



# ENGAGE, EDUCATE, EMPOWER

DATA PRIVACY ADVISORY SERVICE



Cytundeb Rhannu Gwybodaeth  
Bersonol Cymru  
Wales Accord on the  
Sharing of Personal Information



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**www.menti.com**

Enter the code

**8572 9240**



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# WELCOME FROM DPAS

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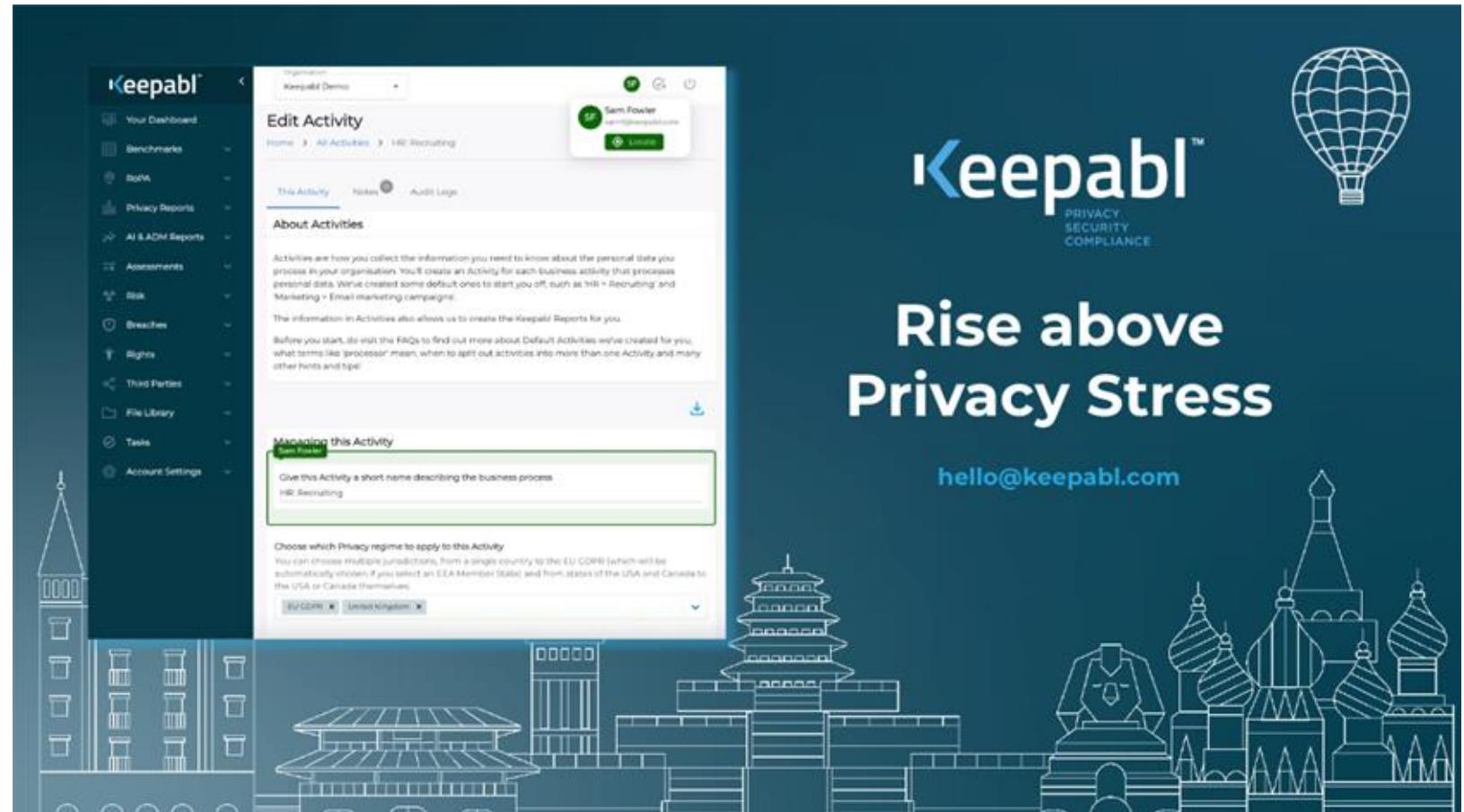


**NIGEL GOODING**



**NATALIE BENNETT**

# PLATINUM SPONSOR



The image is a composite of two parts. On the left, a screenshot of the Keepabl software interface shows the "Edit Activity" screen. The sidebar includes "Your Dashboard", "Benchmarks", "RPA", "Privacy Reports", "AI & ADM Reports", "Assessments", "Risk", "Breaches", "Rights", "Third Parties", "File Library", "Tasks", and "Account Settings". The main window shows an "Edit Activity" form for "HR Recruiting" with sections for "About Activities" and "Managing this Activity". On the right, a dark blue background features the Keepabl logo, a hot air balloon icon, and the text "Rise above Privacy Stress" in large white letters, with the email "hello@keepabl.com" below it. The background also includes a faint line drawing of a city skyline with various buildings and landmarks.

## SPONSOR

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**phaselaw**  
Complex data  
disclosures,  
made simple



# SPONSOR

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A screenshot of the RESPONSUM software interface. The top navigation bar includes the RESPONSUM logo, "Awareness", "Privacy" (which is currently selected), "Security", and "Risk". The main title is "Processing activity - Strategic Planning Sessions". Below the title, there are sections for "General information", "Context & scope", "Data Protection Principles", and "Processed data lifecycle". A "DPIA" (Data Protection Impact Assessment) section is partially visible. On the left, a "REGISTER OF PROCESSING ACTIVITIES" table lists three items: "Emergency Contact" (Status: APPROVED, Progress: 100%), "Strategic Planning Sessions" (Status: PENDING, Progress: 50%), and "Compliance Monitoring" (Status: DRAFT, Progress: 10%).

Everything  
your privacy  
team needs

RESPONSUM beyond privacy

Processing activity - Strategic Planning Sessions

04/09/2024 Modified 3 days ago by John Doe 3 11 1 2

General information

Context & scope

Data Protection Principles

Processed data lifecycle

DPIA

Technical & Organizational Measures (TOMS)

Legal basis for processing

Purpose

Related assessments

REGISTER OF PROCESSING ACTIVITIES

Name	Status	Progress
Emergency Contact	APPROVED	100%
Strategic Planning Sessions	PENDING	50%
Compliance Monitoring	DRAFT	10%

# SPONSOR

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**2025 WINNER**  
Privacy Team of the Year:  
Public Company

**Vision**  
Organisations will confidently, effectively, and lawfully share personal data, as necessary, for the benefit of people in Wales.

**Mission**  
Helping service providers to deliver better services by promoting a standardised, consistent, and lawful approach to the sharing of personal data.

WASPI's importance as the **information sharing framework in Wales**, recognised by Welsh Government and other stakeholders, following work and support in particular areas including during pandemic and as part of the nation of sanctuary programme

**No equivalent framework in UK**

**1000 +**  
organisations now signed up to the Accord

# SPONSOR



Powered by  
AI

A complete Privacy & AI compliance platform



#### RoPA

Create and manage your Record of Processing Activities.



#### Questionnaires & DPIAs

Create, schedule and share fully customisable questionnaires, including DPIAs.



#### DSAR & FOI

Collect and manage DSARs and FOIs with automated workflows.



#### Data Breach

Maintain a register of incidents and data breaches.



#### Data Mapping

Simplify, organise and improve the quality of your data mapping.



#### Cookie Consent

Collect and manage website cookie consent.



#### AI Systems Register

Create and manage your AI Activities Register to support AI governance.



#### Compliance Management

Manage your compliance projects for both standard and bespoke frameworks.



#### Risk Management

Identify, assess and manage risks.



# SPONSOR

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# ENJOY YOUR DAY!

DATA PRIVACY ADVISORY SERVICE



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Wales Accord on the  
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# INTRODUCING

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## EMMA MARTINS



“Those who have a ‘why’ to live can bear with almost any ‘how.’”  
– Viktor Frankl, *Man's Search for Meaning*



The BBC logo, consisting of the letters 'BBC' in a white sans-serif font, enclosed within a 3x3 grid of white squares on a dark background.

INTRIGUE

RANSOM MAN

## Activists Say Ring Cameras Are Being Used by ICE

"Your Ring camera is an ICE agent."

By [Joe Wilkins](#) / Published Jan 21, 2026 2:02 PM EST



FEDERAL IMPACT   HEALTH   HEALTH CARE   IMMIGRATION   MEDICAID

## ICE is using Medicaid data to find out where immigrants live

States fear immigrants will shy away from seeking health care.

BY: ANNA CLAIRE VOLVERS - JANUARY 20, 2026 5:00 AM



## Attorney General Bondi Demands Access to Minnesota's Voter Rolls and Welfare Data

HEADLINE JAN 26, 2026



## RFK Jr's autism study collecting Americans' private medical records

The National Institutes of Health claims it is fulfilling RFK's promise to find cause of autism by September



Experience

Knowledge

Compassion  
Passion

Care

Intelligence

Authenticity

Insight  
Nuance

Wisdom

Empathy

Creativity

Mail makes  
you think!



**Martins**



# NAVIGATING AI

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## TOP FIVE DATA PROTECTION RISKS



## MEET YOUR SPEAKERS

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**CHRISTINA TUEJE**



**NIGEL GOODING**

## Setting The Scene: Top Five Risks

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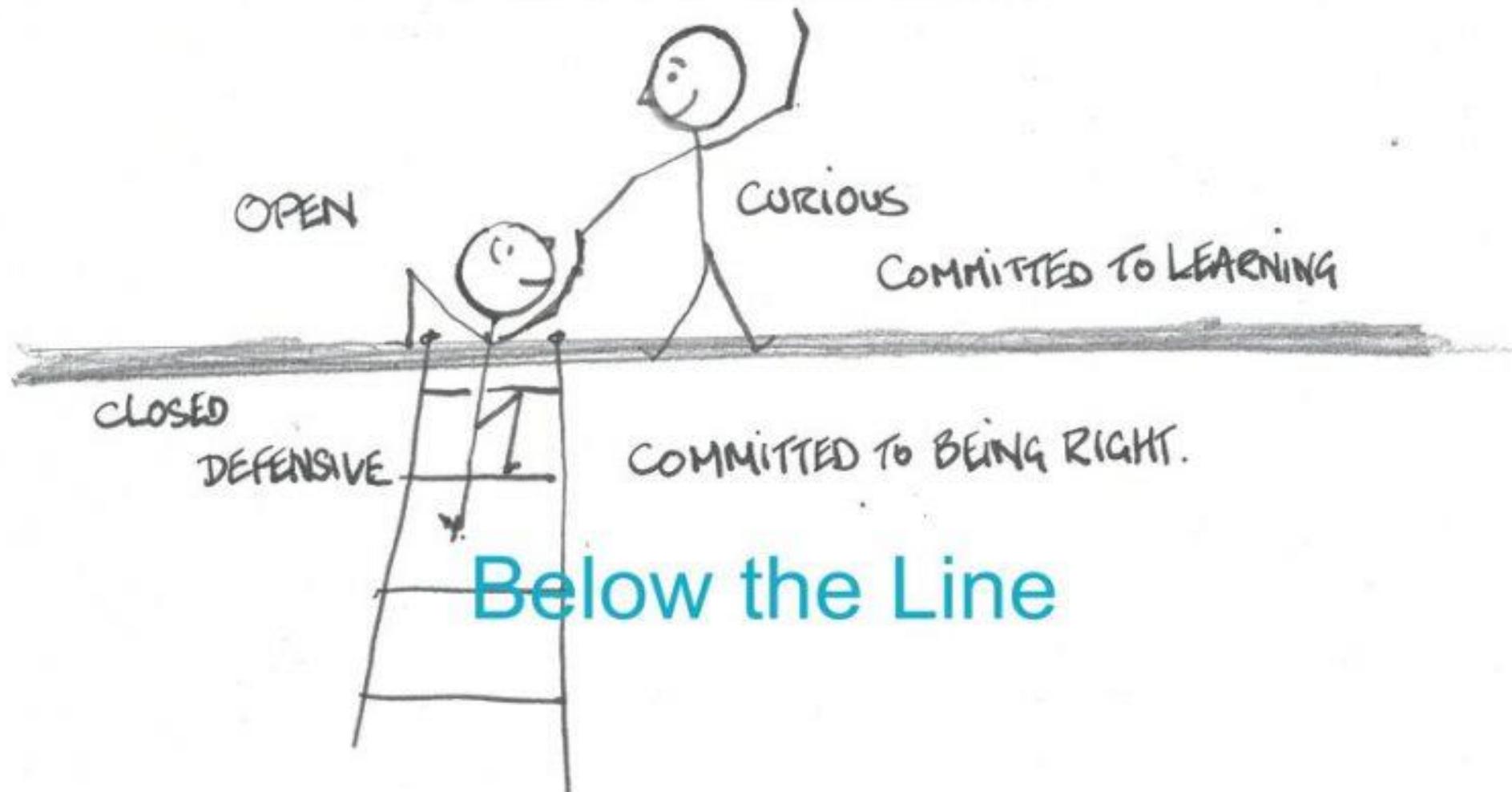
1. A global shift towards “light touch” regulation to boost innovation and competition
2. A fragmented and fast-moving legislative landscape, creating blind spots and errors
3. Divergent regulatory enforcement and inconsistent litigation trends
4. This uncertainty increases the operational burden and makes effective GRC harder to sustain
5. Automation of entry-level AI governance and data protection tasks could reduce investment in human AI governance expertise



## Navigating The Risks – Where am I?

---

### Above the Line



**Above the line:**

**OPEN:**

**Curious, solutions, progress**

**Asking Questions**

Collaboration

Feedback

Growth

Innovation

Learning

Listen deeply

Organisation's strategy

Relational connections

Trust

**Below the line:**

**CLOSED:**

**Defensive, blame, innovation is blocked**

**Defiant**

Siloed working

Criticising

Fixed mindset

Progress stalls

Blind spots

Inattentive

Privacy and AI-business objectives are misaligned

Alienation and division

Distrust

# **Above The Line vs Below the Line**

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## **Above The Line Objective In Navigating Risk:**

Remain agile, seeking solutions, enabling progress

## **Below The Line Objective In Navigating Risk:**

Fixed, rigid, compliance tick-box approach

## **Hard-wired to Stay Below the Line**

**Staying Above the Line is the Secret Sauce**



# Navigating Risks: Above The Line

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## **Three Rs:**

**Reflection** and feedback

**Responsibility** and accountability

**Results** and impact

## **Three R's + Guiding Principles**



# Navigating Risks: Guiding Principles

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## Responsibility and Accountability

- **Horizon scanning** – know what's coming, organisational ownership
- **Efficiency** – frictionless & agile AI governance, policies and procedures

## Reflection and Feedback (continuous growth)

- **Continuous improvement** – standards and frameworks
- **Continuous learning** – Certification, Compliance is the baseline → Holistic governance

# Navigating Risks: Guiding Principles

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## Results and Impact

- **Quality** – trust, ethics, what do customers / data subjects' want and need
- **Excellence** – success metrics, measuring the things that matter most

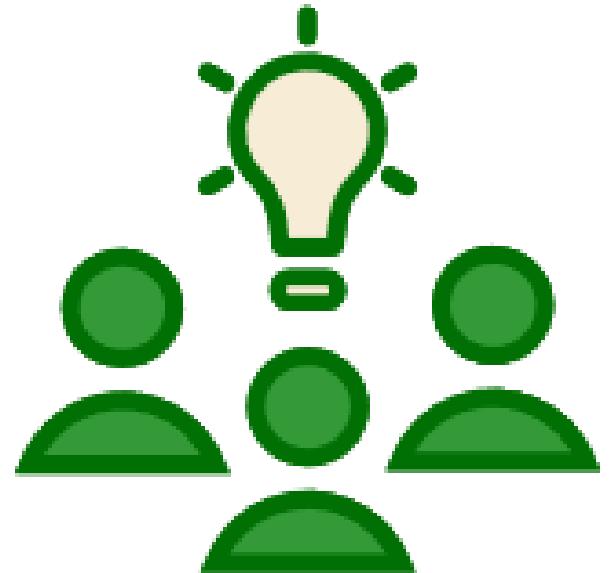
# From Defensive Compliance to Holistic AI Governance

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**Continuous risk assessment** – leverage AI for this

**Cross collaboration** – all eyes and ears on risk

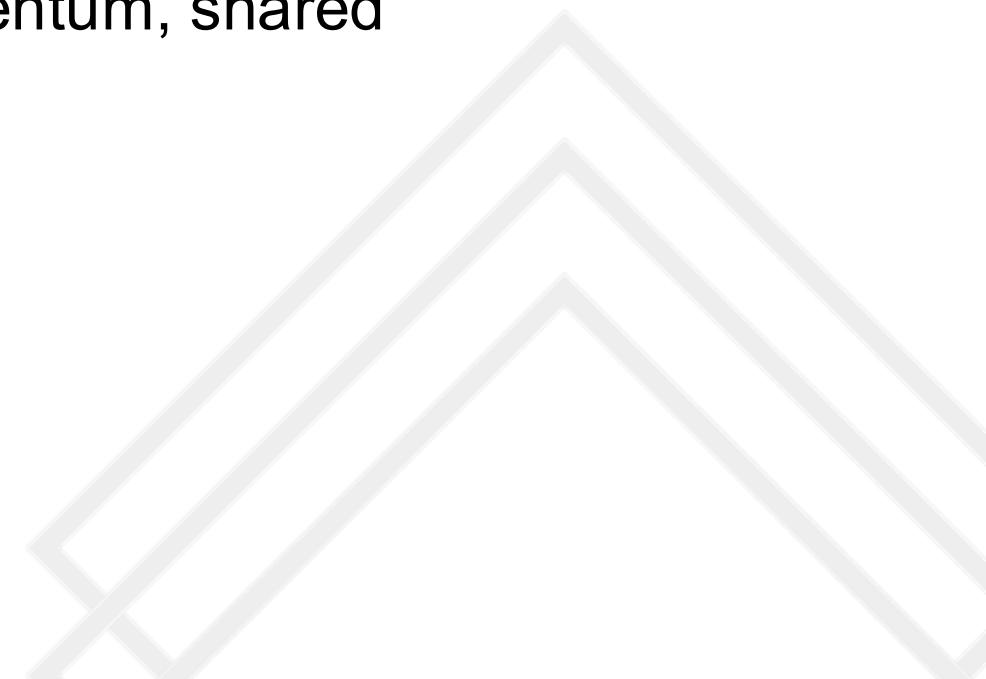
**Capability building** – internal expertise, evidence, audit readiness



