

Briefing pack for the appointment of

Farm Tenancy Forum Co-Chair



CLOSING DATE: 26 JULY 2026



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Defra Group leads on the fundamentals: the food we eat, the water we drink, the air we breathe. It encompasses food, environment, biosecurity, trade and more. Defra is a policy, growth, science, delivery and international department.

Defra's work is fundamental to delivering the government's five missions – by building economic resilience through better flood defences, protecting against biosecurity risk, climate adaptation and nature-based solutions; creating jobs and attracting investment in our water and waste sectors; working with our sectors, such as food and drink; and ensuring that all missions are rural-proofed.

To achieve these goals, we are committed to appointing high-calibre individuals from diverse backgrounds to the boards of our public bodies. By drawing on a wide range of skills, knowledge, and experiences, we can make our work more effective, resilient, and accountable to the public.

Equal Opportunities and Diversity

The UK government is committed to promoting equality of opportunity and ensuring that no one experiences unfair discrimination or harassment on the grounds of race, ethnicity, national origin, colour, sex, gender identity, marital status, disability, sexual orientation, religious beliefs, or age.

We actively encourage applications from individuals of all backgrounds and are committed to fostering diversity in public appointments. All appointments are made on merit, following a fair and open competition process regulated by the Office of the Commissioner for Public Appointments.

Disability Commitment

We are dedicated to supporting candidates with disabilities and are proud to hold Disability Confident Leader status. We guarantee an interview for any applicant with a disability whose application meets the minimum criteria for the post.

To ensure an inclusive process, we are committed to making reasonable adjustments where possible for candidates with disabilities. If you require any adjustments to support your application, please refer to the 'How to Apply and Submit Your Application' section below. Further information about the Disability Confident Leader scheme is available via the Disability Confident logo displayed above.

Defra Mission Statement

The Farm Tenancy Forum (the Forum) is a joint industry and Department for Environment, Food and Rural Affairs (Defra) group.

The Forum:

- has the primary role of working with the government to ensure a thriving and collaborative farm tenancy sector
- explores all issues relating to the tenant farming sector in England
- provides ongoing engagement and feedback between Defra and the tenanted sector

The Forum feeds into and supports the design and delivery of policy and schemes in England from the perspective of the tenanted sector.

Members of the Forum are from key organisations from across the agriculture industry that have an interest in, or represent (or both) those in the tenanted sector. This includes representatives of tenant farmers, landlords, local authorities with tenant farming estates and representatives of the professions that work in the sector (agricultural valuers, land agents, surveyors and lawyers).



About the Farm Tenancy Forum

The Forum's objectives are to:

- make recommendations to ensure a thriving and collaborative tenanted sector, feeding back real-world experience and insight on progress
- meet quarterly to provide updates, feedback, and insights on how the tenanted sector is progressing and adapting through the agricultural transition period and beyond
- provide regular feedback on trends in tenant or landlord agreements and report any emerging issues that may need addressing
- feed in evidence and insights to Defra on farming policy and environmental land management scheme design and delivery, and how they are accessible to, and impacting on, the tenanted sector
- feed in evidence and insights to Defra on matters relating to agricultural tenancy legislation in England and Wales
- develop and disseminate industry codes of good practice, guidance and standards of conduct and behaviour that will help encourage collaborative relationships and uptake, and access to new schemes by the tenanted sector
- provide balanced feedback from the perspectives of all interests in the tenanted sector including tenant farmers, landlords and professional advisors

Forum Objectives

The role is to be an independent Co-Chair of the Farm Tenancy Forum. The other Co-Chair is a Defra official.

