

Equality Impact Assessment

Section	Technical and Community Services	Officer(s) responsible for the screening/scoping		Craig Bourne	
Name of Policy/Strategy to be assessed	Chargeable Garden Waste Service	Date of Assessment	2 September 2019	Is this a proposed new or existing policy/strategy?	Proposed New Chargeable Service
Signature of responsible officer (to be signed after the EqIA has been completed)					

A copy of the Equality Impact Assessment Report including relevant data and information to be forwarded to Tina Brain.

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
State the Function/Policy /Service/Strategy being assessed:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? A positive impact – see Form A2, Stage 3 (4) below.																									Yes		
Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how.																									No		

Form A2 – Details of Plan/ Strategy/ Service/ Policy

<u>Stage 1 – Scoping and Defining</u>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	To introduce a chargeable garden waste service from 1 June 2020 to help the Council reduce the costs of service provision and close the budget deficit in future years.
(2) How does it fit with Stratford District Council's wider objectives?	A chargeable garden waste service would contribute to the current Corporate Strategy as it would enable the Council to reduce costs and ensure that it continues to deliver improvements in securing value for money.
(3) What are the expected outcomes?	The introduction of a chargeable garden waste service is projected to generate a saving of just over £1 million in Year 1, with the expectation of increased sign up and greater yields in subsequent years.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	The proposal is not intended to benefit any one particular group.
<u>Stage 2 – Information Gathering</u>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	The Council has carried out a benchmarking exercise and evidence (including lessons learnt) has been obtained from a number of local authorities who have introduced a chargeable garden waste service.
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	The Portfolio Holder for Operations has been consulted on a regular basis throughout the development of the proposal. A public and stakeholder consultation will be available online from 8 th October to 19 th November 2019 (6 weeks), the outcome of which will be presented to December Cabinet for further consideration.
(3) Which of the groups with protected characteristics have you consulted with?	All – see above.

Stage 3 – Analysis of impact			
<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	RACE No	DISABILITY Potentially (see 3 below)	GENDER No
	MARRIAGE/CIVIL PARTNERSHIP No	AGE Potentially (see 3 below)	GENDER REASSIGNMENT No
(2) If there is an adverse impact, can this be justified?	RELIGION/BELIEF No	PREGNANCY MATERNITY Potentially (see 3 below)	SEXUAL ORIENTATION No
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)	A free compost bin will be offered to those residents who are in receipt of Council Tax Reduction and who choose not to participate in the service. If any resident, or another member of the household, who has signed up to the service is unable to present garden waste at the front boundary entrance of their property due to age, infirmity, disability or a medical condition, then the green bin/sack will be collected from an agreed point on the property, provided that access has been granted to the crew.		

(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	There are significant social inequalities associated with the existing garden waste service. As it is charged through the council tax system, every household pays for the service even if they do not benefit from it. For example, occupiers of flats, houses in multiple occupation, sheltered accommodation, and high density terraced houses with no gardens all pay for the service. These are often the types of properties occupied by those on low incomes, whilst occupiers of large rural properties may have several bins to dispose of their garden waste for the same basic cost. If a chargeable service was introduced, this inequality would be removed. Householders would have the choice to either subscribe to the service or make alternative arrangements such as discounted home composting or take their garden waste to one of WCC's HWRCs free of charge.
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	The proposal will maintain good relations between groups.
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	No.

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

No Further Action is required.

EqlA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

The assessment will be reviewed if there are any changes to the service or when the contract is re-let.

Please annotate your policy with the following statement:

'An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).'