

## Stage Two Equality Impact Assessment (EqIA 2)

<b>What is the proposed decision?</b>	To charge an annual subscription of around £50 per household for the collection of garden waste in 2018.
<b>Summary of relevant legislation</b>	Charging for Garden Waste collection is allowed under the Controlled Waste (England and Wales) Regulations 2012.
<b>Does the proposed decision conflict with any of the council's key strategic priorities?</b>	No
<b>Name of budget holder</b>	Jackie Ward
<b>Name of assessor</b>	Jackie Ward
<b>Name of Service and Directorate</b>	Transport and Countryside, Economy and Environment
<b>Date of assessment</b>	16 January 2018
<b>Version and release date (if applicable)</b>	V2 31 January 2018
<b>Date EqIA 1 completed</b>	15 November 2017

### Step One – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this EqIA 2?			
<b>Service targets</b>		<b>Performance targets</b>	
<b>User satisfaction</b>		<b>Service take-up</b>	
<b>Workforce monitoring</b>		<b>Press coverage</b>	
<b>Complaints &amp; comments</b>		<b>Census data</b>	
<b>Information from Trade Union</b>		<b>Community Intelligence</b>	
<b>Previous EqIA</b>		<b>Staff survey</b>	
<b>Public consultation</b>	X	<b>Other (please specify)</b>	

**2. What are the findings from the available evidence for the areas you have ticked above?**

**The public consultation received the following types of comments:**

- A negative impact on poorer households.
- Concern raised regarding the impacts to the elderly or vulnerable.
- Concerns raised regarding the ability of those with restricted mobility or without transport to use waste management alternatives. For example, those who could not make use of recycling centres.

**The consultation responses provided suggestions for how we can reduce the impact on those affected:**

- By making the subscription to the service free to some applicants or introducing a concession rate to those applicable such as the elderly.
- Either lower the cost of the subscription or continue to provide the service at no additional cost.
- Through the use of means testing.
- By offering a payment method with less impact such as direct debit.

**3. What additional research or data is required, if any, to fill the gaps identified in question two? Have you considered commissioning new data or research e.g. a needs assessment?**

No



## Step Two – Involvement and Consultation

4. How do the findings from the evidence summarised in Step One affect people with the nine protected characteristics?	
Target Groups	Summary of responses and type of evidence
<p><b>Age</b> – relates to all ages</p>	<p>About 21% of the responses referred to the elderly that may not be able to use the alternative waste management options, for example those who could not drive to the recycling centres. People that do not want to subscribe to the service and have restricted mobility may find it difficult to use alternative waste management options, for example those who could not drive to the recycling centres.</p> <p>Many of the responses referred to low income elderly households which may find the service unaffordable.</p>
<p><b>Disability</b> - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.</p>	<p>About 3% of the responses referred to the people with disabilities that may not be able to use the alternative waste management options, for example those who could not drive to the recycling centres. People that do not want to subscribe to the service and have restricted mobility may find it difficult to use alternative waste management options, for example those who could not drive to the recycling centres.</p> <p>Many of the responses referred to low income households with disabilities which may find the service unaffordable.</p>
<p><b>Gender reassignment</b> - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>
<p><b>Marriage and civil partnership</b> –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.</p>	<p>There is no evidence to indicate that there will be a greater impact on this group than on any other.</p>



<b>Pregnancy and maternity</b> - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place	There is no evidence to indicate that there will be a greater impact on this group than on any other.
<b>Race</b> - includes colour, caste, ethnic or national origin or nationality.	There is no evidence to indicate that there will be a greater impact on this group than on any other.
<b>Religion or belief</b> - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.	There is no evidence to indicate that there will be a greater impact on this group than on any other.
<b>Sex</b> - applies to male or female.	There is no evidence to indicate that there will be a greater impact on this group than on any other.
<b>Sexual orientation</b> - protects lesbian, gay, bi-sexual and heterosexual people.	There is no evidence to indicate that there will be a greater impact on this group than on any other.