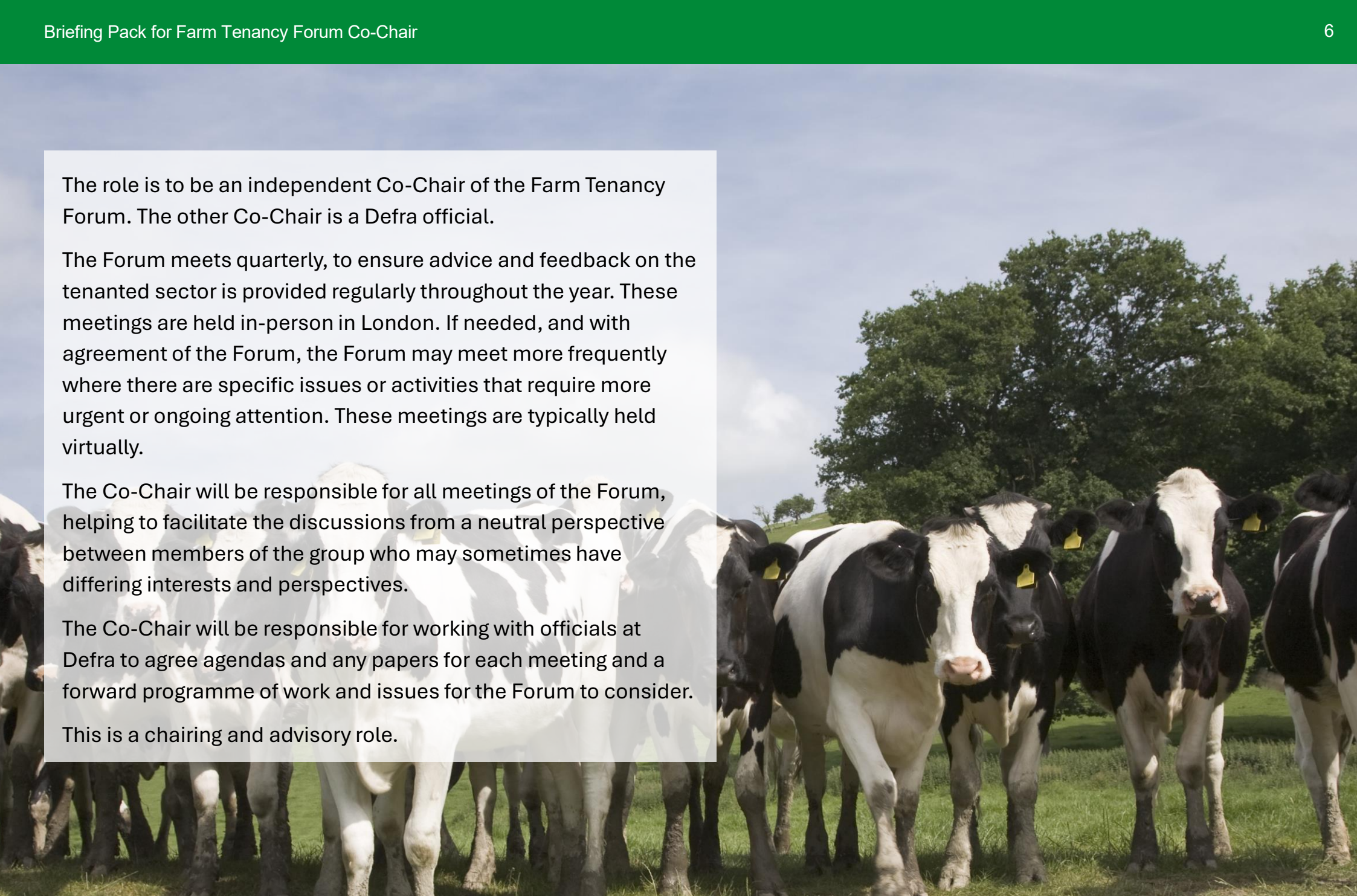
The Forum meets quarterly, to ensure advice and feedback on the tenanted sector is provided regularly throughout the year. These meetings are held in-person in London. If needed, and with agreement of the Forum, the Forum may meet more frequently where there are specific issues or activities that require more urgent or ongoing attention. These meetings are typically held virtually.

The Co-Chair will be responsible for all meetings of the Forum, helping to facilitate the discussions from a neutral perspective between members of the group who may sometimes have differing interests and perspectives.

The Co-Chair will be responsible for working with officials at Defra to agree agendas and any papers for each meeting and a forward programme of work and issues for the Forum to consider.

