

Equality Impact Assessment Form **Reference –**

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| **Department** | Place – Waste Services | **Version no** |  |
| **Assessed by** | Richard Galthen | **Date created** | 20/11/2023 |
| **Approved by** | Sue Spink | **Date approved** | 20/11/2023 |
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| **Final approval** |  | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Garden waste - fees and charges uplift and amended discounts

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

Revised charges for the discretionary Garden Waste Collections Service provided at-cost to residents as an option for removal of their personal garden waste.

If accepted, we would still offer the optional service for residents, but would ensure costs for the service are covered.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

No. The service is optional to residents and there are multiple private options and free use of Household Waste Recycling Centres.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

No. However there will be a reduction of operating losses and a reduced strain on the budget.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

Yes, potentially on residents using the service who have low income. However multiple other options (including free options) are available.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**(H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | M |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

The potential negative impacts identified can be mitigated as other options are available.

# Section 3: Dependencies from other proposals

**3.1** **Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

The service is utilised by residents only – we will make them aware of the consultation period

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

Data analysis shows that the current pricing system and booking method allows residents to book multiple bins at a reduced rate if ordering early in the year.

Costs of bin provision, vehicles, fuel, and maintenance have risen in recent years, and this has not been factored into the annual charge for the service and this service has not been covering all costs.

**4.2 Do you need further evidence?**

No. However, if implemented we will undertake continuous monitoring of data including collections, tonnages etc.

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/a

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/a

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

Feedback provided during the consultation period will be reviewed and considered.

**5.4** **Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal** **as a result of the feedback.**

Feedback from the consultation period will be considered to determine if it is impacting any particular group disproportionately