

## **EQUALITY IMPACT ASSESSMENT (EIA)**

### **Joint Waste Contract Proposals (SDC/WDC)**

**Before completing this document please refer to our guidance on the completion of Equality Impact Assessments.**

<b>Service/policy/strategy/practice/plan being assessed</b>	Joint Waste Contract Proposals – SDC/WC
<b>Business Unit/Service Area</b>	Neighbourhood Services/Contract Services
<b>Is this a new or existing service/policy/strategy/practice/plan?</b>  <i>If an existing service/policy/strategy/practice/plan please state date of last assessment</i>	Change to existing bin collection service
<b>EIA Review team – list of members</b>	Julie Lewis, Zoë Court, Becky Davies
<b>Do any other Business Units/Service Areas need to be included?</b>	Neighbourhood Services / Business Support
<b>Date of assessment</b>	26 October 2020
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?</b>  <i>If yes please let your Head of Service and the Customer Relations Team know as soon as possible</i>	Yes/No

### Details of service/policy/strategy/practice/plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan ?	Both Warwick and Stratford-on-Avon District Councils are committed to improving their services for the residents of South Warwickshire and are investigating joint working and shared services. Management roles in ICT and Neighbourhood Services are already being shared across the two councils, as is the prospect of a joint Local Plan for our communities, to secure long-term benefits. The proposal is a new joint 123+ waste collection service commencing Aug 2022 aimed at reducing residual waste and increasing recycling.
(2) Who are the customers?	All households within Warwick District Council receive a refuse collection.
(3) How has equality been considered in the development or review so far?	Yes
(4) What is the reason for the change/development?	<p>Combining our waste collection under one contract, is the next service to be proposed for joint working by both councils. The contracts for both councils finish around the same time, which presents an opportunity to review procuring a combined service across the whole of South Warwickshire, serving 126,000 households.</p> <p>A new contract would focus on achieving both environmental and financial benefits; encouraging residents to increase their household recycling, reduce residual waste and reduce the cost of treating and disposing of rubbish. In addition, it will support the ambition of both councils to achieve carbon-neutral status for their districts by 2030.</p> <p>1. Moving to a 3-weekly collection of residual waste to encourage further recycling</p>

	<p>2. Introduction of a separate food waste collection</p> <p>3. Changing kerbside separate recycling to co-mingled in wheeled bin.</p>
<p>(5) How does it fit with Warwick District Council's wider objectives?</p>	<p>WDC is committed to equal opportunities and embracing diversity, to ensure that no person receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Council regularly reviews the way we deliver services to ensure we continuously improve opportunities for everyone to access / benefit from them whilst feeling included.</p>
<p>(6) Why might it be important to consider equality and the protected characteristics?</p>	<p>WDC need to ensure that no resident is disadvantaged due to changes to the waste contract including;</p> <ul style="list-style-type: none"> <li>• The change in frequency of refuse collections from fortnightly to 3 weekly</li> <li>• The change from red boxes to wheeled bin for recycling</li> <li>• The introduction of food caddies</li> <li>• The possibility of charges for green bins</li> </ul>
<p><b>Information Gathering</b></p>	
<p>(7) What sources of data have you used?</p> <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<p>There are currently 1333 properties on assisted collections. This is a service we offer to residents who require assistance with presenting waste containers, due to disability or infirmity. Demand for this service is likely to change due to the changes proposed and the aging population.</p> <p>Some residents only require assistance for recycling containers, this may no longer be required with a wheeled bin.</p>

	<p>We currently have 37 residents using the weekly clinical waste collection service, this service will continue and these residents will be contacted regarding any changes to collection days etc.</p> <p>These services will still be provided within the new contract.</p>
(8) What does the data you have tell you about your customers and about protected equality groups?	As above, the only protected characteristic group we collect data on are those with physical or medical conditions.
(9) What do you need to know more about?	<p>If these changes have any impact on any other protected equality group other than those already aware of.</p> <p>This is a major contract change that will require new publicity and marketing materials – what different languages do we need produce leaflets in.</p> <p>We need to ensure we can produce these materials in large print and braille if required.</p>
(10) How could you find this out and who could help you?	Public consultation and community engagement activities (i.e. roadshows etc.)

