

## EQUALITY IMPACT ASSESSMENT (EIA)

### SDC/WDC Waste Collection Contract

<b>Service/policy/strategy/practice/plan being assessed</b>	SDC/WDC Waste Collection Contract
<b>Business Unit/Service Area</b>	Environmental and Neighbourhood 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>	Changes to existing waste collection services
<b>EIA Review team – list of members</b>	Julie Lewis, SDC Head of Environmental and Neighbourhood Services Craig Bourne, SDC Environmental and Neighbourhood Services Manager
<b>Do any other Business Units/Service Areas need to be included?</b>	No
<b>Date of assessment</b>	1 <sup>st</sup> November 2022
<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 Services Team know as soon as possible</i>	<b>Yes</b>

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

<b>Scoping and Defining</b>	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan?	Both Stratford-on-Avon District Council (SDC) and Warwick District Council (WDC) are committed to improving service provision for the residents of South Warwickshire. The new joint '123+' waste collection contract commenced on 1 <sup>st</sup> August 2022 and will reduce residual waste, increase household recycling and achieve both environmental and financial benefits.
(2) Who are the customers?	All residents in Stratford-on-Avon District and Warwick District.
(3) How has equality been considered in the development or review so far?	Evidence has been obtained from a number of local authorities which have introduced 3-weekly and 4-weekly refuse collections. The new waste collection contract has been designed to ensure that all residents in Stratford-on-Avon District and Warwick District have equality of access to service provision.
(4) What is the reason for the change/development?	The new waste collection service focuses on achieving both environmental and financial benefits; encouraging residents to increase their household recycling, reduce residual waste and reduce the cost of processing and disposing of waste. In addition, it supports the ambition of both SDC and WDC to achieve carbon neutral status.
(5) How does it fit with the District Councils' wider objectives?	SDC and WDC are both committed to equal opportunities and embracing diversity to ensure that no person receives less favourable treatment on the grounds of age, disability, sex, race, religion or belief, gender reassignment, pregnancy and maternity, sexual orientation and marriage and civil partnership. SDC and WDC regularly review the way in which they deliver services to ensure that they continuously improve opportunities for everyone to access/benefit from them whilst feeling included.

<p>(6) Why might it be important to consider equality and the protected characteristics?</p>	<p>SDC and WDC have ensured that no residents are disadvantaged as a result of the changes to waste collection services. These changes include but are not limited to:</p> <ul style="list-style-type: none"> <li>• The change in the frequency of refuse collections from fortnightly to 3-weekly in Stratford-on-Avon District and Warwick District;</li> <li>• The change from sacks to wheeled bins for some terraced houses in Stratford-on-Avon District and Warwick District;</li> <li>• The introduction of separate weekly food waste collections in Stratford-on-Avon District and Warwick District;</li> <li>• The introduction of co-mingled recycling in wheeled bins in Warwick District (instead of separated recycling in red boxes); and</li> <li>• The introduction of chargeable garden waste collections in Warwick District.</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>Currently, there are 3,121 households across Stratford-on-Avon District and Warwick District that receive an assisted collection service. This service is offered to those residents who are physically unable to present their bins for collection at the front edge of their property boundary due to age, disability or infirmity.</p> <p>There are also 1,332 households across Stratford-on-Avon District and Warwick District that meet the following criteria and have an additional refuse bin:</p> <ul style="list-style-type: none"> <li>• 6 or more permanent occupants in the household; or</li> <li>• 2 or more children in disposable nappies; or</li> <li>• residents with a medical need using incontinence products.</li> </ul> <p>Furthermore, there are 8 households across Stratford-on-Avon District and Warwick District that produce infectious clinical waste (i.e. medical dressings for people on long-term antibiotics etc.) and receive a weekly clinical waste collection service.</p>

(8)	What does the data you have tell you about your customers and about protected equality groups?	As above, the protected equality groups that we collect data on are age and disability, including those residents with medical conditions.
(9)	What do you need to know more about?	If these changes have any impact on other protected equality group(s).
(10)	How could you find this out and who could help you?	Feedback from residents and Members.
<b>Engagement and Consultation</b>		
(11)	Who have you consulted with from protected equality groups?	N/A
(12)	Who else could you consult with?	N/A
(13)	Who can help you to do this?	N/A
<b>Monitor and Evaluate</b>		
(14)	How will you monitor and evaluate the service/policy/strategy/practice/plan?	<ul style="list-style-type: none"> <li>• Enquiries/complaints/feedback from residents and Members</li> <li>• Number of assisted collections and clinical waste collections</li> <li>• Number of requests for additional refuse bins</li> </ul>