## Why This Approach Works

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- It's agile and scalable
- It's human-centred, connected to corporate priorities with an audit-readiness focus
- Psychological safety, AI implementation momentum, shared standards



## References

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[How can agile AI governance keep pace with technology? | World Economic Forum](#)

[UK AI Ethics and Governance Framework 2025 - Comprehensive Guide for British Businesses |](#)

[Compare the Cloud | Compare the Cloud](#)

[AI Regulation: The Politics of Fragmentation and Regulatory Capture | Oxford Law Blogs](#)

<https://blogs.law.ox.ac.uk/oblb/blog-post/2025/06/ai-regulation-politics-fragmentation-and-regulatory-capture>



## BREAK AND NETWORKING

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**10:45 - 11:05**



# COMPLIANCE TO CULTURE

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## THE POWER OF PRIVACY CHAMPIONS

# INTRODUCTION

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**Gloria Begu**

Senior Privacy Manager

**Kenvue - Consumer Health**  
(formerly part of Johnson & Johnson)



# AGENDA

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**S.1**

**The reality: Why privacy is under pressure**

**S.2**

**From compliance to culture**

**S.3**

**The role and power of Privacy Champions**

**S.4**

**Making champions work in practice**



## **SECTION 1: THE REALITY**

### **WHY PRIVACY IS UNDER PRESSURE**

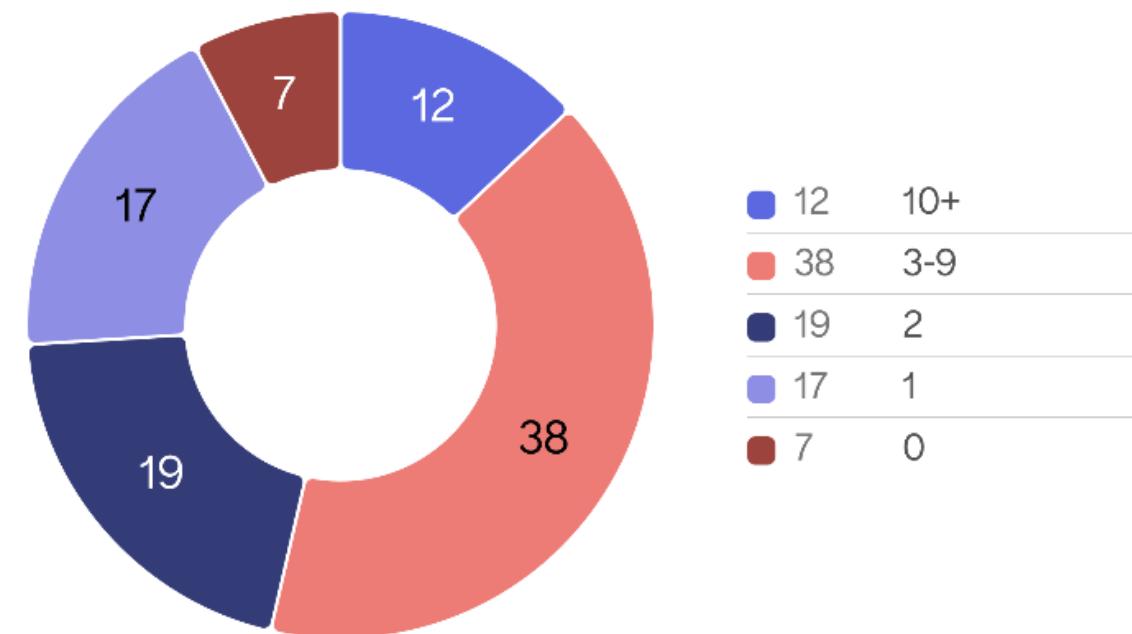


## QUESTION #1

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**How many dedicated privacy professionals support your organisation?**

## Q1: How many dedicated privacy professionals support your organisation?

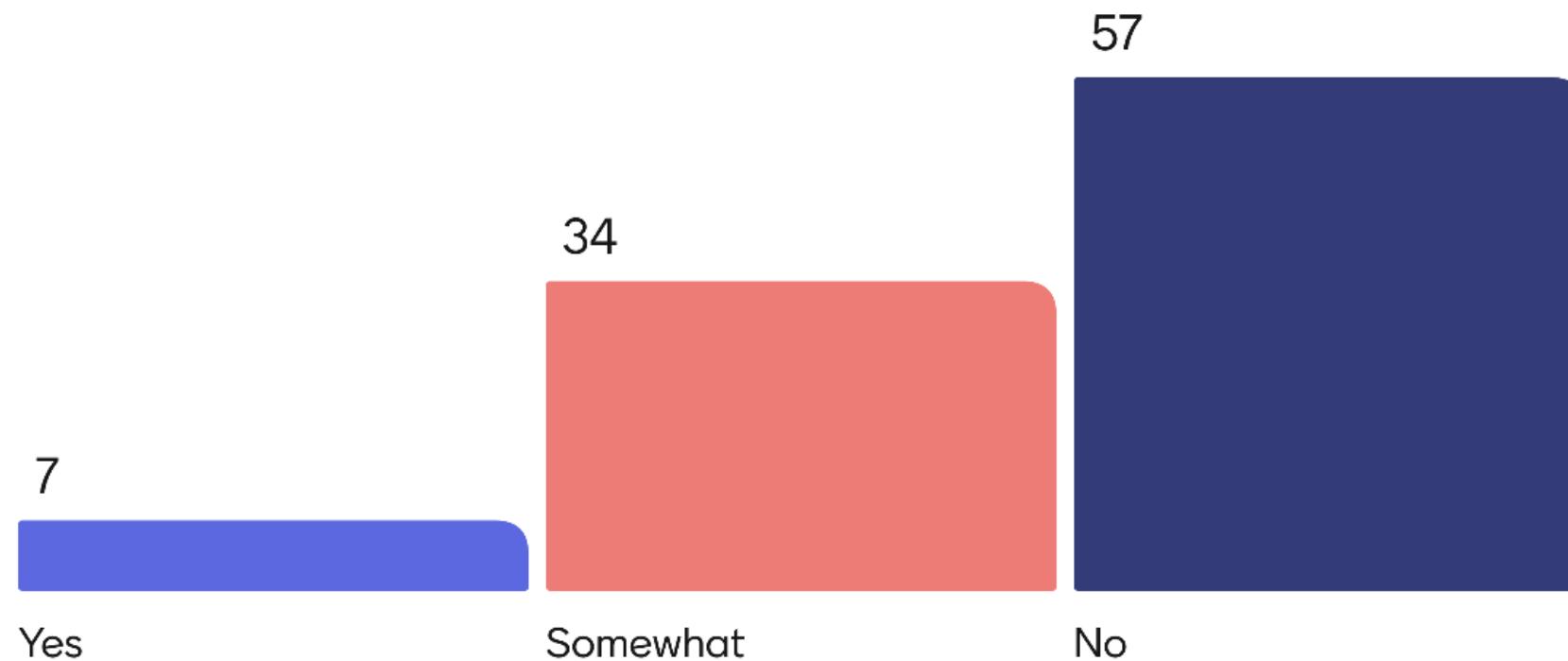


## QUESTION #2

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**Do you believe your organisation is adequately resourced to meet current and future privacy expectations?**

**Q2: Do you believe your organisation is adequately resourced to meet current and future privacy expectations?**



## DOES THIS FEEL FAMILIAR?

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**Decisions involving personal data happen every day...often outside formal privacy processes.**

**Privacy isn't always considered early or at all.**

**This creates a gap between privacy teams and day to day decision making.**

# THE STRUCTURAL CHALLENGE

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Privacy teams are under increasing pressure



European  
privacy teams  
expect budgets  
to shrink  
further

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94% of  
organisations  
recognise a  
**privacy skills**  
**gap**

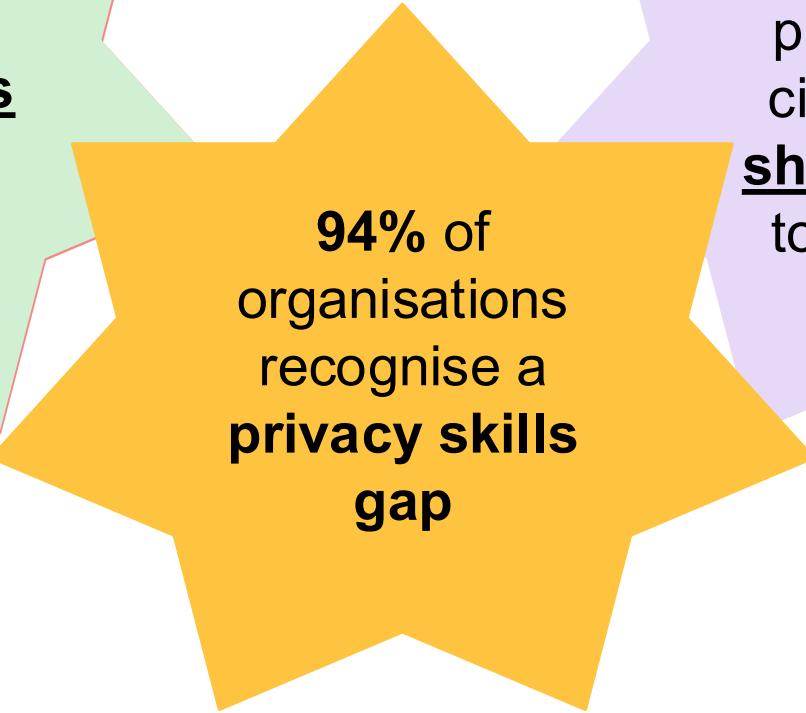
# THE STRUCTURAL CHALLENGE

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European privacy teams expect budgets to shrink further



94% of organisations recognise a **privacy skills gap**



**59%** of privacy professionals cite resource shortages as a top challenge

# THE STRUCTURAL CHALLENGE

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Privacy teams are under increasing pressure



European privacy teams expect budgets to shrink further



94% of organisations recognise a **privacy skills gap**



**59%** of privacy professionals cite resource shortages as a top challenge



In the UK, **44%** of organisations have one or no dedicated privacy resource

# THE IMPACT OF A COMPLIANCE-ONLY MODEL

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**Late involvement in projects**



**Inconsistent decisions**



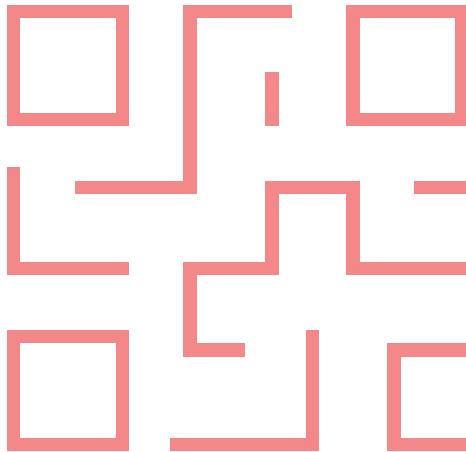
**Bottlenecks and delays**



**Increased risk of errors and burnout risk for privacy teams**

# ACKNOWLEDGING TECHNOLOGY & AI

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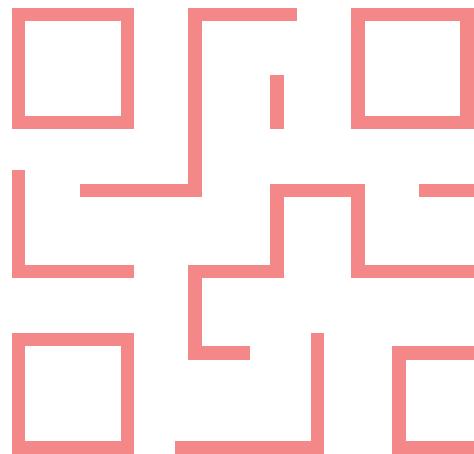


**Yes - technology can and does help create privacy culture**

- Technology supports privacy processes
- Automation improves consistency and efficiency
- AI can help flag risks and patterns

# ACKNOWLEDGING TECHNOLOGY & AI

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## **Yes - technology can and does help create privacy culture**

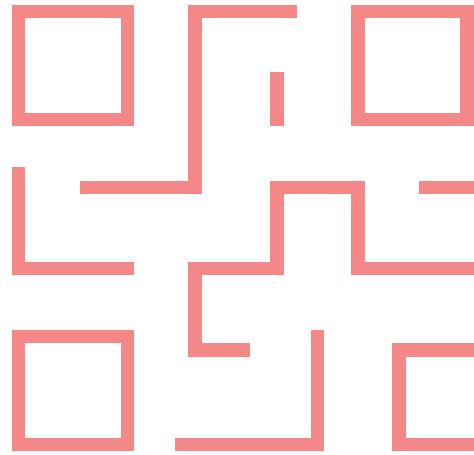
- Technology supports privacy processes
- Automation improves consistency and efficiency
- AI can help flag risks and patterns

## **BUT...**

- Technology follows defined rules and triggers
- It does not exercise judgement
- It does not hold accountability
- It does not set organisational norms
- Technology supports compliance.  
Accountability remains human

# ACKNOWLEDGING TECHNOLOGY & AI

---



**Yes - technology can and does help create privacy culture**

- Technology supports privacy processes
- Automation improves consistency and efficiency
- AI can help flag risks and patterns

Privacy Champions are one of several key levers that shape culture. If designed and built well, they are one of the most effective ways to make it visible and scalable

- It does not set organisational norms
- Technology supports compliance.  
Accountability remains human



## SECTION 2

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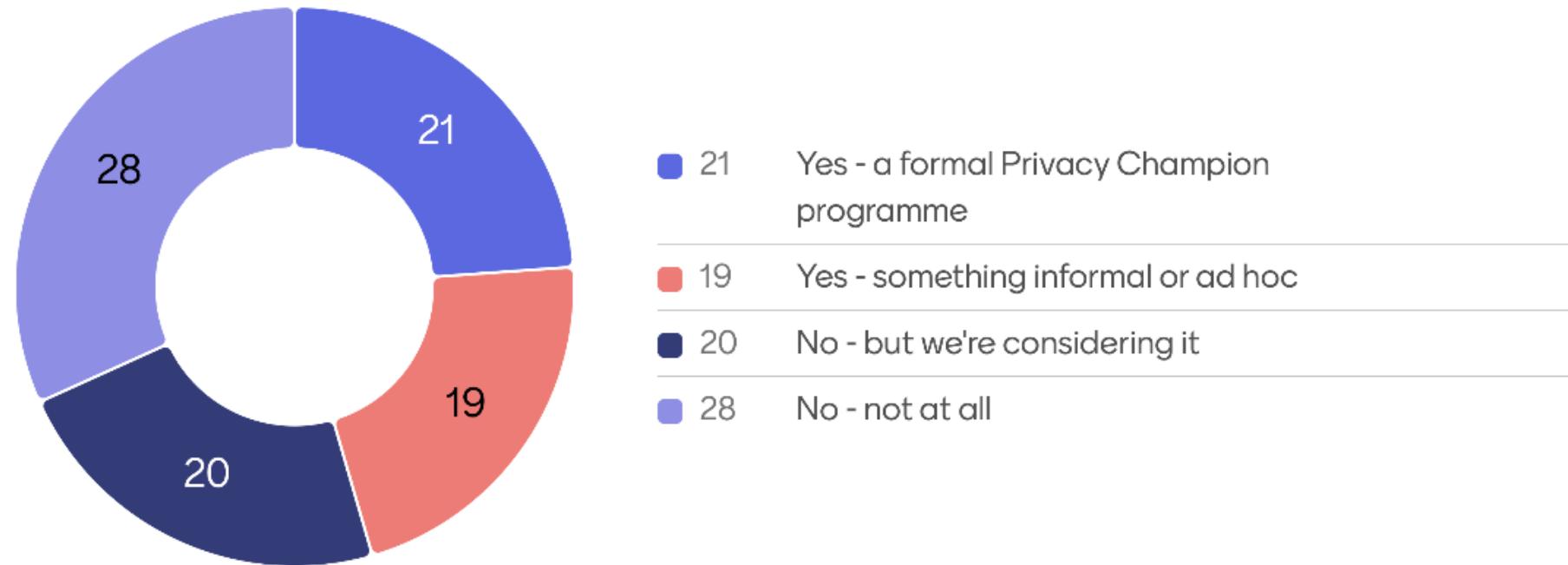
## FROM COMPLIANCE TO CULTURE

## QUESTION

---

**Do you currently have anything like Privacy Champions in your organisation?**

## Q: Do you currently have anything like Privacy Champions in your organisation?



# FROM COMPLIANCE TO CULTURE

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## Compliance

- Reactive
- Centralised
- Box-Ticking

*Privacy is treated as centrally owned*



## Culture

- Proactive
- Shared ownership
- Embedded in day-to-day work

*Privacy becomes a shared responsibility*

# FROM COMPLIANCE TO CULTURE

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If you take one thing away so far. It's this,

