

EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of Policy:	East Cambs Street Scene: Round Reconfiguration
Lead Officer (responsible for assessment):	James Khan
Department:	East Cambs Street Scene - ECSS
Others Involved in the Assessment (i.e. peer review, external challenge):	
Date EIA Completed:	10 August 2021

What is an Equality Impact Assessment (EIA)?

As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation. The Equality Impact Assessment (EIA) process helps us to assess the implications of our decisions on the whole community, to eliminate discrimination, tackle inequality, develop a better understanding of the community we serve, target resources efficiently, and adhere to the transparency and accountability element of the Public Sector Equality Duty.

The word 'policy', in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision.

- (a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

Reconfigure the waste collection rounds to provide an efficient and optimised waste collection service to the residents of the district. The current configuration does not evidence the most efficient use of resource and contributes to unnecessary miles travelled, fuel usage and carbon emissions.

The proposal does not seek to change the levels of service currently being provided nor the scope of the service itself. It will also not restrict or remove any of the services available to residents prior to implementation.

The current configuration does not evidence the best use of staffing numbers and creates additional levels of pressure and strain when factoring in sickness and absence. This additional strain increases the risk of services unable to be deployed or completed as scheduled.

The reconfiguration plan proposes to streamline the collection areas of the district, ensuring that all crews are operating collectively, removing unnecessary miles travelled and creating a unified approach. The proposed plan highlights a reduction in vehicles used each day, reducing the carbon output, which is in line with the Council's climate strategy. The plan also provides the necessary release of operational pressure, reducing the risks associated with staffing and the competition of assigned work.

Ensuring beneficiaries are aware and communicated with, a dedicated communications plan has been created and will seek to utilise a multitude of platforms in order to reach all demographics of the district.

This comms plan will span 16 weeks providing substantial time before implementation for residents to understand how they are impacted and discuss any queries or concerns with members of the waste team.

(b) Who are its main beneficiaries? i.e. who will be affected by the policy?

Residents of the district

(c) Is the EIA informed by any information or background data (quantitative or qualitative)? i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

N/A

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics? (please tick all that apply)

Ethnicity

Age

Sex

Religion and Belief

Disability

Sexual Orientation

Gender Reassignment

Marriage & Civil Partnership

Pregnancy & Maternity

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

The policy will impact residents equally. Measures included within the comms plan seek to ensure effective communication with members of all protected characteristics.

The policy does not seek to change the level of service provided in any form.

Following implementation, residents will continue to be able to access the same levels of service they are accustomed to.

(e) Does the policy have a differential impact on different groups?

NO

(f) Is the impact *adverse* (i.e. less favourable)?

NO

(g) Does it have the potential to disadvantage or discriminate unfairly against any of the groups in a way that is unlawful?

NO

(h) How have you engaged stakeholders in gathering evidence or testing the policy proposals? Who was involved, how and when where they engaged? Does the evidence show potential for differential impact? How will you mitigate any negative impacts? Where there is the potential for an adverse impact that cannot be addressed immediately, these should be highlighted in your recommendations and objectives at the end of the EIA.

There has been no prior engagement with stakeholders however, there is substantial time for engagement during the communication phase, prior to implementation.

* The Consultation Register is available to assist staff in consulting with the Council's stakeholders.

(i) Summarise the findings of your research and/or consultation (please use a separate sheet if necessary).

N/a

(j) What are the risks associated with the policy in relation to differential impact and unmet needs/requirements? i.e. reputation, financial, breach of legislation, service exclusion, lack of resources, lack of cooperation, insufficient budget etc.

The proposal seeks to change waste collection days for residents which is likely to cause levels of unrest for some. This could cause residents to voice their opinions through a multitude of channels, causing some reputational strain on the Council and ECSS.

(k) Use the information gathered in the earlier stages of your EIA to make a judgement on whether there is the potential for the policy to result in unlawful discrimination or a less favourable impact on any group in the community, and what changes (if any) need to be made to the policy.

Option 1:	No major change - the evidence shows that the policy is robust and no potential for discrimination.	✓
Option 2:	Adjust the policy - to remove barriers or to better promote equality.	
Option 3:	Continue the policy - despite potential for adverse impact or missed opportunity to promote equality, provided you have satisfied yourself that it does not unlawfully discriminate.	
Option 4:	Stop and remove the policy – if the policy shows adverse effects that cannot be justified.	

(l) Where you have identified the potential for adverse impact, what action can be taken to remove or mitigate against the potential for the policy to unlawfully discriminate or impact less favourably on one or more communities in a way that cannot be justified? Include key activities that are likely to have the greatest impact (max. 6). Identified actions should be specified in detail for the first year but there may be further longer term actions which need to be considered. To ensure that your actions are more than just a list of good intentions, include for each: the person responsible for its completion, a timescale for completion, any cost implications and how these will be addressed. It is essential that you incorporate these actions into your service plans.

This completed EIA will need to be countersigned by your Service Lead Officer and forwarded to the HR Manager. All completed EIAs will be published on the Council's website to demonstrate to local people that the Council is actively engaged in tackling potential discrimination and improving its practices in relation to equalities.

Signatures:

Completing Officer: James Khan Date: 10 August 2021

Service Lead Officer: James Khan Date: 10 August 2021