even if not remunerated, may have a direct bearing on the business of the Commission, or which a fair minded person might reasonably think could influence your judgment.

Steering Committee member of the 30% Club (unpaid)

Chair of Chartered Management Institute’s CMI Race Network

Family member sits on the Social Mobility Commission, an advisory non-departmental public body sponsored by the Department for Education.

A donation of £3,500 was made at an event in 2013 to a personal friend running as an MP for the Conservative party.

Trustee of the Old Vic Theatre (from 29 January 2021)

Part 4: Gifts and hospitality

Please confirm by completing and returning the attached Gifts and Hospitality form (Appendix A) details of any of any gifts, hospitality or favours you have received or provided that may be related to your membership of the Commission’s Board or Committees.

1. You should include details of the person(s) or organisation(s) offering or in receipt of the gift, hospitality, or favour, the date, the purpose or object of the offer and the reason why the gift, hospitality or favour was or was not accepted
2. You do not normally need to include:
* hospitality received which is implicitly registered by the declarations of interest in Parts 1 and 2 (for example if you have declared that you are a director of a campaigning group, you do not need additionally to declare all gifts and hospitality received while working in that capacity);
* isolated gifts of a trivial character or inexpensive seasonal gifts (e.g. trade calendars) valued up to £25:00
* conventional hospitality associated with routine Commission business (for example refreshments provided during a meeting with stakeholders).

None

Part 5: Version Control and updates [Officer Use Only]

This declaration was updated on 1 February 2021 to reflect that Pavita had been appointed as a trustee of the Old Vic theatre from 29 January 2021.