

Equality Impact Assessment Form **Reference –**

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| **Department** | Place – Waste Services | **Version no** | 0.1 |
| **Assessed by** | Richard Galthen | **Date created** | 20/11/2023 |
| **Approved by** | Sue Spink | **Date approved** | 20/11/2023 |
| **Updated by** | Diane Kennedy | **Date updated** | 13/12/2023 |
| **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.**

Charity bulk collection - change of operation and funding

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

The service currently allows three charitable organisations to submit invoices for “Reuse Credits” for household items they divert from landfill by way of selling them to the public from their stores. These informal agreements have been in place for many years based on historic landfill diversion targets and the various organisations submit monthly data for the various furniture, electricals and general goods that they receive from public donations.

The Council pays the organisations a fee of £93 per tonne based on the submitted data and average weights per item. Over the last three years, this has averaged 229 tonnes per year and an annual cost of over £20,000.

Current arrangements do not require this service as the Council does not landfill this type of waste.

The goods that the organisations sell, are mainly of wood, plastic and/or metal construction which we would not deem as general waste and via current contracts, the Council would receive best value by segregating the different materials and/or selling the items via our Reuse shop.

Our proposal is to cease this arrangement in order to reduce budget pressure to the Council and remove the non-contractual arrangement.

# 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

* 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

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

No. However, if implemented it would reduce income for three charity organisations.

**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 | N |

**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.)

No disproportionate negative impacts are expected.

# 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.**

None, the informal agreement is historic one with three charities only.

# Section 4: What evidence you have used?

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

We have considered the last seven years’ data (excluding 20/21 due to the covid lockdown period) in developing this proposal. We have also considered the current arrangements for landfill and the Reuse shop run by the Council.

**4.2 Do you need further evidence?**

Not for this proposal. However, if implemented we will conduct 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 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 will be reviewed to identify any specific equality impacts for groups who share protected characteristics.