

TEAM	FUNCTION/RESPONSIBILITY
Architecture	Our mission is to bridge the gap between technology and business goals, ensuring that every technology investment and system implementation is strategically aligned with our strategy and objectives.
Assurance and Corporate Compliance	Assurance and Corporate Compliance is responsible for monitoring the ICO's compliance with legislation and it's own policies and procedures.
Audit	The team carries out audits of public and private companies, public authorities and government departments, looking at whether they have effective controls in place alongside fit for purpose policies and procedures to support their data protection obligations.
Binding Corporate Rules (BCR) and International Transfers	The International Transfers Team with Regulatory Assurance has responsibility for overseeing a number of the tools that organisations can use to allow and manage the transfer of personal data between countries, including Binding Corporate Rules (BCRs).
Business Advice Services	Business Advice Services provide a multi-channel information rights advice service to organisations, with a focus on SMEs.
Central Government	The Central Government Team (CGT) leads on engagement with major central government departments to enhance the ICO's influence and reputation and to inform the information rights policy agenda.
Civil Investigations	The Investigations teams take purposeful risk-based regulatory action where obligations are ignored, examples need to be set or issues need to be

	clarified, based on the ICO's Regulatory Action Policy.
Communications Audit	We undertake communications audits to check the security, integrity and secure destruction of data under the Government's data retention notices (IPA) and PECR audits of 'service providers', mainly telcoms and ISP companies.
Communities	We will provide strategic direction, coordination and oversight for our work on communities experiencing vulnerability.
Competition and Regulatory Cooperation	<p>The Competition and Regulatory Cooperation team leads on:</p> <ol style="list-style-type: none"> 1. policy development and collaboration on issues where data protection and competition regulation intersect, 2. policy development and collaboration on issues where data protection and financial services market regulation intersect, 3. coordinating the ICO's cooperation with our UK regulatory counterparts via the Digital Regulation Cooperation Forum.
Corporate Communications	We provide a professional communications service, and champion knowledge management.
Corporate Governance	Corporate Governance is responsible for ensuring the ICO has frameworks in place to deliver robust internal governance. We deal with the Annual Report, secretariat support for Boards, speaker requests, corporate governance policies and procedures, scheme of delegation and internal audit.
Criminal Investigations	The Criminal Investigations team is responsible for the investigation of criminal breaches of the Data

	Protection Act 2018 and the Freedom of Information Act 2000.
Cross Economy Team	We're developing a team to influence cross-economy trade bodies and private sector intermediaries to support amplification of our key policy and operational messaging across the economy. We will create opportunities for greater cooperation on specific data protection awareness raising, and develop our understanding of emerging trends and areas of stakeholder concern or uncertainty.
Cyber Incident Response and Investigations	Cyber Incident Response and Investigations conduct investigations into personal data breaches resulting from cyber-attacks. We also provide incident response support to organisations who have suffered cyber-attacks.
Cyber Security Services	Our mission is to provide specialist advice and support to help protect the information assets within our organisation's care. We provide assistance internally with security incidents, security awareness and training, advice on processes and behaviours, supplier assurance in procurement activities and general best practices.

Data Analytics	Our team provides support and advice for the business to provide insights and analytics using data.
Data Platforms	Our team provides support and advice for the business to ensure that data from our key systems is stored and made available for use.
Data Privacy Advice	We work with teams across the organisation to provide strategic advice on key legal and policy issues. We support the Commissioner to determine

	<p>the appropriate legal lines to take on a variety of matters and make recommendations to manage legal risks. We support strategic projects and provide advice on the development of policies, procedures and guidance.</p>
<p>Data Privacy Advice, Contracts and Compliance</p>	<p>Our Advisory Team provide legal advice to teams across the organisation, in particular on information law and public law issues. This includes: supporting strategic projects, advising on policy lines and guidance and advising on public law compliance.</p> <p>Our Contracts and Compliance Team provides legal advice to teams across the organisation on internal legal risk including; contract and procurement law advice, leases and property matters, MOU's and data sharing, internal ICO legal compliance, including information law.</p>
<p>Data Protection Fees</p>	<p>We grow and maintain the register of fee payers, provide exemption guidance, process payments and act against those who don't pay when they should.</p>
<p>Data Protection Impact Assessments Team</p>	<p>Our task is to fulfil the Commissioner's obligations around prior consultation under the UK GDPR and the Data Protection Act where controllers have a DPIA with residual high risk.</p>
<p>Delivery Team</p>	<p>The Delivery Team supports all projects within the Change and Transformation Portfolio. The team works along side colleagues in the PMO in the delivery of high profile, high risk, and cross ICO projects.</p>
<p>Digital and IT Products</p>	<p>The Digital and IT Products Team is responsible for owning and implementing IT infrastructure, platforms and applications that meet user and business needs.</p>