This is a chairing and advisory role.

The Role





Terms of Appointment



We are looking to attract dynamic candidates from a range of diverse backgrounds who can demonstrate the following essential criteria:

- The candidate must have experience of working in the agricultural tenancy sector and have in-depth knowledge of agricultural tenancy agreements and legislation, farm tenant and agricultural landlord relationships and the Agricultural Landlord and Tenant Code of Practice for England.
- The candidate must be an experienced and skilled chair and facilitator, in particular helping to facilitate discussions from a neutral perspective between members with differing perspectives.
- The candidate must be able to act as a neutral and independent chair and facilitator that does not represent any particular interest group within the sector.

We are particularly interested in candidates who meet the following desirable criteria:

- Experience of chairing industry groups in the farming sector.

Essential Criteria



The Timeline

How to apply

To apply you will need to [create an account](#) or [sign in](#) to “Apply for Public Appointment Service” gov.uk. Once logged onto your account, click on ‘apply for this role’ and follow the on-screen instructions.

To apply, all candidates are required to submit:

- A CV of no more than two sides of A4 with education, professional qualifications and employment history and the names and contact details for two referees
- A statement of suitability (up to one side of A4) should give evidence of the strength and depth of your ability to meet the essential criteria for this role
- equality information
- information relating to any outside interests or reputational issues

For further information please email:
publicappts@defra.gov.uk

Panel

- **Adnan Obaidullah** – Deputy Director in Defra Farming Directorate, as the panel Chair
- **Sarah Calcutt** – Non-Executive Director, Rural Payments Agency - Independent panel member.

Ministers are assisted in their decision making by Panels.

In undertaking their assessment of candidates the role of the Panel is to decide, objectively, who meets the published selection criteria for the role, in other words, who is appointable to the role.

The Recruitment Process

Conflicts of Interest and Due Diligence

If you have any interests that might be relevant to the work of the Farm Tenancy Forum, and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your application. If you have queries about this and would like to discuss further, please contact the Public Appointments Team.

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Advisory Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs, or any other publicly available information. This information may be made available to the Advisory Assessment Panel, and they may wish to explore issues with you should you be invited to interview. The information may also be shared with ministers.

Complaints

This appointment is regulated by the Commissioner for Public Appointments, to ensure that it is made on merit after fair and open competition. More information about the role of the Commissioner and the Governance Code on Public Appointments can be seen at:

- <http://publicappointmentscommissioner.independent.gov.uk/>
- [Governance Code on Public Appointments](#)

For full details of the complaints process for public appointments, please click on the following link which will take you to the Commissioner for Public Appointments website:

<https://publicappointmentscommissioner.independent.gov.uk/complaints>

Data Protection

Defra is committed to protecting the privacy and security of your personal information and does so in accordance with data protection law including the General Data Protection Regulation (GDPR). All the information you provide will be used to proceed with the public appointment listed in this information pack and in the case of diversity monitoring information may be anonymised and used solely for monitoring purposes.

For more information about the way we collect and hold your information, please read the Privacy Notice accessible through the Cabinet Office's Public Appointments Website (<https://publicappointments.cabinetoffice.gov.uk>) or request a copy of Defra's Public Appointments Privacy Notice from publicappts@defra.gov.uk.

Ineligibility Criteria

You cannot be considered for a public appointment if:

- you become bankrupt or make an arrangement with creditors;
- your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors;
- you are disqualified from acting as a company director under the Company Directors Disqualification Act 1986;
- you have been convicted of a criminal offence; the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c. 53);
- you become subject to a debt relief order or a bankruptcy restriction order;
- you fail to declare any conflict of interest.

Conduct

Your conduct in office should be at all times in accordance with the Nolan Report Recommendations, [The Seven Principles of Public Life](#) and such relevant provisions of the [Code of Conduct for Board Members of Public Bodies](#) as could reasonably be applied to the appointment.

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Annex A – The Seven Principles of Public Life



Department
for Environment
Food & Rural Affairs

