**The ICO’s Equality Objectives 2019-22**

The ICO is committed to enhancing equality and diversity in all of our work. We want to be an effective and accessible regulator, service provider and employer.

To help focus our activities to achieve this, we have developed Equality Objectives. This is also part of our obligations as a public authority arising from the Equality Act 2010.

In the period from 2019 to 2022, the ICO commits to take actions to achieve the objectives outlined below:

**Spreading knowledge and taking action**

We will raise awareness of information rights across the community and take action to ensure that organisations fulfil their obligations. We will have particular focus on groups and sectors where knowledge gaps may cause information rights inequalities or vulnerabilities. We will ensure that in our actions as a regulator we do not create inequalities or discriminate.

**Accessible services**

Our services and information will be accessible for users and potential users of our services, and we will provide our staff with the skills and knowledge they need to provide high quality services for all. We will try to anticipate customer needs and we will take action to remove barriers to our services when possible.

**Encouraging others**

We will use our status as a regulator, advisory body and purchaser of services to influence improvements in equality by other organisations and across society.

**Employer**

Our workplaces and practices will be accessible, flexible, fair and inclusive. We will value the diversity, skills, backgrounds and experience of our people, enabling them to perform to their best in a welcoming and supportive environment.