Management Board – for decision

Meeting agenda title: EDI Objectives

Meeting date: 15 May 2023

Time required: 15 mins

Presenter: Sarah Lal

1.   Objective and recommendation

1.1.   This report sets out the proposed EDI objectives and targets for 2023 to 2028 for the Board's discussion and approval.

2.   Developing a common understanding

2.1.   The ICO's current equality objectives were set in 2019, and were last reviewed by Management Board in May 2021. The current objectives are:

- **Spreading knowledge and taking action:** We will raise awareness of information rights across the community and take action to ensure that organisations fulfil their obligations. We will have particular focus on groups and sectors where knowledge gaps may cause information rights inequalities or vulnerabilities. We will ensure that in our actions as a regulator we do not create inequalities or discriminate.

- **Accessible services:** Our services and information will be accessible for users and potential users of our services, and we will provide our staff with the skills and knowledge they need to provide high quality services for all. We will try to anticipate customer needs and we will take action to remove barriers to our services when possible.

- **Encouraging others:** We will use our status as a regulator, advisory body and purchaser of services to influence improvements in equality by other organisations and across society.

- **Employer**: Our workplaces and practices will be accessible, flexible, fair and inclusive. We will value the diversity, skills, backgrounds and experience of our people, enabling them to perform to their best in a welcoming and supportive environment.

2.2. In addition to the EDI objectives, we also have diversity targets regarding the composition of our workforce. The current targets were set in 2020 and run until 2024. These targets were based on Greater Manchester data and ICO diversity figures in 2020. These are as follows:

- Percentage of staff who are female:

  o All staff target: 60%; 31 March performance: 62%

  o Top 3 grades target: 50%; 31 March performance: 52%

- Percentage of staff from an ethnic minoritised background:

  o All staff target: 10%; 31 March performance: 9.7%

  o Top 3 grades target: 10%; 31 March performance: 10.8%

- Percentage of staff who have a disability:

  o All staff target: 8.5%; 31 March performance: 7.0%

  o Top 3 grades target: 8.5%; 31 March performance: 8.0%

2.3. With the current phase of our transformation work, the launch of the high performance strategy, and having almost achieved our 2024 diversity targets, now is the right time to review both our objectives and our targets, to take advantage of the opportunity to achieve a significant shift during the transformation period.

3. Matters to consider to achieve objective

3.1. The document at Annex 1 sets out our proposed new EDI objectives and diversity targets. The proposed objectives are:

- Objective one: the perspectives that drive our decisions will be diverse.

- Objective two: our culture will be inclusive.

- Objective three: we will understand and reach the societies and communities we serve.

3.2. The diversity targets will be based on UK-wide data, rather than being based primarily on Greater Manchester data. We feel that this is appropriate as a whole UK regulator.

3.3. The EDI objectives and diversity targets are supported by an EDI action plan, which sets out in detail what we will deliver, who is

responsible, when, and how we will measure achievement of the
objectives.

4. Areas for challenge

4.1. Are the proposed objectives and targets appropriate? Are the
objectives focussed enough to achieve our EDI ambitions? What
assurance do Board and People Committee expect to receive with
achieving these objectives?

5. Communications considerations

5.1. Once the EDI objectives are agreed, they will form part of our High
Performance strategy launch in June, and will be published on our
website the following month. They will also form part of our
recruitment activities, to ensure that we continue to strive to
maximise diversity.

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Consultees on EDI objectives: Corporate Governance, EDI Board,
EDI Steering Group, Executive Team, Senior Leadership Team, Trade
Unions, UKRN Diversity and Inclusion Network.

List of Annexes: Annex 1 – Proposed EDI Objectives 2023 to 2028

Publication decision: This report can be published internally and
externally. The annex should not be published, as the final EDI objectives
and diversity targets will be published separately.

Outcome reached: