

## 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	To stop the quarterly delivery of sacks for residual waste and recycling to flats above shops
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

To stop the quarterly delivery of sacks for residual waste and recycling to flats above shops. Residents of flats above shops will be able to use their own bags for residual waste (as was the case up to the end of 2015) and obtain free recycling bags from various public buildings.

The policy change affects around 6,000 residents living in domestic properties above shops or other properties where there is no space at all to put out containers for collection without having to go on the public highway.

## 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 those that currently use the service.	
Gender Reassignment	No data is available on the gender reassignment of those that currently use the service	
Age	No data is available on the age of those that currently use the service.	
Disability	No data is available on the disability of those that currently use the service.	
Race & Ethnicity	No data is available on the race/ ethnicity of those that currently use the service.	
Sexual Orientation	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>The service does not hold any equalities data specific to residents living in flats above shops.</p> <p>The revised service will be periodically reviewed in light of any complaints/enquiries.</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 EqlA guidance (part 9)*

Members were consulted on the proposal prior to the savings proposals being published in December 2016 and it has been 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, to make people aware of the revised offer for using the recycling service, although participation in the service is known to be extremely low (as is use of the bags provided for residual waste – the overwhelming majority of bags left out for collections are carrier bags or generic bin bags). The current low usage will to a large degree limit the impact on residents (overall and in any particular groups).

Any feedback received in response to communications will be captured to inform further 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 consultation, there were no comments about this proposal, either to support or oppose the proposal.

Residents who have used the sacks until now will in future have to obtain recycling bags from public buildings and provide their own residual waste bags (as any other household has to), but the service remains substantially unchanged - 14 waste and recycling collections per week, every morning and evening in time limited slots for different roads. It will not affect particular groups with protected characteristics any more so than may already be the case in terms of the physical space restraints that influence the mode of collection associated with this type of property.

Consideration will be given to delivering recycling bags to any resident who is physically unable to collect the bags from public council buildings or sites through disability or age. However this will only be eligible to individuals where access to public buildings is an issue- the majority of residents will be expected to collect bags from public council buildings or sites

**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, it is not anticipated that the policy will have a disproportionate impact on this protected group.

**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 means of obtaining bags.

**5. Race and ethnicity**  
No data available on the age of the service user. However, it is not anticipated that the policy will have a disproportionate impact on this protected group.

**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.

**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?

No fundamental change in the service provision is proposed in terms of the number/frequency of collections of waste and recycling. The impact assessment highlights the need for communication to ensure that service users such as those who face language barriers or learning disabilities understand the changes to the service and the options for obtaining bags. In general, communications will encourage responsible management of waste by residents and the landlords of rented properties.

Recycling bags will be available from public buildings/sites (eg. libraries, with all residents in Haringey living within one mile of their local branch) and where circumstances dictate could be posted out to residents who are unable to access one of these sites.

#### 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 delivery of	Continued free provision of		

bags for waste and recycling to the door	recycling bags from public buildings.	Commissioning & Client Manager	April 2017
Understanding service changes	Promotion of availability of recycling bags at public buildings/need to purchase own residual waste bags to be communicated across the borough on website and through other media.	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:**

We will monitor service user feedback received through complaints and enquiries.

**7. Authorisation**

EIA approved by .  (Assistant Director/ Director)	Date 3 <sup>rd</sup> February 2017
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**8. Publication**  
*Please ensure the completed EIA is published in accordance with the Council's policy.*