



Department  
for Work &  
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13<sup>th</sup> October 2015

*Dear Ms Hilsenrath,*

Thank you for your letter dated 16<sup>th</sup> September 2015 about the Welfare Reform and Work Bill.

I would like to assure you that, as the Secretary of State responsible for the Bill, I take seriously my responsibilities under the Equality Act to pay due regard to the public sector equality duty during the policy development process and the implementation of these important welfare reforms.

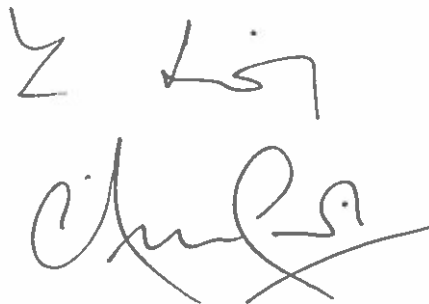
The Government has decided to publish Impact Assessments alongside the Welfare Reform and Work Bill to help inform debate. The Impact Assessments published by the Department on 20<sup>th</sup> July use the most robust analysis available to give a good assessment of both the rationale for and the impacts of the reforms contained in the provisions of the Welfare Reform and Work Bill.

It is important to ensure the dynamic behavioural effects of the changes are reflected, as there has been a tendency for some impact analyses to be too static when considering gains and losses, and too focussed on notional changes. I believe that a failure to take fully into account the dynamic nature of people's lives, such as the way that they change their behaviour in response to incentives and cultural change, goes some way to explaining why a number of forecasts – such as those on child poverty – have missed their mark in recent years. Therefore, where possible, these Impact Assessments incorporate an assessment of dynamic as well as static change.

Finally, I am pleased to confirm that my department has produced a memorandum for the Joint Committee on Human Rights which was published on 8<sup>th</sup> September at:

<https://www.gov.uk/government/publications/welfare-reform-and-work-bill-2015-human-rights-memorandum>

I am copying this letter to Nicky Morgan, Secretary of State for Education and Minister for Women and Equalities, and Alison Pritchard, Director, Government Equalities Office.

A handwritten signature in black ink, appearing to read 'Iain Duncan Smith', written in a cursive style.

**The Rt Hon Iain Duncan Smith MP**

**SECRETARY OF STATE FOR WORK AND PENSIONS**