<b>Engagement and Consultation</b>	
(11) Who have you consulted with from protected equality groups?	This will follow as it gets closer to the start date in Aug 2022.
(12) Who else could you consult with?	Residents, Community Groups, District/Town/Parish Councillors, local charities supporting PEGs, PAB.
(13) Who can help you to do this?	Community Partnership Team, E&D Task and finish group?
<b>Monitor and Evaluate</b>	
(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?	Enquiries/complaints/feedback from local residents Uptake of assisted collections, clinical collections.

**(15) Analysis of impact and potential actions:**

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	
<b>Age</b>	<p>The age makeup of the population of Warwick is equally spread and ranges from 11% - 14% for 16-64 year olds (8 year bands, see appendix 1). Under 16's make up 19% and over 65's 18.8%.</p> <p>25-34 and 55-64 both making up around 9% each. The over 65's make up 12%.</p>	<p>WDC offer an Assisted Collection Service and a Clinical Waste Collection Service.</p> <p>Easier to recycle.</p> <p>Smaller bins available.</p>	Residents may not understand the new calendar of collection services	<p>Promote these services as part of the Communication Plan for the new contract to increase awareness to ensure these services are accessible for all.</p> <p>Introduce cloud 9 app for bin collections and information.</p> <p>This could reduce complaints for missed collections</p>
<b>Disability</b>	In Warwick District, 6.4% have highly limited day to day activities with 8.5% limited a little.	As above	Those with visual or learning	Promote these services as part of the Communication Plan for the new contract to increase awareness of assisted collections and calendar information.

			disabilities may not be aware.	Community Engagement to identify these groups
<b>Sex</b>	<b>Warwick District</b>  In Warwick District, the split between male and female is almost exactly 50/50.	N/A	N/A	<b>NA</b>
<b>Race</b>	In Warwick District, the largest ethnic group is White British (83%). The second largest group is Asian/Asian British: Indian (5%) and White: Other White (4%)	Media Team can produce publicity materials in different languages	Groups where English is not first language may not be aware they can request materials in different languages	Community engagement to build relationships with these residents  Suggest promote the service by use of pictures and graphics.  Introduction of app for calendar information.  "This leaflet is available in different languages, please contact X"



				In known local languages, such as Portugese, Polish etc
<b>Religion or belief</b>	In Warwick District the largest group which make up 58% of the population are Christian and 28% not having a religion. The largest of the minority groups are Sikh which make up around 4%.	N/A	N/A	NA
<b>Gender Re-assignment</b>	Estimates regarding the size of the transgender community in England are difficult to establish due to the lack of reliable baseline data. The current estimate nationally is 1%.	N/A	N/A	NA
<b>Pregnancy and Maternity</b>	No data currently available.	N/A	N/A	Assisted collections available if needed. Larger bin policy applies to households with children in nappies.

<b>Sexual orientation</b>	N/A	N/A	N/A	N/A
<b>Marriage and Civil Partnership</b>  <b>(Note: only in relation to due regard to eliminating unlawful discrimination)</b>		N/A	N/A	N/A

**(16) Outcomes of Equality Impact Assessment**

<b>Action</b>	<b>Timescale</b>	<b>Responsibility</b>
<b>Ensure Communication Plan includes information on obtaining literature in other languages/formats</b>	<b>On going</b>	<b>Zoë Court</b>
<b>Ensure all residents are aware of the Assisted Collection Service and Clinical Collection Service as part of the Comms Plan.</b>	<b>On going</b>	<b>Zoë Court</b>
<b>Ensure residents can contact the Council about the service via all channels to ensure accessibility to all.</b>	<b>On going</b>	<b>Zoë Court</b>



<b>Date of Next Review</b>	<b>Oct 2021</b>
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<b>Name and signature of Officer completing the EIA</b>	<b>Zoe Court</b>
<b>Name and signature of Head of Service</b>	<b>Julie Lewis</b>

***NEXT STEPS: Once completed, share the document with your Head of Service to gain their signature {what's the email to send it too?}***