

## Equality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet or by contacting the Corporate Support Team ext. 2607.

### 1. Persons responsible for this assessment:

Names: <b>Rachel Capon – Waste Contracts Manager</b>	
Date of assessment: <b>22 September 2015</b>	Telephone: <b>01594 812406</b> Email: <b>rachel.capon@fdean.gov.uk</b>

### 2. Name of the policy, service, strategy, procedure or function:

<p><b>New waste services project 2016</b></p> <p>Is this a new or existing one? <b>Updating an existing service to expand the range of materials collected from households in the district for recycling and to increase the frequency that items are collected. It is also proposed to remove the large metal recycling banks currently located in the five town centres (but not the remaining 1100ltr banks or other bank sites).</b></p> <p><b>There are no proposed changes to the residual waste service, the garden waste service or the food waste service.</b></p>
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### 3. Briefly describe it aims and objectives

<p><b>The council already provides kerbside collections for dry recycling materials (including paper, glass bottles/jars, metal cans/tins, aerosols and domestic batteries). These are currently collected on a fortnightly basis. Following an options appraisal the council is looking to introduce a weekly collection for dry recycling from July 2016. This will include the materials already collected from the kerb but also include new materials, namely plastic bottles, cardboard, textiles and small waste electrical and electronic equipment (WEEE). The council is planning to keep the small recycling bank sites which are situated across the district, however, the large ‘container-style’ banks (located in Coleford, Lydney, Cinderford, Newent and Sedbury) for plastic bottles and cardboard will need to be removed to help finance this change.</b></p> <p><b>Increasing the amount of dry materials collected as per the preferred option will:</b></p> <ul style="list-style-type: none"> <li>• <b>Help increase the council’s current recycling/composting rate, moving it from 48% (2014/15) to a projected 58% (annually) as well as reducing the amount of residual waste being sent to landfill (currently 433kg per household) to an estimated 349kg per household;</b></li> <li>• <b>Meet the objectives of set out in Gloucestershire’s Joint Municipal Waste Management Strategy (2007-2020); these being to reach a minimum</b></li> </ul>
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- recycling/composting rate of 45% by 2015 (achieved) and enable the council to reach a 50% recycling/composting rate by 2020;
- Improve residents' satisfaction with the recycling services provided by the council;
  - Make it easier for residents to take part in the services offered without the need to drive to recycling sites to dispose of items such as plastic bottles, cardboard, textiles and WEEE;
  - Result in an uplift in the number of household partaking in recycling as they will be able to recycle most items at the kerbside;
  - Enable high quality recycle to be collected for re-sale and thus maximise income for these waste streams and the amount of recycling credits (income) received;
  - Reduce costs of sending waste to landfill (borne by Gloucestershire County Council as the Waste Disposal Authority).

4. Are there any external considerations? (e.g. Legislation/government directives)

**The EU Waste Framework Directive (2008/98/EC) which requires local authorities in England and Wales to offer separate collections for (a minimum) paper, glass, plastic and metal if it is technically, environmentally and economically practicable (TEEP) to do so from January 2015.**

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	x	As part of the waste consultation (see below) residents were asked their age banding and information about where they lived and the types of property they lived in. The survey was posted to 1 in 19 households, taken from a cross spread of postcodes, to ensure even representation.
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	x	The JWT conducted an 8-week consultation with the public to ascertain what materials they would like to see introduced and to ask what containers they could manage on their property. Residents were also questioned about which recycling bank sites they used and how they felt about their removal if the materials collected at the kerbside were to be increased.
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within	x	From the team's daily interaction with the general public

Gloucestershire		<b>we realise that residents would like the council to increase its kerbside service for recycling (particularly for cardboard and plastic bottles as which has been backed up by the survey results).</b>
Comparisons between similar functions / policies elsewhere	<b>x</b>	<b>No adverse comments have been forthcoming from other Gloucestershire authorities which have introduced similar services elsewhere.</b>
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

**The team monitors enquiries for gaps in service provision and continues to communicate with members of the public through other means such as talks/events, including schools/young people.**

7. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<b>x</b>
<p>Comments: e.g. Who will this specifically impact? <b>The introduction of a weekly and expanded kerbside recycling service will impact on all households who wish to utilise it. While the large metal banks will be removed (located in Coleford, Cinderford, Lydney, Newent and Sedbury only) residents will still be able to access the 1100ltr banks (for paper, glass, cans/tins/aerosols, plastic bottles) which remain at these sites and which are provided at the other recycling sites in the district and the Household Recycling Centre (HRC). While we would anticipate that usage of the banks to drop following the implementation of the expanded kerbside service, we know that people living in flats, down long forestry tracks (who may struggle to carry recycling boxes to the highway) and tourists may still have a need for the banks to remain.</b></p> <p><b>Textile/shoe banks, provided by ERC on behalf of the council, will also remain for the time being as will banks for foil which are serviced by FoDDC's DSO team as per our working arrangement with Taurus Crafts.</b></p>	

## 8. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People		x		<b>Help those who may not be able to drive to recycling sites due to lack of funds/not yet in a position to take their test.</b>	
Age – Old People		x		<b>The council already provides assisted collections for residents who are unable to carry/place their waste containers to the kerbside due to ill health, disability and frailty of old age. This service will continue. Increasing materials will also be more advantageous for those members of the public who do not drive/rely on public transport.</b>	
Disability		x		<b>Help those who, due to their disability may not be able to drive to recycling sites, to recycle more from home.</b>	
Sex – Male			x		
Sex – Female			x		
Race including Gypsy and Travellers			x		<b>While the proposed changes do not adversely impact on this group, due to the often transitory nature of gypsy and travellers, it may be difficult to communicate with these specific groups.</b>
Religion or Belief			x		
Sexual Orientation			x		
Gender Reassignment			x		
Pregnancy and maternity			x		
Geographical impacts on one area		x		<b>The service will help those who live some distance from the local recycling banks/HRCs who until now may have wanted to recycle plastic</b>	

				<b>bottles/card/textiles/WEEE but have instead had to place these items in the residual waste bin. This geographic disparity will no longer exist.</b>	
Other Groups			<b>x</b>		

## 9. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
<b>Contact Forest Sensory Service to include information about service changes in their audio newsletter.</b>	<b>Marsha Llewellyn</b>	-	<b>Spring 2016</b>
<b>Continue to promote the assisted collection service.</b>	<b>Marsha Llewellyn</b>	-	<b>Ongoing</b>

**Declaration**

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	<b>Marsha Llewellyn</b>	Role:	<b>Recycling &amp; Waste Officer</b>	Date:	<b>22/9/15</b>
Line Managers signature:				Date:	
Reviewed by Corporate Equality Officer Group:	Rebecca Hurcombe			Date:	7 October 2015

Please forward an electronic copy to the Corporate Support Team – [corporatesupport@fdean.gov.uk](mailto:corporatesupport@fdean.gov.uk).