

Department for Work and Pensions

The DWP Data Access

Ethics Committee Report

For

Years ending 31 December 2010 and 2011

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Foreword

I am pleased to present the Report of DWP's Data Access Ethics Committee for 31 December 2010 and 2011.

The report outlines the work of the Committee undertaken in 2010/2011 and takes a forward look to some developments expected in 2012.

The setting up of this Committee was innovative within Whitehall, and an example of best practice in the area of data handling and statistics. It is one of the safeguards that we have put in place, to give public assurance that we are behaving responsibly with data from the Work and Pensions Longitudinal Study.

Having established its role and working matters in respect of the use and access to WPLS, the Committee's scope was expanded in 2007 to consider the ethical implications of all Information Governance and Security Division's (IGS) use of non-DWP data and was therefore renamed the DWP Data Access Ethics Committee.

The Committee has played an important role in helping to ensure that all uses of this data are appropriate and that there are no unintended impacts on any individuals who are covered by it. It has also helped to shape DWP's thinking on possible new uses of the data so that any ethical issues are also addressed moving forward.

Lively debates continue to be held around ethical and other issues connected with using data for research and operational purposes.

David Frazer

**Chair
DWP Data Access Ethics Committee**

1. Introduction to the report and the DWP Data Access Ethics Committee

1.1. The Work and Pensions Longitudinal Study (WPLS) is a series of linked databases that allows detailed, cross cutting analysis of data about DWP customers. From January 2004, DWP has been able to link benefit and programme information held on its customers with employment records from HM Revenue and Customs (HMRC). Examples include:

- provide statistics, management information and research on the success of Jobcentre Plus in helping people into work and keeping them in work;
- help to evaluate individual policies and their impact in the short, medium and long-term;
- aid in the investigation of fraud; and
- provide us with the opportunity to improve the way we target clients through marketing initiatives.

1.2. An Ethics Committee was considered necessary to ensure that new proposals for utilising the WPLS took into account the concerns of the general public about how such a potentially rich data source might be used. The present Terms of Reference of the Committee and its working methods are described in **Annex 1**.

1.3. This report, which covers 2010 and 2011, highlights the achievements of the Committee during the past two years and reflects on the issues that they have discussed.

2. Membership

2.1. There have been changes to the membership of the Committee in the last two years but at the end of 2011, the Committee comprised of eleven members. Five of these members are experts from government including DWP, Office for National Statistics(ONS), HMRC and the Cabinet Office. The other six members are individuals who were appointed following a national advertisement for suitable candidates. The Committee members and a short biography of each are shown in **Annex 2**.

3. Role of the Committee

- 3.1. The Ethics Committee was originally appointed to consider proposals for utilising the WPLS database that have a significant ethical dimension.
- 3.2. The goal of the Committee is to foster, through debate and accountability, a proper culture of respect in using and developing uses of non-DWP data. Consideration is given to human dignity within a framework of active research to support the development of policies for a free, inclusive and prosperous society.
- 3.3. Following the success of this role, the remit of the Committee was widened to take into account other uses of non-DWP data. The Committee now review all uses of such data by DWP's Information Governance and Security Division and advise on possible developments in relation to the use of such data. IGS is responsible for WPLS and other central sources of information. It also provides DWP with a range of information services from it, including statistics, management information and data matching for operational purposes, including the detection of fraud and error.
- 3.4. This means that the Committee is providing valuable advice on a wide range of issues to DWP.

4. Aims and Objectives of the Committee

- 4.1. The Committee review DWP's decision-making on access given to non-DWP data including WPLS and their deliberations include:
 - The ethical issues surrounding the proposal;
 - Whether the proposal is acceptable; and
 - Suggest modifications to any proposal, where the amount of data is considered intrusive given the proposed objective.
- 4.2. The Committee also provides ethical advice on possible developments in the use of data.
- 4.3. The full Terms of Reference for the Committee are at **Annex 1**.

5. How the Committee Operates

Meetings

- 5.1.** The Committee met in January, April, and October 2010 and January, July and November in 2011.