Privacy does not scale through centralised privacy review. It scales through clarity and early thinking and decisions



everyday  
work  
*Privacy becomes a shared  
responsibility*



## SECTION 3: PRIVACY CHAMPIONS

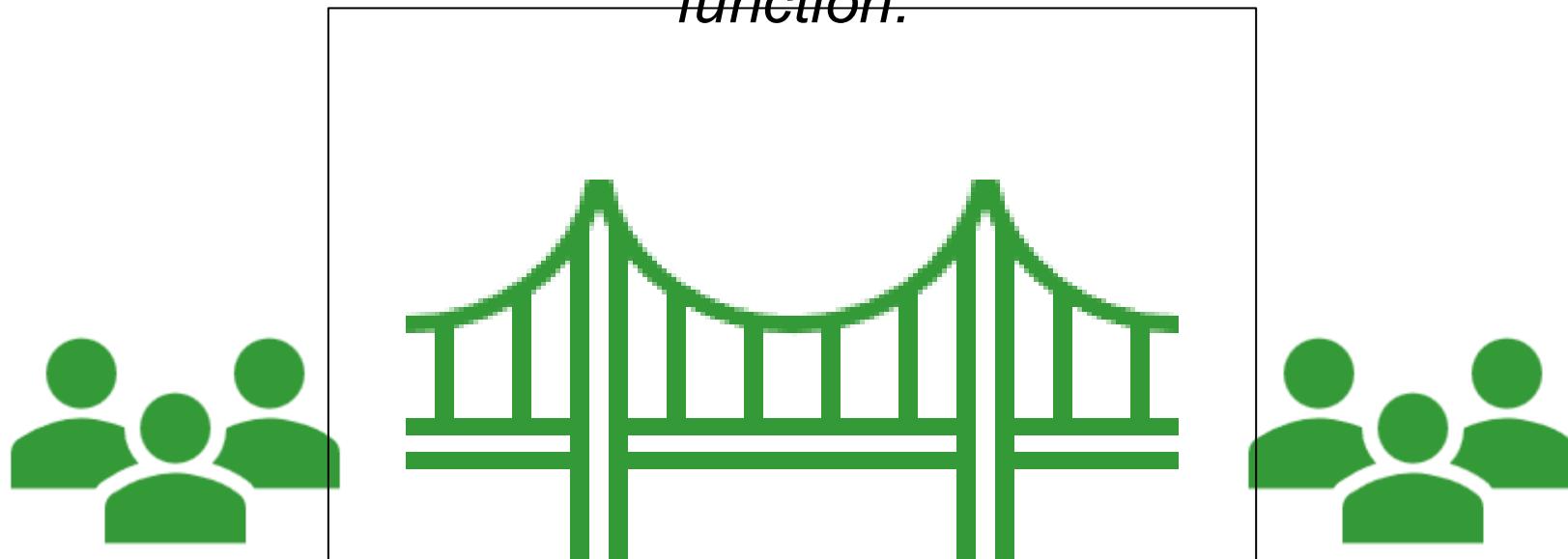
### THE ROLE AND POWER OF PRIVACY CHAMPIONS



# PRIVACY CHAMPIONS

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*Privacy Champions are embedded individuals who help ensure privacy is considered early and consistently, acting as bridge between operational teams and the privacy function.*



# WHAT PRIVACY CHAMPIONS ARE NOT

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- **Not privacy or legal experts** - They don't interpret the law or give legal advice.
- **Not accountable for compliance or risk** - They are not responsible if something goes wrong
- **Not risk sign off, they don't approve privacy decisions** - They guide and escalate
- **Not a replacement for the privacy team** - Privacy enquiries should not bypass the privacy team.
- **Not responsible for doing privacy work on behalf of others** - They don't complete the privacy task on behalf of the team.

# WHY PRIVACY CHAMPIONS MATTER

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Privacy teams cannot be everywhere

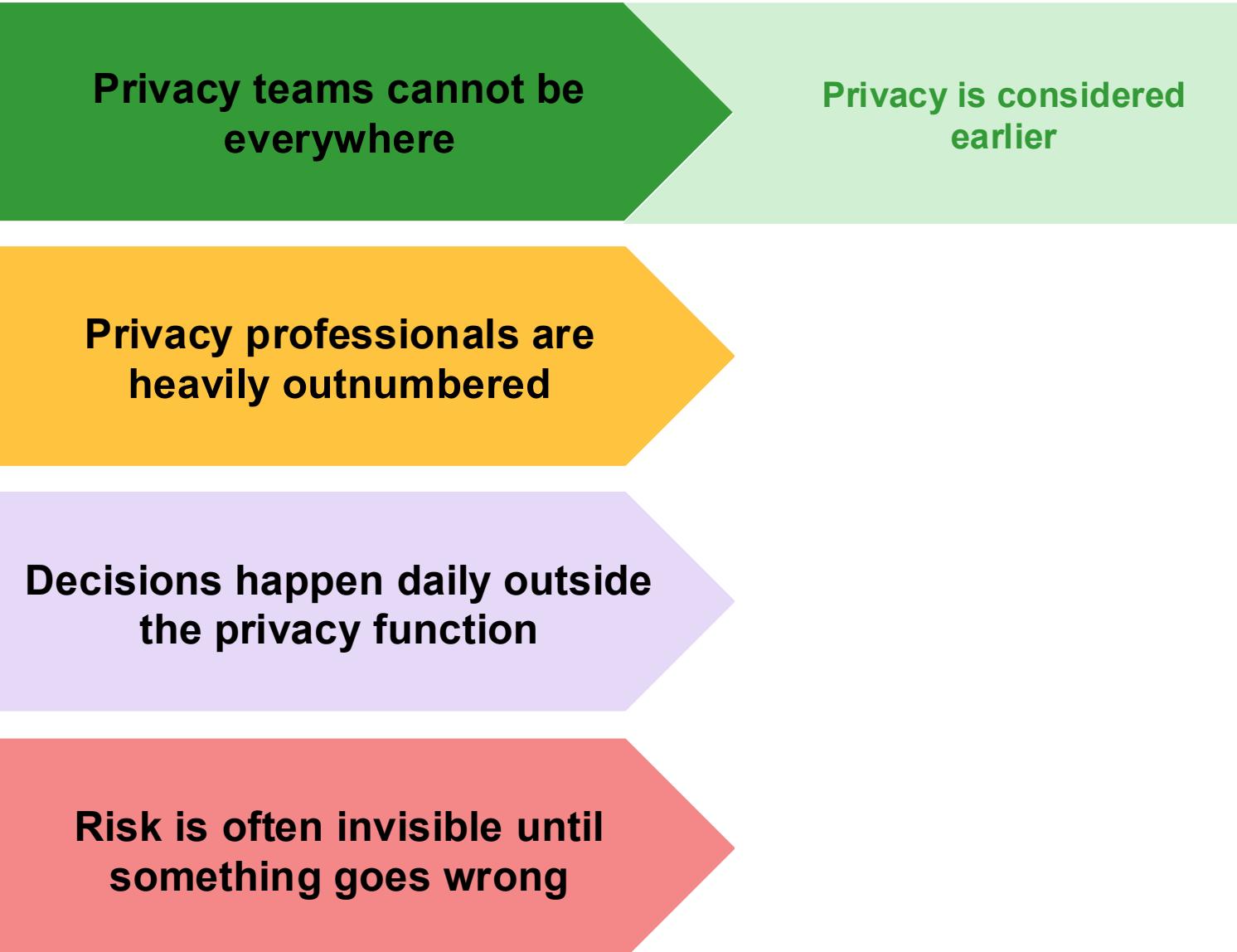
Privacy professionals are heavily outnumbered

Decisions happen daily outside the privacy function

Risk is often invisible until something goes wrong

# WHY PRIVACY CHAMPIONS MATTER

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Privacy teams cannot be everywhere

Privacy is considered earlier

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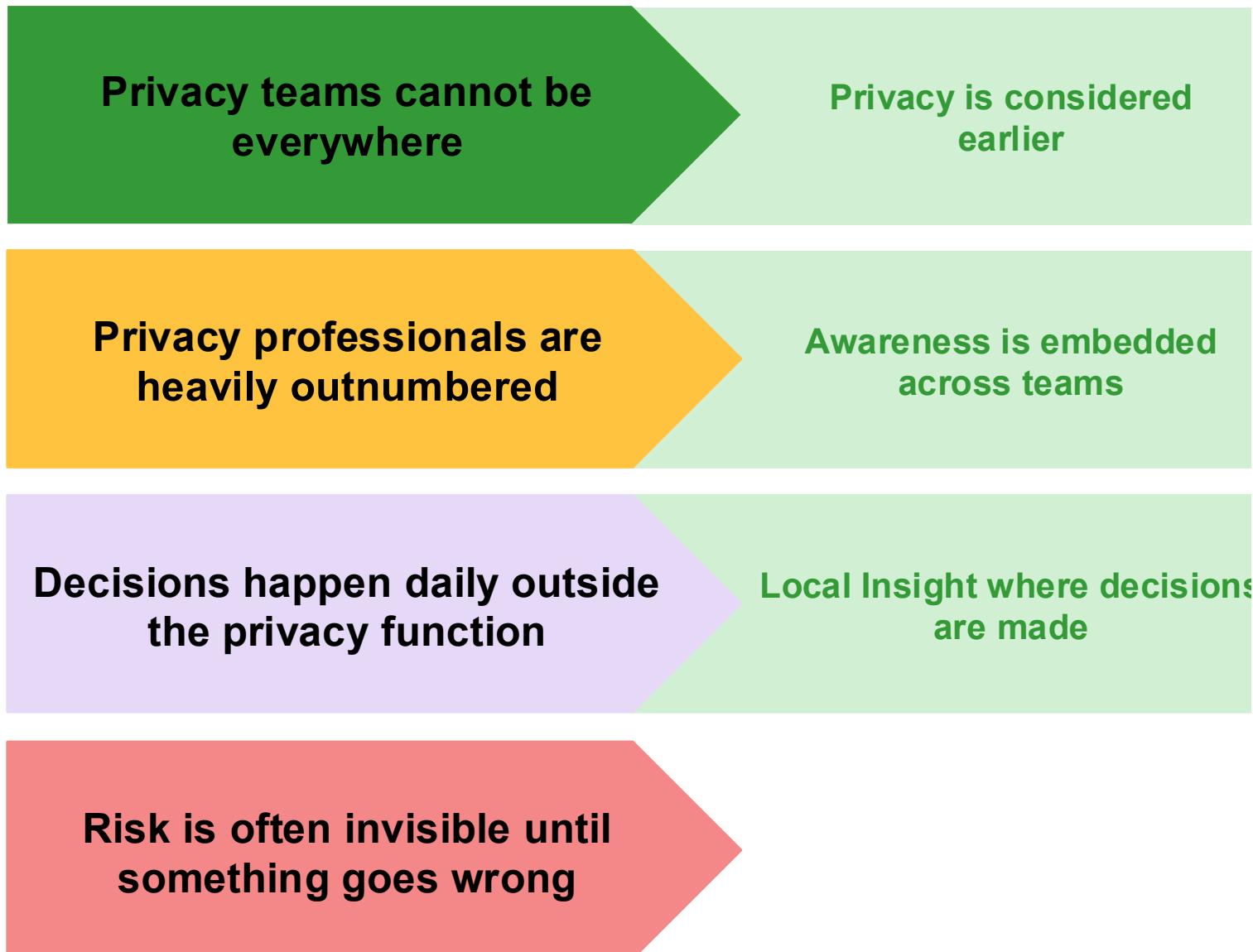
Awareness is embedded across teams

Decisions happen daily outside the privacy function

Risk is often invisible until something goes wrong

# WHY PRIVACY CHAMPIONS MATTER

---



# WHY PRIVACY CHAMPIONS MATTER

---



# ROLES & LEVELS OF PRIVACY CHAMPIONS

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# ROLES & LEVELS OF PRIVACY CHAMPIONS

---



Executive  
Advocates



**Set tone and visibly support privacy**

# ROLES & LEVELS OF PRIVACY CHAMPIONS

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**Set tone and visibly support privacy**



**Recognise when privacy applies and raises issues early**

# ROLES & LEVELS OF PRIVACY CHAMPIONS

---



**Set tone and visibly support privacy**



**Recognise when privacy applies and raises issues early**



**Embed privacy into initiatives and change**

# WHAT DO PRIVACY CHAMPIONS DO IN PRACTICE?

---



**Recognise when  
privacy  
considerations  
apply**

# WHAT DO PRIVACY CHAMPIONS DO IN PRACTICE?

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**Recognise when  
privacy  
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**Ask the right  
questions early**

# WHAT DO PRIVACY CHAMPIONS DO IN PRACTICE?

---



**Recognise when  
privacy  
considerations  
apply**



**Act as a local point  
of contact**



**Ask the right  
questions early**

# WHAT DO PRIVACY CHAMPIONS DO IN PRACTICE?

---



**Recognise when  
privacy  
considerations  
apply**



**Signpost teams to  
the right  
processes**



**Act as a local point  
of contact**



**Ask the right  
questions early**

# WHAT DO PRIVACY CHAMPIONS DO IN PRACTICE?

---



**Recognise when  
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**Act as a local point  
of contact**



**Ask the right  
questions early**



**Signpost teams to  
the right  
processes**



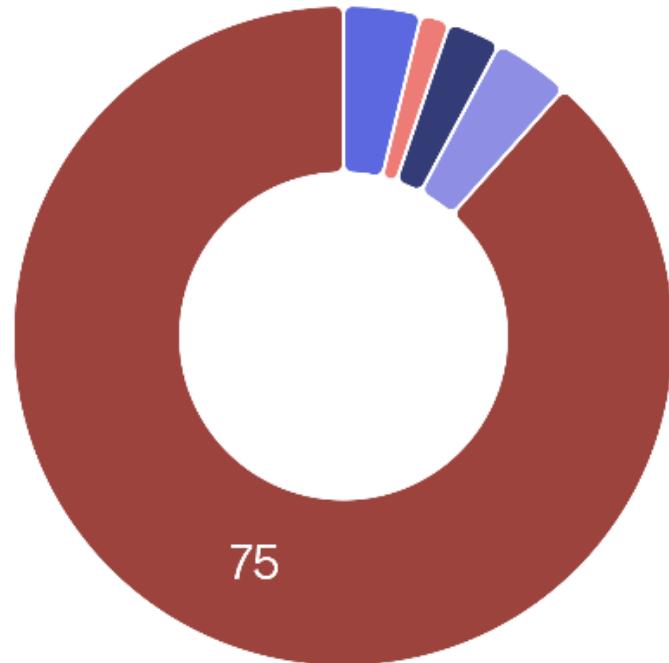
**Escalate issues to  
the privacy  
function when  
needed**

## QUESTION

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**A new product is launching in 2 weeks. Privacy is asked to review it at the last minute. What could a Privacy Champion have helped with earlier?**

**Q: A new product is launching in 2 weeks. Privacy is asked to review it at the last minute. What could a Privacy Champion have helped with earlier?**



- 3 Identifying privacy risks earlier in the project
- 1 Ensuring the right processes were followed from the start
- 2 Connecting the project team to the privacy function sooner
- 3 Raising awareness of privacy considerations within the team
- 75 All of the above



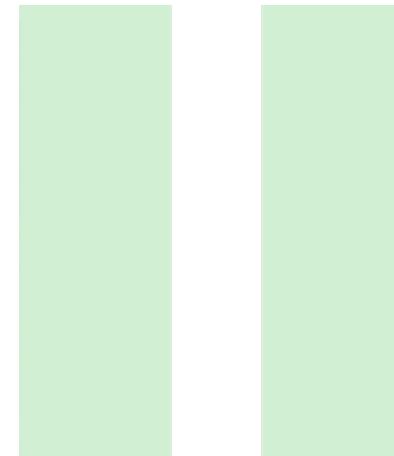
## SECTION 4: MAKING IT WORK

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**MAKING CHAMPIONS WORK IN PRACTICE**

# WHAT NEEDS TO BE IN PLACE FIRST

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**PAUSE**

# WHAT NEEDS TO BE IN PLACE FIRST

---

A clear privacy framework and policies

Defined processes and escalation routes

A central privacy function to support champions

Leadership support and visible sponsorship

Time and permission for champions to play role



**PAUSE**

# WHY CHAMPIONS NEED CLEAR PRIVACY FRAMEWORKS

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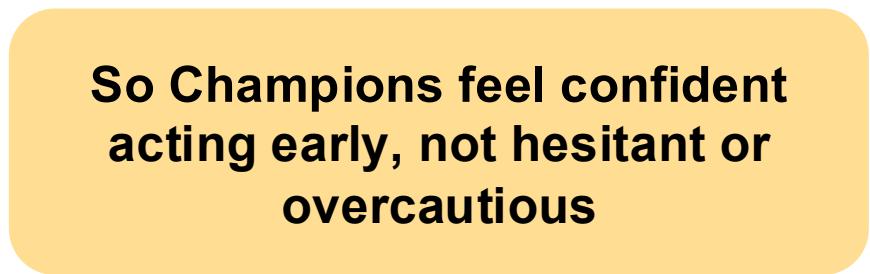
**So Champions don't become informal gatekeepers**



