

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed	Ben Boswell
Directorate	Economy and Place

Individual(s) completing this assessment	Name	Job Title
	Nicola Percival	Waste Services Manager
	Ben Boswell	Head of Environment Climate Emergency and Waste Services
Date assessment completed	29.03.21	

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)	Service redesign		
What is the aim, purpose and/or intended outcomes of this activity?	Recommendation to change waste collection service, introducing weekly collection of food waste to all households, introducing new container for separate collection of paper/card once every three weeks, changing frequency of recycling collection for plastics, cans and glass to once every three weeks and reducing collection of residual waste to once every three weeks. Introducing fortnightly garden waste collections with an associated charge.		
Name of lead for activity	Nicola Percival		
Who will be affected by the development and implementation of this activity?	<input checked="" type="checkbox"/> Service Users <input type="checkbox"/> Patients <input type="checkbox"/> Carers <input type="checkbox"/> Visitors	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Staff Communities Other _____
Is this:	<input checked="" type="checkbox"/> Review of an existing activity <input type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?		
What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.)	1590 households currently registered to receive assisted collection 8500 have larger capacity general rubbish bin 6+ in Household = 1490 Child in nappies = 5400 Medical waste = 1610		

<p>Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)</p>	<p>16.4% of households do not own a car¹</p> <p>Public consultation was carried out between 7th December 2020 and 7th February 2021. This was a self-selection consultation due to the restrictions of COVID preventing face to face encouragement of completion.</p> <p>It was advertised in the local press and media, on social media, through direct contact with a representative sample of residents via email and through the local university / colleges.</p>
<p>Summary of relevant findings</p>	<p>Results of the consultation show 53% of respondents preferred the option being assessed under this EIA.</p> <p>As age increased, so did the preference for this option. For example, 41% of residents aged 16-34 preferred option 1, compared to 64% of those aged 75 or older.</p> <p>The less affluent household had a greater preference for this option when compared to the more affluent areas. For example, 44% of homes classified as Acorn 5 'Urban Adversity selected option 1, while this rose to 58% for homes classified as Acorn 1 'Affluent Achievers'.</p> <p>The sample of people completing the consultation who identified as having a long term health problem or disability was 16%, compared to a Herefordshire profile of 19%. The preference for the collection option being assessed in this EIA by Disability, limited a lot (n=166) was 56% and Disability, limited a little (n=373) was 53%.</p>

¹ RAC Foundation 'Car ownership rates per local authority in England and Wales'
https://www.racfoundation.org/assets/rac_foundation/content/downloadables/car%20ownership%20rates%20by%20local%20authority%20-%20december%202012.pdf

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age		✓		Assisted collections will continue to be offered as they are now however, some elderly people who managed with just 1 container may struggle with the additional food container each week as well, especially if they currently bring the container some distance down a lane. Bin type can make it difficult for infirm people to use them.
Disability	✓		✓	Reduction of general rubbish collection could cause storage problems for those who create additional waste due to disability. Additional capacity for separately collecting paper and card could benefit anyone who has large quantities of medical waste delivered in recycling packaging e.g. home dialysis patients. More collections days could negatively impact anyone with memory problems. Blind or partially sighted may find it difficult to distinguish between the different bins.
Gender Reassignment		✓		
Marriage & Civil Partnerships		✓		
Pregnancy & Maternity			✓	Reduction of general rubbish collection could cause storage problems for those who create additional waste due to children in nappies.
Race (including Travelling Communities and people of other nationalities)		✓		Level of English literacy may make introduction of the new service difficult to understand.
Religion & Belief		✓		
Sex		✓		
Sexual Orientation		✓		
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)			✓	Those without access to a car to be able to access HRC to dispose of excess waste with reduction in general rubbish bin collection frequency. Anyone relying on a carer to put their containers out may be negatively disadvantaged with more collection containers and possibly more collection days.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)			✓	Reduction of general rubbish collection could cause storage problems for those who create additional medical waste due to health issues.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
				OCD concerning cleanliness or other mental health conditions may cause a negative impact by change in the service.

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce/ eliminate negative impact	Who will lead on the action?	Timeframe
	Bin type	Identify properties where roll tops are currently used or smaller bins provided and look to include within service design alternatives to the standard service.	NP	Nov 2021
	Medical waste quantities	Options will be considered and outlined within service redesign	NP	Nov 2021
	Additional waste due to disability	Options will be considered and outlined within service redesign	NP	Nov 2021
	More collection days causing confusing or people have difficulty remembering	Look for possible reminder services for smart phones or emails. Calendar available online for download or request paper copy. Assisted collection so people don't have to remember when to place containers out.	NP	Oct 2023
	Blind / partially sighted	Look for options where bin can be identified through physical / tactile feature. Leaflets / guides available in alternative formats and read accessible online.	NP	Dec 2022
	Nappies	Options will be considered and outlined within service redesign	NP	Nov 2021
	Additional waste due to nappies	Options will be considered and outlined within service redesign	NP	Nov 2021
	Low level of English literacy	Ensure guides for use of service include pictorial images as much as possible. Provide guides in alternative languages.	NP	Oct 2023
	No car	Identify sites were bikes/pedestrian access allowed. Potential for all sites to allow? Design any new service with accessibility possible across all sites. Continue to provide bulky waste collection service. Offer charged for service under s46 for additional waste.	NP / BB	Oct 2023 Nov 2021 Nov 2023 Nov 2023
	Carers placing waste out	Assisted collection or reminder services to help alleviate any additional burden on carers.	NP	Oct 2023
	Mental health conditions	Promote increased capacity for collection of separated waste and weekly collection of food. Consider service delivery of liners for food waste.	NP	Oct 2023 Nov 2021

		Staff available to discuss and help demonstrate use of the service if required by residents.		Oct 2023

4. Monitoring and review

How will you monitor these actions?	They will be included within the review timetable as targets and throughout the implementation plan.
When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	It will be included within the review timetable as a target.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA	
Date signed	