

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Outcome of Waste Service Review
Service Area:	Stronger and Safer Communities
Officer Completing Assessment:	Alex Davies
Equalities Advisor:	Diptasri Basu
Cabinet meeting date (if applicable):	October 2024
Director/Assistant Director	Barry Francis

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on the change that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

As a Waste Collection Authority (WCA), the Council has a statutory duty to collect waste and recycling from all households within the Borough, and to keep open spaces clean, and clear of litter. This duty is currently fulfilled on the Council's behalf by Veolia through the Environmental Services contract valued at £21.6m in 2023/24.

The Contract with Veolia for the provision of waste and recycling collections, street cleansing and ancillary services commenced on 17 April 2011, with an initial 14-year term. In October 2023, Cabinet approved a 2-year extension, to allow officers to complete a full review of the services.

This proposal presents the outcome of the waste service review, focusing on developing recommendations across through broad areas:

Service Delivery

This is reviewing who will deliver the services (i.e. further extension of the current contract, in-house, outsourced contract, Local Authority Trading Company (LATCo), hybrid approach).

The recommendation is to procure a new outsourced contract from April 2027 when the Veolia contract expires.

Service Design

This is reviewing how will services be designed to improve recycling and waste minimisation performance (i.e. smaller waste containers/frequency of collections etc).

The recommendations are:

1. Expand the food waste collection service to cover all properties across the area, in line with the Simpler Recycling statutory requirements,
2. Retain the current weekly dry recycling collection service,
3. Retain a fortnightly non-recyclable collection service but reduce the size of non-recycling bins to 180 litres from 240 litres for all kerbside properties to ensure residents put recyclable material into the correct container (subject to additional policies for those who may share bins, have larger families or may produce additional waste due to health or other reasons), and
4. reduce the frequency of garden waste collections from weekly to fortnightly,
5. Develop and implement street cleansing strategy that moves to intelligent needs based cleansing based on a street by street basis.

Fleet

This is reviewing how will we transition to a Zero Emission (ZE) fleet.

The recommendation is to move to a hybrid fleet with some Electric Vehicles (EVs) and some vehicles which are fuelled using HVO – a sustainable sourced diesel alternative.

The analysis of the data and consideration of the protected groups, identified some groups that may be negatively impacted by the proposed changes to the service design, namely reducing the size of the non-recyclable waste bin to 180 litres. Those groups who may produce more waste are likely to be impacted by this. However, alongside this proposal new policies will be introduced to ensure that where it is required a larger bin can be provided to those who require additional capacity.

The proposal to procure a new outsourced contract has a neutral impact on all groups, as there are no specific changes outlined as part of this proposal which is likely to impact a specific group.

The proposal to renew the fleet with a mix of EVs and larger vehicles fuelled with HVO is a positive move, for those who may be affected by poor air quality. EVs will produce zero emissions as they drive around the borough, whilst HVO produces less emissions than the diesel alternatives.

The future contract will begin in 2027 and will be in place for a minimum of 8 years. This assessment will be reviewed periodically and especially if new services are introduced during the contract.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

Engagement work was carried out in 2023 to gain an understanding of residents, businesses and public/voluntary organisations' opinions on different proposals to improve the borough's recycling and waste collection and street cleansing services.

The questions were shaped to understand how specific changes were perceived by residents and businesses, and asked specifically whether there would be an impact on those individuals who may share protected characteristics.

Two surveys were carried out: a 'Residents Survey', which was aimed at local residents, and a 'Business and Public/Voluntary Organisation Survey', which was aimed at understanding the opinions of businesses and public/voluntary organisations. The online surveys were advertised across a number of Council networks as well as through social media, and printed articles. Overall there were over 8,000 responses to these surveys.

