

Equality Impact Assessment

Name of Project	Changes to Recycling Banks	Cabinet meeting date If applicable	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.

Stage 1 – Names of those involved in preparing the EqIA	
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

The proposal is to reduce the number of recycling Bring Banks. Those that are not used effectively or being abused will be removed. Banks which are regularly used by residents will be retained.

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)

What does this data include?

There is no service-user feedback data available relating specifically to protected groups.

In a previous consultation exercise, when the proposal was to remove all recycling bring banks, residents expressed a concern that removal of the bring banks would make it difficult for people without cars to recycle their waste. It is possible that protected groups may be more likely to not have cars. However, this concern overlooked the fact that since the bring banks were put in place, we have introduced borough-wide weekly

recycling collections from people's homes. Lack of a car should not affect any resident's ability to recycle their waste.

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?
Sex	No	No	No data available	Universal service impact
Gender Reassignment	No	No	No data available	Universal service impact
Age	No	No	No data available	Universal service impact
Disability	No	No	No data available	Universal service impact
Race & Ethnicity	No	No	No data available	Universal service impact
Sexual Orientation	No	No	No data available	Universal service impact
Religion or Belief (or No Belief)	No	No	No data available	Universal service impact
Pregnancy & Maternity	No	No	No data available	Universal service impact
Marriage and Civil Partnership	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?
Sex	No	No	N/A	No impact on Haringey staff
Gender Reassignment	No	No	N/A	No impact on Haringey staff
Age	No	No	N/A	No impact on Haringey staff
Disability	No	No	N/A	No impact on Haringey staff
Race & Ethnicity	No	No	N/A	No impact on Haringey staff
Sexual Orientation	No	No	N/A	No impact on Haringey staff
Religion or Belief (or No Belief)	No	No	N/A	No impact on Haringey staff
Pregnancy & Maternity	No	No	N/A	No impact on Haringey staff
Marriage and Civil Partnership	No	No	N/A	No impact on Haringey staff

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The Service will include specific equalities questions in future recycling residents' surveys to enable future equalities analysis.</p> <p>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>	

Stage 7 - Consultation and follow up data from actions set above	
<p>Data Source (include link where published)</p>	<p>What does this data include?</p>
<p>N/A</p>	<p>N/A</p>

Stage 8 - Final impact analysis

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 with residents, then the service will review the operating model to mitigate or fill any gaps

Stage 9 - Equality Impact Assessment Review Log			
<p>Review approved by Director / Assistant Director</p>		<p>Date of review</p>	<p>4/12/15</p>
<p>Review approved by Director / Assistant Director</p>		<p>Date of review</p>	