



Summary of Board meeting – 2 and 3 September 2025

The Board met over two days and discussed a wide range of matters relating to people, culture, investigations and governance.

The Board was informed that the budget had to be balanced by the end of the financial year (31 March). This led to a discussion about the Commission's ability to spend Annually Managed Expenditure (AME) this year and the Board's understanding of AME. It was agreed that the Board would meet again to discuss the process of negotiation, the allocation of AME, including our position as an independent body and the options going forward to put forward the case for an increase to our budget.

Significant preparatory work continues for the first Findings reports. Several designed report templates were being reviewed and work on the accessibility of reports and external facing letters had been progressed.

Since the last Board meeting, there had been two Audit and Risk (ARC) meetings. The ARC Chair reported to the Board that further assurance was required on the production of the Annual Report and Accounts (ARA) and the completion of the internal audit plan.

The Board agreed to approve, on the recommendation of the People Committee, the introduction of a Time Off In Lieu (TOIL) policy to replace the interim policy and flexitime. The Board also approved the Raising a Concern policy but agreed that it should be published following the approval of a protocol for publishing reports which will be added as an annex to the policy.

The Board provided comments and feedback on the draft Annual report, which is separate to the ARA but had to be published due to requirements of the legislation which requires that the Commission publish, within six months of the financial year end (end September 2025), an 'Annual Report'.

The Board was also briefed on the work of the engagement, communications and strategic advisory teams and progress with various workstreams, including recent media coverage, the development of the website, engagement with key stakeholders and witness appeals.