Accesses to the WPLS and other non-DWP Data

- 5.2.** The users of WPLS and other non-DWP data are mainly operational and research analysts who provide information on policy and customer service issues.
- 5.3.** To gain access to the WPLS and other non-DWP data, a business case is completed by each user/group of users via an electronic register. The business case requires a clear justification as to why the user needs access to this data.
- 5.4.** Details of every application for access to WPLS and non-DWP data are taken from the register and presented to Committee members to review the access granted by the department. The role of the Committee is to satisfy itself that the access process has been properly applied and that the reasons for access and use are valid.
- 5.5.** A risk methodology is applied by Information Governance and Security (IGS) Information Management practitioners. Risks are assessed under a standard set of headings for each application, thus facilitating a consistent and rigorous approach to decision-making. Generally, low risk follows best practice standards and precedents, medium has some deviation from best practice or precedence which is reasonably mitigated (but not enough to bring it back to best practice) and high risk has some deviation from best practice that is not reasonably mitigated.
- 5.6.** Where appropriate, the committee will:
 - Discuss individual cases and reach an agreement as to whether there are any ethical considerations; and
 - Request further information about individual cases in order to reach a decision.
- 5.7.** The Committee give particular consideration to cases where access is required to non-anonymised data for reasons other than sampling.
- 5.8.** Feedback from the Committee influences the way DWP seek to improve the construction of business cases and the information provided to data users.

Approving access to datasets

- 5.9.** Since its formation in 2004 and up to the period ending 31 December 2011, the Ethics Committee considered a total of 366 applications to access the WPLS for linking data. Whilst there have been many occasions where the Ethics Committee has asked for a fuller explanation of applications, there have been no cases to date where the Committee has disagreed with the decision made by the Department to give access to the data.
- 5.10.** Table 1 shows the history of accesses to WPLS since referrals began to the committee in 2004. This excludes a small number of access requests which are purely to develop the WPLS rather than end uses of the data. Of the total of 404 applications for use, 110 are currently still live, and 294 have expired.

Table 1: Applications by time period

Time period	Total applications
Up to Aug 04	18
Sep 04- Dec 05	71
Jan 06- Dec 07	147
Jan 08- Dec 09	130
Jan 09- Dec 11	38
Total	404

- 5.11.** A list of all uses of WPLS are available from the Ethic Committee Secretariat.

6. Matters Considered by the Committee in 2010-11

The Committee Meetings have included a number of oral presentations and detailed papers. The discussions have been mainly focused on the potential new use of data. The Committee have also considered the data implications of policy area initiatives that haven't been taken forward. The Committee are actively engaged by challenging and debating at length each subject positively, voicing their concerns and giving their views on the issues and the impacts that these subjects may have in the future.

6.1. Subjects have included:

Migration Benefit Statistics

Publication of ad hoc statistics on the nationality (at time of registration for a national insurance number) of DWP working age benefit claimants.

DWP publishes regular quarterly National Statistics on the number of people claiming working age benefits. These statistics are published for a range of claimant characteristics including gender, age and in some instances ethnicity.

Data on nationality is not routinely published as the source systems used to capture and process benefit claims, typically do not include a nationality marker.

However, DWP does publish separate National Statistics on the number of National Insurance Numbers (NINo) registered to non-UK nationals entering the UK. Again these statistics are published by gender, age and by nationality.

In the absence of nationality markers on the benefit computer systems, the ad hoc statistics presented in the adhoc analysis provide estimates of the number of DWP working age benefit claimants, as at February 2011, within Great Britain, who at the time they registered for a NINo were non-UK nationals.

The statistics take no account of non-UK nationals who have subsequently been granted British citizenship. For the purposes of these statistics, they are shown as non UK nationals at the time of NINo registration.

Intelligent Pension Credit Review

A presentation was given to the Ethics Committee, on a new proposal to further enhance the streamlining of the current Pension Credit Review process. This is following the introduction of the Rapid Review (Oct 08) and AIP Run On initiatives (April 09).

