Equality Information and Objectives 2025

Decision making

Given the nature of ORR's responsibilities in the sectors we regulate, the primary area of focus for us is on people with reduced mobility, which has relevance to the protected characteristics of **disability, age**, and **pregnancy and maternity**. Under section 149 of Equality Act 2010, ORR must give "due regard" to the three aims of the general equality duty within its regulatory decision making.

As part of our ongoing commitment under our Diversity and Inclusion Strategy 2024–2027, we consider the potential impact of a new or revised policy on people who share a protected characteristic. We also keep a record of any Equality Impact Assessment to demonstrate that we have discharged our Public Sector Equality Duty (PSED) obligations. To ensure we are considering PSED in all our decision making, we have built checks into our Board/committee paper template and monitor policy papers going to executive and regulatory committees. We also have internal guidance on Equality Impact Assessments, with a template available to improve consistency.

Where our regulatory responsibilities relate to different duties defined in a licence or legislation, we ensure a joined-up approach to decision making. For example, we have established an 'Accessibility Hub' comprised of a group of expert leads which meets quarterly to coordinate cross-office input into matters relating to accessibility.

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