Digital Content	The Digital Content team support the organisation by helping develop, manage and maintain Iris intranet content.
Digital Design and Delivery	<p>Digital Design and Delivery are here to make sure that the our business and technology needs are fully aligned.</p> <p>We serve two distinct and contrasting purposes: to 'keep the lights on' in relation to current services, offering help and support on all aspects of information technology; and to rapidly deliver innovative IT services to meet changing business and user needs and leverage new technologies.</p>
Digital Firms Team	The Digital Firms Team is responsible for leading the ICO's engagement with the most significant firms in the digital economy, developing the ICO's understanding of big tech, and influencing these firms to demonstrate high standards of data protection across their full range of products and activities.
Digital Sector Team	The team works within identified sectors for a defined period based on the delivery of pre-agreed aims and the application of distinct milestones. These aims will reflect wider organisational priorities and address specific issues where there is a clear demand for support and intervention.
Directorate Business Support	The Directorate Business Support Team provide an administrative service to the Senior Leadership Team e.g. meeting support (organising meetings, note taking, tracking actions), making travel arrangements and other administrative requests. Working closely with Risk and Governance we also support functions that promote openness and transparency across the organisation such as MoUs, consultation responses and the Staff Forum.

Economic Analysis	Our team provides economic analysis and advice in support of the full range of the ICO's activities. This can involve economic and financial analysis of the impacts of our actions, developing frameworks to aid policy development, and understanding the interaction of data protection with competition.
Emerging Technology	The Emerging Technology team mission is to identify developments in technology and innovation in the mid-term (2 – 7 years) that impact data protection, advise the ICO and influence privacy outcomes. In addition to this, the team is responsible for administering the ICO Grants programme, the Technology Advisory Panel, and engagement with the DRCF's Horizon Scanning programme.
Enforcement (Legal)	We work with teams across the organisation to bring enforcement action for breaches of data protection law. We manage, and provide legal advice in relation to, high profile data protection enforcement cases, produce high quality legal analysis on a range of data protection law issues, draft provisional and final decisions, present legal and strategic advice to the Commissioner and other senior decision makers, and working alongside the litigation team to provide substantive input on appeals of enforcement cases and on our interventions in high profile data protection legislation.
Executive Team	Along with Management Board, we play a key role in the governance of the ICO and make sure we meet our obligations, our strategic objectives. and spend public money responsibly.

Facilities and Estates	The Facilities team manage the day to day running of the ICO buildings, including Front of House Reception, cleaning, stationery, printer maintenance, meeting rooms, mail, confidential waste, recycling and general office maintenance, including Health and Safety.
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Finance	<p>The Finance Team (FT) accounts for all daily transactional income and expenditure matters and the daily movement on all of the ICO's bank accounts.</p> <p>The FT also promptly produces a monthly report for discussion with Boards and Budget Holders and at year end produces the Annual Audited Financial Statements and Annual Report for internal and public exposure.</p>
Financial Recovery Unit	<p>The Financial Recovery Unit is responsible for the recovery of monetary penalties issued for serious contraventions of the DPA and PECR. We also work closely with other enforcement agencies to disrupt and obstruct seriously non-compliant directors which can result in director disqualifications and further civil action or criminal prosecutions.</p>
FOI Complaints and Compliance	<p>We are responsible for promoting freedom of information and transparency by public authorities. The legislation we regulate includes the Freedom of Information Act (FOIA), Environmental Information Regulations (EIR), and INSPIRE and RPSI regulations. We make decisions on individual complaints, undertake wider regulatory actions and develop both policy and public guidance about the legislation.</p>
FOI Policy	<p>Our team are responsible for the delivery of the Department's policy outputs. This includes leading the review of our FOI/EIR current guidance, providing relevant policy advice and support to internal stakeholders, reviewing and updating the ICO's FOI and EIR policy positions and leading ICO's engagement on FOI/EIR policy with external stakeholders.</p>
FOI Upstream Regulation	<p>The Upstream Regulation Team aim to support public authorities perform in line with their statutory duties and prevent breaches of access to information legislation from occurring, fulfilling our mission of upholding information rights and our</p>

