

Equality Assessment – Waste Disposal Contract - December 2013

Protected Characteristics identified under the Equality Act 2010	Area of work (service, policy, procedure) Stop, start, or change	Considered impact of change. (positive, negative, neutral)	Information used to make judgement (consultation, user figures, cost ...)	Risk to organisation (financial, reputational, legal,)	Mitigation / exit route
Age	Change to Waste disposal contract - moving to alternate weekly collections of waste.	Neutral	No change to existing service whereby if residents require assisted collections, these will be noted and responded to by collection crews.	Reputational	The Council will continue to provide assistance to residents who, through disability and infirmity need help with their recycling and waste collection services.
Disability	As above	Neutral	No change to existing service whereby if residents require assisted collections, these will be noted and responded to by collection crews.	Reputational	The Council will continue to provide assistance to residents who, through disability and infirmity need help with their recycling and waste collection services.
Gender Reassignment	As above	No impact	No data collected	None	None
Marriage and Civil partnership	As above	No impact	No data collected	None	None
Pregnancy and maternity	As above	No impact	No data collected	None	None
Race	As above	No impact	No data collected	None	None

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Religion or Belief	As above	No Impact	No data collected	None	None
Sex	As above	No impact	No data collected	None	None
Sexual Orientation	As above	No impact	No data collected	None	None

The Equality Duty 2010 has 3 aims (general duty)

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those that who do not.

The Public Sector Equality Duty (specific duty) requires us to consider how we can positively contribute to the advancement of equality and good relations, and demonstrate that we are paying “due regard” in our decision making in the design of polices and in the delivery of services.