

## 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	Charging for the Green Waste Collection Service
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*

The collection of garden waste is a service for which a charge can be made. The existing service comprises a weekly collection that is free of charge. Not all properties use the service and need (including garden size) will impact on the level of uptake of the service. The proposal is to provide an opt-in service of one 240 litre wheeled bin of green waste or the equivalent in one-off use sacks and apply a charge of £75 per annum. Further work is taking place to determine different charging for the one-off use sacks depending on the number of sacks required.

The policy change affects all residents living in the borough with a garden who currently use the service.

## 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)*

<b>Protected group</b>	<b>Service users</b>	<b>Staff</b>
Sex	The Veolia annual perception survey can pick up impact on satisfaction with the garden waste collection service, which can inform the picture of service 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 garden waste collection service, which can inform the picture of service provision. The proposed service is available to those households that generate garden waste 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 garden waste collection service, which can inform the picture of service 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 garden waste collection service, which can inform the picture of service 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 garden waste collection service, which can inform the picture of service 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.	
<b>If there are any gaps in the data for particular groups or no data is available, please explain how you will address this gap</b>		
<p>Data on protected groups using the service has not been collected because the service was free and widely accessible to all residents. The proposed changes will still see the provision of a weekly collection and will mean that those who use the service will pay and those who do not need a service will not be subsidising it indirectly. The new service will be periodically reviewed and the requirement to collect any additional data will be considered.</p>		

**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 EqIA 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 comprehensive communication and engagement plan will need to accompany the service roll-out, and feedback in response to this engagement will be captured and monitored to inform review of the service.

**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 Council's budget consultation, 23 people opposed the proposal, with individual comments noting that 'not everybody has the time to compost and/ or go to the Reuse & Recycling Centre to dispose of the waste. It will encourage more people who have cars to do the latter, adding to CO emission' and that 'Charging for bulky waste and green waste disposal is just going to encourage fly-tipping'. The consultation does not provide an insight into whether opposition is concentrated within any particular protected characteristic group.

Residents will ultimately have choices as to whether to opt in to the charged service, utilise Reuse & Recycling Centres free of charge, compost at home or dispose of garden waste through other legitimate routes. Impact on flytipping and use of the recycling centres will be monitored and used to review the service.

## 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 EqlA 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. Alternative options for disposing of garden waste will be retained and communicated such as taking it to the Reuse & Recycling Centre for free and home composting, for which composting bins will be available at cost.

**4. Disability** Positive measures such as retaining the assisted waste collections and providing a choice of containers such as wheeled bins and bags will assist this protected group in accessing the service. 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 & Recycling Centre and home composting.

**5. Race and ethnicity** Properties in the west are proportionately more likely to have a garden than those in the east, as referenced in the 2014 Haringey Strategy Housing Market Assessment (section 5 paragraph 9). The 2011 census data shows wards in the west of Haringey, when west is taken to mean those wards to the west of the train line running north to south through the borough, have a higher concentration of white residents. On this basis, white residents are likely to be affected by this charge. Measures such as home composting, for which compost bins will be available to purchase at cost price, are available for residents to mitigate against the introduction of the charge, and will be promoted as part of communications about the service.

We are also aware that low income groups are likely to have greater difficulty in meeting increased charges. Certain protected groups, such as BAME households, are currently disproportionately likely to be on low incomes. Although they are less likely to be in properties with gardens, we are aware that the introduction of the charge will individually have a greater impact on their budgets. Alternative options for disposing of garden waste

will be retained and communicated such as taking it to the Reuse & Recycling Centre for free and home composting. Options are available, such as home composting, which will help residents wishing to avoid using the fee paying service.

**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 BAME communities. Communications will encourage home composting.

**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 impact assessment highlights that clear communication will be required to ensure that potential service users who face language barriers and certain disabilities understand the changes to the service and the alternative free options for disposing of garden waste.

Low income groups are likely to have greater difficulty in meeting increased charges. Certain protected groups, such as BAME and elderly households, are currently disproportionately likely to be on low incomes. To mitigate against this, free alternative disposal routes will be retained such as using the Reuse & Recycling Centre and promoting home composting. It will also be possible to purchase sacks for green waste (for one-off use) in smaller quantities, thus reducing the financial impact for properties with small gardens/occasional users.

Positive measures such as retaining assisted waste collections (currently provided to around 600 households in the borough) and providing a choice of containers such as

wheeled bins as well as sacks will assist residents with disabilities with accessing the service. The Service changes will be widely and clearly communicated.

Charging for garden waste is deemed to make the service fairer to those residents who do not have a garden or need to use the garden waste service by only charging those who use the service. Taking into account implementation of any mitigations mentioned above, the proposal will therefore help to advance equality of opportunity between groups who share a protected characteristic and those who do not.

**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
Removal of a free service	Promotion of free services that will be retained such as the Reuse & Recycling Centres and the option of home composting needs to be clearly communicated across the borough. Cost of a bin is £75/year, equivalent to less than £1.50 per week.	Commissioning & Client Manager	April/May 2017

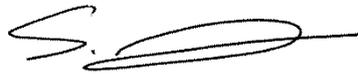
Understanding service changes	Services changes to be clearly communicated across the borough	Commissioning & Client Manager	April/May 2017
Residents with small gardens may not need a 240L wheeled bin	Sacks will be available to purchase in smaller quantities, reducing the financial impact for residents with small gardens/occasional need.	Commissioning & Client Manager	May 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 to ensure we pick up any unknown equality implications.

**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.*