

DEPLOYER TEMPLATE

Fundamental Rights Impact Assessment

Assessment performed by an organisation deploying a high-risk AI system, covering effects on the rights of the people subject to it

Document reference	FRIA-01	Version	1.0 (draft)
Document owner	[Name, job title]	Approved by	[Board / SLT / named director]
Date of issue	[DD Month YYYY]	Next review	[DD Month YYYY — 12 months]
Applies to	Public bodies, private providers of public services, and deployers using AI for credit or insurance risk assessment	Classification	Internal

How to use this template. Text in square brackets must be replaced. Delete any clause that does not apply to your organisation, and add clauses where your circumstances require them. This is a drafting aid, not legal advice, and it is not tailored to your organisation. Legal and regulatory positions change; confirm the current position before you rely on any statement here.

1. Who must complete this

This assessment is performed by the organisation deploying a high-risk AI system, not by the organisation that built it. It is required of bodies governed by public law, of private entities providing public services, and of deployers using AI to evaluate creditworthiness or to price life and health insurance. It is performed before first use.

It is distinct from a data protection impact assessment. That assessment asks whether processing personal data is lawful, necessary and proportionate. This one asks what the system does to people's rights, including effects that involve no personal data at all. Where both are required, run them together and cross-refer, but do not treat one as satisfying the other.

Drafting note. Where an official template is published by the competent authority, use it. This document is structured to the statutory content requirements so that the work transfers, and to be usable now while a template is awaited.

2. Deployer and system

Deploying organisation	
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Nature of the organisation	[Public body / private provider of a public service / other]
System, provider and version	
High-risk category relied on	
Date of intended first use	
Assessment reference and date	

3. Processes in which the system will be used

Describe the actual process, not the system in the abstract. The assessment concerns this deployment.

Process in which the system is used	
Where in the process the system operates	
What the system produces	
What is done with the output	
Who operates the system	
Who takes the resulting decision	
What happens if the system is unavailable	
Whether the process previously existed without the system, and how it worked	

4. Period and frequency of use

Intended period of use	
Frequency of use	
Estimated number of decisions per year	
Whether use is continuous or episodic	
Pilot arrangements, if any	

5. Persons and groups affected

Category of person affected	Estimated number	Can they avoid the system?	Are they in a position of dependence?

Group requiring particular consideration	Present?	Specific concern
Children and young people		
Older people		
Disabled people, including those using assistive technology		
People with limited literacy or digital access		
People whose first language differs from the system's		
Migrants and people with insecure status		
People in financial hardship		
People in a dependent relationship with the organisation		

6. Rights that may be affected

For each right, state whether an effect is plausible, describe the mechanism, and identify who bears it. Do not mark a right as unaffected without stating why.

Right	Effect plausible?	Mechanism and who is affected
Human dignity		
Non-discrimination and equality		
Private life and protection of personal data		

Right	Effect plausible?	Mechanism and who is affected
Freedom of expression and information		
Freedom of assembly and association		
Right to an effective remedy and a fair hearing		
Good administration		
Right to work and freedom to choose an occupation		
Social security and social assistance		
Healthcare		
Education		
Consumer protection		
Rights of the child		
Rights of disabled people		

7. Specific risks of harm

Risk	Who is affected	Likelihood	Severity	Reversible?

Consider in particular: error affecting an individual case; systematic error affecting a class; disparity in outcomes between groups; effects on people the system was not designed for; and the difficulty an affected person would face in identifying that the system had been involved at all.

8. Human oversight measures

Measure	Arrangement in this deployment
Who reviews the output	
Competence and training of reviewers	
Information available to the reviewer beyond the output	
Time allowed per case	
Authority to depart from the output	
Whether departing requires approval	
How overrides are recorded	
Measures against over-reliance on the system	
Who may suspend use of the system	

The instructions supplied by the provider will state the oversight the system was designed to receive. Where this deployment provides less, the provider's performance statements no longer apply and the assessment must say so.

9. Governance and complaint arrangements

Measure	Arrangement
How affected people are informed that the system is used	
How they may obtain an explanation	
How they may request human review of a decision	
Time within which a request is answered	
Internal complaint route	
External route, including to a regulator	
How complaints are analysed for patterns	
Who is accountable internally for the deployment	
Escalation route where risk materialises	

10. Mitigation and residual position

Risk	Mitigation	Owner	Residual risk after mitigation	Accepted by

11. Consultation

Consulted	Method and date	Issues raised	What changed
Affected people or their representatives			
Staff who will operate the system			
Equality or inclusion function			
Data protection function			
Legal			
Trade union or staff representatives			

12. Conclusion

Conclusion	[Proceed / proceed with conditions / do not proceed]
Conditions	
Matters to be monitored in use	
Events requiring the assessment to be repeated	Change of purpose; model change; change in the affected population; incident; adverse monitoring result
Assessed by	
Approved by	
Date	

Notification to the authority, where required	
Review date	

Where the deployment relies on an assessment previously carried out for a similar deployment, record why that assessment remains applicable rather than adopting it silently.