



# Equality Impact Assessment Form

An Equality Impact Assessment is a way of examining how different communities or groups of people will be affected by a current or proposed service, policy or project. It helps identify ways of removing or reducing any adverse or negative impacts and with developing an action plan for ensuring the service, policy or project has the most positive outcomes for our communities.

Equality Impact Assessments consider a range of issues in relation to equality groups. The Public Sector Equality Duty focuses on a set of protected characteristics which can be used as a tool to help us understand how our services will impact on our communities.

The Equality Duty covers the following 9 **protected characteristics**:

**Age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, marriage and civil partnership** (only in the respect of the requirement of the general duty to have due regard to the need to eliminate discrimination)

The Council has also chosen to consider **rurality** and **socio economic status** as part of its Impact Assessments.

**EIA title:** What service change, policy or project are you assessing?

Waste and Recycling – Collection Round Design Options

**1. What is the purpose of this service change, policy or project?**

To consider the options available to the Council for future Waste and Recycling delivery models.

**2. How does it contribute to the priorities and objectives in our Council Plan?**

The proposals set out in the report meet the following Council's Priorities in the Council Strategy for 2020-2030:

- A financially secure Council – through providing options to help address the projected budget gap and contribute towards becoming self-sufficient by 2030;
- A cleaner greener Allerdale – by providing options to reduce waste and increase recycling and in collecting waste and recycling making sure our neighbourhoods are clean and tidy;
- Outstanding local services – by looking at new and better ways to deliver our services;
- Thriving towns and villages – by helping to keep clean and tidy encouraging people to visit our towns.

**3. Who is likely to be affected by the service change, policy or project?** For example: all residents, young people, and people with disabilities.

All households in Allerdale receive a collection of Waste and Recycling and therefore all households and therefore residents will be affected by the changes in the proposals presented. The proposals will also have an impact upon the businesses that receive the Council's Trade Waste Service, due to the potential frequency of collections needing to change dependent upon the option chosen.

**4. What information and evidence have you used to support your findings on impacts? List any consultation or engagement undertaken.** For example: customer monitoring data, customer profiles, demographic information, survey results, customer feedback outcomes of consultation exercises.

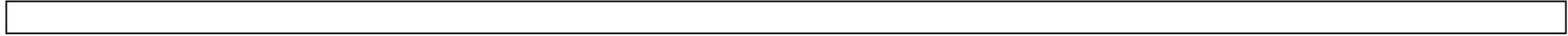
The report references the Residents Surveys which report on levels of satisfaction in Allerdale in terms of the collection of waste and the kerbside recycling service.

**5. How can this service, service change, policy or project help us to meet our equalities duties?** For example: by engaging young people, promoting good race relations or targeting services to meet the needs of older people.

The collection of waste and recycling provides an assisted collection service, which is available to people who are unable to present their waste or recycling container at the kerbside. The proposals for the future of the service and the options presented maintain this assisted collection service to help people in presenting their waste and recycling.

**6. Are there any known equalities issues relating to this service, service change, policy or project that have been raised outside of Allerdale?** For example, by other councils, or through national research.

There is very little data available which is relevant to the impact assessment. The collection of Waste and Recycling is provided on a generic basis to all residents, therefore it is not relevant or useful to gather data on usage by the target groups. No research has been undertaken into usage of the Council's recycling services by different target groups.



## 7. Impact and action plan

Use the table below to indicate whether the service change, policy or project is likely to have a positive<sup>1</sup>, adverse<sup>2</sup> or neutral impact on each of the groups listed and what that impact is. (See glossary below for definitions)

You also need to indicate what actions or provisions you have put in place, or propose to put in place, to ensure you address the adverse impacts identified.

| Equality group                       | Positive (tick) | Adverse (tick) | Neutral (tick) | What is the impact?   | Mitigating actions proposed (to address adverse impact)   |
|--------------------------------------|-----------------|----------------|----------------|---|---|
| Age                                  |                 | ✓              |                | Waste is collected in wheelie bins. A change of frequency of collection could lead to a larger containers which people who are elderly might struggle to use as easily as other people.   | An assisted collection service is provided by the Council to help people that are no able to present their waste container at the kerbside. |
| Disability                           |                 | ✓              |                | Waste is collected in wheelie bins. A change of frequency of collection could lead to a larger containers which people with disabilities might struggle to use as easily as other people. | An assisted collection service is provided by the Council to help people that are no able to present their waste container at the kerbside. |
| Gender                               |                 |                | ✓              |   |   |
| Gender reassignment                  |                 |                | ✓              |   |   |
| Marital and civil partnership status |                 |                | ✓              |   |   |

<sup>1</sup> A **positive impact** is where one or more group or groups of people are put at an advantage by the way a particular policy or procedure is carried out. A positive impact may also occur where a particular policy or procedure will contribute to promoting equality, equal opportunities or improving relations within equality target groups.

<sup>2</sup> An **adverse impact** is where one or more group or groups of people are put at a disadvantage by the way a particular policy or procedure is carried out. For example, disabled or elderly people, or people living in very isolated rural areas may struggle to use wheelie bins as easily as other people.

| Equality group                  | Positive (tick) | Adverse (tick) | Neutral (tick) | What is the impact?   | Mitigating actions proposed (to address adverse impact)   |
|---------------------------------|-----------------|----------------|----------------|---|---|
| Pregnancy and maternity         |                 |                | ✓              |   |   |
| Race and minority ethnic groups |                 |                | ✓              |   |   |
| Religion and/or belief          |                 |                | ✓              |   |   |
| Sexual orientation              |                 |                | ✓              |   |   |
| People in rural areas           |                 | ✓              |                | Waste is collected in wheelie bins. A change of frequency of collection could lead to a larger containers which people in rural areas might struggle to use as easily as other people | An assisted collection service is provided by the Council to help people that are no able to present their waste container at the kerbside. |
| People on low incomes           |                 |                | ✓              |   |   |

**8. Are the adverse impacts justified?** If they are, explain in what way. For example: disproportionate costs, legislative constraints.

|     |
|-----|
| N/A |
|-----|

EIA completion

|                  |                                |
|------------------|--------------------------------|
| Date completed:  | 6 <sup>th</sup> September 2021 |
| Lead officer:    | Charles Holmes                 |
| Head of Service: | Catherine Nicolson             |

Please forward an electronic copy of this completed assessment to: [policy@allerdale.gov.uk](mailto:policy@allerdale.gov.uk)

## Glossary

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability; Mental Health; Learning disability.

**Gender:** This refers to a person being either male or female.

**Gender reassignment:** This is the process of transitioning from one sex to another, considered a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

**Marital and civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non-religious beliefs such as Humanism.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Rurality:** Allerdale is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.