

# Equality Impact Assessment (EqIA)

This document fulfils the ICO's requirements to conduct Equality Impact Assessments, as a requirement to have due regard under the Equality Act 2010, S75 of the Northern Ireland Act 1998 and the public sector equality duty. This document helps you to assess the equality relevance of a policy or procedure on one or more groups of people with protected characteristics. Guidance is also available for Equality Impact Assessments (EqIAs), along with a glossary of issues to consider. The purpose of an EqIA is to ensure that equality issues are identified and mitigated. The guidance and 'issues to consider' documents are intended to assist with this, but they are not a substitute for consultation with people with lived experience of any of the protected characteristics. Therefore, you should, wherever appropriate, consult with the relevant EDI staff networks or other colleagues to discuss potential impacts.

You must read the [guidance](#) and [glossary of issues to consider](#) before completing the document.

Completed EqIAs will be published [on the ICO's website](#).

## Summary

**Prepared by:** Dalbir Singh

**What is the title of this piece of work?** Updated guidance on automated decision-making, including profiling (draft for consultation)

**Briefly describe the overall purpose of this work.**

We have updated the guidance in March 2026 to reflect the changes to the UK GDPR to automated decision-making, made by the Data (Use and Access) Act (DUAA).

## Initial screening questions

Q1. Does this work relate to an ICO policy, procedure, working practice or anything broadly similar? This includes both current policies and new policies under development.

Please answer Yes or No.

Yes

*If you answer **No** to this question, you may not need to complete a EqIA.*

Q2. Is this work about the explanation of the laws which the ICO regulates, or about decisions to use or not use any of our regulatory powers (eg monetary penalties, enforcement notices, information notices etc)?

Please answer Yes or No.

Yes

*If you answer **No** to this question, you may not need to complete a EqIA.*

If you answered no to both Q1 and Q2, it is best practice to rationalise why there are no negative impacts to each protected characteristic in the table below.

## Impact on people with protected characteristics

Q3. For each of the protected characteristics, you should consider whether there are any **positive impacts** for people with each characteristic and set those out in the table below. If you think there are any **negative impacts**, set those out in the table below **and** explain how you will fully mitigate those impacts. It is best practice to include three mitigations per negative impact. Sign off can only be done with a minimum of two mitigations. If you think there is no impact, please explain why you think that is the case.

Protected characteristic	Is there likely to be a specific impact on people with this characteristic?	List the mitigations proposed for each impact, stating whether the impact will be reduced or removed. Please state proposed timescale for mitigations.
<b>Religion or belief</b>	The updated guidance provides greater clarity for organisations using automated decision-making (ADM) on how to comply with the UK GDPR. In particular, it explains how the rules apply when ADM involves special category data, which may include data linked to certain protected characteristics. By improving organisations' understanding of these obligations, the guidance may have a positive impact on individuals with protected characteristics. This is because clearer expectations can help reduce the risks and harms that may arise from noncompliant ADM, including situations where special category data is used without meeting the necessary legal conditions.	
<b>Race, nationality or cultural background</b>		
<b>Disabled people</b>		
<b>Sexual orientation</b>		
<b>Sex (see note 1)</b>		
<b>Age</b>		
<b>Gender reassignment (see note 2)</b>		
<b>Marital status</b>		

Protected characteristic	Is there likely to be a specific impact on people with this characteristic?	List the mitigations proposed for each impact, stating whether the impact will be reduced or removed. Please state proposed timescale for mitigations.
<b>Pregnancy and maternity</b>	<p>In addition, the guidance may help reduce the likelihood that ADM systems will be deployed or operated in ways that inadvertently disadvantage people with protected characteristics. By emphasising transparency, lawfulness, and safeguards, the guidance supports more accountable and responsible ADM practices. This may contribute to mitigating risks such as biased data inputs, inappropriate reliance on sensitive attributes, or insufficient human oversight, factors which can disproportionately affect certain groups. The guidance also links to our other guidance products related to AI fairness and explainability.</p> <p>The guidance is 'core' regulatory guidance and is not directed at any specific sector, technology, or use case. It does not focus on any particular ADM application that is known to disproportionately affect people with protected characteristics. As such, it is not expected to create differential or disproportionate impacts for particular groups.</p>	
<b>Political opinions</b>		
<b>People with dependants</b>		
<b>People without dependants</b>		
<b>Socio-economic groups or social classes (see note 3)</b>		

