

# Soroptimists are calling for mandatory Gender Impact Assessments to transform, rethink & revise our approach to gender equality

Dimension	Current Equality Impact Assessment (EqIA) From	Proposed Gender Impact Assessment (GIA) To
<b>Legal Basis</b>	Equality Act 2010 – Public Sector Equality Duty (PSED); duties framed as having "due regard"	Introduced through statutory instrument or ministerial direction pending primary legislation; framed as a mandatory and standalone assessment
<b>Scope</b>	Considers all protected characteristics under the Equality Act (e.g., race, disability, gender) equally and generally	Focuses specifically on gender-based impacts, with disaggregation by sex and intersectional identities (e.g. ethnicity, disability, socioeconomic status) i.e. gender is not a sub-category
<b>Mandate</b>	Non-prescriptive; treated as a guidance-led compliance mechanism	Compulsory process for all new policies, programs, and major public spending proposals, with sector-specific application guidance through the Treasury Green and Aqua Books
<b>Timing in Policy Cycle</b>	Often post hoc or reactive; minimal integration at early of policymaking	Embedded at the earliest policy conception stage, with follow-up at implementation and post-implementation evaluation
<b>Data Requirements</b>	Vague; not consistently enforced; lack of disaggregated data a common barrier	Requires gender-disaggregated data collection, intersectional analysis, and qualitative input (e.g. lived experience, stakeholder consultation)
<b>Transparency</b>	Results often unpublished or poorly documented	Mandatory publication of GIA findings with policy papers or Whitehall submissions; independent audits encouraged
<b>Capacity/Training</b>	Limited equality officer resources in many departments; low awareness outside of core teams	Nationally supported training and resourcing strategy; guidance hubs to support departmental and local authority implementation
<b>Accountability</b>	Weak enforcement by EHRC; often treated as tick-box exercise	Subject to independent oversight, possibly through Cabinet Office Gender Equality Unit, National Audit Office, or EHRC; performance metrics tied to SDGs
<b>Policy Integration</b>	Siloed; equality often appended to policy rather than embedded	Structured to align with SDG 5, SDG 1, 4, 11, and 16; integral to cross-governmental planning, impact appraisal and budgeting
<b>Public Engagement</b>	Minimal stakeholder involvement: civil society often excluded	Civil society and lived experience input a core part of the process; could include gender panels /forums