In addition to the two surveys, the Council undertook direct engagement with individuals. In particular, the Bridge Renewal Trust was employed to reach community groups from a variety of backgrounds, such as those from particular ethnic or national

backgrounds, those who do not speak English well, those on lower incomes, those without internet access, and disabled people. The purpose was to obtain input that would help to strengthen the results and give a voice to those who are perceived to be harder-to-reach. Around 150 responses collected by Bridge Renewal Trust, in the form of paper surveys.

Officers engaged with local businesses, to understand their views. Businesses are often under-represented in surveys, and therefore the outreach aimed to gather input from busy business owners/managers in a way that would be more convenient for them.

Finally, the Council engaged with internal stakeholders, such as key officers and, in particular, elected members, whose engagement with the residents of their wards means they are able to bring additional input that reflects the interests of those whose views may otherwise not be heard.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics.

The engagement asked respondents to provide details of how any of the potential changes to services may impact those with protected characteristics. Although this proposal does not recommend any changes beyond extending the current arrangement with Veolia, it is viewed that the same characteristics are likely to be affected by the current service.

The table below sets out the number of responses which stated whether a specific protected characteristic was likely to be impacted by changes to the waste and recycling or street cleansing services.

Characteristic	Responses	% of response
Age	510	6.2%
Disability	644	7.8%
Gender Reassignment	0	0.0%
Marriage & Civil Partnership	0	0.0%
Pregnancy & Maternity	84	1.0%
Race	24	0.3%
Religion & belief	8	0.1%
Sex	24	0.3%
Sexual orientation	0	0.0%

Additional comments were also made about other characteristics which are likely to be impacted by the services, some of which are linked to a projected characteristic, such as mobility which could be related to Age or a Disability. These are listed below.

Characteristic	Responses	% of response
Mobility	155	1.9%
Access to car	29	0.4%
Socioeconomic	31	0.5%

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/population)

6.2% of residents who responded to the survey stated that they thought Age was a Protected Characteristic that could be affected by changes to the collection of waste, whilst 1.9% of respondents suggested that poor mobility may also impact how residents are able to access services. Poor mobility may be a factor caused by old age, as well as Disability.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

It was suggested that elderly residents may be negatively impacted by services due to higher likelihood of having limited mobility, meaning it is difficult to move heavy bins.

1. Currently bins are collected from the front garden and returned to within the property boundary. There is a potential change that residents may be required to place their container close to the edge of the property, instead of anywhere within the front boundary.

Those with mobility issues can request an assisted collection, a service which is available to any household where there is no one who is physical able to move bins. The collection crew will collect from and return the bin to an agreed position, ensuring the resident can access the bin, but doesn't have to move it on a weekly basis. Should any change to the policy be made, the option for an assisted collected will be made clear, in all communications so those who need it can apply.

2. The future services will introduce a small non-recycling waste container, which will be 180 litres instead of 240 litres. Although, as the size difference between the two bins isn't great, there won't be a significant change in the ability to move the bin.
3. Collection of garden waste is moving from a weekly service to a fortnightly service, this may mean that some residents have a heavier bin as it has two weeks of garden waste or may require a second bin. This may impact those who struggle to move heavy bins. However, as with other services an assisted collection can also be applied to the garden waste service.
4. Some responses stated that bins are returned to a position which creates an obstruction on garden paths, which will impact elderly residents who may struggle to move the bin. Where these are reported the contractor will be required to return and place the bin in a suitable location. Reports can also be followed up by officers where patterns become clear.
5. A new 'bins on pavement' policy will include clear guidance around bins which are kept on the streets, and where an exception can be made, ensuring that it is clear to residents that container should be kept within the property. Where an exception has

been made, for example due to limited space within the property, or where for health and safety the crew are unable to collection, guidance will be issued to both the resident and crews to ensure the bins are kept in a suitable manner as to not obstruct the pavement or what alternatives to a bin may be provided. The policy will manage areas where bins are presented on the pavement, ensuring that the impact on those with mobility issues is limited.

The Council will continue to accept applications for assisted collections and will work with any future contractor to ensure that those who are eligible receive the correct service. Furthermore, the Council will encourage any future contractor to ensure bins on any property are not returned in a way which cause an obstruction.

