

29 November 2011

To Whom It May Concern

**Re: Anthony Fairbanks Weston**

I am pleased to be able to recommend Anthony Fairbanks Weston as the Head of Legal Affairs at the Commission as his direct line manager. Anthony joined the Equality and Human Rights Commission as Interim Head of the Codes and Guidance project team in June 2009 to coordinate and direct planning and delivery activity across directorates to support implementation of the new Equality Act. This was a Government 'mission critical' project and the Commission's number one priority. The project was not functioning as well as it should have been and he turned it around and made it a success. Subsequently he was appointed Head of the Implementation Taskforce at the Commission. He left in November 2011.

During his time at the Commission Anthony was responsible for the assessment of our delivery options and consequential resource implications. As a result of this careful assessment he restructured the Codes and Guidance team to provide more effective project management, quality assurance and a sustainable programme of delivery. In addition he also developed and proposed an incremental series of options for the future organisational design as part of Commission restructuring. His successful tasks included:

- Establishing core project management and stakeholder relations team
- Leading cross-Commission team of directors, programme heads, project managers and work stream leads
- Directing and coordinating activity across multiple work-streams:
  - Marketing and communications;
  - stakeholder relations;
  - publishing, training;
  - policy, legal strategy and enforcement
- Leading and managed the delivery of 10 projects and 24 work streams, producing a range of over 70 statutory and non-statutory guidance products and an online guidance portal

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The Equality and Human Rights Commission was established by the Equality Act 2006 as the Commission for Equality and Human Rights.

- Coordinated and drove the projects to ensure critical deadlines were met and delivered in budget
- Engaging with senior policy leads across Government – Home Office; DfE; DfT; BIS

Anthony was very hard working, thoughtful and resilient. He was incredibly positive despite real challenges, determined to succeed and a real support in a crisis. This project required a real ability to lead, to enthuse staff and to motivate others – he made this project a real success.

Yours faithfully

John Wadham  
Group Director Legal