<b>Protected characteristic</b>	<b>Is there likely to be a specific impact on people with this characteristic?</b>	<b>List the mitigations proposed for each impact, stating whether the impact will be reduced or removed. Please state proposed timescale for mitigations.</b>
	<p>With respect to age, the guidance specifically recognises the impact of ADM on children – including our policy position that ADM affecting children’s behaviour and choices can result in a ‘similarly significant effect’, where it wouldn’t otherwise for an adult. This ensures disproportionate impacts on children are captured and mitigated.</p> <p>Lower socio-economic groups are more likely to be subject to ADM in welfare and public services. The guidance mitigates this by explicating referring to these areas in examples – and emphasising the need for appropriate safeguards or adding meaningful human involvement. No disproportionate negative impacts expected.</p>	
<b>Multiple protected characteristics (see note 4)</b>	Yes, see above.	

*Note 1: you may also wish to consider gender while considering sex, although gender is not a protected characteristic under the Equality Act or s75 of the Northern Ireland Act 1998.*

*Note 2: you may wish to consider the impact on transgender people while considering the protected characteristic of gender reassignment. This includes if the person is proposing to undergo, is undergoing or has undergone a process.*

*Note 3: Socio-economic group or social class is not a protected characteristic, but we would still like to ensure that we consider the impact of our work in this area.*

*Note 4: Multiple protected characteristics is an opportunity to consider whether there are issues which affect people with most or all of the protected characteristics, or where there may be different impacts of the same issue on different characteristics (eg the same issue has a positive impact on people with one protected characteristic but a negative impact on people with another protected characteristic).*

Q4. The ICO has a number of legal obligations in relation to the provision of Welsh language services. Is this work being delivered in Wales, or to the people of Wales, and if so will there be a need to consider the impact on the Welsh language?

Please answer Yes, No or Don't Know

No

*If you answer **Yes or Don't Know** to this question or would like further information, please contact the Welsh Regional office to discuss next steps via [wales@ico.org.uk](mailto:wales@ico.org.uk) .*

Q5. In interests of best practice, you should consider whether this work may have a negative impact on or contravene any Human Rights. Click this link to find an overview of each of the human rights and further details about each. The Human Rights Act itself is available at this link. Please confirm that you have considered this and set out any actions you will take to mitigate any impacts.

Answer: We have considered the Human Rights Act in relation to data protection law and the impact of changes to UK GDPR on people's right to respect for privacy. We have concluded that the updated guidance will not have any negative impact on this right.

## Contributing towards the ICO's equality objectives

Q6. How does this work contribute towards the ICO's equality objectives? Please explain contributions, state ways contribution could be increased, or state 'no contribution'.

Objective	Contribution to objective
Objective 1: <b>We will represent the communities and societies we serve</b>	This guidance will be produced in collaboration with colleagues across the ICO throughout the drafting process. We have reviewed internal and external

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<p>We believe that diverse teams make better decisions, boost creativity and innovation, enable greater professional growth and increase our understanding of the communities we regulate. As a workforce, we are the most effective and have the greatest impact when we are representative and consider different perspectives.</p>	<p>research on the public perception on the use of ADM and similar technologies to inform our work. We have designed a questionnaire as part of the AI Omnibus to collect specific views on the use of ADM from the public – this research will help us understand the public’s exposure and concern with ADM as we finalise the draft guidance. We are conducting a public consultation on the guidance and will analyse all submissions received by the deadline to ensure balanced and fair regulatory guidance. We are also engaging with stakeholders on the guidance in the form of roundtables to provide a more informal/interactive forum for feedback from key stakeholder groups.</p>
<p><b>Objective 2: Our culture will be inclusive</b>  We’re at our best when we support and look out for one another, and when we trust and empower each other to be ourselves. That applies whether it’s within the workplace or in the work that we do.</p> <p>We have measures in place to support our diverse workforce, such as reasonable adjustments. However, we will do more to remove the barriers that are preventing people from developing and progressing.</p>	<p>We are working with colleagues from across the ICO with different expertise and backgrounds, and factoring in their views at different points of the drafting process.</p>
<p><b>Objective 3: We will better understand the needs of everyone to deliver services that are accessible to all</b></p>	<p>We will publish the DUA updates to the guidance in draft form for consultation, to allow for a wide range of input from external stakeholders. This will inform the final product. The impact assessment completed by the</p>

Objective	Contribution to objective
<p>We target our regulatory interventions on the areas of greatest harm and to make a real difference to people’s lives. Technological innovation by businesses means the landscape we regulate is constantly transforming. We know we’re at our best when we understand the needs of all our customers, including those who experience vulnerability and communities of unmet need.</p>	<p>Economic Analysis team will further develop our understanding of the impacts of this updated guidance.</p>

## Monitoring and evaluation

Q7. What arrangements are in place, or will be put in place, to monitor and evaluate the impact of the work on equality?

