

17 August 2023

## **ICO Case Reference IC-247720-C9C8**

### **Request**

You asked us:

*"I would like the answer to the following questions as asked under the FOI Act:*

*Q1: What Neurodiversity training has been taken by ICO staff, particularly by those who are part of the ICO Casework department who carry out investigations?*

*Q2: Is Neurodiversity recognised as part of your 'Reasonable Adjustment' Policy?"*

We have handled your request under the Freedom of Information Act 2000 (the FOIA).

### **Our response**

In response to question one, we do not hold or deliver a neurodiversity specific training module at present. However, the training listed below is available to all ICO employees.

- Dignity, Diversity and Inclusion
- Disability Awareness
- Promoting Inclusion

In response to question two, we hold relevant information within our [reasonable-adjustment-policy](#) available online. We consider neurodiversity to be covered and recognised by this policy. For example, section 4.2 relates to adjustments not covered by the Equality Act (2010).

The Equality, Diversity and Inclusion section of the [ICO Annual report 2022-23](#) mentions our focus on neurodiversity, which includes developing further organisational understanding and awareness.

That concludes our response to this information request.

### **Next steps**

You can ask us to review our response. Please let us know in writing if you want us to carry out a review. Please do so within 40 working days.

You can read a copy of our full review procedure [here](#).

If we perform a review but you are still dissatisfied, you can complain to the ICO as regulator of the FOIA. This complaint will be handled just like a complaint made to the ICO about any other public authority.

You can [raise a complaint through our website](#).

### **Your information**

Our [Privacy notice](#) explains what we do with the personal data you provide to us, and sets out your rights.

Our retention schedule can be found [here](#).

Yours sincerely,



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