	vision to build trust and confidence in those responsible for making public information available.
FOIA and Prosecutions	We advise teams across the organisation on the Commissioner's powers and rights. We support responsible information use, by advising and assisting with enforcement action, responding to Freedom of Information Act appeals and prosecuting data protection related offences in the criminal courts. We advise on proposed legislative changes/developments where relevant to enforcement activity.

High Priority Inquiries	High Priority Inquiries (HPI) conducts inquiries into thematic issues of significant public interest. We build knowledge through engagement to understand the potential impact of activities on information rights. Through influence with stakeholders in their practices we support innovation and emerging technologies.
HR Operations	We are responsible for the delivery of day-to-day operational HR services.

Inclusion and Wellbeing	<p>The final part of our Centre of Excellence, our inclusion and wellbeing services, lead on the development and implementation of our long-term vision and strategy for EDI and Wellbeing.</p> <p>We provide tools, services and interventions which educate, develop, and support our workforce, providing proactive and innovative commercially focused solutions to embedding inclusion in our core practises both internally and externally, and developing strategies and solutions to ensure that our policies and procedures have diversity, inclusion and wellbeing at their heart.</p>
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Information Access	We are the team responsible for responding to the requests for information held by the ICO. Most of these requests are made under the GDPR, DPA 2018, as well as the occasional EIR.
Information Management and Compliance	Our team provides support and advice for the business to ensure that information management and privacy are embedded into our systems and processes. We also ensure that the ICO is able to demonstrate compliance with data protection legislation by supporting our DPO in carrying out their responsibilities.
Innovation Advice	Innovation Advice is a fast, direct service for organisations planning to innovate with personal data of people in the UK. We aim to give advice, within 15 working days, to help solve specific data protection issues holding up the progress of a new product, service or business model.
Innovation Hub	The Innovation Hub helps innovators build privacy by design into their new products by providing expert data protection advice and mentoring organisations. We work with regulators and innovation bodies who are running events where organisations and businesses develop, test and improve new ideas that involve processing personal data.
Intelligence Department	The Intelligence Department provides a "whole ICO" intelligence function that shapes and informs our strategic priorities, and drives our office-wide activity through a suite of relevant intelligence products which inform and lead tactical and strategic decisions across the office.
Internal Communications	Internal Communications supports us as an organisation by engaging with and informing employees, making sure everyone knows what they need to perform their jobs well, while also promoting awareness and cohesion across the office.

International Regulatory Cooperation	<p>We maintain and develop the ICO's influence within the global information rights regulatory community, to support global protection of UK residents' rights and facilitate UK trade where it involves international transfers of personal data.</p> <p>The team also provides technical advice to HM Government on data transfer issues including adequacy assessments.</p>
Investigations Administration	<p>The Administration Team supports the Director of Investigations, the Management Team and the wider Investigations Directorate, with a variety of administration services.</p>

Knowledge Services	<p>Knowledge Services is here to help you [ICO staff] understand everything you need to know about information rights legislation, the ICO's views, and our regulatory activities. This is done through a variety of knowledge resources and a bespoke advice service.</p>
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Legal Leadership Team	<p>Under direction from the General Counsel, the Legal Service provides timely, effective, proportionate and solution focused legal advice in line with agreed risk appetite to the ICO, supporting the organisation to deliver its strategic objectives including ICO25, particularly where doing so has the potential to shape interpretation of the laws the organisation oversees.</p>
Legislative Reform	<p>Legislative Reform support and advises Government on Data Reform work. Its role is to represent the our organisation's interests and maximise our influence across those parts of the Government's broad reform agenda with potential to inform the our future form or function. Where reform is proposed, we provide expert advice to ensure we can regulate any new requirements effectively.</p>