**So escalation is consistent and safe**



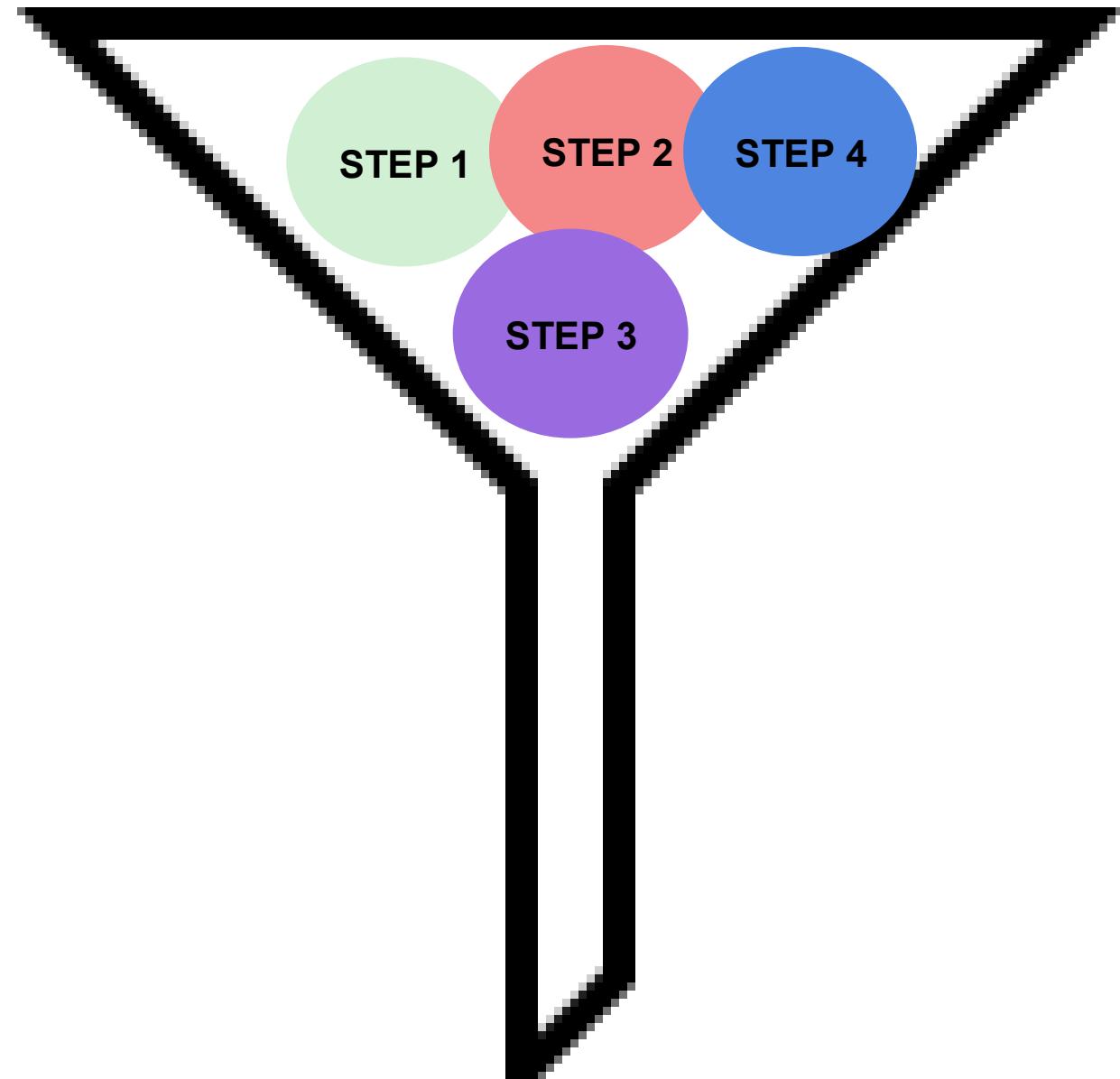
**So accountability stays clear**



**So Champions feel confident acting early, not hesitant or overcautious**

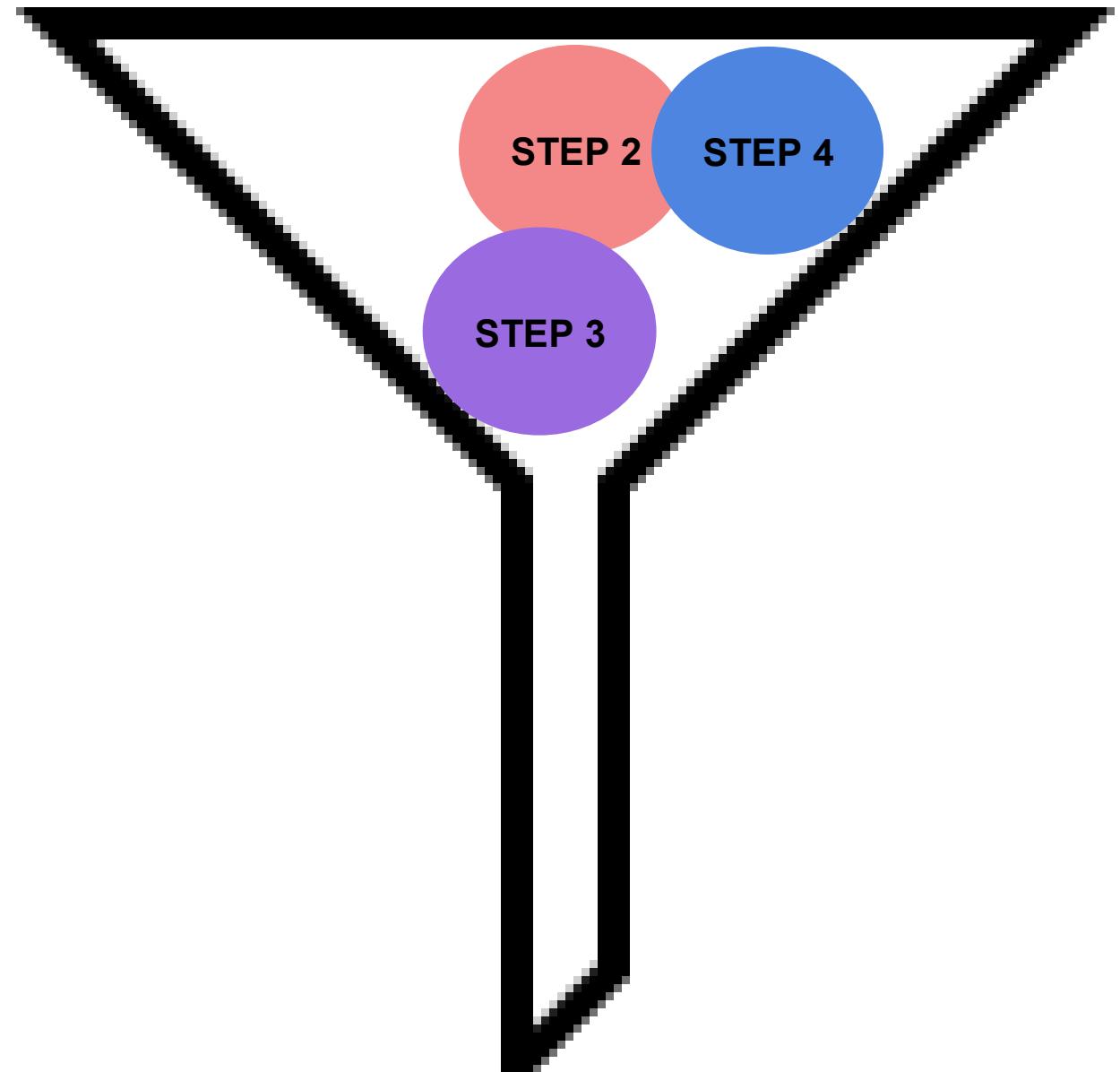
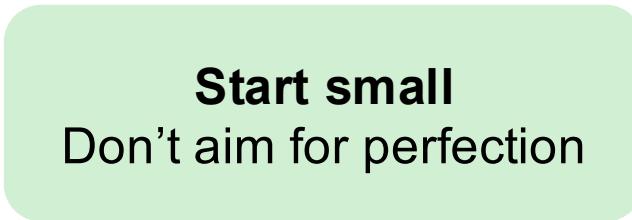
# STARTING A PRIVACY CHAMPIONS NETWORK

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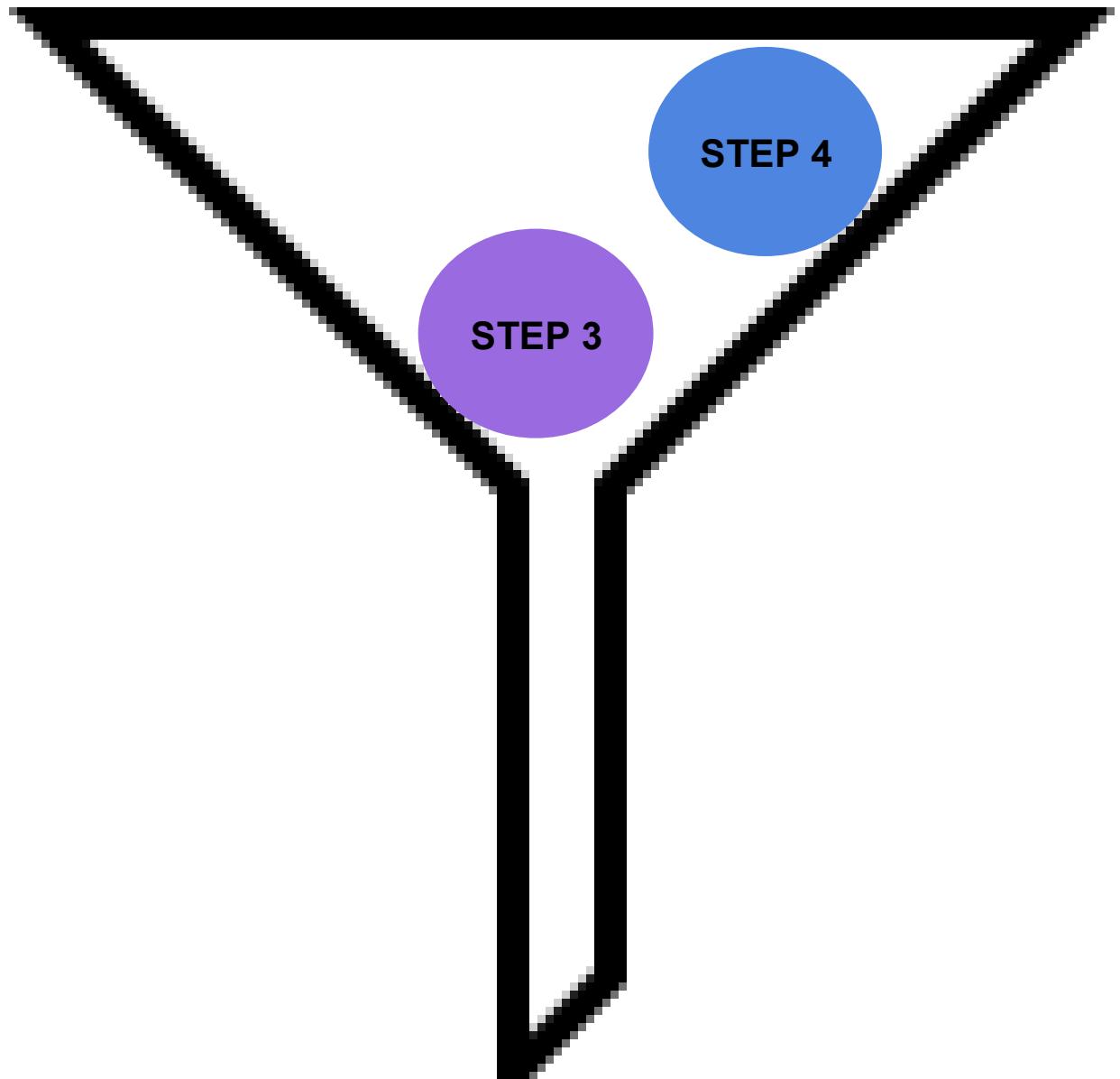
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**Start small**  
Don't aim for perfection



**Find Interested People**  
Often already acting as  
informal champions



# STARTING A PRIVACY CHAMPIONS NETWORK

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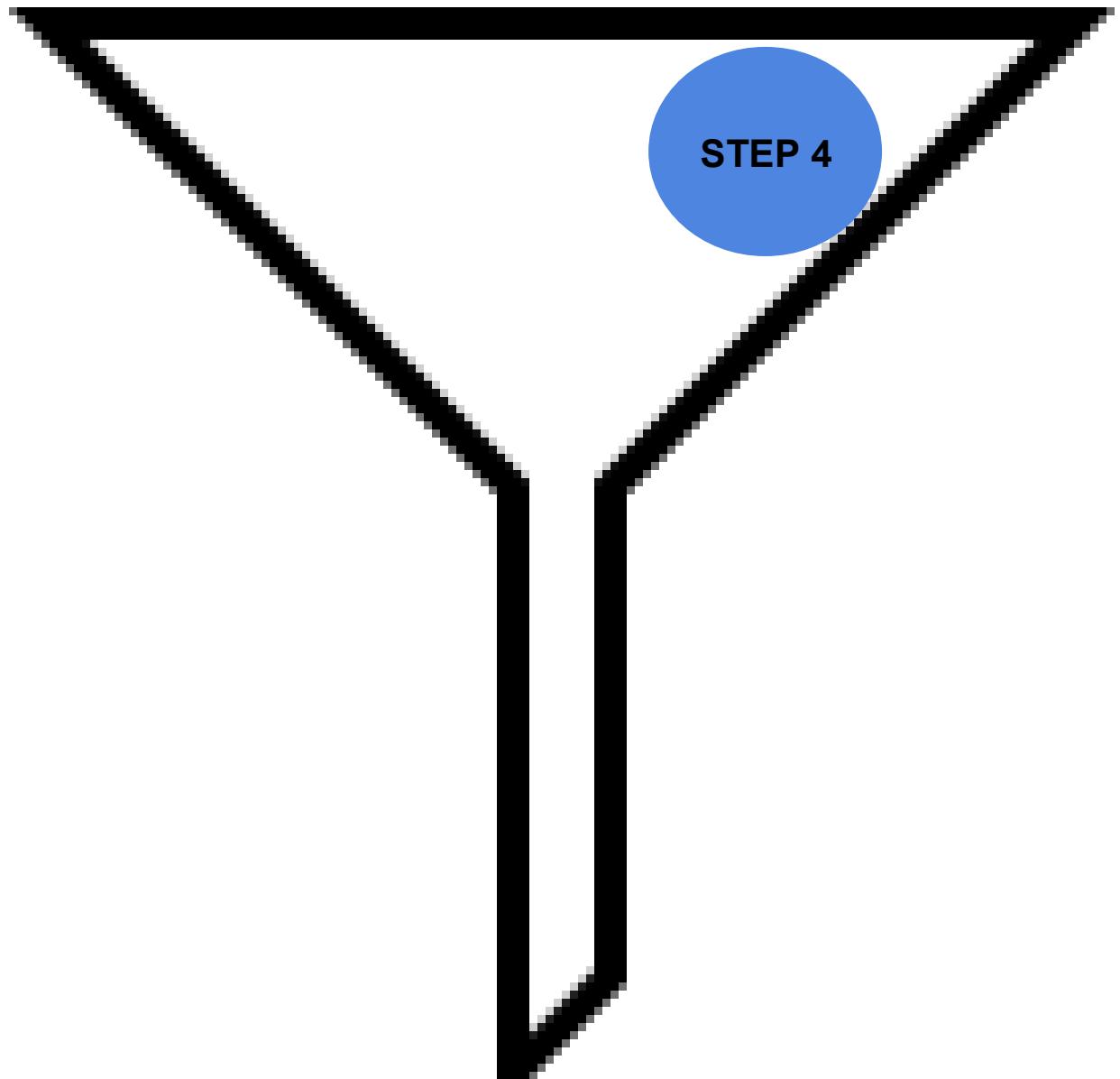
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**Be Clear on Scope**  
What champions do and  
don't do

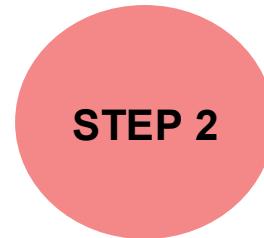


# STARTING A PRIVACY CHAMPIONS NETWORK

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**Start small**  
Don't aim for perfection



**Find Interested People**  
Often already acting as  
informal champions



**Be Clear on Scope**  
What champions do and  
don't do



**Support & Connect**  
Provide guidance and a  
route to escalate

# WHAT MAKES PEOPLE SAY “YES” TO BEING A CHAMPION

		
<b>Executive Advocates</b>	<b>Operational Champions</b>	<b>Project / Change Champions</b>
<p><b>What makes it worth their time and name?</b></p> <ul style="list-style-type: none"><li>• Frame as trust, risk or ethics leadership</li><li>• Clear link to organisational reputation and resilience</li><li>• Ask for endorsement, not delivery</li></ul>	<p><b>What makes this feel safe, supported and worthwhile?</b></p> <ul style="list-style-type: none"><li>• Approach people already asking questions</li><li>• Invite, don't appoint</li><li>• Recognition for existing good practice</li><li>• Emphasise support and boundaries</li></ul>	<p><b>What makes this part of my job, not extra work?</b></p> <ul style="list-style-type: none"><li>• Embed into existing delivery roles</li><li>• Align with existing project responsibilities</li><li>• Make it situational, not permanent</li><li>• Clear value to delivery outcomes</li></ul>
<p><b>Avoid</b></p> <ul style="list-style-type: none"><li>• Asking executives to “volunteer”</li><li>• Expecting hands-on involvement</li><li>• Having multiple symbolic sponsors</li></ul>	<p><b>Avoid</b></p> <ul style="list-style-type: none"><li>• Volunteering people without consent</li><li>• Assuming interest equals capacity</li><li>• Selecting only legal or compliance roles</li></ul>	<p><b>Avoid</b></p> <ul style="list-style-type: none"><li>• Creating a standing extra role</li><li>• Treating champions as sign-off points</li></ul>

# WHAT MAKES PEOPLE SAY “YES” TO BEING A CHAMPION

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# WHAT MAKES PEOPLE SAY “YES” TO BEING A CHAMPION

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## Executive Advocates

What makes it worth their time and name?

- Frame as trust, risk or ethics leadership
- Clear link to organisational reputation and resilience
- Ask for endorsement, not delivery



## Operational Champions

What makes this feel safe, supported and worthwhile?

