

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Street Scene ADM Project	
Is it a new or revised function, policy, procedure or service? Potential delivery of new / alternative service models	
Department and Section: Commissioning Group for Environment (project owners) and Street Scene Delivery Unit (services in scope)	
Date assessment completed: 10/02/17	
2. Names and roles of people completing this assessment:	
Lead officer	Kitran Eastman, Strategic Lead for Clean and Green Amy Blong, Project Manager, CSG
Other groups	N/A
3. Employee Profile of the Project	Will the proposal affect employees? YES If no please explain why. If yes, please seek assistance from HR to complete the employee EIA.

4. How are the following equality strands affected? Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data			
Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?
1. Age	Yes	May impact older service users.	Impact to be assessed.
2. Disability	Yes	May impact service users with a physical and / or sensory disability.	Impact to be assessed.
3. Gender reassignment	No	N/A	N/A
4. Pregnancy and maternity	Yes	May impact pregnant women and / or mothers with babies and young children.	Impact to be assessed.
5. Race / Ethnicity	Yes	May impact service users who do not speak English as a first language.	Impact to be assessed.

6. Religion or belief	Yes	May impact on some religious practices / customs.	Impact to be assessed.
7. Gender / sex	No	N/A	N/A
8. Sexual orientation	No	N/A	N/A
9. Marital Status	No	N/A	N/A
10. Other key groups?	No	N/A	N/A
Carers	No	N/A	N/A
People with mental health issues	No	N/A	N/A
Some families and lone parents	No	N/A	N/A
People with a low income	No	N/A	N/A
Unemployed people	No	N/A	N/A
Young people not in employment education or training	No	N/A	N/A

5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

The project is currently at the revised Outline Business Case (OBC2) stage and the impact of the alternative service delivery model(s) on service users is not yet known. This is because the detail of how this model(s) could be delivered in practice is not yet known.

Once a decision has been taken by Members as to which delivery option to proceed with, the detail of the chosen option will be developed. This will enable the project team to monitor the impact of the model(s) on service users, as the detail of how services could change becomes

available.

Prior to the submission of the initial outline business case (OBC1) to Environment Committee on 29 September 2016, the proposed method of monitoring the impact of the project was to engage with service users via consultation. A consultation on the recycling and waste strategy was open for eight weeks from 18 January 2016 via the 'Engage Barnet' website (<http://engagebarnet.gov.uk>). This consultation included initial engagement on potential alternative delivery models for waste and recycling services.

As the Street Scene ADM project has progressed towards OBC2, more project-specific consultation has taken place. An online public consultation ran for ten weeks, from the week commencing 07 November to the week ending 15 January. The detailed respondent profile can be found in the Consultation and Engagement report in Appendix (tbc). A high proportion of the respondents identified with the following protected characteristics:

- Female
- Aged 35 to 64
- White British
- Christian

Whilst this information provides useful insight into the respondent profile within the scope of consultation, it doesn't confirm or deny the estimated impact on the protected groups listed in section 4 above.

The estimated impact on the protected characteristics listed above therefore remains unchanged until such time as it can be evaluated against the chosen alternative delivery model option.

6. Initial Assessment of Overall Impact		
Positive Impact	Negative Impact or Impact Not Known¹ √ (Impact not yet known)	No Impact
7. Scale of Impact		
Positive impact	Negative Impact or Impact Not Known √ (Scale of impact not yet known)	
8. Outcome		

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

No change to decision	Adjustment needed to decision	Continue with decision <i>(despite adverse impact / missed opportunity)</i>	If significant negative impact - Stop / rethink
√			

9. Please give a full explanation for how the initial assessment and outcome was decided. .

As referred to in section 5 above, the actual impact on service users is still not yet known because the detail of how Street Scene services could change is still not yet known. Nor has the recent consultation provided respondent information that could either confirm or deny the estimated impact on service user groups with the protected characteristics potentially in scope.

There are five service user groups with protected characteristics that have been identified as having the potential to be impacted by the alternative service delivery model(s), as noted in section 4 above.

These groups are:

- Older people
- People with disabilities
- Pregnant women and / or mothers with babies and young children
- People who do not speak English as a first language (or at all)

There is also the potential for there to be an impact on some religious practices or customs.

These groups have been noted because they are currently impacted by business as usual service delivery, so it is not unreasonable to assume that they would be in scope of any potential changes which may be implemented by the alternative service delivery model(s).

This assumption is founded on evidence from previous engagement with service users as part of; strategy consultation, ongoing performance monitoring through resident satisfaction surveys, complaints monitoring, and requests for supported services (e.g. assisted bin collection).

However, it is still not yet known if these groups will definitely be affected and, if so, to what extent. As the Street Scene ADM project progresses towards a full business case (FBC) once the chosen option has been identified, a further EIA will be conducted in line with project consultation requirements and in accordance with Barnet project management methodology.

Borough Data

The link below is to demographic data held by the council, by borough and by ward, which can be used to identify who the protected groups might be and where they might be located.

This data is not only useful for conducting an EIA but can also be used as a tool for effective demand management; whereby services can be targeted to those who need them most:

<https://employeeportal.lbbarnet.local/home/departments-and-services/central-services/Barnet-Facts-and-Figures.html>