Litigation	We conduct regulatory and civil litigation on behalf of the Commissioner in the First Tier and Upper Tier Tribunals, High Court, Court of Appeal, Supreme Court and in other courts as required, in respect to challenges to the ICO's decisions under the Data Protection Act, Privacy and Electronic Communications Regulations and other decisions subject to judicial review.
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Management Board	The Management Board's primary purpose is to assist the Information Commissioner to discharge their statutory responsibilities on a long-term, strategic basis. Its areas of responsibility focus on the effective functioning of the office in a manner consistent with the statutory requirements and the high standards expected from a public body.
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Network and Information Systems (NIS) Assurance	The NIS team are currently developing a Cyber Assessment Framework and supporting processes to enable proactive cybersecurity audit and regulatory oversight of Relevant Digital Service Providers under anticipated changes to the NIS regulations.
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Northern Ireland	We are here to ensure that all aspects of the ICO's work take into account the political, societal and legislative differences between Northern Ireland and other parts of the UK. As well as engaging with our stakeholders on regional policy issues, we also offer a local point of contact to members of the public through our NI helpline and advice inbox.
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Online Safety	The team is responsible for coordinating the ICO's policy work related to the online safety regime. We work closely with Ofcom, the online safety regulator, and we lead the working group which provides a central focus for online safety work across the office.
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Organisational Development and Capability	Part of our Centre of Excellence, we are responsible for ensuring the organisation develops its culture, capacity and capability across its growing workforce in line with strategic objectives, standards of good practice and in compliance with legislative requirements.
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Parliament	The Parliament Team (PT) and the Central Government Team (CGT) work with the ICO Regional Offices (ICOR) to scan the UK political horizon and lead our engagement with the Governments (PT/CGT/ICOR), major Government Departments (CGT/ICOR), Parliaments of the UK (PT/CGT/ICOR) and civil society (PT) to enhance the ICO's influence and reputation, and to inform the information rights policy agenda whilst ensuring our regulatory approach is tailored to the needs of all nations of the UK. We also lead on ICO work during General Elections.
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People and Strategy	<p>We provide a strategic, forward-looking service, conducting organisational diagnoses to determine which people strategies and services will best enable the ICO to meet its objectives.</p> <p>The service includes the People Business Partnering team who are responsible for working with senior leaders to deliver the people elements of our organisational strategy and for commissioning the services of the specialist teams on behalf of the leadership team they partner.</p> <p>Our People Services Managers and Advisers are responsible for providing support, advice and coaching to People Managers throughout the Organisation, ensuring that all our colleagues are treated fairly, and our policies applied consistently.</p>
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Personal Data Breach Service	We are the first point of contact for organisations notifying the ICO about data security breaches under the UK GDPR and DPA. We advise organisations about the steps they should take to mitigate risk and
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	avoid similar incidents in the future. We refer more serious breaches for formal investigation.
Planning and Performance	To help the ICO manage its resources and prioritise its work by continuing to develop and support the use of an effective business planning process and the performance framework.
Prioritisation	The Prioritisation Team is responsible for the application of our prioritisation framework and associated risk assessments in order to coordinate non-BAU and/or cross office issues which need input from numerous subject matter experts.
Privacy and Digital Marketing Investigations	Privacy and Digital Marketing Investigations are responsible for enforcement of the data sharing or trading and direct marketing provisions in the Data Protection Act and the Privacy and Electronic Communication Regulations.
Private Office	The Private Office provides strategic and administrative support to the Executive Team ensuring they are prepared, and their time, information and decision processes managed effectively.
Procurement	The Procurement Team, is responsible for all our tendering activities, and contractual compliance, in line with Procurement Regulations 2015, and government approval via DSIT/Cabinet Office.
Productivity and Collaboration Team	The Productivity and Collaboration Team is responsible for some of our core business platforms, including Microsoft 365, and ensuring these are available, secure and supported.
Project Management Office	The Project Management Office is a centre of project and change management excellence, providing methodologies, standards and tools.