- Approach people already asking questions
- Invite, don't appoint
- Recognition for existing good practice
- Emphasise support and



## Project / Change Champions

**What makes this part of my job, not extra work?**

- Embed into existing delivery roles
- Align with existing project responsibilities
- Make it situational, not permanent
- Clear value to delivery outcomes

## Avoid

- Asking executives to “volunteer”
- Expecting hands-on involvement
- Having multiple symbolic sponsors

boundaries  
**Avoid**

- Volunteering people without consent
- Assuming interest equals capacity
- Selecting only legal or compliance roles

## Avoid

- Creating a standing extra role
- Treating champions as sign-off points

# SUSTAINING ENGAGEMENT – WHAT WORKS (AND WHY)

---

## ✓ HOW TO

- Keep champions visible and valued. Engage champions proactively not just reactively. Close the loop by sharing relevant outcomes. Respect champions, time and boundaries.

## ✗ WHAT TO AVOID

- Letting the role become invisible.
- Only engage in champions when something goes wrong.
- Providing no feedback.
- Allowing scope to quietly expand. Ignoring time pressures and priorities

## WHY CHAMPION PROGRAMMES LOSE MOMENTUM

---



- Privacy teams stop actively using champions, too busy to engage.
- Champions are expected to do the work.
- Privacy Frameworks and processes aren't clear.
- Engagement becomes reactive
- People forget the framework exist.

## KEY TAKEAWAYS

---

- ✓ Privacy expectations are growing faster than resourcing
- ✓ Compliance alone cannot scale, culture is essential
- ✓ Technology scales process, but not judgement, norms or accountability
- ✓ Privacy Champions are a practical key lever to embed privacy earlier, they provide privacy presence
- ✓ Champions succeed only with clarity, sponsorship, support and time permission.



**THANK YOU**  

---

**ANY QUESTIONS?**



# **CONFIDENTIALITY VS PUBLIC INTEREST?**

---

**LESSONS FROM THE HEALTHCARE SECTOR**

# ABOUT ME

---



**Andrew Harvey**

Joint Head of Information Governance /  
Data Protection Officer



**Guy's and St Thomas'**  
NHS Foundation Trust



**King's College Hospital**  
NHS Foundation Trust

# INTRODUCTION

---

Balancing  
confidentiality  
and public  
interest

Key definitions  
and risk  
examples



# INTRODUCTION

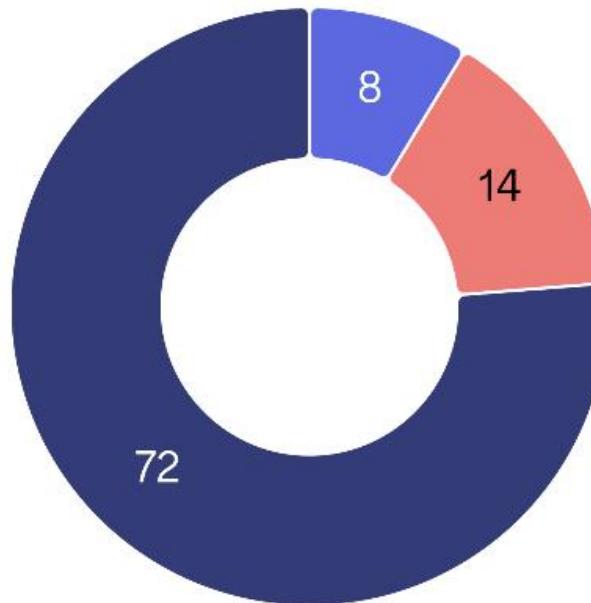
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- Junior doctor told by patient during a mental health review that they sometimes feel urge to “teach people a lesson” when they feel humiliated, but they give no names, plans, or timescales.
- Patient asks the doctor not to tell anyone, insisting it was said “just to get it off their chest.”
- Doctor is left unsure whether doing nothing could place others at risk.

**Should the doctor:**

- Disclose the information in the public interest?
- Maintain confidentiality?
- It depends / not enough information

## Should the doctor:



- 8 Disclose the information in the public interest?
- 14 Maintain confidentiality?
- 72 It depends / not enough information

# INTRODUCTION

---

Balancing  
confidentiality  
and public  
interest

Key definitions  
and risk  
examples

Extensive law  
and guidance;  
usefulness  
questioned



## WHAT'S THE ISSUE?

---

Case law  
shapes  
confidentiality

Spycatcher  
confirms duty  
of confidence

Public interest  
can outweigh  
secrecy



# CONFIDENTIALITY TAKES LEGAL SHAPE

---

Cases test  
confidence  
limits

R v Crozier  
justified  
disclosure

Public  
protection  
outweighs  
confidences



# WHEN THE COURTS LET CONFIDENTIALITY BEND

---

W v Edgell  
permits  
disclosure

Public interests  
outweighs  
privacy

Clear test for  
disclosure



# WHEN THE COURTS LET CONFIDENTIALITY BEND

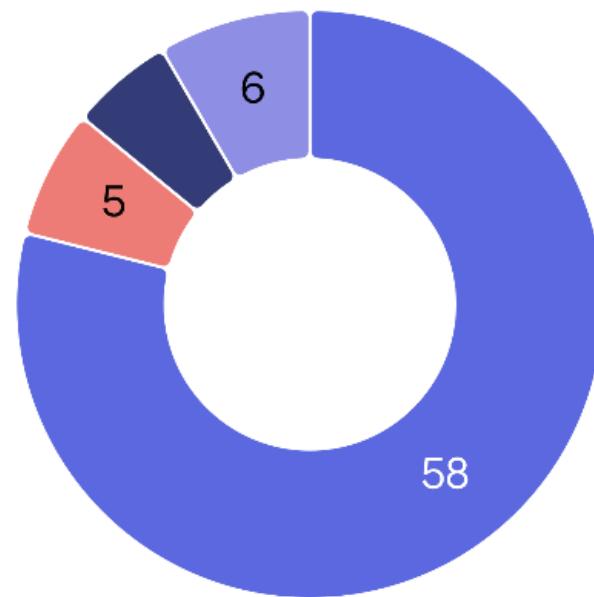
---

- A patient tells their psychiatrist they have violent fantasies but no specific person or plan.

Which part of the four-part Edgell test is weakest?

- Real, serious, imminent?
- Would disclosure reduce risk?
- Minimum necessary?
- Does benefit outweigh harm?

## Which part of the four-part Edgell test is weakest?



- 58 Real, serious, imminent?
- 5 Would disclosure reduce risk?
- 4 Minimum necessary?
- 6 Does benefit outweigh harm?

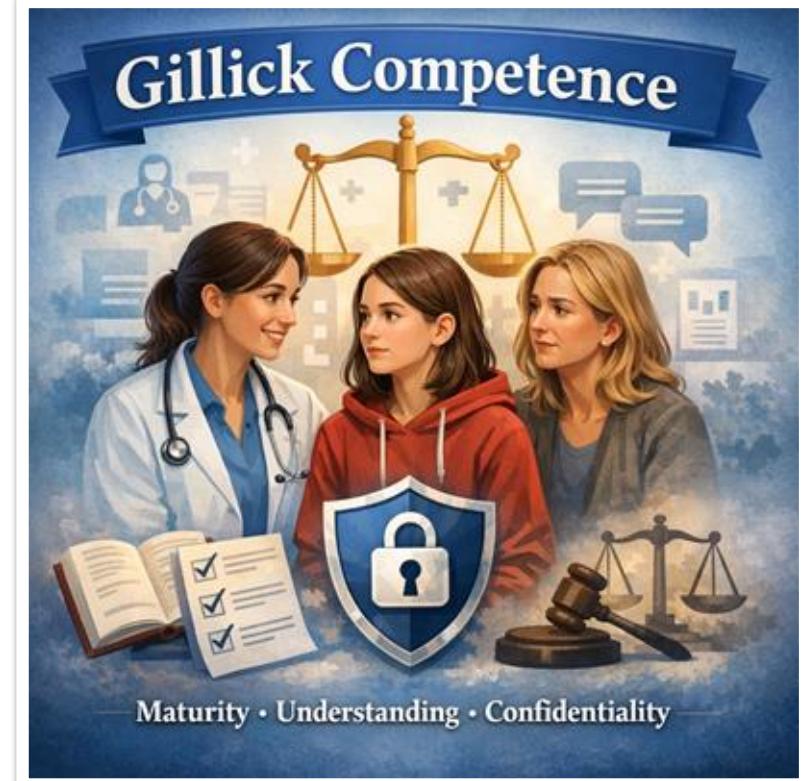
# A TEST THE DOCTORS CAN ACTUALLY USE

---

Gillick case  
informs  
confidentiality

Minors may  
consent  
independently

Gillick carries  
confidentiality  
duty



# AUTONOMY COMPLICATES THE BALANCE

---

Risk of liability  
for non-  
disclosure

ABC case tests  
autonomy

Confidentiality  
upheld despite  
alleged third-  
party risk



## AUTONOMY COMPLICATES THE BALANCE

---

If you were the clinician, would you have told ABC?

# THE RISK OF STAYING SILENT

---

Post-mortem  
confidentiality  
recognised

Disclosure  
required strong  
justification

Cases provide  
clear guidance



# WHAT THE LAW ACTUALLY ALLOWS

---

GDPR and DPA  
permit sharing

Health data as  
special  
category

Legal  
obligations  
mandate  
disclosure

Public interest  
supports core  
functions

Vital interests  
justify urgent  
breaches



# PUBLIC INTEREST IN PRACTICE

---

Special  
category public  
interest bases

Data Protection  
aligns with case  
law

Statutory  
powers override  
confidentiality

Freedom of  
Information and  
Human Rights  
Limits

Legislation  
provides  
structured  
balance



# LAW IS NOT THE WHOLE STORY

---

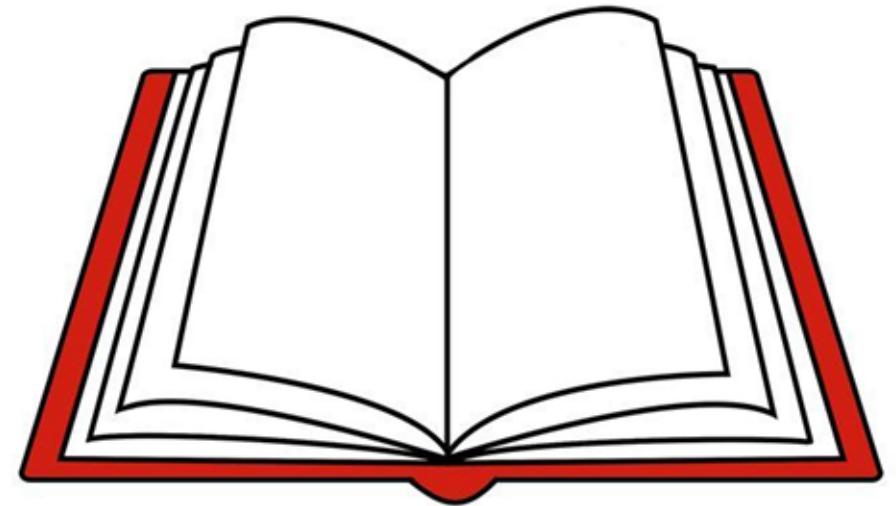
Professional  
guidance  
supplement the  
law

Caldicott  
reframes duty  
to share

Central  
guidance  
restates legal  
principles

Doctor-specific  
guidance offers  
little clarity

Trust is key  
added value



## WHAT THIS ALL ADDS UP TO

---



1. PUBLIC INTEREST
2. PREVENTING HARM
3. DATA MINIMISATION
4. COMPETENT MINORS
5. NO BENEFIT
6. POST-MORTEM
7. PUBLIC HEALTH
8. LAWFUL SHARING
9. RESEARCH EXEMPTION
10. FOI LIMITS
11. JUSTIFIED INTERFERENCES
12. PUBLIC TRUST

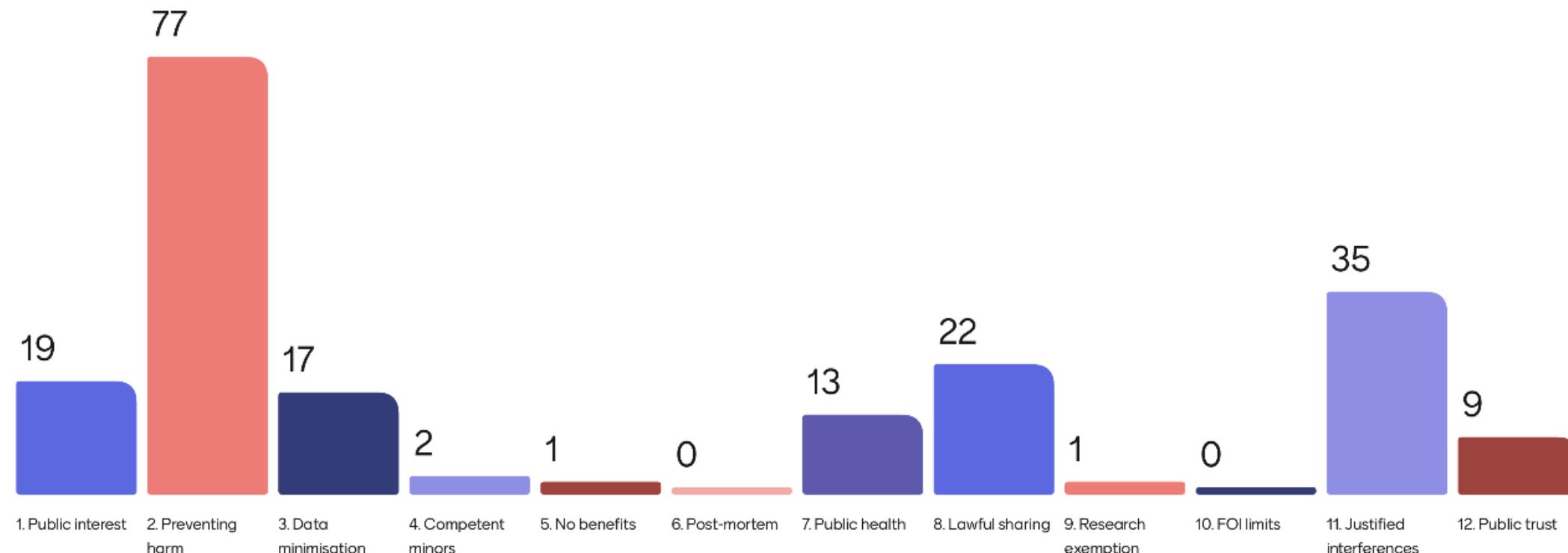
## WHAT THIS ALL ADDS UP TO

---

- Patient diagnosed with a serious hereditary condition.
- Patient refuses consent to inform relatives.
- Relatives may face preventable health risks.
- No immediate emergency or legal duty to disclose.
- Clinician must decide whether disclosure is justified.

Which 3 of the framework best support resolving this?

# Which 3 of the framework best support resolving this?



## WHAT THIS ALL ADDS UP TO

---



1. PUBLIC INTEREST
2. PREVENTING HARM
3. DATA MINIMISATION
4. COMPETENT MINORS
5. NO BENEFIT
6. POST-MORTEM
7. PUBLIC HEALTH
8. LAWFUL SHARING
9. RESEARCH EXEMPTION
10. FOI LIMITS
11. JUSTIFIED INTERFERENCES
12. PUBLIC TRUST

## QUESTIONS AND DISCUSSION

---





**LUNCH AND NETWORKING**  
**CONTINUED AT 1.30PM**

---



# THE DUAA

---

**THE GOOD, THE BAD, AND THE BAU**

# INTRODUCING

---



**RALPH O'BRIEN**

Reinbo Consulting



**ROWENNA FIELDING**

Miss IG Geek

# THE DATA USE (AND ACCESS) ACT - LATEST

## STATUTORY INSTRUMENTS

### 2026 No. 82 (C. 10)

#### DATA

#### DATA PROTECTION

#### ELECTRONIC COMMUNICATIONS

The Data (Use and Access) Act 2025 (Commencement No. 6 and Transitional and Saving Provisions) Regulations 2026

Made - - - -

29th January 2026

The Secretary of State makes these Regulations in exercise of the powers conferred by sections 142(1) and 143(1) of the Data (Use and Access) Act 2025(a) and section 104(1)(a) of the Deregulation Act 2015(b).

#### Citation and interpretation

1.—(1) These Regulations may be cited as the Data (Use and Access) Act 2025 (Commencement No. 6 and Transitional and Saving Provisions) Regulations 2026.

(2) In these Regulations—

- “the 2018 Act” means the Data Protection Act 2018(e);
- “the 2025 Act” means the Data (Use and Access) Act 2025;
- “the Commissioner” has the same meaning as in section 3(8) of the 2018 Act;
- “controller” has the same meaning as in section 3(6) of the 2018 Act(d);
- “data subject” has the same meaning as in section 3(5) of the 2018 Act.

#### Provisions of the 2025 Act coming into force on 5th February 2026

2. The following provisions of the 2025 Act, so far as not already in force(e), come into force on 5th February 2026—

- (a) section 67 (meaning of research and statistical purposes);
- (b) section 68 (consent to processing for the purposes of scientific research);

(a) 2025 c. 18.

(b) 2015 c. 20.

(c) 2018 c. 12.

(d) Section 106 was amended by S.I. 2019/419.

(e) See section 142(3)(b) of the Data (Use and Access) Act 2025. In addition, sections 72 and 110 of, and Schedule 11 to, that Act were partially commenced on 20th August 2025 by S.I. 2025/904.

- (c) section 70 (lawfulness of processing);
- (d) section 71 (the purpose limitation);
- (e) section 72 (processing in reliance on relevant international law);
- (f) section 73 (elected representatives responding to requests);
- (g) section 75 (fees and reasons for responses to data subjects’ requests about law enforcement processing);
- (h) section 76 (time limits for responding to data subjects’ requests);
- (i) section 77 (information to be provided to data subjects);
- (j) section 80 (automated decision-making);
- (k) section 81 (data protection by design: children’s higher protection matters);
- (l) section 83 (general processing and codes of conduct);
- (m) section 85 (transfers of personal data to third countries and international organisations);
- (n) section 86 (safeguards for processing for research etc purposes);
- (o) section 87 (section 86: consequential provision);
- (p) section 94 (manifestly unfounded or excessive requests to the Commissioner);
- (q) section 98 (power of the Commissioner to require a report);
- (r) section 99 (assessment notices: removal of OFSTED restriction);
- (s) section 100 (interview notices);
- (t) section 101 (penalty notices);
- (u) section 105 (consequential amendments to the EITSET Regulations);
- (v) section 110 (interpretation of the PEC Regulations);
- (w) section 112 (storing information in the terminal equipment of a subscriber or user);
- (x) section 114 (use of electronic mail for direct marketing by charities);
- (y) section 115 (Commissioner’s enforcement powers);
- (z) section 116 (codes of conduct);
- (z1) section 120 (transfer of property etc to the Information Commission);
- (z2) section 121 (information standards for health and adult social care in England);
- (z3) section 130 (recognition of EU conformity assessment bodies);
- (z4) section 132 (recognition of overseas trust products);
- (z5) subsection (4) of section 133 (co-operation between supervisory authority and overseas authorities);
- (z6) Schedule 4 (lawfulness of processing: recognised legitimate interests);
- (z7) Schedule 5 (purpose limitation: processing to be treated as compatible with original purpose);
- (z8) Schedule 6 (automated decision-making: minor and consequential amendments);
- (z9) Schedule 7 (transfers of personal data to third countries etc: general processing);
- (z10) Schedule 8 (transfers of personal data to third countries etc: law enforcement processing);
- (z11) Schedule 9 (transfers of personal data to third countries etc: minor and consequential amendments and transitional provision);
- (z12) Schedule 11 (further minor provision about data protection), except paragraph 32;

WHAT DO YOU HAVE TO DO?

---

NOTHING!

\*

(unless you really want to)

\*until July 2026, when the complaints stuff is activated

## THIS SESSION

---

- Widest-reaching changes explained
- Is it good? Is it bad? Is it just business as usual?
- For whom?
- Mentimeter: have your say!

## Q1: RECOGNISED LEGITIMATE INTERESTS

---

s70: New lawful basis for specific purposes -

- Public task disclosure
- National security, public security, defence
- Emergencies
- Crime
- Safeguarding

Legitimate Interests Assessment **no longer required**

*processing must still be fair, transparent, necessary, proportionate, secure etc etc*

## Q1: VOTE!

---

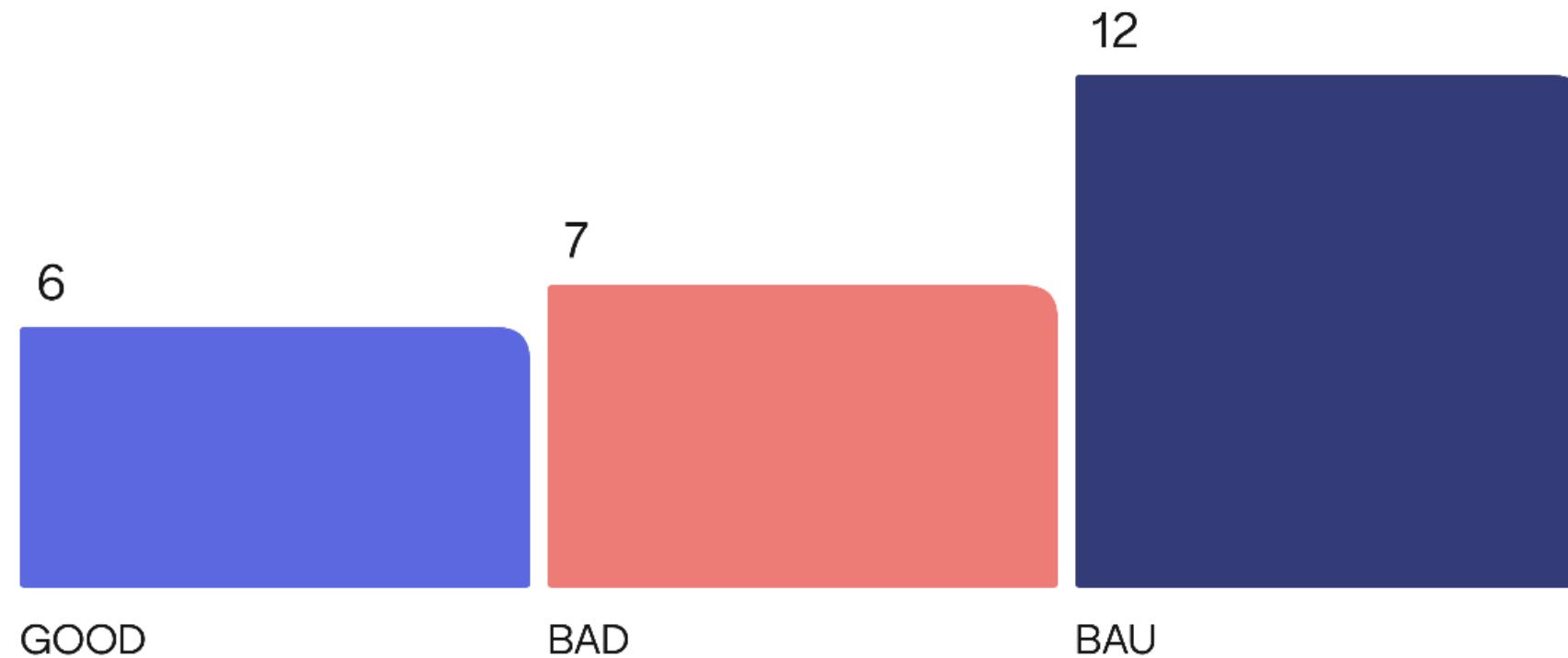
What do you think the **impact** of this change will be for-

- Data subjects
- Controller organisations
- You, as a DP professional

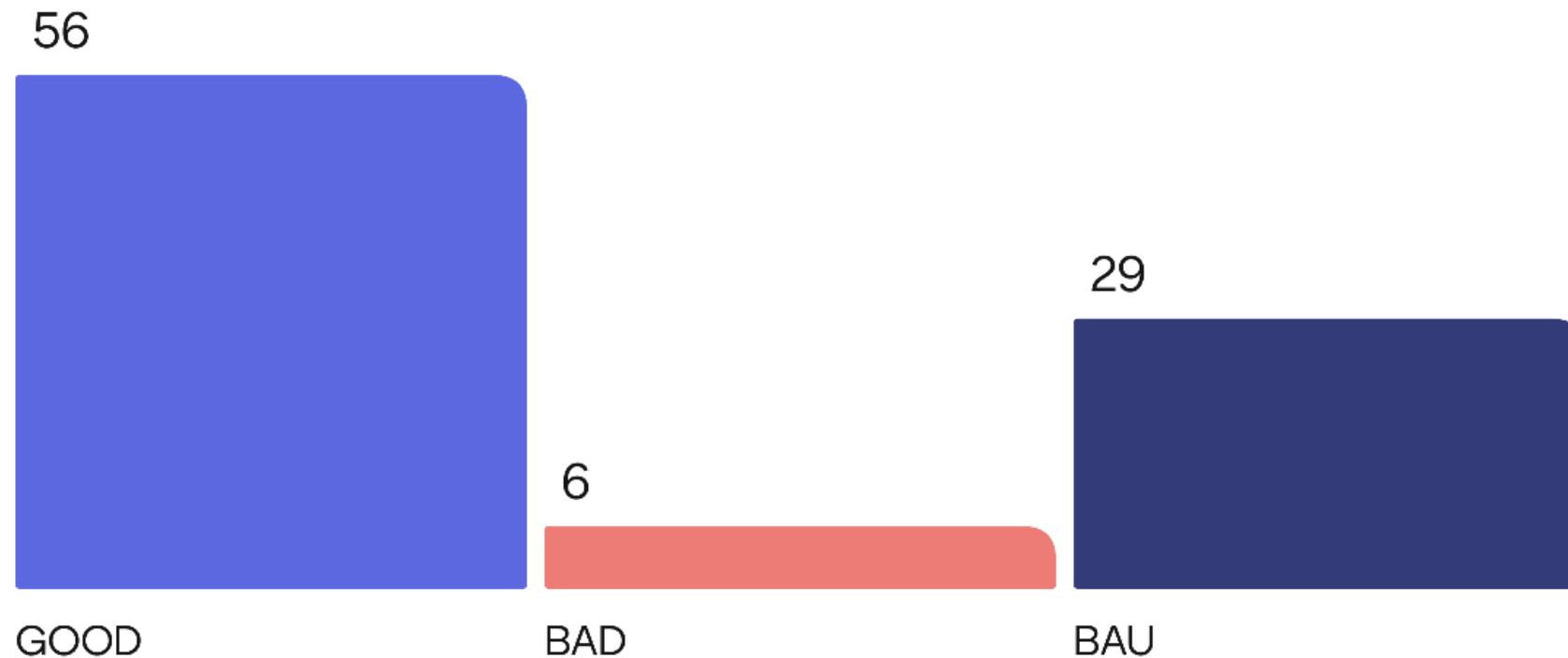
What **challenges** do you foresee?



## Q1: Recognised Legitimate Interests - Impact for data subjects?



## Q1: Recognised Legitimate Interests - Impact for controller organisations?



## Q2: COMPATIBLE SECONDARY PURPOSES

---

s71: Compatibility presumed for:

- Scientific\* research
- Historical research
- Archiving in the public interest
- Statistical analysis

Purpose Compatibility Assessment/consent to repurpose **no longer required**

(processing must still be fair, transparent, necessary, proportionate, secure etc, etc)

*\*anything described as 'science'*

## Q2: VOTE!

---

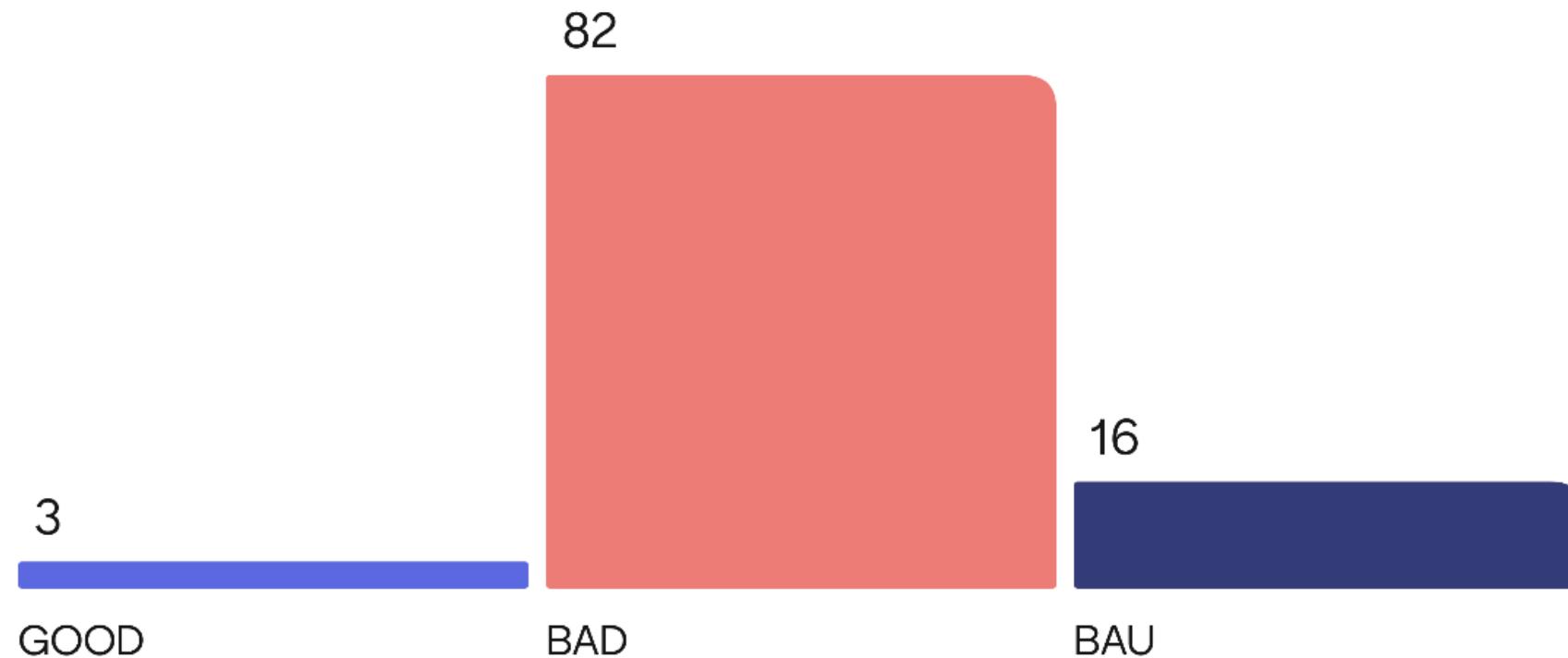
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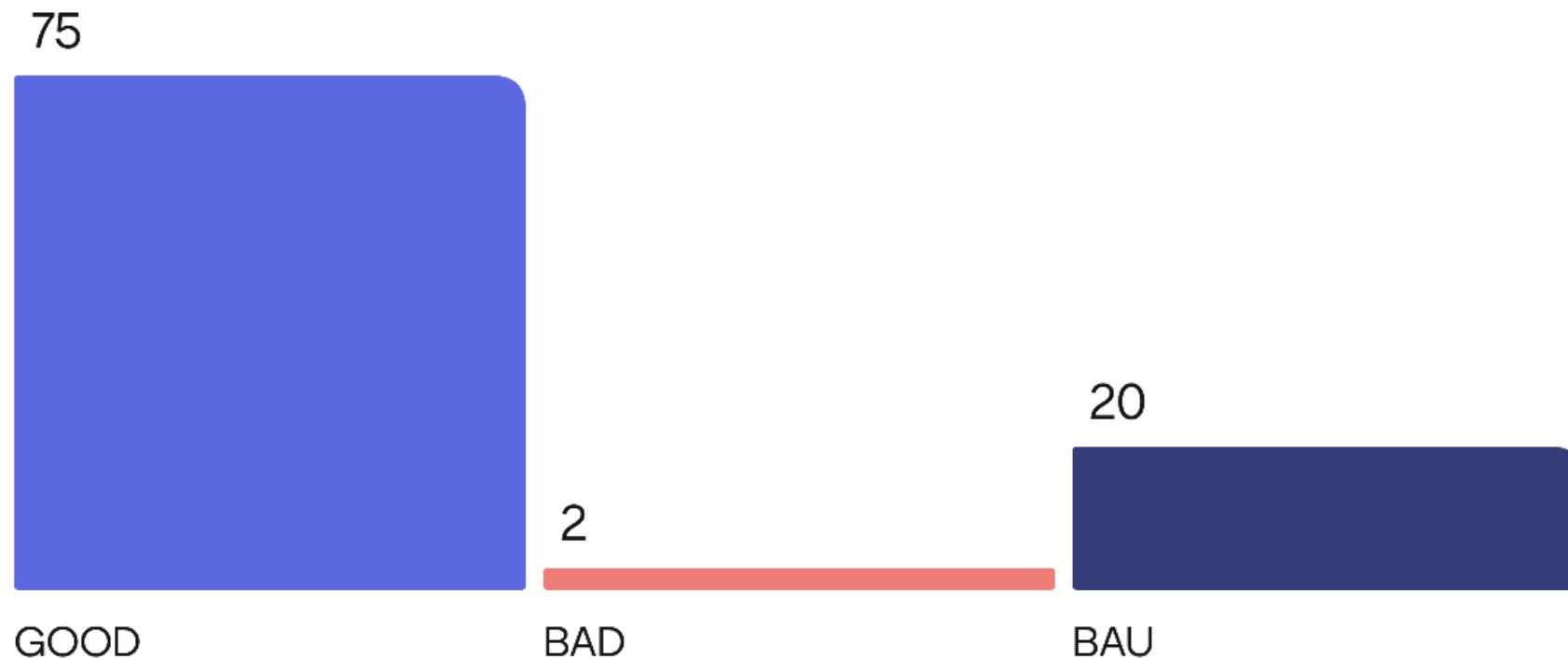
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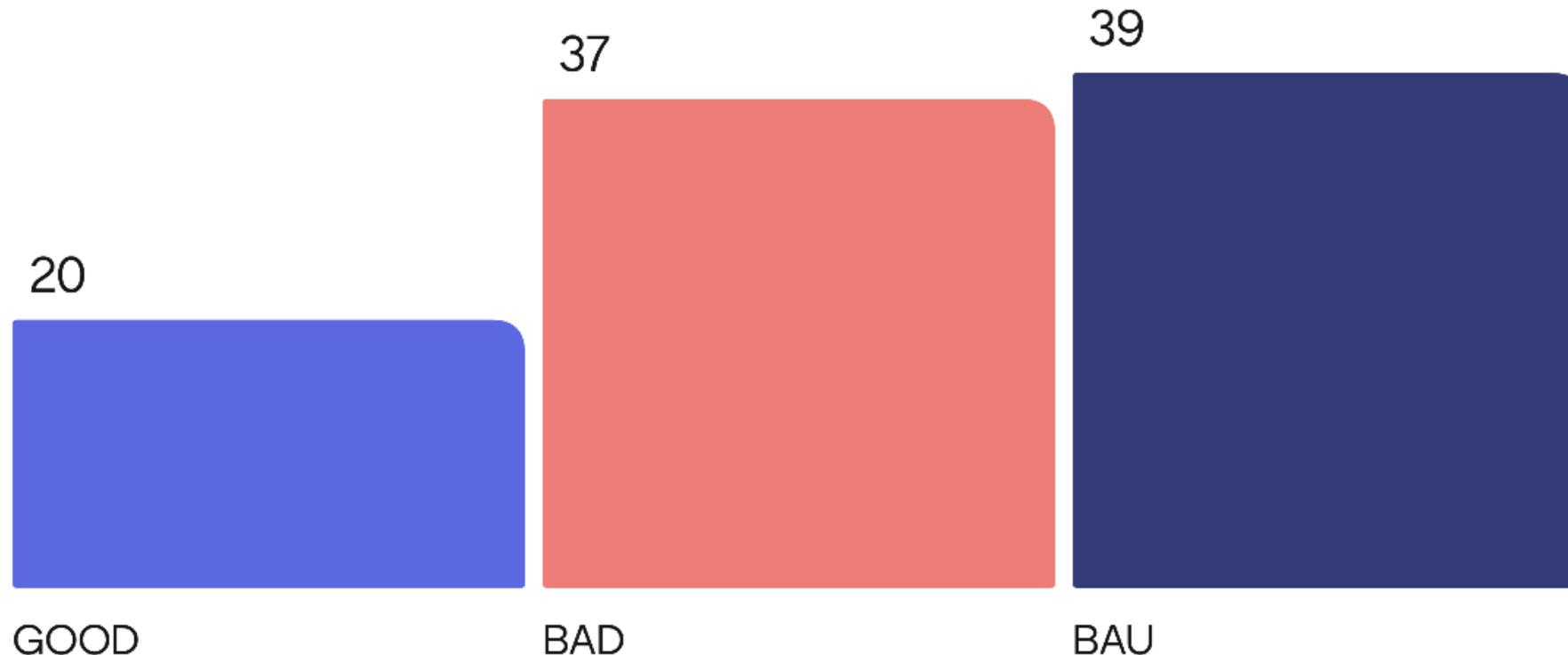
## Q2: Compatible secondary purposes - Impact for data subjects?



