

7 November 2023

IC-265328-L0J4

Request

You asked us:

"I am writing to make a Freedom of Information request. Please can you provide me with your equality/equity, diversity and inclusion (EDI) policies. This should include, but not be limited to, any current policy or policies you have on or related to these areas;

- 1) Disability*
- 2) Religion and belief*
- 3) Pregnancy*
- 4) Race*
- 5) The menopause*
- 6) Sex and gender, transgender and gender reassignment*
- 7) Sexual orientation*
- 8) Any other EDI issue"*

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

Our response

I have searched our systems based on the information you have provided and can confirm that we hold some information within the scope of your request.

The ICO publishes our EDI policies on the Policies and Procedures page of our website: [Policies and procedures | ICO](#).

This page includes our EDI Policy. It also includes several other policies that fall within the scope of your request, including our Expectant and New Mother Risk Assessment Procedure, Dignity at Work Policy, and Accessible and Reasonable Adjustment at Work Policy.

There are also several other policies that may fall under the scope of 'any other EDI issue.' These include:

Adoption Leave Policy
Maternity Pay and Leave Policy
Political Activities Policy
Shared Parental Leave Policy
Special Leave Policy

As this information is already reasonably accessible to you, it is technically withheld in reliance on section 21 of the FOIA. This exempts information which is reasonably accessible to the applicant through means other than a request under the FOIA.

It is an absolute exemption, which means it is not necessary for us to consider any public interest test.

The ICO has recently created a Menopause Policy and Trans Policy and Guidance. As these are new policies, they have not yet been published on our website. Please find them attached.

This concludes our response to your 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 set out your rights. Our retention schedule can be found [here](#).

Yours sincerely



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data see our [privacy notice](#)**