

## Equality Impact Assessment

Name of Project	Changes to residential street sweeping arrangements	Cabinet meeting date <i>If applicable</i>	N/A
Service area responsible	Neighbourhood Action Team		
Name of completing officer	Graham Jones	Date EqIA created	02 December 2015
Approved by Director / Assistant Director	Stephen McDonnell	Date of approval	

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

**All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.**

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality, please visit the Council's website.

<b>Stage 1 – Names of those involved in preparing the EqIA</b>	
1. Project Lead – Graham Jones	5.
2. Equalities / HR - Will Shanks	6.
3. Legal Advisor (where necessary) N/A	7.
4. Trade union N/A	8.

**Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups**

To change the residential street sweeping methodology to an authority-wide once per week sweep whilst seeking to maintain London top quartile street cleansing performance.

The current service provides for a twice per week sweep over six days. The proposal will reduce the frequency to once per week delivered over 5 days. The provision of the service is universal and affects all protected groups equally. The change of methodology proposed will impact equally on all groups of residents.

**Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment**

Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

**Data Source (include link where published)**

N/A

**What does this data include?**

N/A

**Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment**

This section to be completed where there is a change to the service provided

**Data Source (include link where published)**

Residential street cleansing is a universal service. There is no service-user feedback data available for us to refer to and there is no data about this service relating specifically to protected groups.

**What does this data include?**



Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:  
 Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
<b>Sex</b>	No	No	No data available	Universal service impact
<b>Gender Reassignment</b>	No	No	No data available	Universal service impact
<b>Age</b>	No	No	No data available	Universal service impact
				Possible risk from fallen leaves in Autumn – see section 6
<b>Disability</b>	No	No	No data available	Universal service impact
				Possible risk from fallen leaves in Autumn – see section 6
<b>Race &amp; Ethnicity</b>	No	No	No data available	Universal service impact
<b>Sexual Orientation</b>	No	No	No data available	Universal service impact
<b>Religion or Belief (or No Belief)</b>	No	No	No data available	Universal service impact
<b>Pregnancy &amp; Maternity</b>	No	No	No data available	Universal service impact
<b>Marriage and Civil Partnership</b>	No	No	No data available	Universal service impact

Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups:  
 Positive and negative impacts identified will need to form part of your action plan.

	Positive	Negative	Details	None – why?
<b>Sex</b>	No	No	N/A	No impact on Haringey staff

<b>Gender Reassignment</b>	No	No	N/A	No impact on Haringey staff
<b>Age</b>	No	No	N/A	No impact on Haringey staff
<b>Disability</b>	No	No	N/A	No impact on Haringey staff
<b>Race &amp; Ethnicity</b>	No	No	N/A	No impact on Haringey staff
<b>Sexual Orientation</b>	No	No	N/A	No impact on Haringey staff
<b>Religion or Belief (or No Belief)</b>	No	No	N/A	No impact on Haringey staff
<b>Pregnancy &amp; Maternity</b>	No	No	N/A	No impact on Haringey staff
<b>Marriage and Civil Partnership</b>	No	No	N/A	No impact on Haringey staff

**Stage 6 - Initial Impact analysis**

<p>There is possibly a risk that a reduction of sweeping might lead to a risk of adverse impact on the elderly and disabled during autumn when fallen leaves can be a possible hazard.</p> <p>The service will continue the monitoring of cleanliness post implementation and will include specific equalities questions in future residents' surveys to enable future equalities analysis. The changes to the service have been designed not to discriminate against any group of residents. However if a pattern of dissatisfaction emerges through complaints, then the service will review as appropriate.</p>	<p>To mitigate against this risk (fallen leaves), we will be adding an additional crew to our current arrangements dedicated to removing leaves from residential streets.</p>	<p><b>Actions to mitigate, advance equality or fill gaps in information</b></p>
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**Stage 7 - Consultation and follow up data from actions set above**

<p><b>Data Source (include link where published)</b></p> <p>N/A</p>	<p><b>What does this data include?</b></p> <p>N/A</p>
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**Stage 8 - Final impact analysis**

Mitigations are in place to address the possible risk to elderly and disabled people from fallen leaves in Autumn. The changes to the service have been designed not to discriminate against any group of residents but if a pattern of dissatisfaction among protected groups emerges through

complaints, then the service will review the operating model to mitigate or fill any gaps. Equally, if any concerns are raised through surveys of residents, then the service will review the operating model to mitigate or fill any gaps.

**Stage 9 - Equality Impact Assessment Review Log**

Review approved by Director / Assistant Director



Date of review



Review approved by Director / Assistant Director



Date of review





