

- 2.5. **Management of meetings:** the Board requested that Board papers should be circulated seven days in advance of a meeting, and that updated papers should be

3. CEO Update

- 3.1. Current Status: 2,694 claims started; 1,233 offers made (£602m); 897 payments completed (£634m)

- 3.2. The Chief Executive updated the Board on progress since the last meeting, including:

- Recruitment continues with IBCA's workforce at 463 members of staff. There remain pressures on recruitment, including the ability of the supplier to deliver the process, and commercial solutions are being sought. IBCA has now received a visa-sponsorship license.
- Progress on implementing the recommendations of the Inquiry, including the introduction of registration. Community-driven development sessions have been held to inform the development of registration, and a full write-up of these sessions will be shared with the Board.
- There continues to be a significant dependency on a decision on the delivery of professional services by the Cabinet Office and HMT.
- The NISTA supported review of IBCA delivery, requested by the Minister for the Cabinet Office (MCO), is underway and will include interviews with all Board members. The findings of the review would be shared with the Board prior to publication.

- 3.3. The following points were made in discussion:

- IBCA should continue to consider its location strategy for the recruitment of staff and should ensure that EDI processes, including the gathering of data, are embedded in recruitment.
- Community-driven development sessions need to be targeted and clear about what they are seeking to achieve.
- It is an important principle to ensure that discussions with the community are recorded.
- IBCA now has a number of reviews underway, including the independent NISTA-supported review and GIAA audits. It will be important to ensure that these reviews do not duplicate each other and that non-executive directors are appropriately involved.
- That the Board should input into the development of the role of the Strategy Director, although the CEO is responsible for the structure of the Executive team, as the Accounting Officer.
- It is important to develop a longer-term organisational plan for the organisation, including supporting staff through the closure of the organisation.

- The Board was interested to understand the use of technologies such as AI to filter information.
- The Board noted its thanks to all staff for the continuing work to deliver compensation to the victims of the scandal.

3.4. **ACTION:** The Executive to provide a paper on community engagement, including community-driven development, for the next Board meeting.

3.5. **ACTION:** The Executive to ask the Government Recruitment Service to share EDI statistics.

3.6. **ACTION:** The Executive to share the Terms of Reference for the Independent Review.

3.7. **ACTION:** The Executive to share the outputs of the GIAA review.

3.8. **ACTION:** The Executive to arrange a Board discussion on governance structures.

3.9. **ACTION:** The Remuneration to discuss recruitment plans for the Strategy Director.

4. **Programme Update**

4.1. The Programme Team introduced the Programme Update, which showed an increased risk on compensation delivery to Amber-Red, relating to the delivery of professional services, and decreased risk on establishing IBCA as an independent body, which is also now Amber-Red.

4.2. The following points were made in discussion:

- It is important to manage expectations around the development of future cohorts and the impact this will have on the delivery of compensation.

5. **Finance Update**

5.1. The Finance team provided an update on the current financial position of IBCA. The Board noted the update.

6. **Annual Report and Accounts**

6.1. The Finance team provided an update on the delivery of IBCA's Annual Report and Accounts (ARA).

6.2. The following points were made in discussion:

- The current draft did not fully demonstrate IBCA's delivery, and in particular, the need to reflect delivery since March 2025. This could be properly included in the Chair and CEO forewords and introduction to the accounts.
- It would be helpful to include an infographic to support understanding of delivery.

- 6.3. The Board provisionally agreed to the ARA, subject to the changes requested and final approval by ARAC.
- 6.4. **ACTION:** The Executive to update the drafting of the forewords and to share an updated draft with the Board with changes visible.

7. Safeguarding

- 7.1. The Strategy team introduced the draft Safeguarding policy, noting that this draft incorporates the previous steer of the Board. These measures would enhance the existing safeguarding work already in place.
- 7.2. The following points were made in discussion:
- The policy should be careful to delineate between claimant vulnerability and statutory categories of safeguarding.
 - It should be considered how a process such as 'Ask Angela' could be introduced into IBCA's processes.
 - An operating manual should be developed to support the delivery of the policy and case-studies would be useful.
 - IBCA should explore relationships with charities.
 - IBCA also needs to consider wellbeing, which is wider than vulnerability, and to ensure that support is available to prioritise wellbeing.
- 7.3. The Board agreed to the recommendations of the paper.
- 7.4. **ACTION:** The Executive to share a draft announcement on the 'Speak Up Champion' role.

8. IBCA as an Employer (HR Workstreams)

- 8.1. The HR team presented an update on business readiness ahead of October. Work is on track, and a further update will be shared with the Board in September.
- 8.2. The following points were made in discussion:
- Trade Unions have raised concerns relating to right of return to the Civil Service. IBCA's pay offer in response to this issue is competitive, and this is demonstrated through recruitment responses.
 - We should seek support from the Cabinet Office for staff at the end of their employment.
 - IBCA should publicly share statistics on the proportion of ex-civil servants employed, as this demonstrates one aspect of IBCA's diversity.
 - The role of the Speak Up Champion is essential, and communications about this role should be prioritised.

- Performance management is currently within the Cabinet Office system, but once IBCA is an employer, there will be the opportunity to redefine the approach.

9. AOB

9.1. The next Board meeting will be held in Newcastle on 16 September.

Close