

Dear Hashbir,

One word - unbelievable!

I have just invested a great deal of time preparing the Council for the new public sector duties, and we are now being told that in about 2 weeks that they come into effect some significant aspects (such as the requirement to conduct impact assessment - we still refer to it as this rather than 'analysing the effects') is being removed? I have produced training materials, guidance packs, updated our impact assessment guidance, I have been briefing people etc based upon the regulations that were published and the guidance produced by the EHRC. What a complete waste of public money if this is going to change!

I am fully aware that people are getting rather annoyed at the frequent comments that impact assessment is 'bureaucratic' and I know there will be a great deal of anger amongst equality practitioners and community stakeholders that the removal of this requirement is being proposed at the eleventh hour, having fought so hard to keep it in.

Impact assessment or 'analysing the effects' is a key tool to improving services, it meets the governments 'transparency' agenda because publishing this information shows people how decisions have been made. There new regulations gave us the freedom to adopt a process that works for us, and that was right. There was no need to 'strip out' the process further.

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