

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

Name of proposal	Charges to be brought in for replacement wheelie bins
Service area	Waste Management
Officer completing assessment	Tom Hemming
Equalities/ HR Advisor	Otis Williams
Cabinet meeting date (if applicable)	14 Feb 17
Director/Assistant Director	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*

Section 46 of the Environmental Protection Act (EPA) 1990 enables the council to define the type of waste container to be used by households and require the occupier to pay for it.

The existing service offers free wheeled bins to households, which have an expected life span of 7 to 8 years. The number of bins provided is determined in accordance with the size of the household.

The proposal is to charge £30 for a replacement wheeled bins for refuse and recycling. The charge is in line with what other local authorities charge and is considered low enough that the impact on residents will be minimal over the lifetime of a bin.

This will require a policy alteration and will affect all residents in the borough at some point although the low charge will have a minimal effect. There will need to be clear communications to ensure all residents are aware of the policy alteration.

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	The Veolia annual perception survey can pick up impact on satisfaction with the waste service, including container provision. No data is available on the sex of those that currently use the service.	
Gender Reassignment	No data is available on the gender reassignment of those that currently use the service	
Age	The Veolia annual perception survey can pick up impact on satisfaction with the	

	waste service, including container provision. The proposed change is a charge and would therefore affect the main house owner, meaning those aged 18 years and older. No data is available on the age of those that currently use the service.	
Disability	The Veolia annual perception survey can pick up impact on satisfaction with the waste service, including container provision. No data is available on the disability of those that currently use the service.	
Race & Ethnicity	The Veolia annual perception survey can pick up impact on satisfaction with the waste service, including container provision. No data is available on the race/ ethnicity of those that currently use the service.	
Sexual Orientation	The Veolia annual perception survey can pick up impact on satisfaction with the waste service, including container provision. No data is available on the sexual orientation of those that currently use the service.	
Religion or Belief (or No Belief)	No data is available on the religion or belief of those that use the service.	
Pregnancy & Maternity	No data is available on pregnancy or maternity of those that use the service.	
Marriage and Civil Partnership	No data is available on marriage and civil partnership of those that use the service.	

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

Data is not currently collected on the equalities characteristics of those who request replacement bins.

The service has always previously been free of charge to residents and needed by all households on 'kerbside/street properties' (but not estates and flats above shops) from time to time, regardless of protected group.

The new service will be periodically reviewed and the requirement to collect any additional data will be considered.

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)

Members were consulted on the proposal prior to the savings proposals being published in December 2016 and reviewed by the Council's Environment and Community Safety Scrutiny Panel. The public report invited feedback from residents and service users. A communication plan will need to accompany the service change, and feedback in response to this engagement will be captured and monitored to inform review of the service.

Ultimately, the proposed charge will be universal as all households will require new bins over the course of time. Whilst low income groups are likely to have greater difficulty in meeting increased charges, with certain protected groups, such as BME and elderly households disproportionately likely to be on low incomes, the charge is considered to low enough over the 7-8 year lifetime of a wheelie bin that impact would be minimal.

In terms of geographic distribution of demand, of the approximately 4,000 of each of residual and recycling bins replaced per year, these replacements are concentrated in the wards in the West of the borough, which are not near Haringey's most deprived areas (see ward breakdown below).

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?

Of 143 responses to the consultation, 13 people opposed the proposal, with one individual comment noting 'charging for replacement wheelie bins is going to mean people are going to steal their neighbour's wheelie bins rather than pay for a new one'. By way of mitigation, procedures will be developed for lost/stolen bins, bins taken by the crew and properties sharing bins. We will also monitor and review the level of bins ordered and complaints data if this proposal is implemented. In addition, making bins identifiable as from Haringey (through bin embossing) will reduce the risk of bins being stolen by those living outside the borough and it is also proposed that bins are labelled with house numbers to deter theft.

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 available on the sex of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.
- 2. Gender reassignment** No data available on the gender reassignment of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.
- 3. Age** No data available on the age of the service user. However the policy change is likely to impact on those aged 18 years and older. Low income groups are likely to have greater difficulty in meeting increased charges. Certain protected groups, such as older or younger households, are currently disproportionately likely to be on low incomes. However, the charge is considered to low enough over the 7-8 year lifetime of a wheelie bin that impact would be minimal.
- 4. Disability** For some individuals within this protected group such as those with Learning Disabilities it will be important to clearly and widely communicate the service changes and the alternative disposal routes such as the Reuse and Recycling Centre.
- 5. Race and ethnicity**
We are aware that low income groups are likely to have greater difficulty in meeting increased charges. Certain protected groups, such as BME households, are currently disproportionately likely to be on low incomes and the change will individually have a greater impact on their budgets. However, the charge is considered to low enough over the 7-8 year lifetime of a wheelie bin that impact would be minimal.
- 6. Sexual orientation** No data available on the sexual orientation of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.
- 7. Religion or belief (or no belief)** No data available on the religion or belief (or no belief) of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.
- 8. Pregnancy and maternity** No data available on the pregnancy and maternity of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.
- 9. Marriage and Civil Partnership** No data available on the marriage and civil partnership of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.

10. Groups that cross two or more equality strands e.g. young black women No data available of service users that cross two or more equality strands. Low income households have disproportionate representation of women, disabled people and some BME communities. Communications will encourage responsible management of waste by residents and landlords of rented properties.

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 proposed charge will be universal as all households will require new bins over the passage of time. Low income groups are likely to have greater difficulty in meeting increased charges. Certain protected groups, such as BME and elderly households, are currently disproportionately likely to be on low incomes. However, the charge is considered to be low enough over the 7-8 year lifetime of a wheelie bin that impact would be minimal.

The impact assessment highlights that clear communication will be required to ensure that residents are aware of the need to pay for new/replacement containers and to do so in order to ensure the responsible management of their waste.

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
No major change: 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
Adjust the policy: 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
Continue the policy: the EIA identifies the potential for adverse impact or missed opportunities to promote equality. Clearly <u>set out below</u> the justifications for continuing with it. For the most important relevant policies, compelling reasons will	N

be needed.	
Stop and remove the policy: the policy shows actual or potential unlawful discrimination. It must be stopped and removed or changed.	N

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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
Removal of a free provision	None. The charge is considered to be low enough over the lifetime of a wheelie bin that impact on a household will be minimal.	Commissioning & Client Manager	April 2017
Understanding service changes	Services changes to be clearly communicated across the borough taking into account language barriers.	Commissioning & Client Manager	April 2017

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

This will form part of the policy review. We will monitor service user feedback through the annual perception survey and through complaints and enquiries, including recording where bins are reported stolen, to ensure we pick up any unforeseen equality implications.

7. Authorisation

EIA approved by  (Assistant Director/ Director)	Date 3 rd February 2017
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8. Publication

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

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Map showing % of total requests for replacement bins by ward in Haringey – January 2016 to December 2016

