

## EQUALITY IMPACT ASSESSMENT

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

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

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

### Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on the Public Sector Equality Duty, please proceed to stage 2 and complete a full Equality Impact Assessment.

### Stage 2 – Full Equality Impact Assessment

An Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

**When an Equality Impact Assessment has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.**

Please read the council's Equality Impact Assessment guidance before beginning the EIA process.

#### 1. Responsibility for the Equality Impact Assessment

<b>Name of proposal</b>	Waste fees and charges 2017/2018
<b>Service area</b>	Waste management
<b>Officer completing assessment</b>	Charlotte Levey/Tom Hemming
<b>Equalities/ HR Advisor</b>	Otis Williams
<b>Cabinet meeting date (if applicable)</b>	14 <sup>th</sup> February 2017
<b>Director/Assistant Director</b>	Stephen McDonnell

## 2. Summary of the proposal and its relevance to the equality duty

Please outline in no more than 3 paragraphs

- The proposal which is being assessed
- The key stakeholders who may be affected by the policy or proposal
- Its relevance to the Public Sector equality duty and the protected groups

The proposal set out the level of fees and charges for 2017/18 for waste management within Commercial and Operations, including charges to businesses who request a Trade Waste service from the council (businesses have the ability to source any licensed provider), charges for container hire arrangements for the managing agents of blocks of flats; and Fixed Penalty Notices which are charged in accordance with Government guidelines and could apply to any resident.

It is proposed that charges for trade residual waste are kept at a standstill based on knowledge of market conditions. Charges for recycling collections are increased for businesses. Charges for residual waste bin hire are increased for managing agents and it is proposed that charges for recycling bin hire are introduced. Charging levels for Fixed Penalty Notices are maintained at 16/17 levels.

The charges and changes to them have no differential effect on protected groups, and all changes will also be applied universally.

## 3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of 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 relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Further information on data sources is contained within accompanying EqIA guidance. (part 8)

Protected group	Service users	Staff
Sex	No data is available on the sex of current service users.	N/A
Gender Reassignment	No data is available on the gender reassignment of current service users.	N/A
Age	No data is available on the age of current service users.	N/A

Disability	<i>No data is available on the disabilities of current service users.</i>	N/A
Race & Ethnicity	<i>No data is available on the race and ethnicity of current service users.</i>	N/A
Sexual Orientation	<i>No data is available on the sexual orientation of current service users.</i>	N/A
Religion or Belief (or No Belief)	<i>No data is available on the religion or belief of current service users.</i>	N/A
Pregnancy & Maternity	<i>No data is available on the pregnancy/ maternity of current service users.</i>	N/A
Marriage and Civil Partnership	<i>No data is available on the marriage and civil partnership status of current service users.</i>	N/A

**If there are any gaps in the data for particular groups or no data is available, please explain how you will address this gap**

The charges for commercial collections have been proposed after taking into consideration the charges being made by other commercial providers. There is no change proposed to Fixed Penalty Notices and they remain within the statutory range allowed. The Service will continue to monitor the effect of the increases in Trade Waste charges by analysing the effect on market share and compliance of traders. The charges proposed have been designed not to discriminate against any group.

**4. a) 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?**

*Please provide a brief outline of:*

- How you intend to consult with those affected by your proposal including those that share the protected characteristics*

**Further information on consultation is contained within accompanying EqlA guidance (part 9)**

Most of the fees and charges are existing and therefore require no consultation. Members have been consulted on the introduction of charging for recycling bin hire and the proposal has been made public and open to public comment as part of the council's proposed savings package (Cabinet, December 2016).

**4. b) 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**

*Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?*

*Not Applicable*

**5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?**

*Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.*

Further information on assessing impact on different groups is contained within accompanying EqIA guidance (part 10)

- 1. Sex** - No data is available – where charges are increasing this will apply equally to all businesses. In the case of managing agents, the additional charge may be passed on to tenants but it is deemed a small enough increase that, split between households, it will be very limited (less than £20 per household per annum).
- 2. Gender reassignment** - No data available – as above.
- 3. Age** - No data available – as above.
- 4. Disability** - No data available – as above.
- 5. Race and ethnicity** - No data available – as above.
- 6. Sexual orientation** - No data available – as above.
- 7. Religion or belief (or no belief)** - No data available – as above.
- 8. Pregnancy and maternity** - No data available – as above.
- 9. Marriage and Civil Partnership** - No data available – as above.
- 10. Groups that cross two or more equality strands e.g. young black women** - No data available – as above.

**Outline the overall impact of the policy for the Public Sector Equality Duty:**

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

The increase in charges has been designed not to have an impact on any protected group and applies to businesses. The increase will apply to all businesses with a trade waste contract with Veolia, and as such means that the service is provided in the same way to all groups, whether protected or not.

The charges to managing agents will apply borough-wide, and as such is the same for all groups, whether protected or not.

The level of fines proposed for Fixed Penalty Notices has not changed from the last financial year and remains within the statutory guidance.

**6. a) What changes if any do you plan to make to your proposal as a result of the equality impact assessment?**

Further information on responding to identified impacts is contained within accompanying EqIA guidance (part 11)

Outcome	Y/N
<b>No major change:</b> the EIA demonstrates the policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	Y
<b>Adjust the policy:</b> the EIA identifies potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy.	N
<b>Continue the policy:</b> the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the <b>justifications for continuing</b> with it. For the most important relevant policies, <b>compelling reasons</b> will be needed.	N
<b>Stop and remove the policy:</b> the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

**6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty**

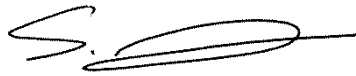
Impact	Action	Lead officer	Timescale
N/A			

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

The Service will continue to monitor the effect of Trade Waste charges by analysing the effect on market share and compliance of traders.

**7. Authorisation**

EIA approved by



(Assistant Director/ Director)

Date 3<sup>rd</sup> February 2017

**8. Publication**

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