

People Committee – for assurance

Meeting agenda title: Annual report – People-related sections

Meeting date: 4 May 2023

Time required: 15 minutes

Presenter: Louise Byers and Sarah Lal

1. Objective and recommendation

- 1.1. This report provides the Committee with a draft of the people-related sections of our annual report, for comment.

2. Matters to consider to achieve objective

- 2.1. The people-related extracts from the annual report are provided at Annex 1. These sections are as follows:
 - Performance report (Part A):
 - Section 4 of our overall performance narrative, reporting on progress delivering the ICO 25 plan to date. This is titled “Continuously develop the ICO’s culture, capacity and capability.”
 - Accountability report (Part B):
 - Employee involvement and wellbeing section
 - Equality, diversity and inclusion section
 - Remuneration policy and remuneration report sections (excluding individual remuneration figures)
- 2.2. Please note that these sections are still being worked on, and comments have been included on the document where relevant.
- 2.3. These sections of the report are provided for the purposes of comment by the Committee on any of addition, change, or comment, and also to identify any areas which would be expected to be included but have been overlooked.
- 2.4. The Audit and Risk Committee reviewed Part B of the annual report and financial statements. We are working to provide a near-final draft of the full Annual Report to the Management Board for sign-off at its meeting on 15 May. The final version of the Annual report and financial statements will be brought to the Audit and Risk Committee at its 19 June meeting, to recommend that the

Commissioner signs the report. The target is then to lay the report during the week commencing 26 June.

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List of Annexes: Annex 1 – Draft people-related sections of Annual Report and Accounts 2022/23

Publication decision: This report can be published internally and externally. The annex should not be published internally or externally as they are drafts. The final version of the report will be published in June.

Outcome reached: