

ANNEX 1

Summary of grants awarded under the Cyber Skills Immediate Impact Fund

Organisation	Project	Target demographic
Immersive Labs	Creation of online cyber security training course specifically designed for neurodiverse individuals	Neurodiverse individuals
PGI Cyber Academy	Conversion course for women to retrain into entry-level cyber security roles	Women
YouthFed	Creating a Secure Operations Centre to introduce young people to careers in cyber security	Young people
CompTIA	'Cyber Ready' programme to retrain individuals with an IT background for a career as a cyber security analyst	Women, BAME, Neurodiverse individuals
Integrate Agency	Cyber security training for lone parents in Lambeth	Single mothers
National Autistic Society (NAS)	Working with young people with neurodiverse conditions and employers to prepare them for cyber security apprenticeships	Neurodiverse individuals
UK Cyber Community Forum CIC	Providing training opportunities for neurodiverse individuals and preparing them for a career in cyber security	Neurodiverse individuals
Crucial Academy	Online and intensive classroom training for people leaving the military interested in a career in cyber security.	Veterans
Hacker House	Online training platform to develop cyber security skills and connect candidates with employers	All
Blue Screen IT	Providing cyber security training through a working Secure Operations Centre providing cyber security services for local businesses.	Neurodiverse individuals, women, BAME
QA Ltd	Cyber Security Academy for Women teaching programme development and cyber security skills	Women

ANNEX 2

Cyber Skills Immediate Impact Fund: Hacker House Limited Grant Award Independent Review Terms of Reference

Objective

Following recent claims in the media, this independent review will cover the Cyber Skills Immediate Impact Fund (CSIIF) due diligence and assessment process, with specific reference to the assessment of the application and subsequent grant award to Hacker House Limited in 2018.

Reporting to the DCMS Permanent Secretary, the review will also seek to identify any process improvements that will strengthen future grants offered by DCMS.

Process

The review will consider two elements:

1. Whether the DCMS assessment of eligibility and subsequent grant award to Hacker House Limited was appropriate. The review will consider the accuracy of information provided in the application and in any further correspondence related to the application;
2. The basis of the Approval Board's decision to waive the requirement for the allocation of funding to not exceed 50% of the company's annual income.

The Review Lead (see roles and responsibilities) will gather all relevant information, conclude its consideration and produce a report as soon as possible to allow for consideration by DCMS before publication, which will be no later than October 31 2019.

Key Principles

- Civil Servants and Approval Board members will not be directly attributed in the final report
- Focus will be on actions, decisions and evidence rather than individuals
- Where possible, evidence will be cited in order to support the review's conclusions

Roles and responsibilities

- Review Commissioner: DCMS Permanent Secretary
- Review Senior Responsible Owner: DCMS Finance Director
- Review Lead: Government Internal Audit Agency