

Senior Leadership Team – minutes 1 November 2021

Details of attendees are provided at the end of the minutes.

1. Introductions and apologies

Apologies for absence were received from Emma Bate.

Paul Arnold welcomed Angela Donaldson to her first SLT meeting.

2. Declarations of interests

There were no declarations made.

3. Matters arising from the previous meeting

Minutes

The minutes of the previous meeting were approved as an accurate record.

Actions and decisions

All actions were completed.

4. Half Year Financial Performance Review

Discussion

Louise Byers presented the paper and summarised that we are on track on our income target and thanked Mike Fitzgerald and the registration teams for all their hard work in this area. The Board also considered a number of changes to expenditure budgets and areas where year to date spending has been lower than expected, for example in relation to travel.

In addition, a number of business cases were considered for prioritisation. These cases were reviewed and were recommended to SLT for approval.

Louise and Jo Butler highlighted that it is important for areas of the business to submit business cases throughout the year, as business needs and requirements are identified, not just at the beginning of the business plan process.

Louise Byers confirmed that as at this point she was not aware of any additional business cases that require funding.

Decision

At its November meeting, the Senior Leadership Team approved the funding of the business cases as outlined in the report.

5. Good Faith Document

Discussion

Sarah Lal presented the draft good faith document highlighting that the document is proposed to frame our approach to engagement and consultation with our trade unions as part of our wider industrial relations.

She confirmed that she had conducted clear, transparent and constructive discussions with the unions about what we are trying to achieve and acknowledged the important part trade unions play in our relations with members of staff. SLT discussed the role that they would all play in ensuring high quality industrial relations.

Decision

The Senior Leadership Team agreed that this is a positive step and supported the good faith document.

6. Balancing and developing our compliance and innovation culture

Discussion

Due to time pressures it was agreed to defer this discussion to a later date. Paul Arnold will circulate an update setting out some key principles for this item to be discussed at a future meeting.

7. Breach Insights

Discussion

The Board noted the report and highlighted that a similar work stream was being considered by the Risk & Governance Board.

8. SLT Board Quarterly Updates

Discussion

The Board noted the quarterly update reports from the SLT Boards. The team discussed a review of how SLT can engage in the work of the Boards.

9. Work Programme

Discussion

The Board noted the work programme.

10. Any other business

Discussion

There were no issues raised.

Attendance

Members

Paul Arnold (Chair)	Deputy Chief Executive Officer & Chief Operating Officer
James Dipple-Johnstone	Deputy Commissioner & Chief Regulatory Officer
Stephen Almond	Director of Tech and Innovation
Angela Balakrishnan	Director of Corporate Communications
Louise Byers	Director of Risk and Governance
Angela Donaldson	Director of Finance
Steve Eckersley	Director of Investigations
Mike Fitzgerald	Director of Digital, IT and Business Services
Suzanne Gordon	Director of Public Advice and Data Protection Complaints Service
Paula Hothersall	Director of Regulatory Strategy (International)
Ian Hulme	Director of Regulatory Assurance
John Kavanagh	Director of Governance Transition
Emily Keaney	Director of Legislation Reform
Sarah Lal	Director of People and Workforce Planning
Anthony Luhman	Director of High Priority Investigations, Intelligence, Insight and Compliance and Relationship Management
Melissa Mathieson	Acting Director of Regulatory Futures
James Moss	Director of Legal Services (Regulatory Enforcement)
Tom Reynolds	Director – Chief Economist
Warren Seddon	Director of FOI and Transparency
Amanda Williams	Director of Regulatory Strategy (Parliament and Government Affairs)

Secretariat

Chris Braithwaite
Caroline Robinson

Senior Corporate Governance Manager
Corporate Governance Officer