

## Management Board – for assurance

**Meeting agenda title:** Management Board effectiveness review – update

**Meeting date:** 16 September 2024

**Time required:** 10 minutes

**Presenter:** Louise Byers

**Approved by:** Jen Green

### 1. Objective and recommendation

- 1.1. This report gives the Committee assurance on the progress made with the actions identified from the Management Board effectiveness review.

### 2. History and dependencies

- 2.1. During November and December 2023, Management Board undertook a 'light touch' effectiveness review. The outcomes of this were reported to the Board's January 2024 meeting, and the Board agreed six actions to continue to increase the Board's effectiveness.
- 2.2. The Board planned to receive an update on delivery of these actions at its July 2024 meeting, six months after the original review – but this meeting time was set aside for the Strategy Day. The September Board meeting is the first opportunity to provide an update, eight months after the original review.

### 3. Matters to consider to achieve objective

- 3.1. **Action 1:** Away day for the new Information Commission Board to be scheduled to focus on strategic direction ahead of work on the next corporate plan.

**Update:** Completed. Board Strategy Day held on 15 July 2024.

- 3.2. **Action 2:** As part of an Away day, the new Information Commission Board could discuss the Board's role, the ICO's context and members' expertise.

**Update:** Completed. Board Strategy Day held on 15 July 2024.

3.3. **Action 3:** Ensuring that continuous evaluation of the required NED skill mix is a key part of the work programme of the new Nominations and Remuneration Committee which will be established following Governance Transition.

**Update:** Completed – integrated in the Governance Transition work programme to develop Terms of Reference and work programmes for the new governance structure.

3.4. **Action 4:** Develop an action plan to increase visibility, impact and understanding of the Board’s role in light of the transition.

**Update:** Completed – integrated in the Governance Transition work programme as part of the internal and external communications workstream.

3.5. **Action 5:** Ensure that the Board’s views are included as a key stakeholder as part of the ‘Doing it Differently’ culture programme.

**Update:** In progress. We are currently updating our communications and engagement plan and will ensure consultation with the Board is included as part of this.

3.6. **Action 6:** Consideration of suggestions made by members to take place as part of the ongoing improvement work on performance measures. Suggestions included:

- the development of productivity, effectiveness and efficiency measures;
- the development of direction of travel and value for money indicators;
- improved quantifying of impacts.

**Update:** In progress. Much of the recommendation will be covered via the paper supporting the scorecard at the September Management Board meeting. We are working with ET members on their developing performance measures, and have initiated the first round of impact reporting which will be used as the springboard to provide the Board with a more comprehensive overview of performance in future reports. Future reports will demonstrate further progress.

#### **Future Board effectiveness reviews**

3.7. The Board agreed that it would conduct annual effectiveness reviews.

3.8. The Risk and Governance Team will identify any changes to the next set of questions. Comments are welcomed from the Board on any potential areas of focus for this review.

#### 4. [Areas for challenge](#)

4.1. The report is for assurance purposes but are there any areas where the Board would expect further action beyond that which has already been taken or planned?

#### 5. [Communications considerations](#)

5.1. There are no communications requirements for this report.

#### 6. [Next steps](#)

6.1. The next steps for this work are:

- Commission and deliver the annual review questionnaire for 2024/25, during November and December 2024.
- Report the outcomes and further actions from this review to the Board's January 2025 meeting.

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**Consultees:** Rob Barnett, Hannah Davis, Debra Holt, Andy Laing, Jemma Missen, Amanda O'Reilly, Shemiah Thomas

**Publication decision:** This report can be published internally and externally without redaction.

**Outcome reached:**