Feedback from PDCS Operations indicated that up to 50% of all postal reviews returned, did not provide the required information to allow the completion of the review at the first attempt. The concept of the 'Intelligent Pension Credit Review' was to test whether the creation of a customer specific review form, using data already held by DWP systems and HMRC data, would improve customer response rates, improve the provision of data or verification, improve the time taken to complete the review, reduce customer contacts whilst ensuring no adverse impact upon accuracy, fraud and error. The test was to be conducted in a live environment using 'real' customers and would be essentially a data gathering exercise. Using the information gathered, PDCS would then be able to compare the results against the existing process to determine whether this approach yielded the anticipated improvements.

Data Warehouse and Centric Data Developments

Data matching has been at the heart of the DWP's fraud and error detection strategy for over 15 years, identifying over £200m in incorrectness per year. To deliver improvements both in deliverability and security, a full review was undertaken with the decision to bring the service in-house to produce a more financially viable, responsive and secure service.

Following a successful 6-month prototype exercise undertaken between October 2008 and March 2009, a program of change was delivered to create the Customer Centric Data Mart linked to the Departmental Data Warehouse that is capable of providing:

- an updated fraud and error service in support of Departmental targets and importantly protect public funds;
- full data matching and mining capability to support the vulnerable;
- meeting the Departmental ambitions regarding exploitation of data assets; and
- increased security provision including 4 lines of defence.

Ministry of Justice Data Share

Data from WPLS has been matched to administrative data from the Ministry of Justice (MoJ), on the sentencing and offence records of 4.2 million offenders, employment and benefits. The data matching was very successful - a total of 3.6 million individuals were matched giving a match rate of 86%. Subsequent analysis of the data enabled a costed policy option to be developed – Day 1 access to the Work programme for all JSA-claiming offenders on release from prison (to be launched March 2012). Permission was given at a subsequent Ethics Committee meeting to proceed with a regular data share between MoJ and DWP.

A summary of the data share project and some of the initial findings was published on 24th November 2011.

http://statistics.dwp.gov.uk/asd/asd1/adhoc_analysis/2011/offending_employment_and_benefits.pdf

Further permission was given to do some data linking with MoJ to report the benefit status of individuals charged in connection with the riot disturbances of August 2011. The main finding was that 35% of adults charged with riot-related offences were on out-of-work benefits at the time of the disturbances.

Analysis was published in October 2011.

<http://www.justice.gov.uk/publications/statistics-and-data/criminal-justice/public-disorder-august-11.htm>

Census

The Office for National Statistics is working with DWP, HM Revenue & Customs and the Department for Social Development in Northern Ireland to use administrative data from these three organisations for population statistics purposes. Information proposed to be sent to ONS includes explicitly personal, but limited data, e.g. basic identifiers such as name and address, demographics such as date of birth, gender, marital status and economic status, but not sensitive information such as finances. Data would be for all people on these Departmental systems. The data would be used for two purposes, validation of data and statistics from the 2011 census and for considering alternative approaches to the census under ONS's Beyond 2011 programme. Regulations will be passed to address legality of the data sharing and all departments are working together to ensure adequate security for transfer of data to ONS and processing at ONS before any personal data will be supplied.

Welfare Reform Bill

Presentations were made to the committee regarding the new information clauses in the Welfare Reform Bill including possible uses of the wider powers being sought to require information and discussion around the use of HRMC data going forward. The new benefits and services being introduced in the Welfare Reform Bill will require greater data sharing than ever, in an automated format, in order to make benefits easily accessible, accurate from the outset, provide ease of service for the customer and greater Departmental efficiency. DWP continues to work with other organisations to ensure that we have the legal framework to do this.

Open Data

The Committee discussed plans for DWP to make information available under the open data agenda.

The Simple Money Transmission Service (SMoTS)

The Simple Money Transmission Service Project is a cross Government programme introduced to deliver a simple, modern replacement for benefit cheques for customers. A new service provider is in place which will provide a new service. This new service will involve the customer receiving a payment card which they can take to their nearest PayPoint, which are located in various local businesses, in order to receive their benefit.

