

**EQUALITY IMPACT ASSESSMENTS**

**PURPOSE OF THE REPORT**

It is a statutory requirement that the Council show how it has assessed the impact that policies, decisions' and procedures might have on age, disability, gender, gender reassignment, race, religion or sexual orientation assessments – referred to as 'protected characteristics'.

The purpose of this report is to summarise the work undertaken in relation to impact assessment outlining the issues and the responses and action taken by the Council.

*The Cumulative Impact Assessment will be updated in time for the Full Council meeting on 13 February 2013 as they have to be revised on the basis of amended Equality and Safety Impact Assessments (ESIAs). Service managers are currently revising their ESIAs to reflect feedback they have received on impacts from different stakeholder groups – service users, partners, businesses and residents.*

*The updated Cumulative Impact Assessment will available in Members' Rooms and at Appendix 2 prior to the Full Council meeting on 13 February 2012.*