Public Advice and Data Protection Complaints	Public Advice and Data Protection Complaints is a public facing department that responds to data protection complaints and provides outcomes in accordance with the legislation. We also advise members of the public about how they can exercise their rights by responding to enquiries in writing, over the telephone, on live chat and through social media.
Public Affairs Sectors	<p>The Public Affairs Sectors department (formerly RMS) develops the organisation's strategic understanding of our priority sectors. Engaging regularly with key stakeholders including national representative bodies within these sectors, we offer regulatory advice and support regarding their influential roles in UK policy development.</p> <p>Serving as the front door to the ICO for these stakeholders, we gather intelligence and insights crucial for shaping our policy.</p>

Regulatory Cyber	The cyber threat landscape is continuously evolving, with attacks targeting both data and system resilience increasing in frequency and magnitude. As a cyber security regulator, we have a unique opportunity to leverage our experience enforcing data protection legislation and other controls to drive adoption of good practice within industry, with the aim of improving the nation's cyber resilience. Our mission is to 'make cyber security accessible for everyone and drive change'.
Regulatory Design	Our purpose is to assess and respond to the government's package of data protection reforms where those reforms impact our regulatory functions.
Regulatory Policy Projects	The Regulatory Policy Projects directorate supports our regulatory activity through a broad range of policy and research activities. We lead strategically important policy projects, guidance and assurance

	programmes, research programmes and the Policy Profession. We work with, and support, other teams in delivering their own policy and research programmes and are also responsible for chairing the Policy Board.
Regulatory Sandbox	The Sandbox is a service which supports organisations creating products or services which use personal data in innovative and safe ways.
Risk and Business Continuity	Risk and Business Continuity is responsible for the ICO's corporate risk register and works with other directorates to ensure the effective management of risk across the ICO.

Senior Leadership Team	Our directors make up our senior leadership team. They are responsible for overseeing the delivery of the strategic direction set by the Executive Team.
Scotland	The Scotland office provides advice on Scottish public affairs, manages stakeholder relationships with key Scottish public bodies including the Scottish Government, Police Scotland and the NHS in Scotland and leads on legislative consultation in Scotland. Our services include a local advice line and inbox. We work across the office to ensure that all aspects of the ICO's work take into account the political, societal and legislative differences between Scotland and other parts of the UK.
Senior Management Team (Investigations)	<p>The Investigations Directorate handles the most sensitive, high profile and complex investigations within the ICO.</p> <p>We provide high quality and timely investigations in line with the ICO's priorities and Regulatory Action Policy.</p>

	<p>We provide a flexible and dynamic response to issues of concern, and deliver targeted and proportionate regulatory outcomes.</p> <p>We provide critical evidential insight into new and emerging issues, which supports the wider ICO in educating and providing guidance to organisations and individuals who have obligations under the law.</p> <p>We work closely with a range of partners, including national and international regulators and law enforcement agencies, and joint-working is a key objective in our work to mitigate the risk of harm to UK citizens.</p>
Senior Management Team (Regulatory Assurance)	Regulatory Assurance work with a wide range of organisations to assess whether they are complying with legislation the ICO oversees and give practical advice on how to improve.
SME Service Hub	The SME Service Hub brings together specialists in communications, engagement and assurance to focus on services for small to medium sized enterprises (SMEs). We help make it easier for organisations with fewer than 250 staff – including sole traders, charities, clubs and start-ups – to understand and comply with DP laws.

Talent and Workforce Planning	Part of our Centre of Excellence, providing both strategic and operational services across all aspects of Talent Acquisition and Workforce Planning. This service is responsible for the development and implementation of the ICO's Strategic Workforce Plan and for developing strategies to support the acquisition and retention of talent for emerging priority skills, capabilities, and competencies, as well as for our Early Careers service.
Technology	The Technology Department is the our centre of technical and tech policy expertise. Our work is high-impact, complex, and at the frontier of

	<p>emerging technologies such as artificial intelligence, biometrics and privacy-enhancing technologies. We work with colleagues across the organisation to support policy and operational interventions on the highest priority technology-based information rights issues.</p>
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<p>Wales</p>	<p>The Wales office provides advice on Welsh public affairs, and manages stakeholder relationships with key Welsh public bodies including the Welsh Government, Senedd Cymru/Welsh Parliament and NHS Wales. Our services include telephone and email advice channels which we conduct bilingually as part of our legal obligations for the Welsh language. We work across the office to ensure all aspects of the ICO's work take into account the political, societal, legislative and devolved differences between Wales and other parts of the UK.</p>
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