7. Key Achievements during 2010/2011

7.1. In summary the main achievements during 2010/2011 were:

- Assurance that all uses of data were appropriate and took account of ethical considerations
- Through challenges to reasons for research and data use, this continues to change the culture of DWP analysts and other data users to be more proactive at the outset in thinking through ethical and security issues.
- Helped to shape thinking within DWP about possible new use of data to improve customer service.
- Provided advice on obtaining improved consent to data linking for DWP surveys.
- Provided advice on project proposals that aimed to improve customer service, by factoring into the discussion issues that might cause concern amongst citizens.

8. Conclusions and Future Developments

- 8.1.** Following the decision to widen the remit of the Ethics Committee, future work will ensure that this continues. The Ethics Committee will continue to offer ethical advice on all uses of non-DWP data held on IGS systems. This will include reviewing current uses of data and new items of interest to the Committee
- 8.2.** Regular reviews will be undertaken of membership of the Committee including rotation of members.
- 8.3.** The Committee will look to invite guest speakers to future meetings in order to understand the roles of others in the use of data and to exchange views and explain the role of the Committee.
- 8.4.** The Ethics Committee has had another successful two years. It has continued to build on the achievements as a key part of the process for using the Work and Pensions Longitudinal Study.
- 8.5.** In addition, following the widening of its remit, the Committee has now started to offer valuable ethical advice in considering IGS use of non-DWP data.

9. Contacting the Ethics Committee

DWP Data Access Ethics Committee Secretariat
Department for Work and Pensions
Professional Services
Information, Governance and Security Directorate,
BP5201, Benton Park View, Newcastle Upon Tyne
NE98 1YX
Telephone number 0191 2162343
45343
Kay.Robertson@dwpgsi.gov.uk

Web site:

http://www.dwp.gov.uk/asd/longitudinal_study/ic_longitudinal_study.asp

Email: wpls@dwpgsi.gov.uk

Annex 1: DWP Data Access Ethics Committee: Terms of Reference

Aim

The DWP Data Access Ethics Committee will provide ethical advice to the Department for Work and Pensions on issues relating to any use of data held on IGS systems where the projects include use of WPLS and non DWP data to ensure that the rights, dignity and welfare of the individual are protected and balanced against the common good.

Terms of Reference

To provide ethical advice on the uses of WPLS and non-DWP data held on IGS systems taking account of relevant professional standards, legal, methodological and other relevant advice given.

To review the decision-making of the Head of Data Sharing Unit on access given to the Work and Pensions Longitudinal Study and other Non-DWP data to ensure that full ethical consideration has been made throughout the decision-making process.

To provide ethical advice on the development of WPLS and non-DWP data held on IGS systems taking account of relevant professional standards, legal, methodological and other relevant advice given.

To ensure that a record is kept of the decisions taken by the Committee.

Advice provided by the Committee is made available to the Secretary of State through the Chair and Secretariat.

Membership

The Committee comprises 5 Government members and 6 publicly appointed members.

The current membership is:

Publicly appointed members

Stuart Burgess
Gabrielle Cox
David Fraser
Adrian Heffernan
Christopher Hughes
Helen Leiser

Government members

Paul Jackson, Office for National Statistics

Jenny Dibden, Social Research Division, DWP

Daniele Bega, HMRC

Mike Daly, Disability and Work Division, Welfare, Work and Equality Group, DWP

Nicola Westmore, Immigration and Passport Service.

Chair and Secretariat

David Frazer, Head of DWP's Information, Governance and Security Directorate chairs the Committee with secretariat provided by Kay Robertson, from the Data Sharing and Data Protection Policy Team.

DWP Legal Group provides legal advice to the Department. A representative of Legal Group will attend each Ethics Committee meeting.

Ways of working

When deciding the ethical framework, the Committee agree that the following themes should act as a starting point for any ethical debate:

- Consideration of the public interest of proposals;
- Ensuring that the ethics as well as the legality of confidentiality are considered;
- Considering the likelihood of any proposals to cause distress or harm to an individual against the common good of the citizens.

