

Reference: 2119224

Information Requests
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7 January 2026

Freedom of Information request: Right to know request

Thank you for your request for information about Internal EQIA Governance.

We received this request on 8 December 2025 and we have considered your request under the Freedom of Information Act 2000 (“the FOI Act”).

Your request and our response

Under the Freedom of Information Act 2000, I am writing to request information on how the organisation satisfies its own Public Sector Equality Duty.

Please provide responses to the following 5 questions for the financial year 2024/25:

1. Central Oversight: Does the organisation maintain a single central register of all completed Equality Impact Assessments? If YES, please provide a copy of this list. If NO, please explain how the Board assures itself of compliance with the PSED.

To help us comply with our legal obligations, we will generally carry out equality impact assessments (EQIAs) in relation to new or amended policies and processes (see paragraph 3.19 of our [impact assessment guidance](#)). We do not hold a single central register of all completed EQIAs.

We have guidance which policy colleagues must follow on the carrying out of impact assessments, and EQIAs in particular, during the course of their work. Staff are also required to complete training on equality as part of mandatory learning that is generally completed annually. As a result, many of our consultations contain EQIAs. In 2024/25 of 68 consultations, 63 of them contained EQIAs. Page 57 of our [2024/25 annual report](#) contains further information on how we use EQIAs to help us comply with our public sector equality duties.

2. Consultation: How many EQIAs completed in this period involved a public consultation of less than 6 weeks?

In 2024/25, 35 out of a total 37 consultations which closed within 6 weeks had EQIAs included in the document.

3. Cost of Challenge: In the last 3 financial years, what is the total value (£) of external legal costs incurred defending challenges related to the organisation’s own compliance with the Equality Act 2010?

The total value of external legal costs incurred defending such challenges is £0.

4. Sign-Off: For the 5 most significant policy changes enacted by the regulator in 2024/25, please state the job title of the individual who quality-assured the associated EQIA before final Board approval.

We do not have a means of ranking the significance of our policy decisions. Our priorities for action are discussed in our Annual Reports and Annual Plans, which can be found here

<https://www.ofcom.org.uk/about-ofcom/annual-reports-and-plans/annual-reports-and-plans>

These documents also refer to relevant policy publications. The job position of a person approving an EQIA will be dependent on the particular project in question and will usually be the decision-maker for that project. Information on relevant decision-makers is contained in the relevant publications.

5. Monitoring: Please provide evidence (e.g., a policy or recent Board report) of how the organisation monitors the actual versus predicted impact of its regulatory decisions on protected groups.

We do not hold governance papers discussing how the organisation monitors the actual versus predicted impact of its regulatory decisions on protected groups. Our consideration of issues affecting protected groups is specific to the particular policy area concerned, and this would include consideration of the impact of past decisions.

I hope this information is helpful.

Yours sincerely,

Information Requests

Request an internal review

If you are unhappy with the response you have received to your request for information, or think that your request was refused without a reason valid under the law, you may ask for an internal review. If you do, it will be subject to an independent review within Ofcom. We will either uphold the original decision, or reverse or modify it.

If you would like to ask us to carry out an internal review, you should get in touch within two months of the date of this letter. There is no statutory deadline for us to complete our internal review, and the time it takes will depend on the complexity of the request. But we will try to complete the review within 20 working days (or no more than 40 working days in exceptional cases) and keep you informed of our progress. Please email the Information Requests team (information.requests@ofcom.org.uk) to request an internal review.

Taking it further

If you are unhappy with the outcome of our internal review, then you have the right to [complain to the Information Commissioner's Office](#).