**(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><b>Stratford-on-Avon District</b> The age makeup of the population ranges from:</p> <ul style="list-style-type: none"> <li>• 0-14: 15%</li> <li>• 15-64: 60%</li> <li>• 65+: 25%</li> </ul> <p><b>Warwick District</b> The age makeup of the population is equally spread and ranges from:</p> <ul style="list-style-type: none"> <li>• 0-15: 19%</li> <li>• 16-64: 11%-14% (8-year bands, see Appendix 1)</li> </ul>	<p>Both SDC and WDC offer an assisted collection service and a clinical waste collection service.</p> <p>Easier to recycle.</p> <p>Smaller bins available.</p>	<p>Residents may not understand the new bin calendar.</p>	<p>Clear and concise communications in Plain English.</p> <p>Promote the assisted collection service and the clinical waste collection service to increase awareness and ensure accessibility for all.</p> <p>Promote the Cloud 9 app for bin collections.</p>

	<ul style="list-style-type: none"> <li>• 65+: 18.8%</li> </ul>			
<b>Disability</b>	<p><b>Stratford-on-Avon District</b> 7.1% of the population have highly limited day to day activities with 9.8% limited a little.</p> <p><b>Warwick District</b> 6.4% of the population have highly limited day to day activities with 8.5% limited a little.</p>	As above.	Residents with visual or learning disabilities may not be aware of the services.	<p>Clear and concise communications in Plain English.</p> <p>Promote the assisted collection service and the clinical waste collection service to increase awareness and ensure accessibility for all.</p> <p>Promote the Cloud 9 app for bin collections.</p>
<b>Sex</b>	<p><b>Stratford-on-Avon District</b> The split between male and female is 48.5/51.5.</p> <p><b>Warwick District</b> The split</p>	N/A	N/A	N/A

	between male and female is almost exactly 50/50.			
<b>Race</b>	<p><b>Stratford-on-Avon District</b> The largest ethnic group is White (93.8%). Ethnic minorities 6.2%.</p> <p><b>Warwick District</b> The largest ethnic group is White British (83%). The second largest ethnic group is Asian/Asian British: Indian (5%) and White: Other White (4%).</p>	WDC can produce publicity materials in different languages.	Some protected equality groups where English is not their first language may be unaware that they can request publicity materials in different languages.	<p>Clear and concise communications in Plain English.</p> <p>Easy to read/accessible information (i.e. pictorial/graphics) and account for different language groups.</p> <p>Promote the Cloud 9 app for bin collections.</p>
<b>Religion or Belief</b>	<p><b>Stratford-on-Avon District</b> The largest group which make up 70% of</p>	N/A	N/A	N/A

	<p>the population are Christian and 21% not having a religion.</p> <p><b>Warwick District</b> 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% of the population.</p>			
<b>Gender Re-assignment</b>	Estimates regarding the size of the transgender community in England are difficult to establish due to the lack of	N/A	N/A	N/A



	reliable baseline data. The current estimate nationally is 1%.			
<b>Pregnancy and Maternity</b>	No data currently available.	N/A	N/A	Assisted collections available if needed. Additional bin policy applies to those households with two or more children in disposable nappies or residents with a medical need.
<b>Sexual Orientation</b>	N/A	N/A	N/A	N/A
<b>Marriage and Civil Partnership (Note: only in relation to due regard to eliminating unlawful discrimination)</b>	N/A	N/A	N/A	N/A

<b>(16) Outcomes of Equality Impact Assessment</b>		
<b>Action</b>	<b>Timescale</b>	<b>Responsibility</b>
<b>Ensure that the Communications Plan includes information on obtaining literature in other languages/formats.</b>	<b>Ongoing</b>	<b>Craig Bourne</b>
<b>Ensure all residents are aware of the assisted collection service and the clinical waste collection service as part of the Communications Plan.</b>	<b>Ongoing</b>	<b>Craig Bourne</b>
<b>Ensure residents can contact SDC and WDC about the services via reporting channels to ensure accessibility for all.</b>	<b>Ongoing</b>	<b>Craig Bourne</b>

<b>Date of Next Review</b>	<b>1<sup>st</sup> November 2023</b>
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<b>Name and signature of Officer completing the EIA</b>	<b>Craig Bourne</b>
<b>Name and signature of Head of Service</b>	<b>Julie Lewis</b>