The Committee is committed to equality of opportunity and inclusion, and all proposals will be asked to show that they promote equality and inclusion.

Where any member has concerns about how the Committee is working, they should raise these with the Chair in the first instance.

Behaviour of Members

Members of the Committee have a duty to provide advice to the best of their ability to the Secretary of State. In order to retain the confidence of the public and the Secretary of State:

- Unless they have the prior approval, Individual Members will not speak for the Committee at public conferences or seminars, or in articles or broadcasts. While they may identify their role on the Committee, they equally should take care to identify that they do not speak for the Committee unless approved. Approval should be sought from the Committee in session where this is possible or from the Chair or Secretariat where this is not possible;

- Members of the Committee owe a duty of confidence. Information shared in confidence with the member either within or out of Committee meetings should not be disclosed without approval from the chair.

Meetings and Decision-making

The Committee will meet three times a year.

It is the aim of the Committee to reach conclusions by Consensus wherever possible and to fully debate issues in order to achieve this. However, there may be occasions where a Consensus cannot be reached. In these circumstances, the Committee will revert to a modified majority voting system. The Committee is quorate when at least 7 members, or their named representatives, are present of which at least 4 are publicly appointed. A majority is achieved when at least 7 members of the Committee or their named representatives agree that a proposal is ethical of which at least 4 votes are from the publicly appointed members. (NB only named Government members can supply representatives not publicly appointed members).

The Chair, Secretariat and representative from Legal Group are present to facilitate the workings of the Committee and as such have no voting rights.

Role of the Chair

The Chair is to provide a non-voting lead to the work of the Committee. The key roles of the Chair are:

- To facilitate the work of the Ethics Committee to ensure that debate at meetings is conducted openly, honestly and taking account of all views held around the table;
- To summarise and record the decisions of the Ethics Committee and to ensure these are fully incorporated into the work of DWP in the development of DWP's work in this area;
- To ensure that any public announcements on developments of the WPLS or new uses of non-DWP databases contain the advice of the Ethics Committee and that the Secretary of State is aware of the advice of the Ethics Committee when taking decisions;
- Where DWP has chosen not to follow the advice of the Ethics Committee to ensure that the reasons why, are communicated to the Committee and made publicly available.

Role of Secretariat

The Secretariat is responsible for:

- Ensuring that the Ethics Committee are kept fully informed of all work relating to the use of non DWP data including the Work and Pensions Longitudinal Study
- Providing high quality papers which allow the Committee to function properly
- Publishing all papers according to the processes of the Ethics Committee
- Providing all reports on access given and access denied and the reasons for this
- Responding to enquiries on behalf of the Ethics Committee
- Providing minutes of the meetings and ensure that all papers are prepared and circulated on time
- Facilitating the efficient running of the Committee
- Suggesting a forward work programme for the Ethics Committee
- Preparing and publishing the Committee's annual report.

Transparency of the meetings of the Ethics Committee

The Ethics Committee aims to be as transparent as possible in the conclusions it has reached. Where a proposal from DWP is already in the public domain, then the conclusions of the Committee will be made available as soon as possible after the meeting.

However, there will be occasions when the Committee are considering proposals, which have yet to be publicly announced. In these circumstances, the ethical advice will be released at the time of announcement of the idea.

All members of the Ethics Committee have agreed that their details, alongside the Terms of Reference should be placed on the DWP WPLS website. Individual members of the Committee will not respond to enquiries relating to their work as members of the Ethics Committee. All enquiries about the work of the Committee should be handled through the Secretariat.

The Ethics Committee will produce a report outlining its work.

Annex 2: Committee Members' Biographies

Stuart Burgess: Independent Member

Dr. Stuart Burgess, CBE chairs the Commission for Rural Communities having been Chairman of the Countryside Agency, and the Government's Rural Advocate, since 2004.