*Answer:* We will monitor consultation responses for any indication of unforeseen impacts on equality. We will also monitor queries to Business Advice Services to understand stakeholder questions on the guidance. Any queries or complaints that prompt an equality consideration will be reviewed and the guidance amended if required.

Q8. How long will these arrangements be in place?

*Answer:* Ongoing

Q9. When do you intend to review this EqIA? This should usually be done upon any change that is made to the original piece of work that this EqIA is for.

*Answer:* We will review the EqIA when we revisit the guidance again following the consultation period on the DUA changes.

## Publication

Q10. As stated above and in the guidance, we intend to publish all completed EqIAs on the ICO's website. Please provide detail of any necessary redactions and the intended publication date.

You should also review the wording to ensure that it is as clear as possible for any staff or public to read.

*Answer:* This EqIA can be published, no redactions required.

## Governance and sign-off

The person who completes this document must be content that all potential equality issues have been identified and considered, that appropriate monitoring will be in place and the publication issues have been considered.

Please tick here to confirm that you have consulted with other colleagues and those it would largely impact where appropriate.

Please state here who has completed the EqIA:

*Signed by:* Dalbir Singh

*Date:* 02/04/2026

Approved by line manager:

*Signed by:* Sophia Ignatidou (Group Manager for AI Policy)

*Date:* 02/04/2026

You **must** send your completed form to [inclusionandwellbeingteam@ico.org.uk](mailto:inclusionandwellbeingteam@ico.org.uk) for storage and publication.

The EDI Board provides overall assurance that the EqIA process is operating effectively, but it is not for them to review or approve EqIAs.

If you have identified any negative impacts to any protected characteristics that you cannot fully mitigate, please contact Inclusion and Wellbeing for advice via [inclusionandwellbeingteam@ico.org.uk](mailto:inclusionandwellbeingteam@ico.org.uk).

## Section 75 The Northern Ireland Act

To meet the NI section 75 consultation requirement, we must incorporate the following into our EqIA process. Please read through the below and implement as appropriate whilst completing your EqIA

1. We will externally publish a list of all EqIA screenings we complete. We should publish these quarterly. The spreadsheet will be 'housed' on the ICO website [Equality and diversity | ICO](#) (these will include **all** EqIA screenings we complete)
2. Where an EqIA screen results in the need for a full EqIA on a policy, procedure or change that relates directly to the ICO carrying out its external statutory functions; we will consult with key stakeholders at the earliest opportunity for 12 weeks. By law we must consult with the Northern Ireland stakeholder list, but good practice would be to include other relevant stakeholders from across the UK. The author/approval manager will be best placed to determine who these should be.
3. We have clarified that if we don't receive a response from these stakeholders to a consultation, that is fine. We record no response and move on with the policy, procedure or change.
4. We have clarified that we do not need to consult under s75 for policies that only impact our staff. Whilst it's good practice to consult with staff, TU etc about changes that impact employees, ways of working etc, this type of internal change would not engage s75. We should of course complete an EqIA at the earliest opportunity, it's just that the s75 consultation requirement is unlikely to be engaged.
5. We have agreed that it would be for the manager who approves the EqIA to determine if a s75 consultation is needed. The Inclusion and Wellbeing team can provide support, but the author and manager will know

their business area and will be best placed to assess if a new/change to a policy impacts external customer and stakeholders as part of our statutory function and should therefore be consulted on.

6. We have agreed that it should be for the author/approving manager to send the EqIA screening form or full EQIA form to the Inclusion and wellbeing team

**EqIA version control** (to be updated by the person completing the EqIA)

Version number	1.0
Status	Draft
Relevant or related policies	Equality Impact Assessment Guidance
Author/owner	Dalbir Singh (PPA for AI Policy)
Approved by	Sophia Ignatidou (Group Manager for AI Policy)
Date of sign off	2 April 2026
Review date	

Version	Changes made	Date	Made by
1.0	Initial impact assessment on draft guidance	02/04/2026	Dalbir Singh