6. A number of responses indicated that there should be a community approach to supporting those who may struggle to present their bin, in which neighbours help with each other, and support those who may not be able to present their bin.
7. Additionally, it was suggested that elderly residents may struggle to access services online and prefer to access information through leaflets or telephone.

The Council will continue to provide a call centre service, through which residents can call up to get information on services and request services (including an assisted collection).

8. Gritting was also raised as a concern, and that during periods of snow and ice members of this protected characteristic felt unable to leave their homes. The Council will continue to provide a gritting service on priority roads during the winter. As part of the new policy clear guidance will be available on how requests for grit bins can be made, and the how the Council will review gritting routes on an annual basis.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18-plus)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18-plus)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

7.8% of residents who responded to the survey stated that they thought Disability was a protected characteristic that could be affected by changes to the collection of waste, whilst 1.9% of respondents suggested that poor mobility may also impact how residents are able to access services. Poor mobility may be a factor caused by old age, as well as Disability.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

It was suggested that those with a physical Disability may be affected by services due to limited mobility, meaning it is difficult to move heavy bins.

1. Currently bins are collected from the front garden and returned to within the property boundary. There is a potential change that residents may be required to place their container closer to the edge of the property, instead of anywhere within the front boundary.

Those with mobility issues can request an assisted collection, a service which is able to any household where there is no one who is physical able to move bins. The collection crew will collect from and return the bin to an agreed position, ensuring the resident can access the bin, but doesn't have to move it on a weekly basis. Should any change to the policy be made, the option for an assisted collected will be made clear, in all communications so those who need it can apply.

2. The future services will introduce a small non-recycling waste container, which will be 180 litres instead of 240 litres. Although, as the size difference between the two bins isn't great, there won't be a significant change in the ability to move the bin.
3. Collection of garden waste is moving from a weekly service to a fortnightly service, this may mean that some residents have a heavier bin as it has two weeks of garden waste or may require a second bin. This may impact those who struggle to move heavy bins. However, as with other services an assisted collection can also be applied to the garden waste service.
4. Some responses stated that bins are returned to a position which creates an obstruction on garden paths, which will impact residents with a physical Disability who may struggle to move the bin.
5. A new 'bins on pavement' policy will include clear guidance around bins which are kept on the streets, and where an exception can be made, ensuring that it is clear to residents that container should be kept within the property. Where an exception has been made, for example due to limited space within the property, or where for health and safety the crew are unable to collection, guidance will be issued to both the resident and crews to ensure the bins are kept in a suitable manner as to not obstruct the pavement. The policy will manage areas where bins are presented on the pavement, ensuring that the impact on those with mobility issues is limited.

The Council will continue to accept applications for assisted collections and will work with any future contractor to ensure that those who are eligible receive the correct service. Furthermore, the Council will encourage any future contractor to ensure bins on any property are not returned in a way which cause an obstruction.

6. A number of responses indicated that there should be a community approach to supporting those who may struggle to present their bin, in which neighbours help with each other, and support those who may not be able to present their bin.
7. Additionally, it was suggested that those with learning disabilities may find it difficult to understand the services, especially if there were changes to how waste was collected. The proposed changes to the services will be delivered in 2027/28 and a full communications plan will be developed ahead of any service change, this will include engagement with communities and local organisations to ensure that this is clearly explained to all residents.
8. Some comments also discussed the impact of medical and sanitary waste for some residents with a disability, this means that they produce additional waste over and above what another household may produce. The reduction in bin capacity to 180 litres may affect those with additional waste. A clear policy will be drafted, which will set out the availability of a larger bin for those who meet the criteria. This policy will be co-designed with those groups who may need access to this larger container.