He is a member of the Ethics Committee for the Department of Work and Pensions, Co-Chair of the BMA Patient Liaison Group (2004-07), Chair of the inter-faith group for the safer neighbourhoods scheme (Metropolitan Police) for the London boroughs, and Member of the University Court of Nottingham. He has been involved in rural and social regeneration in the East Riding and North Yorkshire and is co-author of a study booklet on the countryside entitled "Presence".

He has served as regional, national and international Church leader in the Methodist Church, including President of the Methodist Church of Great Britain in the millennium year.

Stuart's interests include working for debt cancellation in Africa, walking, music and playing tennis.

Gabrielle Cox: Independent Member

Gabrielle Cox was Head of Social Inclusion Policy at the Northwest Development Agency prior to retirement in 2004. She was responsible for the mainstreaming economic inclusion perspectives across the whole of Agency's work. Before this, she had worked for thirteen years as Director of the Greater Manchester Low Pay unit, overseeing the Unit's extensive research and advice work. During this time, she was also a member of the Churches Enquiry on Unemployment and the Future of Work, which published a major report in 1997.

Gabrielle was for five years a member of the Greater Manchester County Council and was Chair of the Greater Manchester Police Authority. She has also worked for the North West Community Health Councils, as a teacher in inner city schools in Manchester, and as a community worker. She began work with Unilever before studying at the London School of Economics.

She has extensive experience of the voluntary and community sector, and has been active in community issues in Moss Side, where she lives, for over thirty years. She is currently a Non-Executive Director of the Manchester Primary Care Trust.

David Fraser: Independent Member

David Fraser lives in Edinburgh, and was a Chief Executive in the public sector in Scotland. His experience included working with Ethics Committees in the health service. David is Chairman of the Scottish Refugee Council, Chairman of Castle Rock Edinvar Housing Association and a Board Member of the Air Transport Users Council. He has a particular interest in how organisations can learn to improve service delivery to customers .

Adrian Heffernan: Independent Member

Adrian Heffernan was employed by British Railways for over 20 years with many posts at various locations, a BA Hons in Sociology & European Studies. Adrian served as a local County Cllr for 12 years holding the post of Chair of the Select Panel on Social Services & a member of the Children's Adoption Panel.

Adrian went on to be Chair of Beds Police Authority for 6 years, then was appointed as Chair of the Police Pay Review Body. Until recently Adrian was Chair of Bedfordshire Probation Trust, a post he held for 4 years and moved the board into Trust Status. He was also the lead for the Probation Boards / Trusts on pay matters with the various Trade unions. Just recently Adrian has formed a company with a former colleague of the LGA called Remuneraté on Pay and Industrial relations.

A keen Arsenal supporter with a couple of season tickets, Adrian also enjoys playing tennis and has one of the best private collections outside of the TUC of Trade Union Badges and is considered to be the leading expert in Trade Union Badge History and has written many articles on this subject as well as appearing on TV C4 talking about his collection.

Chris Hughes: Independent Member

For many years, Chris has taken an interest in the governance of the public domain and ensuring effective leadership and decision-making by public bodies which is respectful of the rights of individuals. He has served as a member of various health authorities and has worked for and been a member of local authorities as well as chairing a regulatory body and serving on the board of the Legal Complaints Service.

His current roles include chairing the National DNA Database Ethics Group, and the UK Chemicals Stakeholder Forum. He holds judicial appointments; chairing tribunals relating to Mental Health, Freedom of Information and Standards in Local Government. He is an Independent Complaints Assessor for the Student Loans Company. Chris is a solicitor and a Fellow of the Institute of Biology.

Helen Leiser: Independent Member

After graduating from the London School of Economics, Helen worked for five years at TUC HQ, before joining the administrative civil service. She worked in the Employment Department Group, on projects including the Disability Discrimination Act 1995, reforms of offshore safety regulation following the Piper Alpha disaster, the Jobseekers' Charter, and (on transfer to DTI, following DE's abolition) the National Minimum Wage.