## Q2: Compatible secondary purposes - Impact for controller organisations?



## Q2: Compatible secondary purposes - Impact for you, as a DP professional?



## Q3: REGULATORY REGIME

---

### ICO changes

- Duty to promote competition and innovation, protect children
- New powers: compel reports, interviews
- IC role replaced by committee
- Complaints via Controller first

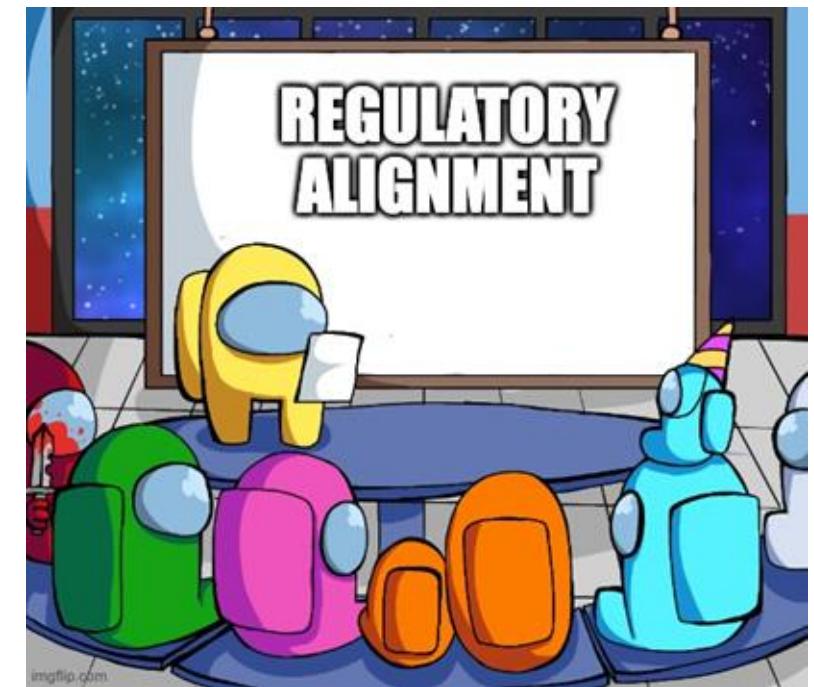
## Q3: VOTE!

---

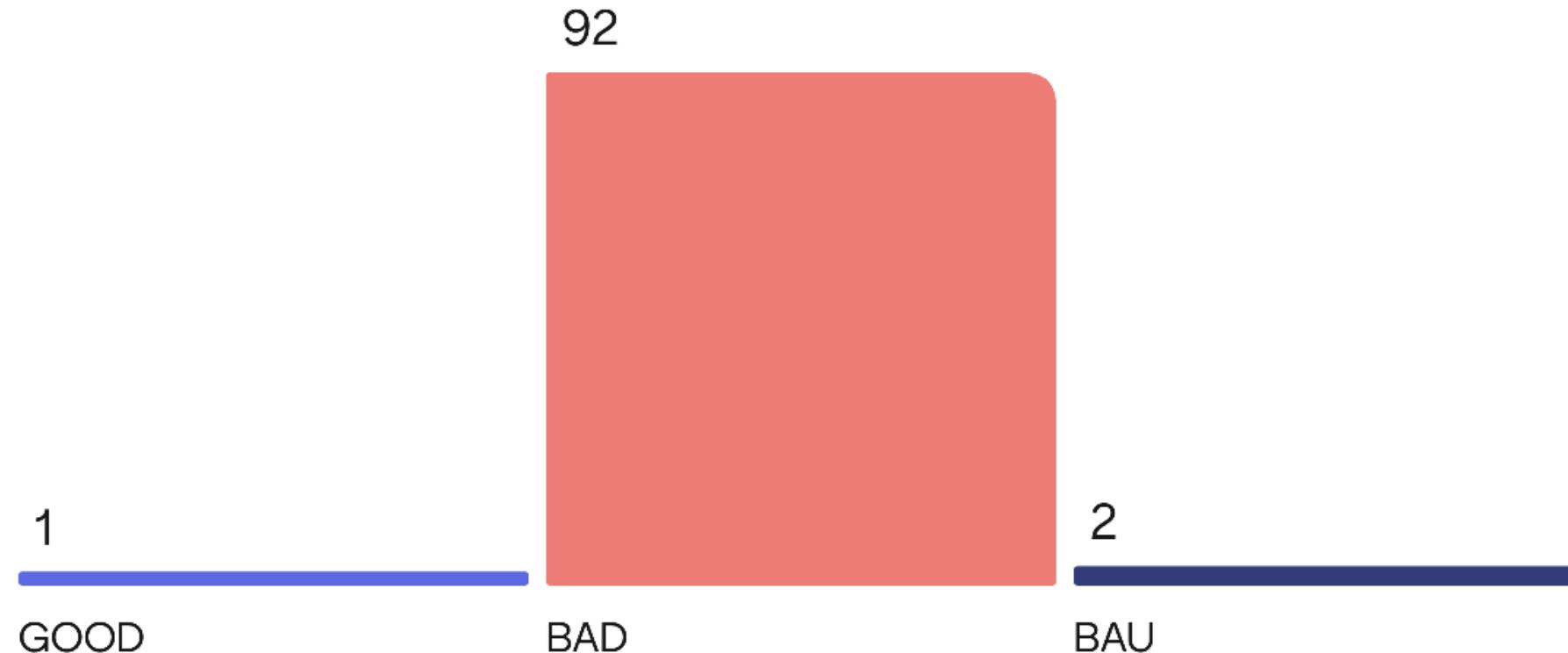
What do you think the **impact** of this change will be for-

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- You, as a DP professional

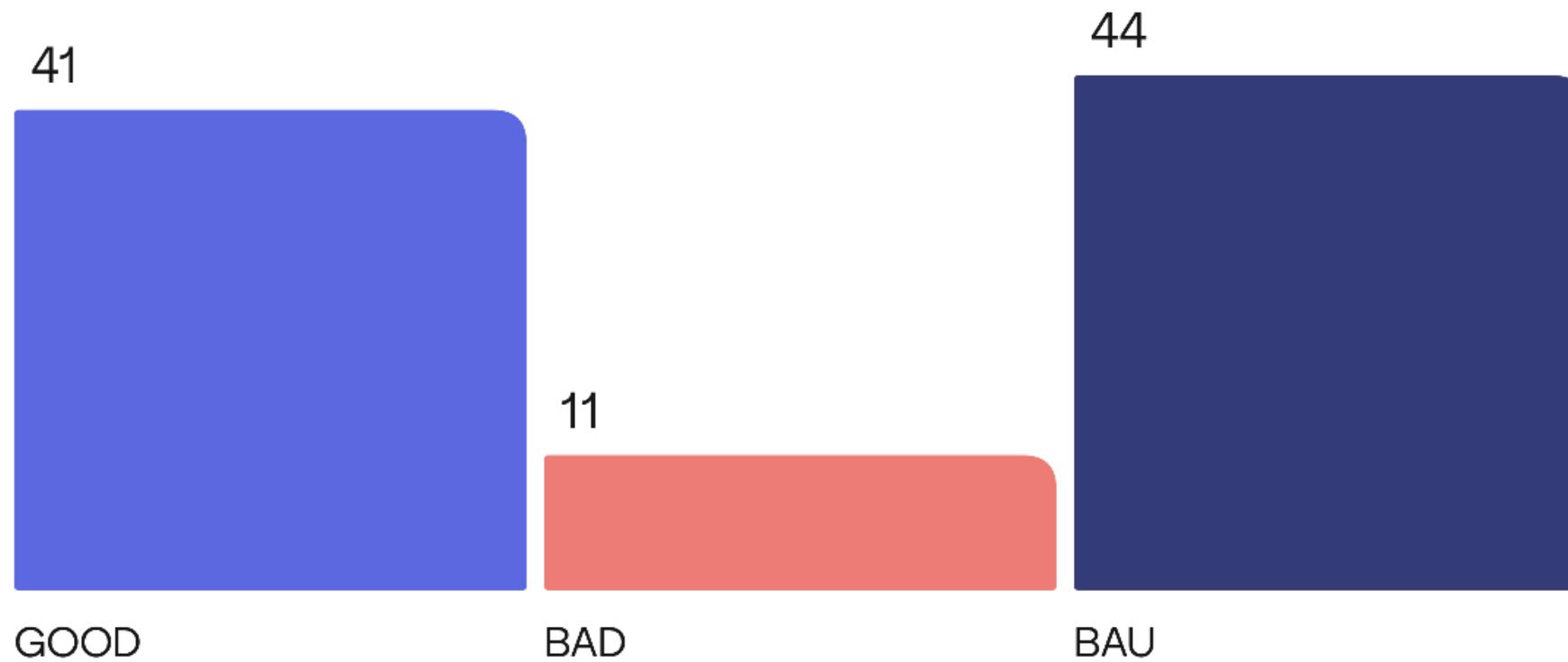
What **challenges** do you foresee?



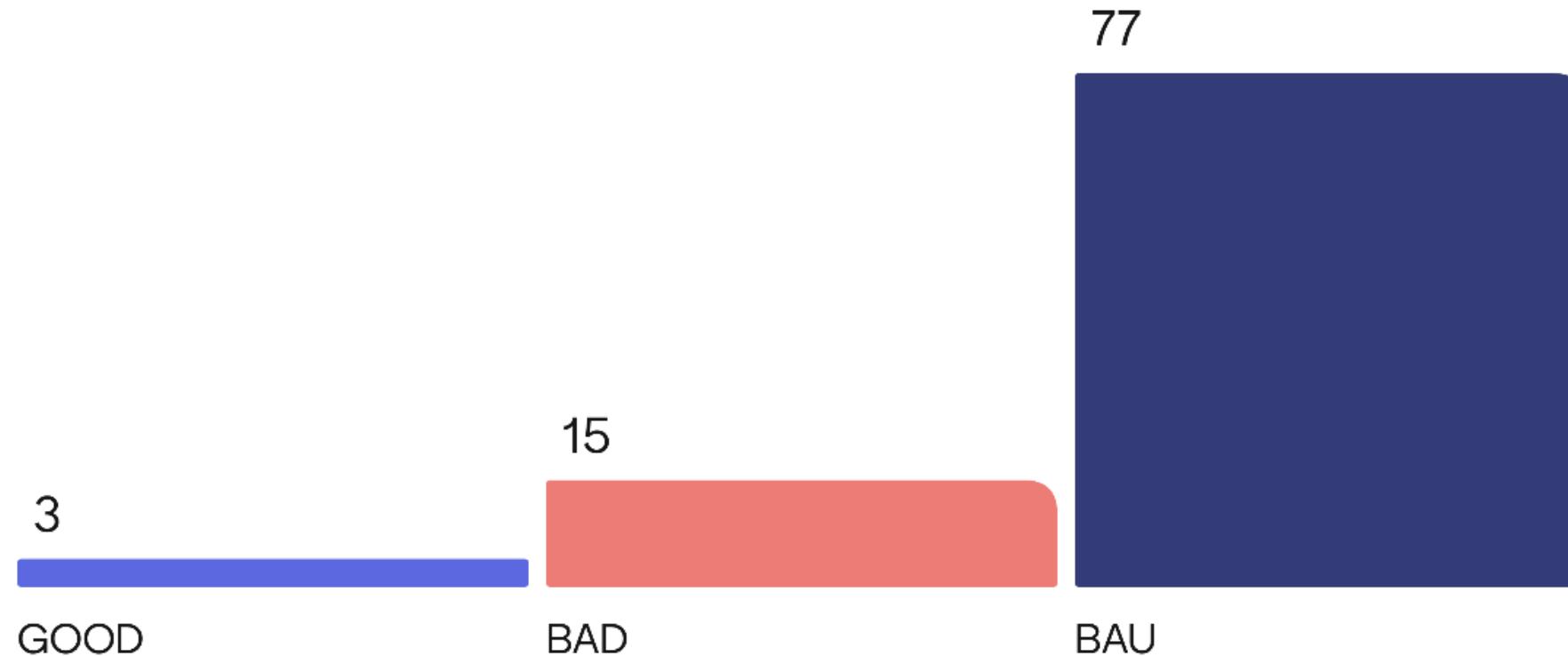
## Q3: Regulatory regime - Impact for data subjects?



## Q3: Regulatory regime - Impact for controller organisations?



## Q3: Regulatory regime - Impact for you, as a DP professional?



## Q4: AUTOMATED DECISION-MAKING

---

GDPR A22 rewritten

- Prohibition reversed - now allowed (unless not)
- Lawful under LI (if not high-risk or SCD)
- Safeguards\* required

*\*impact assessment, transparency, human review, intervention*

## Q4: VOTE!

---

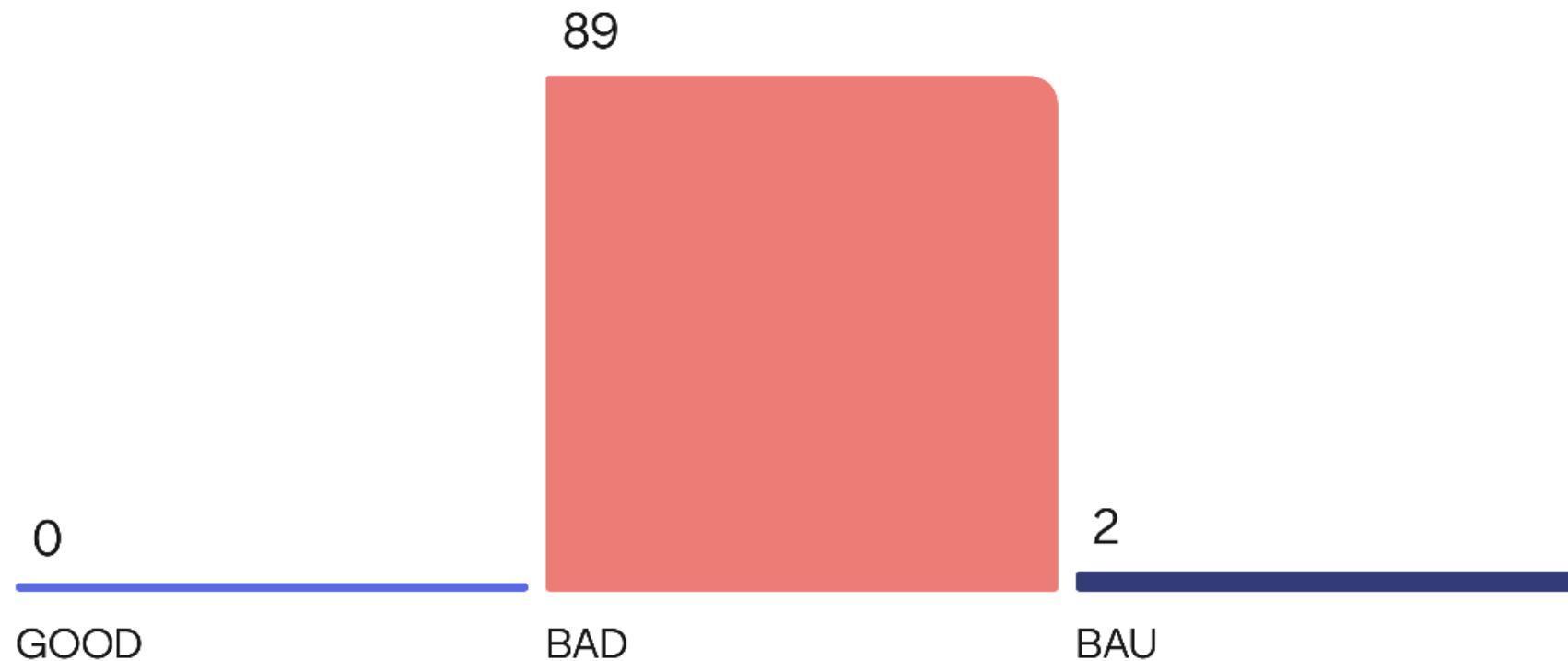
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- You, as a DP professional