9. The decision to move to a fleet which is either powered by electric or HVO is a positive move for those who may suffer from disabilities or health conditions which are exacerbated by poor quality air. Introducing EVs will stop the vehicles creating local air pollution, whilst although HVO still has emissions, it is less so than the current vehicle fleet. A new fleet of vehicles will also be purchased in 2027, which will further improve the efficiencies of the HVO and reduce emission levels.
10. Gritting was also raised as a concern, and that during periods of snow and ice members of this protected characteristic felt unable to leave their homes, the Council will continue to provide a gritting service on priority roads during the winter. As part of the new policy clear guidance will be available on how requests for grit bins can be made, and the how the Council will review gritting routes on an annual basis.

4c. Gender Reassignment

Data

Borough Profile⁶

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityinenglandandwales/2021)

In the engagement work there was no responses which suggested that gender reassignment was a protected characteristic which may be affected by the waste and recycling collection and street cleansing services. The monitoring questions as part of the engagement work indicates that 0.4% of respondents were Trans, whilst 0.1% of respondents were non-binary. This indicates that the response to the survey represents the borough profile.

These policy changes would therefore have a neutral impact on people with this protected characteristic.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**

These policy changes would therefore have a neutral impact on people with this protected characteristic.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

Data

Borough Profile ⁷

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The engagement work did not seek to understand the marriage status of respondents, however from experience of the existing contract with Veolia will be used.

⁷ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Detail the findings of the data.

- a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) **Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

These policy changes would therefore have a neutral impact on people with this protected characteristic.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**

These policy changes would therefore have a neutral impact on people with this protected characteristic.

4e. Pregnancy and Maternity

Note⁸:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

⁹ Births by Borough (ONS)

- a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) **Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

1% of respondents to the survey stated that they thought Maternity was a protected characteristic that could be affected by changes to the collection of waste and recycling, and street cleansing service.

1.3% of residents who responded to the survey stated that they were pregnant when completing the engagement, whilst 2.9% had been pregnant in the previous 12 months. 59% of the respondents were female.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**

1. In reviewing the results of the engagement work the responses suggested that those with babies and young families produced additional waste than other households, which include a large number of nappies. The reduction in bin capacity to 180 litres may affect those with additional waste. A clear policy will be drafted, which will set out the availability of a larger bin for those who meet the criteria. This policy will be co-designed with those groups who may need access to this larger container.
2. Similarly to those with other mobility issues, there is potential for those with buggies, pushchairs or holding babies and small children will have less mobility than others. Although those with these issues don't qualify for an assisted collection, as they are able to move bins when not with the buggy or pushchair, it is essential that containers are returned onto the property as not obstruct pathways or routes which will be needed to enter or exit the property. We will work with the future contractor to ensure that crews are monitored and reminded where necessary that all bins across the borough should be returned to a suitable location.

Assisted collections will be available to any household where there is no one who is physical able to move bins, this will include where a heavily pregnant women living alone is unable to move a bin.

3. A new 'bins on pavement' policy will include clear guidance around bins which are kept on the streets, and where an exception can be made, ensuring that it is clear to residents that container should be kept within the property. Where an exception has been made, for example due to limited space within the property, guidance will be issued to both the resident and crews to ensure the bins are kept in a suitable manner as to not obstruct the pavement.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.¹⁰

Data

Borough Profile ¹¹

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

0.3% of respondents to the survey stated that they thought Race was a protected characteristic that could be affected by changes to the collection of waste and recycling, and street cleansing service. Additionally, 0.6% of respondents suggested that language was a factor which would impact people's ability to understand how the services work, those who do not speak English are likely to be from races other than White. Although not directly a result of their racial characteristic, there is an existing overlap between people who are not conversant in English belonging to a minority ethnic background. Accordingly, there might be a disproportionate negative impact on some of them who might need additional support to comprehend the changes to the policy. The State of the Borough report identifies that 29.7% of residents do not speak English as their main language, and one in four do not speak English well, or at all.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
1. In reviewing the results of the engagement work the responses suggested that those who do not speak English as a first language or have limited English skills may be negatively impacted. They may struggle to understand changes to the services. Leaflets which are currently produced by Veolia contain images to improve understanding of how and what can be recycled in Haringey.

