

Equality Impact Assessment Template – Stage Two

Name of item being assessed:	Budget Proposal 2016/17 Phase 2: Smallmead Household Waste Recycling Centre (HWRC), Island Road
Version and release date of item (if applicable):	V1.0
Budget Holder for item being assessed:	Jackie Ward
Name of assessor:	Jackie Ward
Name of Service & Directorate	Culture & Environmental Protection, Environment
Date of assessment:	09/03/16
Date Stage 1 EIA completed:	08/02/16

Any actions identified whilst completing this EIA should be recorded in the Action Plan at Step 7.

STEP 1 – Scoping the Equality Impact Assessment

1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.			
Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Public Consultation	x	Other (please specify)	

2. Please summarise the findings from the available evidence for the areas you have ticked above.
<p>As a result of the consultation with the public we have considered whether the proposed savings will have an effect on specific target groups.</p> <p>61 responses were received; the responses did identify particular individuals who may be affected more than others. The majority of these were regarding residents in the east of the district, which included specific areas of Mortimer, Burghfield, Tilehurst, Calcot and Holybrook. We received two responses about the impact on the elderly and one response each regarding people with disabilities, the elderly, young families, people doing DIY, the rural community due to an increase in fly tips, those who believe in the need for recycling, those working in Reading</p>

and council workers who will have to clear more fly tips.

Therefore this assessment will focus on the specific target groups of Age, Disability and Pregnancy and Maternity.

3. If you have identified any gaps in the evidence provided above, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.

We have identified that there is a potential gap in the data as we do not know the age profile of site users and there is insufficient time to collect this evidence.

STEP 2 – Involvement and Consultation

1. Please outline below how the findings from the evidence summarised above will affect people with the 9 protected characteristics. Where no evidence is available to suggest that there will be an impact on any specific group, please insert the following statement 'There should be no greater impact on this group than on any other.'

Target Groups	Describe the type of evidence used, with a brief summary of the responses gained and links to relevant documents
Age – relates to all ages	We received 11 responses from people over the age of 65 and one did identify that the elderly would be more impacted than others as the alternative facilities would be further away the elderly may find it difficult to make that journey.
Disability - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.	One response to the consultation did identify that people with disabilities would require special arrangements to mitigate the impact of this proposal. Although the special arrangements were not identified.
Gender reassignment - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.	There should be no greater impact on this group than on any other
Marriage and Civil partnership –.protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	There should be no greater impact on this group than on any other
Pregnancy and Maternity - protects against discrimination. With regard to employment, the woman is protected during the period of her	One response identified that families with several young children produce more waste in the form of nappies;

pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place	therefore the impact on them would be greater as they could not use the Padworth HWRC as an alternative for their excess waste and would need to travel to Newbury.
Race - includes colour, caste, ethnic / national origin or nationality.	There should be no greater impact on this group than on any other
Religion and Belief - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.	There should be no greater impact on this group than on any other
Sex - applies to male or female.	There should be no greater impact on this group than on any other
Sexual Orientation - protects lesbian, gay, bi-sexual and heterosexual people.	There should be no greater impact on this group than on any other

2. Who are the main stakeholders (eg service users, staff etc) and what are their requirements?

The HWRC service users are the main stakeholders and requirements are to have a local HWRC which are easily accessible.

3. How will this item affect the stakeholders identified above?

Respondents objected to the proposal due to the additional distance required to travel and associated costs to use similar services. Families with children in nappies would not have a local facility to dispose of refuse. However the cost issue was a general issue raised rather than specific to target groups.

STEP 3 – Assessing Impact and Strengthening the Policy

What are the measures you will take to improve access to this item or to mitigate against adverse impact?

Age – the Council is considering the potential of improving the Padworth HWRC which is more accessible to residents in the east. The Council would provide advice and information as to how their waste could be managed; which for the elderly could include assisted kerbside collections.

Disability – all HWRC staff are trained to help any site user requiring assistance, no further measures should be required.

Pregnancy and Maternity – the Council is considering the potential of improving the Padworth HWRC which is more accessible to residents in the east. The Council would provide advice and information as to how their waste could be managed; for families with several children in nappies this could include extra capacity bins and advice on waste minimisation.

Although **low income families** are not a protected group there may be a direct impact on them

due to the increased costs of travel to use the facilities.

STEP 4 – Procurement and Partnerships

Is this item due to be carried out wholly or partly by contractors?

Yes/No (please delete)

If 'yes', will there be any additional requirements placed on the contractor? Have you done any work to include equality considerations into the contract already? You should set out how you will make sure that any partner you work with complies with equality legislation.

Smallmead is managed by re3 waste partnership of Bracknell Forest, Reading and Wokingham Borough Councils.

The West Berkshire waste services are provided as part of the Integrated Waste Management Contract and there is an Equality Policy in place.

STEP 5 – Making a Decision

Summarise your findings and make a clear statement of the recommendation being made as a result of the assessment. This will need to take into account whether the Council will still meet its responsibilities under the Equality Duty.

As the impact on target groups could be mitigated through the development of the Padworth HWRC it is recommended that these improvements should be made to demonstrate that we have met the authority's responsibilities in relation to equality.

STEP 6 – Monitoring, Evaluating and Reviewing

Before finalising your action plan, you must identify how you will monitor this item following the Equality Impact Assessment and include any changes of proposals you are making.

Once the change has taken place, how will you monitor the impact on the 9 protected characteristics?

We will monitor any customer feedback to determine if any further mitigation is required to protect the target groups.

STEP 7 – Action Plan

Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.

	Actions	Target Date	Responsible Person
Involvement & consultation	None		
Data collection	HWRC Customer /	Every 2-3 years or as	Jackie Ward, Waste Manger

	Site User Survey	required	
Assessing impact	Provide advice and information	As part of the service changes and as part of business as usual	Jackie Ward, Waste Manger
Procurement & partnership	Working with neighbouring authorities and waste contractor.	Subject to agreement	Jackie Ward, Waste Manger
Monitoring, evaluation and reviewing	Monitor customer feedback	As part of the service changes and as part of business as usual	Jackie Ward, Waste Manger

STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Contributors to the Assessment		
Name: Jackie Ward	Job Title: Waste Manager	Date: 09/03/16

Head of Service (sign off)		
Name: Steve Broughton	Job Title: Head of Culture & Environmental Protection	Date: 09/03/16

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): Rachel.craggs@westberks.gov.uk