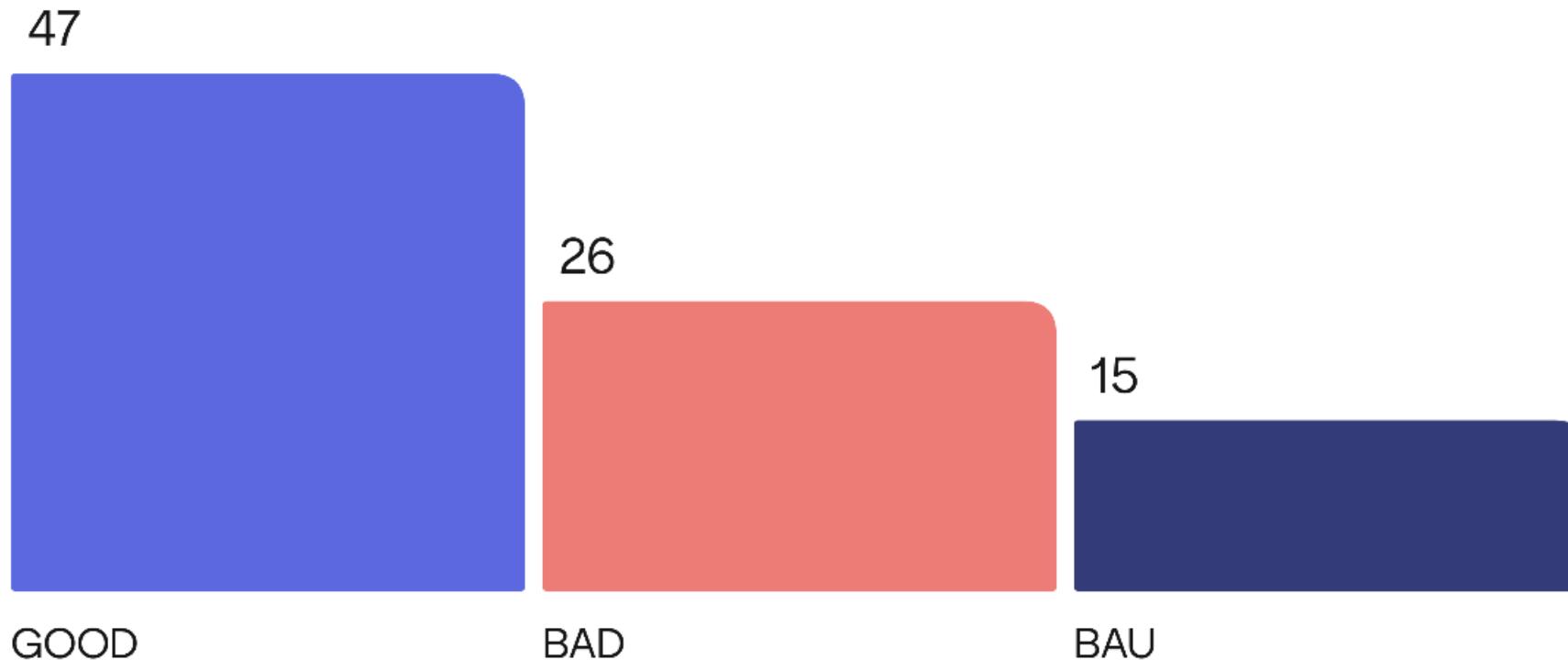
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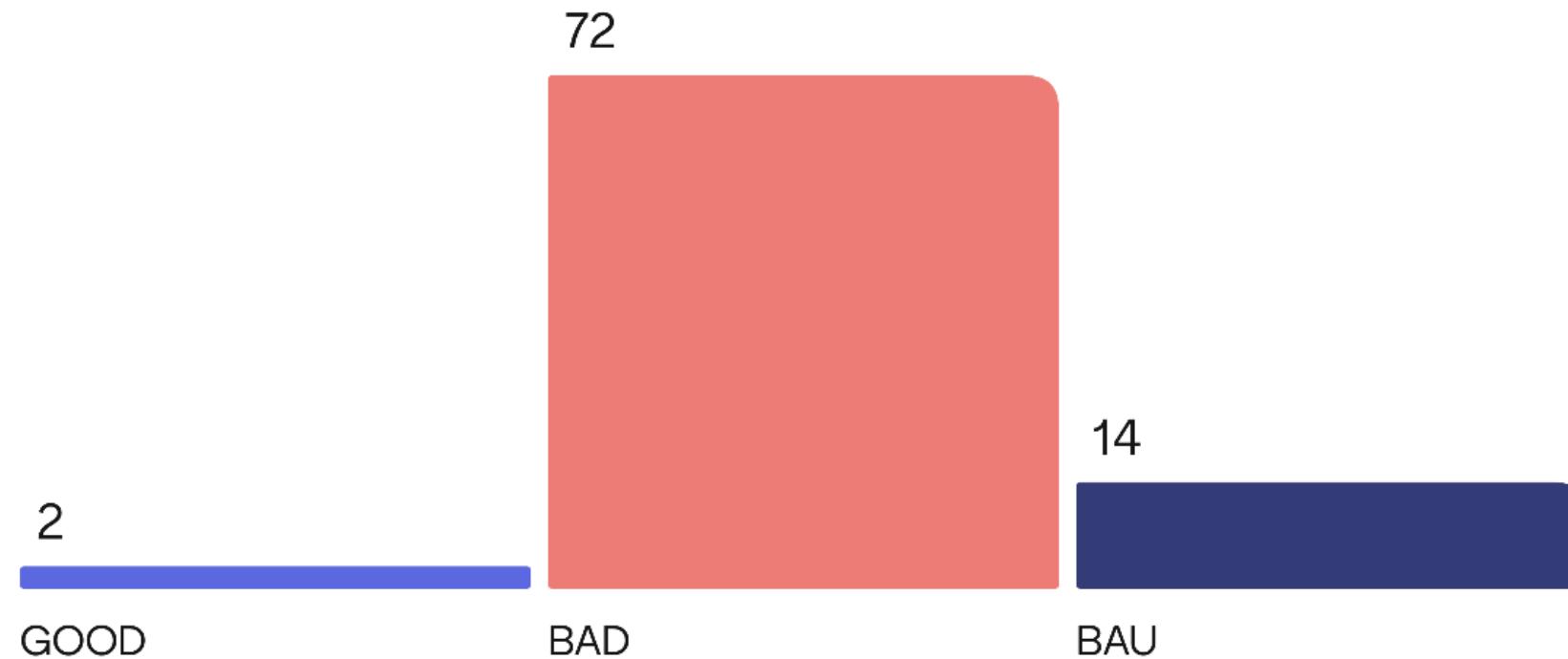
## Q4: Automated decision-making - Impact for data subjects?



## Q4: Automated decision-making - Impact for controller organisations?

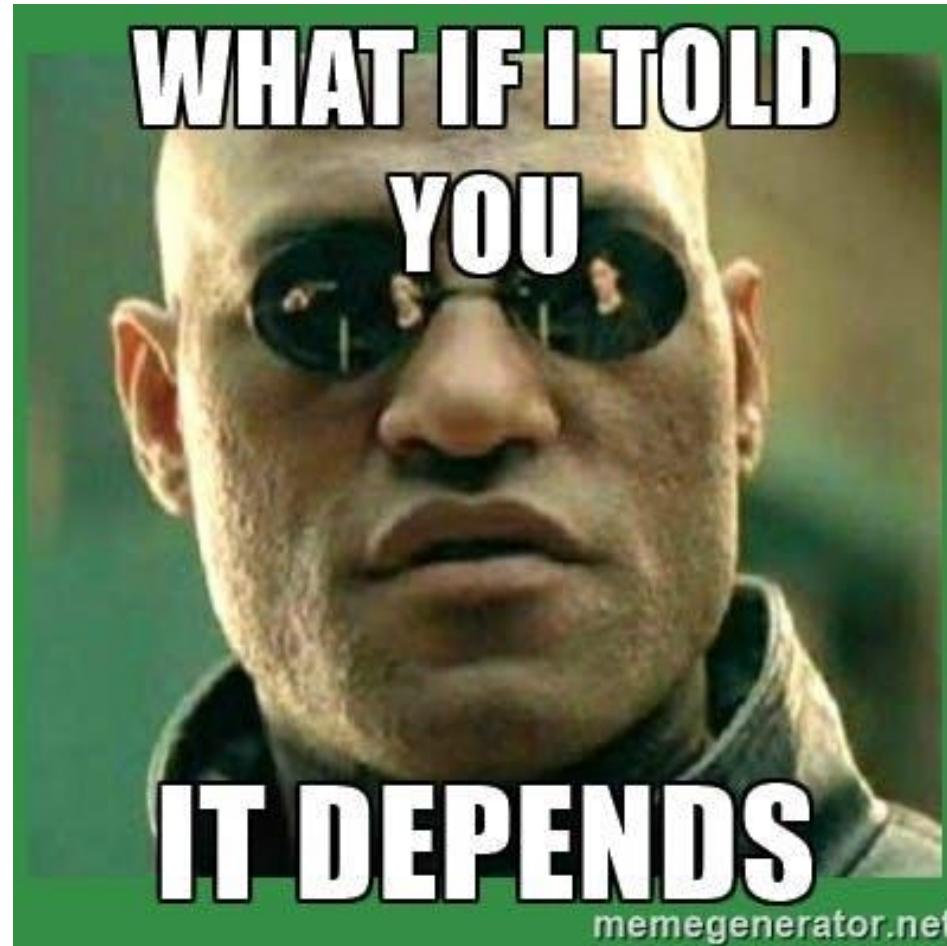


## Q4: Automated decision-making - Impact for you, as a DP professional?



## OUR OPINION....

---



## SO, WHAT NEXT?

---

- If it ain't broke, don't 'fix' it
- Keep hammering those Principles
- Keep an eye out for updated guidance
- Illegitimi non carborundum

## QUESTIONS AND DISCUSSION

---





# **FROM BOARDROOM TO BREAKROOM**

---

## **SOFT SKILLS EVERY DPO NEEDS**

## MEET YOUR SPEAKER

---



**GILLIAN COSSEY**

**Director of Data Privacy Advisory, RSM UK**

# INTRODUCTION



20+ years experience in data protection and privacy



virgin atlantic



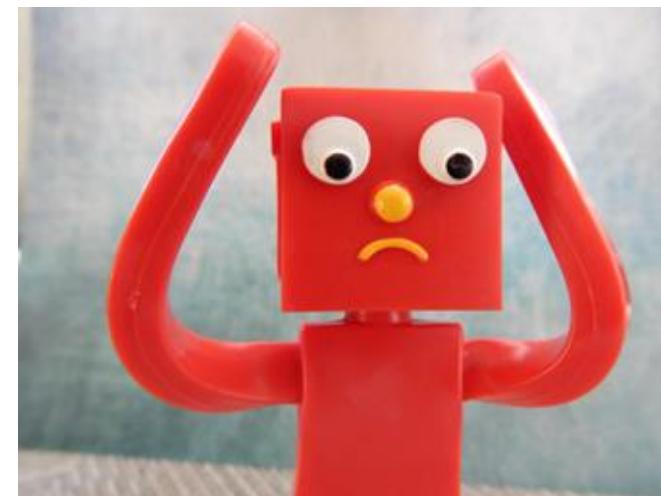
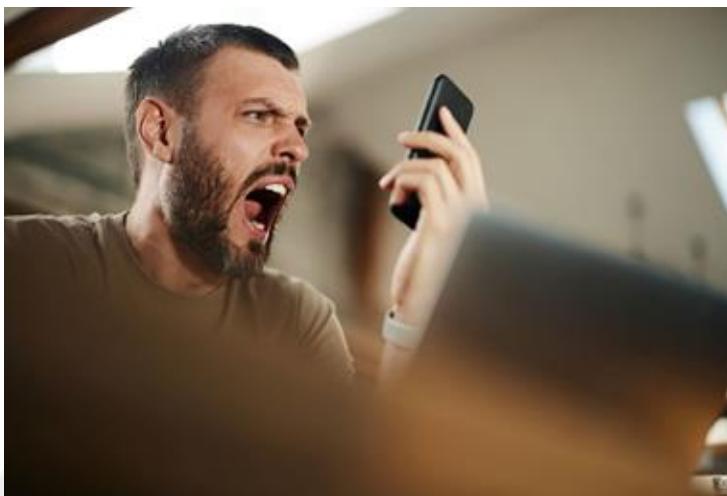
DPOs / DP Teams  
are often seen as  
blockers!

Why???



## THE WHY

---





# OK... SO WHAT NOW!

---

Law and compliance is what we do...

If the business don't like my answer (which is the legal version) then that is not my problem!

Fine – but where does that leave the business and what is the risk?

What do the following images have in common?





VISÃO

OBJETIVOS

MISSÃO















DPOs are  
expected to be...

All of the above!



# WHERE DOES THIS LEAVE US?

Find your strategy!

What kind of  
DPO do you want  
to be?

What do you  
want to be known  
for?

Culture

Relationships

Expertise,  
knowledge and  
skills

Theory/  
commercial  
advice

Revenue/shiny  
toys vs  
Compliance

# MY DPO STRATEGY

---



- **Make friends – with everyone!**
- **Understand the “people” culture you are working in.**
- **Be approachable and friendly.**
- **Work together as a team.**
- **Be a team player!**
- **Gain business trust.**

# LEADERSHIP SOFT SKILLS/QUALITIES

---



- **Listen! (And digest what people are saying)**
- **Must be able to influence.**
- **Calm in time of crisis.**
- **Solid / quick and rational decision making.**
- **Great communication.**
- **Keep learning.**

# TO WRAP UP!







## BREAK AND NETWORKING

---

**14:40 – 15:15**



# DSARS IN PRACTICE

---

## CHALLENGES AND SOLUTIONS

### **Chatham House Rule applies**

You are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed

## MEET YOUR PANEL

---



**NAOMI MATTHEWS**



**ANDREW HARVEY**



**GLORIA BEGU**



**JOSH SCHWARTZ**

# OVERVIEW

---

- **Increase in DSARs**

Why? How to scale up? Use of extensions?

- **Tools & Tech**

What's used? What's market? Getting budget!

- **Roles & Responsibilities**

Who's involved? Who should be? Difference with scale?

- **Redactions and Case Studies**

Stats from a UK case? Tips and traps. Exemptions? Accuracy and AI.

- **Practices & Processes**

What's changed for the good or the bad?

- **Q&A**

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Stats from a UK case? Tips and traps. Exemptions? Accuracy and AI.

- **Practices & Processes**

What's changed for the good or the bad?

- **Q&A**

# INTERESTING DSR STATS IN DEER V OXFORD (29,30)

---

- **Oxford was ordered to carry out an additional, prescribed, search:**

‘...to carry out searches of its servers for data contained in emails or electronic documents sent to or received from 22 named individuals between specified dates. It also required the University to search the servers used by five departments and faculties.’

- **At a cost of £116,116, Oxford reviewed 508,161 emails and other documents**

Simmons & Simmons searched for the isolated words "cécile" and "deer" (disjunctively, and on a case insensitive basis), resulting in **8,281 documents [1.6%]**, of which:

- 3,415 documents [41%] were identified as irrelevant;
- 3,582 documents [43%] were identified as legally privileged and placed in bundles for review by the court pursuant to section 15(2) of the DPA ("the Target Bundles");
- 733 [8.9%] were identified as having some reference to Dr Deer, but as not representing her personal data: these were also included in the Target Bundles;
- 242 were identified as being sent to or received from Dr Deer (the "to/from documents") [reduced to 211 after deduplication = 2.9%]
- 74 [0.9%] were identified as outside the scope of the SARs by reason of their date; and
- 235 [2.8%] were identified as containing Dr Deer's personal data and as being disclosable
- Following elimination of duplicates, that 235 reduced to 63 and, of that 63, 30 had previously been disclosed and **33 had not [0.4% of 8,281 and 0.006% of 508,161]**

# INTERESTING POINTS FROM DEER

---

- **Documents of which Dr Deer was the author**

Lewison LJ did 'not consider that these factors mean that the documents contain no "personal data". If the documents do contain personal data the data subject is entitled to know (as a minimum) for what purpose the personal data have been processed, and the persons to whom they have been disclosed. It is important to stress, however that the fact that the document contains personal data does not mean that the whole of the document is personal data. Moreover, the considerations mentioned by the judge may well be good reasons for declining to order disclosure of the document itself.'

- **Documents relating to the University's internal processes and how Dr Deer's complaints were to be handled**

Lewison LJ: 'I agree with the judge that these documents do not contain any of Dr Deer's personal data.'

- **Drafts of correspondence or reports**

Lewison LJ: 'The question is not whether Dr Deer was entitled to documents: that is never the question under the DPA. What Dr Deer was entitled to was information about personal data contained in the drafts. If she had already had the final version and the personal data did not differ from the personal data contained in the draft, then I agree that she would not have been entitled to any further information. Otherwise, she would *prima facie* have been entitled to the personal data contained in the draft.'

- **An e-mail asking whether Dr Deer might make further complaints**

Lewison LJ: 'I agree with the judge at [21] that [this e-mail] contains none of her personal data'

- **Documents relating to the University's budget**

Lewison LJ: 'the judge said, correctly in my view, that [these documents] do not contain Dr Deer's personal data with the exception of an e-mail of 16 June 2008 which does contain personal data consisting of Dr Deer's date of birth and the length of her service.'

- **Documents eg containing a list of staff members in the Department of Economics and their evaluation in terms of merit awards**

Lewison LJ: 'The same is true of the description of Dr Deer's research interests (apparently written by her) which is contained in a description of research interests of all the members of the faculty of Economics in a job description of the Professor of Political Economy. ... Clearly the whole of the document is not Dr Deer's personal data; but the description of her research interests is. The fact that she appears to have written it herself does not change that, not least because she may wish to check that her research interests have been accurately recorded. In my judgment Dr Deer was entitled in principle to the personal data about her recorded in those two documents, but not to the documents themselves. The same applies, in my judgment, to a list of Dr Deer's publications with which the judge dealt at [26].'

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# THANK YOU

ENGAGE, EDUCATE, EMPOWER



Cytundeb Rhannu Gwybodaeth  
Bersonol Cymru  
Wales Accord on the  
Sharing of Personal Information