The proposed changes to the services will be delivered in 2027/28 and a full communications plan will be developed ahead of any service change, this will include engagement with communities and local organisations to ensure that this is clearly explained to all residents.

4g. Religion or belief

Data

Borough Profile ¹²

- Christian: 39%

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) **Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

0.1% of respondents to the survey stated that they thought religion was a protected characteristic that could be affected by changes to the collection of waste and recycling, and street cleansing service.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
1. In reviewing the results of the engagement work the responses suggested that those with certain religions may produce additional waste during celebration and feast periods. The reduction in bin capacity to 180 litres will reduce the amount of waste that can be set out during these periods, and although these residents won't be eligible for a large bin, the policy will be clear as to how the Council will support these residents.

These residents will be able to utilise the Recycling and Reuse Centre operated by NLWA, as well have access to book a bulky waste collection if this is needed. The

Council currently provide some additional services for more than 60 roads for residents to dispose of rubbish, chometz and bulky items before Passover. This service is advertised to the properties who are eligible.

The Council's outreach team will engage with residents during the religious periods to encourage them to use service such as the food waste service for leftover food.

4h. Sex

Data

Borough profile ¹³

- Females: (51.8%)
- Males: (48.2%)

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

0.3% of respondents to the survey stated that they thought Sex was a protected characteristic that could be affected by changes to the collection of waste and recycling, and street cleansing service.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
1. The results of the engagement work suggested that females are more likely to be impacted than males by any changes to the waste collection service. Females who are menstruating require hygiene products, which creates additional non-recyclable

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityageandsexenglandandwales/2021)

waste. A significant concern was if non-recyclable collections were reduced to 3 weekly from fortnightly. These collections will remain the same as the current service.

4i. Sexual Orientation

Data

Borough profile ¹⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?**

In the engagement work there was no responses which suggested that gender reassignment was a protected characteristic which may be affected by the waste and recycling collection and street cleansing services. The monitoring questions as part of the engagement work indicates that 3.7% of respondents were Gay or Lesbian, whilst 1.2% of respondents were Bisexual and 0.2 were another sexual orientation. 23% of respondents preferred not to say and 5% did not answer. This indicates that the response to the survey represents the borough profile.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/diversityanddifference/sexualorientationandgenderintheuk)

These policy changes would therefore have a neutral impact on people with this protected characteristic.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹
- 5.0% were qualified to level one only²⁰

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.²¹

Target Population Profile

The target population of the service matches the borough profile, the service is available to all residents.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data has been taken from the engagement work completed in 2023, and experience of the existing contract with Veolia.

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

0.4% of respondents of the engagement identified that socioeconomic status may be a factor which would be affected by the waste and recycling and street cleansing service.

The monitoring questions as part of the engagement indicated that 1.2% of respondents were qualified to level one (i.e. GCSE level qualification) only, whilst 4.4% of respondents were claiming some form of means tested benefit. 1.7% of respondents received Universal Credit. This shows that the engagement work did not reach all of those who may be impacted by socioeconomic factors.

Potential Impacts

- **Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).**
1. Largely the results of the engagement suggest that those who live in the more deprived area of the borough feel that the less deprived areas receive a better service. They perceive the streets in their areas are dirtier than other areas of the borough. It was identified that those in houses of multiple occupation (HMOs) and flats have less space to store waste, and where communal bins are used have a less pleasant experience of waste management.

The Council is committed to ensuring that the whole borough has a consistent standard. As part of the procurement of new services, this will be a key element to ensure that sufficient resources are provided to maintain uniform standards.

The Council has completed a borough wide audit of waste infrastructure and will invest in improving communal bins to ensure they are clean, well maintained and have clear signage as to what materials they are for.

The Council will also continue to work with landlords to ensure that waste is managed responsibly, especially in HMOs where this can be challenging to manage.

