

Change Equality Impact Assessment (EqIA)

| 1. Proposal details | | |
|---|--|------------------------------|
| Name of the policy/project/process being assessed (subsequently referred to as project) | Introduction of an annual subscription for the garden waste service | |
| Purpose of project | This project supports the sustainability of the waste service and is a key project within the Medium-Term Financial Plan | |
| Who is the project intended to benefit? | The project protects the ongoing sustainability of having a separate collection of garden waste. | |
| What outcomes should be achieved? | This will raise income via an annual subscription which will help to protect the ongoing sustainability of the service. | |
| Version of EqIA | 1.0 | |
| Date this version created | 01/12/2023 | |
| Confidential | no | |
| Directorate | Environment | |
| Service | Sustainability | |
| | Name | Service or organisation |
| Principal author | Paul Nelson | Environmental Sustainability |
| Additional authors | | |

| 2. Groups impacted | | |
|-----------------------------------|-----|---|
| Does the project impact upon? | | If yes, what is the estimated number impacted and the level of impact this will have on the group (high, medium, low)? |
| Service users | yes | The service is offered to 74,000 homes in the Borough. If approved, the project would require residents to sign up to a chargeable subscription for the collection of garden waste. Low impact. |
| Carers or family of service users | no | |
| Residents | yes | Please see "service users" response |
| Visitors | no | |
| Staff | no | |

| | | |
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| Partner organisations | no | |
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| 3. Evidence gathering and engagement | | |
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| | Internal evidence | External evidence |
| What evidence has been used for this assessment? | Consultation with colleagues | Research from other LAs who charge for garden waste. |
| Have you carried out any engagement in relation to this proposal? | yes | |
| If yes of what kind and with whom? If no, why not? | This was included in budget consultation. | |
| Is there any information you don't have? | no | |
| If yes, why is this information not available? | | |

| 4. Impact on groups with different characteristics | | | |
|--|--------------------------------------|--------------------------------------|---|
| Legally protected characteristics | Potential positive impact identified | Potential negative impact identified | Description of the potential impact and evidence used in the assessment (mitigations are not included here) |
| Age | no | no | |
| Disability | no | no | |
| Gender reassignment | no | no | |
| Marriage & civil partnership | no | no | |
| Pregnancy & maternity | no | no | |
| Race | no | no | |
| Religion or belief | no | no | |
| Sex | no | no | |
| Sexual orientation | no | no | |
| Intersectionality | no | no | |

| Non-legally protected characteristics | | | |
|---------------------------------------|----|-----|--|
| Carers | no | no | |
| Socio-economic disadvantage | no | yes | There is the potential that the £30 annual charge may deter some residents from signing up to the service. |

| 5. Achievement of the Authority's public sector equality duty | | |
|--|-----|--------------|
| Will the proposal contribute to any of the following? | | If yes, how? |
| Eliminate unlawful discrimination, victimisation and harassment | N/A | |
| Advance equality of opportunity between people who share a protected characteristic and those who do not | N/A | |
| Foster good relations between people who share a protected characteristic and those who do not | N/A | |

| 6. Negative impacts | | |
|-----------------------------|-------------------------------|--|
| Potential negative impact | Can it be reduced or removed? | If yes how? If no, why not and what alternative options were considered and not pursued? |
| Socio-economic disadvantage | yes- reduced | <p>The £30 charge is the lowest of our 6 Local Authority neighbours.</p> <p>Residents are still able to dispose of garden waste for free at the Household Waste & Recycling Centre. This operates 364 days a year.</p> <p>The Authority subsidises home compost bins.</p> <p>Residents are able to share subscriptions with neighbours, friends and family.</p> <p>The NEAT Streets scheme offers Council house tenants 2x free collections of "bulk" waste per year. This can be used for garden waste.</p> |

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| | | Residents are still able to dispose of garden waste in their normal home refuse bin (not recycling). |
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| 7. Action plan | | | | | |
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| Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them | Responsible officer name | Responsible officer service area | | Target completion date | Action completed |
| N/A | | | | Calendar | Choose an item. |
| Actions already in place to remove or reduce potential negative impacts | Responsible officer name | Responsible officer service area | | Impact | |
| N/A | | | | Choose an item. | |
| Actions that will be taken to remove or reduce potential negative impacts | Responsible officer name | Responsible officer service area | Impact | Target completion date | Action completed |
| Although not a protected characteristic (socio-economic) the Authority to promote the mitigating actions as part of its communications campaign. | Paul Nelson | Environmental Sustainability | reduce | 31/12/2024 | Choose an item. |
| Actions that will be taken to make the most of any potential positive impact | Responsible officer name | Responsible officer service area | | Target completion date | Action completed |
| N/A | | | | Click or tap to enter a date. | Choose an item. |
| Actions that will be taken to monitor the equality | Responsible officer name | Responsible officer service area | | Target completion date | Action completed |

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|---|---------------------------------|---|------------|-----------------|
| impact of this proposal once it is implemented | | | | |
| Number of subscriptions will be monitored. Complaints will be monitored. | Paul Nelson | Environmental Sustainability | 31/03/2025 | Choose an item. |
| Date review of EqIA to be completed | Responsible officer name | Responsible officer service area | | |
| 31/03/2025 | Paul Nelson | Environmental Sustainability | | |

| 8. Outcome of EqIA | |
|---|--|
| Outcome | Please explain and evidence why you have reached this conclusion: |
| The proposal is robust, no major change is required | The subscription applies to all eligible properties and there is no reasonable expectation that it would have a positive or negative impact on protected characteristics. There are mitigating actions that the Council is able to implement to reduce the potential negative impacts for the non-legally protected characteristic of socio-economic disadvantage. |

| 9. Corporate Equality Group member approval | |
|---|--------------|
| Do you agree or disagree with this assessment? | Agree |
| If disagree, please explain why? | |
| Name of Corporate Equality Group Member | Chris Bishop |
| Date | 04/12/2023 |

| 10. Director/ Head of Service approval | |
|---|-------------|
| Do you agree or disagree with this assessment? | Agree |
| If disagree, please explain why? | |
| Name of Director/Head of Service | Paul Nelson |
| Date | 04/12/2023 |

Please return the document to the Author and Corporate Equality Group member.