#### 5. Who are the main stakeholders (e.g. service users, staff) and what are their requirements?

The main stakeholders are the households in the district that currently use the garden and food waste service. Their requirements would be a continuation of the garden waste collection service. The garden waste collection service is not a statutory service and charging for Garden Waste collection is allowed under the Controlled Waste (England and Wales) Regulations 2012.

#### 6. How will this item affect the stakeholders identified above?

The stakeholders would have to pay if they wish to continue to use the garden waste collection service.

If stakeholders choose not to subscribe they have alternative options to compost their garden waste of using the Household Waste Recycling centres or home composting their garden waste.

### Step Three – Assessing Impact and Strengthening the Policy

#### 7. What are the impacts and how will you mitigate them?

The consultation has identified a number of potential impacts particularly in relation to the elderly, disabled and low income families. A small number of those responding also suggested that the proposal, if approved, might result in fly-tipping. However, this is illegal and anyone found guilty of fly-tipping could be liable for prosecution. Others suggested that the amount of waste which goes to landfill or Energy from Waste facilities could reduce.

The consultation identified that the impacts could however be mitigated through:

- the Council supporting home composting.
- community involvement such as community composting, friends and family taking garden waste to HWRCs.

If this proposal is implemented then the impact will be monitored over the next 12 months and any appropriate action taken.

### Step Four – Procurement and Partnerships

#### 8. Is this item due to be carried out wholly or partly by contractors?

**Yes**

The collection service will be provided by a contractor. There will not be any additional requirements placed on the contractor because the design and promotion of the service is the responsibility of the Council.



## Step Five – Making a Decision

### 9. What are your recommendations as a result of the EqIA 2?

#### In making your recommendations please summarise your findings.

The consultation identified that the proposal may impact on low income households who are unable to afford the service and in addition are elderly or disabled and cannot travel to use alternative waste services provided.

The consultation identified that the impacts could be mitigated through:

- (I) the Council supporting home composting.
  - o The Council does support home composting and does intend to continue to do so. This option is recommended.
  
- (II) community involvement such as community composting, shared bins, friends and family taking garden waste to HWRCs.
  - a. The Council intends to provide information about these options in the service communications. This option is recommended.
  
- (III) by making the subscription to the service free to some applicants or introducing a concession rate to those applicable.
  - a. The Council does not currently provide any concessions for waste services. Additional resources would be required to administer the concessions and any concessions would impact on the amount of income received for the service. In view of the Council's overall financial position, this is not recommended. However, the impacts should be monitored.

It is therefore recommended that the proposal be approved subject to the mitigation points (i) and (ii) above. The recommendation is therefore that an annual subscription of around £50 per household is introduced for the collection of garden waste. In addition, officers will monitor the impact of the service with respect to elderly/disabled residents and bring the decision back for further review in a year's time if required. An action plan has been prepared which sets out steps as to how any impact will be monitored.



## Step Six – Monitoring, Evaluating and Reviewing

**10. How will you monitor the impact on the nine protected characteristics once the change has taken place?**

To monitor the impact of the decision, the action plan below would take effect.

## Step Seven – Action Plan

Categories	Actions	Target date	Responsible person
<b>Involvement and consultation</b>	No further action		
<b>Data collection</b>	<p>Benchmark pricing from other Local Authorities</p> <p>Assessment of loss of income due to concessions.</p> <p>Assessment of any additional resources required to administer service concessions.</p> <p>Assessment of any delay to the service start due to introducing concessions.</p>	1 <sup>st</sup> March 19	Jackie Ward
<b>Assessing impact</b>	No further action		
<b>Procurement and partnership</b>	No further action		
<b>Monitoring, evaluation and reviewing</b>	<p>Monitor the number of concession subscriptions against population data.</p> <p>In the event of conducting a customer satisfaction survey we will ask specific impact questions.</p>	<p>Setting fees for second year of service.</p> <p>On date of survey (none planned)</p>	Jackie Ward



## Step Eight – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

### Contributors to the EqIA 2

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Sarah Clarke	Solicitor – Interim Head of Legal Services	31 January 2018
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### Head of Transport and Countryside

<b>Name:</b> Mark Edwards	<b>Date:</b> 31 January 2018
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