

15 April 2024

IC-293743-C9M2

Request

You asked us:

Please include the following information for the following years, 2019/20, 2020/21, 2021/22 and 2022/23:

A list of all the staff networks at the organisation

Whether each network receives internal funding and, if so, how much (please express annually for the last four financial years)

How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)

A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event

We received your request on 13 March 2024.

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

Our response

We do hold information within the scope of your request.

The ICO has the following staff networks:

- Access and Inclusion Network
- Healthy Minds Network
- Menopause Network
- Pride Network
- REACH (Race, Ethnicity, Culture, Heritage) Network
- Women's Network

During the years in scope of the request, there were no dedicated internal funding budgets allocated to the networks, although ad hoc requests for funding certain nominal costs associated with meetings in person have been approved on occasion.

Each of the networks has four roles, though each network manages them differently to complement the needs of those in post, and the needs of that network. These roles were introduced in 2022, prior to which there were no formal roles and the networks would allocate tasks to their volunteers according to availability and need.

The roles are:

Chair or co-chairs,
Deputy chair,
Communications officer,
Membership officer.

From 2022, each role had a 5 hour per month allocation of staff time, which was increased to 10 hours in 2023. However, this is provided as guidance only and the amount of time each volunteer will dedicate to network tasks will fluctuate depending on the individual's availability within the constraints of their main job role, the needs of the network and any other commitments that they may have.

Details of network staff events are below. Events did not have guest speakers unless otherwise stated.

Healthy Minds Network

5 April 2023- Mindful colouring (in support of Stress Awareness Month), drop in session between 12.00 and 14.00.

Access and Inclusion Network

28 September 2023, 10.00- Access and Inclusion Staff Network Meeting
25 October 2023, 14:00- Access and Inclusion Staff Network Meeting
29 November 2023, 11:00- Access and Inclusion Staff Network Meeting
23 January 2024, 13:00- Access and Inclusion Staff Network Meeting
19 February 2024, 13:00- Access and Inclusion Staff Network Meeting

Menopause Network

25 April 2023, 12:30- Monthly Menopause Support Group
24 May 2023, 12:30- Monthly Menopause Support Group
27 June 2023, 12:30- Monthly Menopause Support Group
26 July 2023, 12:30- Monthly Menopause Support Group
11 October 2023, 14:00- Monthly Menopause Support Group
7 November 2023, 14:00- Monthly Menopause Support Group
6 December 2023, 14:00- Monthly Menopause Support Group
9 January 2024, 14:00- Monthly Menopause Support Group
7 February 2024, 14:00- Monthly Menopause Support Group
5 March 2024, 14:00- Monthly Menopause Support Group

Pride Network

5 April 2023, 10:00 – Pride Network Meeting
26 April 2023, 11:00 – Pride Network Meeting
6 June 2023, 14:00 – Pride Network Meeting
5 July 2023, 10:00 – Pride Network Meeting
8 August 2023, 11:00 – Pride Network Meeting
5 September 2023, 12:00 – Pride Network Meeting
10 October 2023, 11:00 – Pride Network Meeting
15 November 2023, 10:00 – Pride Network Meeting
13 December 2023, 10:00 – Pride Network Meeting
10 January 2024, 10:30 – Pride Network Meeting
8 February 2024, 11:00 – Pride Network Meeting

REACH Network

28 June 2023, 11:00 -REACH Network Meeting
6 September 2023, 11:00 -REACH Network Meeting
25 October 2023, 11:00 -REACH Network Meeting
14 December 2023, 11:00- REACH Network Meeting

21 February 2024, 11:00- REACH Network Meeting

Women's Network

27 April 2023, 11:00 – Women's Network Meeting

24 May 2023, 11:00 – Women's Network Meeting

5 July 2023, 11:00 – Women's Network Meeting

9 August 2023, 11:30 – Women's Network Meeting with external guest speakers from Cheshire Without Abuse

5 September 2023, 11:30 – Women's Network Meeting

12 October 2023, 12:00 – Network panel event with internal speakers

14 November 2023, 11:30 – Women's Network Meeting

14 December 2023, 11:00 – Women's Network Meeting

16 January 2024, 11:30– Women's Network Meeting

13 February 2024, 11:30– Women's Network Meeting

5 March 2024, 11:30 – Women's Network Meeting

The names of the guest speakers for the Women's Network meeting on 9 August have been withheld as this is the personal data of third parties, and is exempt from disclosure pursuant to s.40(2) FOIA.

FOIA section 40(2)

Some third party personal data has been withheld from our response as explained above.

Section 40(2) of the FOIA exempts information if it is personal data belonging to an individual other than the requester and it satisfies one of the conditions listed in the legislation.

We find that the condition at section 40(3A)(a) applies in this instance: that disclosure would breach one of the data protection principles. The principles are outlined in the General Data Protection Regulation (GDPR) with the relevant principle on this occasion being the first principle as provided by Article 5(1): that personal data shall be processed lawfully, fairly and in a transparent manner.

We do not consider that disclosing this information into the public domain is necessary or justified. There is no strong legitimate interest that would override the prejudice to the rights and freedoms of the relevant data subjects. We have therefore taken the decision that disclosing this information would be unlawful, triggering the exemption at section 40(2) of the FOIA.

This concludes our response.

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](#) on our website.

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 and Disposal Policy](#) details how long we keep information.

Yours sincerely



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