Subsequently, she headed DTI's Nuclear Industries Directorate, focusing on safety, security and decommissioning (including the UK's leading role in inter-Governmental decommissioning projects in the former Soviet Union.) For two years she was seconded to the US Department of Energy, working on inter-Governmental research collaborations on advanced - safer, more secure and proliferation-resistant - nuclear energy systems.

Having retired in 2005, Helen worked as a consultant, including a feasibility study for the Nuclear Decommissioning Authority on a National Nuclear Archive. Voluntary activities include membership of the Trust Estates Committee, in Hampstead Garden Suburb where she lives; and serving as a magistrate in NW London. She is studying for an MA, European History, at Birkbeck College, London.

Mike Daly: DWP

Head of Evaluation and Knowledge Management Team, Central Analysis Division

Mike is responsible for coordinating and continuous improvement of DWP's evaluation activities, and for improving analytical knowledge management. He has a particular interest in evaluation methods, and the use of administrative data in evaluation, and represents DWP on the Cross Government Evaluation Group.

Mike graduated from Cambridge University in 1979 with a degree in Mathematics, and subsequently obtained a postgraduate Diploma in Mathematical Statistics before joining the, then Department of Employment in 1980.

He has worked on a variety of subject areas including: retail prices, labour supply analysis and forecasting, small business statistics and research, monitoring and evaluation of youth and adult training programmes, employment policies for disabled people, disability and carers' benefits. He joined the Employment Service in 1997 specifically to develop evaluation databases for the New Deal programmes using administrative records. He was heavily involved in the extension of these databases to cover a much wider range of sources and programmes, before becoming more involved with programme evaluation, often using the evaluation databases as data sources.

Jenny Dibden: DWP

Jenny is currently a Deputy Director in the Department for Work and Pensions and Head of Provision Performance and Controls Division. The Division is part of DWP Operations and gives Jenny responsibility for many aspects of the delivery of DWP contracted employment provision on which the department spends around £1bn per year, including monitoring, payment and assurance. In addition, Jenny is Head of Profession for Social Research in the Department. DWP has around 100 Social Researchers spread across the organisation. From April 2010, Jenny also became Joint Head of the Government Social Research Service which has around 1200 members spread largely across 20 central government departments.

Daniele Bega: HMRC

Daniele Bega manages the HM Revenue & Customs (HMRC) Datalab and co-ordinates the work of the Department on the Transparency Agenda. He joined HMRC from the Department for Communities and Local Government (DCLG), where he worked in Fire Statistics. Daniele graduated from Bocconi University in Milan in 2000 with a degree in Economics and obtained an MSc in Social Research from the University of Surrey in 2005. He has a research interest in the processes of modernisation of Public Administration, as well as secondary analysis of administrative datasets.

Paul Jackson: Office of National Statistics

Paul joined ONS as a Senior Research Officer to manage the 1999 Census Quality Survey and to develop the 2001 Census validation methodology. He joined ONS Methodology Group as a Principle Methodologist in 2001 to set up a Confidentiality and Data Sharing centre of expertise in ONS. He now runs the Legal and Data Sharing branch. This branch is the home of ONS casework and case law in legal matters, including Data Protection, Human Rights, Freedom of Information. It is also the home of data sharing and micro-data release policy for ONS, and administers the 'Approved Researcher' scheme. The branch maintains ONS' links with the Office for the Information Commissioner and the Information Rights division of the Ministry of Justice.

Nicola Westmore: Cabinet Office

Nicola Westmore joined Government ICT, Cabinet Office in July 2011 focussing on shaping government's approach on cloud computing. Prior to this the Operational Excellence Team, Cabinet Office in September 2010, leading on developing and implementing a "right to data" as part of the Open Data and Transparency agendas. She has particular interest and expertise in the area of information rights. As champion for data protection across government from 2007 to 2009, Nicola leads a team in the Ministry of Justice, shaping the UK's policy in this area. During her tenure, Nicola oversaw

changes to primary and secondary legislation to increase the powers and penalties available to the Information Commissioner's Office. She has had a varied career in strategic policy development across both central government and its agencies.