

## EQUALITY IMPACT ASSESSMENT

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### 1. SUMMARY

- 1.1. A revised equality impact assessment process has been produced in response to the council's duties in relation to the Equality Act 2010. This report outlines the changes that have been made and makes recommendations to agree the adoption and implementation of the assessment process.

### 2. RECOMMENDATIONS

- 2.1. Agree to adopt the equality impact assessment process and implement this in the council.

### 3. DETAIL

- 3.1. The equality impact assessment process (Appendix 1) has been revised to take account of additional responsibilities introduced by the Equality Act 2010. The revised process also takes account of feedback from users of the process to make it easier to complete.
- 3.2. Guidance from the EHRC (Equality and Human Rights Commission), along with their impact assessment process and that of other local authorities, was also considered in the revision of the council's guidance and process.
- 3.3. There has been positive feedback from officers who trialled the process in Improvement and Organisational Development. The process will be put on the Hub and promoted in Cascade.
- 3.4. The equality impact assessment guidance and process was considered by the HR Board in March, and by SMT (Strategic Management Team) and Trades Unions/HR Liaison group in September 2012.

### 4. CONCLUSION

- 4.1. An equality impact assessment is recommended for approval by council and implementation throughout the council.

### IMPLICATIONS

- POLICY      This assessment process relates to, and helps to implement, the council's Equality and Diversity Policy

FINANCIAL

HR

EQUALITY This assessment process will help the council to meet its duties  
in relation to the Equality Act 2010.

RISK

CUSTOMER SERVICE

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