It is noted that those who live in HMOs, although look like a standard street level property, would struggle with a reduction in the bin size to 180 litres. A clear policy will be developed to set out the size of bins that these properties should have depending on the number of flats within them, to ensure that each property receives a similar capacity to those living in communal properties.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

It has been identified that the key impacts of the any change is likely to be around the reduction of the non-recyclable waste bin to 180 litres from 240 litres. This will affect those where due to their protected characteristic they may produce more waste, for example those who may require sanitary & hygiene products, such as women, young families, elderly and disabled. Additionally, those who have medical needs and who may have sharps or other medical equipment which needs disposing of safely. Those who celebrate religious holidays may have periods where additional waste is produced. Therefore this change may have an impact on those with the protected characteristic of Age, Disability, Pregnancy and Maternity, Sex and Religion/Belief.

Additional it is noted that those with reduced mobility, are also likely to require more support, whether this is through age, disability, pregnancy or having young families. This is largely associated with the need to move heavy bins, and the impact of bins being returned to a location which may block access or make it difficult for those with limited mobility to easily manoeuvre. Although there is no change in relation to this, this has the potential to impact on those with the protected characteristic of Age, Disability, Pregnancy and Maternity, Sex.

It was also noted that communicating with residents is key to ensuring that any service change is effective and that all residents understand what is changing. During any period of change the council outreach team will need to consider this into any communications plan. This will impact those with protected characteristics of Disability and Race.

5b. Intersectionality

- **Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.**
- **This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.**
- **Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?**

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

The engagement work had responses from all sectors of the borough, and although may have some under-represented groups it is believed that the responses indicate where the biggest concerns are in terms of the impacts on those with protected characteristics.

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- **Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?**
- **Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?**
- **Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?**

Overall, the recommendations to procure a new contract to deliver the services will have a neutral impact on any of the protected characteristics as this decision alone does not change any of the services.

However, the recommendation to make changes to the size of the non-recycling bin has the potential to be impactful to some of the groups with protected characteristic, where they may produce more waste. However, a clear policy will be in place to ensure that where this is the case, a bigger bin will be made available for specific time frames or indefinitely, as required. This should mitigate the impact on these individuals and ensure they are not discriminated against.

Additionally, it was noted that service change may be difficult for some residents to understand due to a specific protected characteristic. This could include where English is not spoken as a first language, or those with learning disabilities. This will affect those with the protected characteristics of Disability and Race. A clear communications plan will be developed with communities and local organisations to explain the service to all residents.

The proposal to introduce EVs and use HVOs for those vehicles which are larger is a positive move for those who may be affected by poor air quality. This proposal will reduce the amount of local air pollution caused by these services.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EQIA guidance

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y/N**

Yes

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **Y/N**

No

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **Y/N**

No

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

- Continue to provide assisted collections to those who may have mobility issues and/or struggle to move a heavy bin, which may support the protected characteristics of age, disability, pregnancy and maternity.
- Offer a large bin for those who produce additional waste, which may support the protected characteristics of age, disability, pregnancy and maternity.
- Implement a bins on pavement policy to ensure that pavements are kept clear, which may support the protected characteristics of age, disability, pregnancy and maternity.
- Provide clear communications and outreach that will ensure all residents are able to understand the impact of any service change, which may support the protected characteristics of age, disability, race.

Lead officer: **Alex Davies**

Timescale: **2025 - 2028**

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

Ongoing monitoring will be undertaken by the Waste Client Team, who will monitor any complaints or requests for assisted collections, monitoring issues which have been high-lighted such as bins on pavements, or incorrectly returned containers.

The team will also undertake periodic reviews of the policies and wherever feasible, incorporate feedback from residents to ensure that it is working efficiently and make adjustments as required.

Date of EQIA monitoring review:

September 2025

8. Authorisation

EQIA approved by (Assistant Director/ Director)

[Type answer here].

Date

[Type answer here].

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.