

Appendix D

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed: New Household Recycling and Waste Policies	
Is it a new or revised function, policy, procedure or service? 30 formal Household Recycling and Waste Policies, most of which are formalising operational practise and some of which are new policies.	
Department and Section: Environment Commissioning Group (author of the policies) and Street Scene Delivery Unit (who provide the Recycling and Waste services)	
Date assessment completed: 30 August 2018	
2. Names and roles of people completing this assessment:	
Lead officer	Nicola Cross, Strategic Lead - Clean and Green
Other groups	N/A
3. Employee Profile of the Project	<p>Will the proposal affect employees? Yes</p> <p>The proposals will not significantly affect employees as the proposals are focused on household waste and residents. Employees will have a small indirect effect by for example the implementation of the policy relating to side waste, where it will affect what the collection crews will be collecting.</p>

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	Individuals may be affected by the policy on Assisted Collections as the policy is being formalised and regular checks will be undertaken. However where someone can demonstrate that they meet the criteria an Assisted Collection will be available.	No further action is being taken as the new Recycling and Waste Policies are designed to be fairer and consistent, and where an individual meets the qualifying criteria for the Assisted Collection Policy the service will be provided.
2. Disability	Yes	Individuals with a disability may be	No further action is being taken as the new

		<p>affected by the policy on Assisted Collections as the policy is being formalised and regular checks will be undertaken. However where someone can demonstrate that they meet the criteria an Assisted Collection will be available. The policy on additional recycling and waste capacity is also being formalised, however where someone can demonstrate that they meet the criteria additional capacity will be available.</p>	<p>Recycling and Waste Policies are designed to be fairer and consistent, and where an individual meets the qualifying criteria the service will be provided.</p>
3. Gender reassignment	No	No anticipated impact.	No change.
4. Pregnancy and maternity	No	No anticipated impact.	<p>The policy on additional refuse capacity is being formalised, and in households where there are 2 or more children in nappies residents can request additional recycling and waste capacity. The new Recycling and Waste Policies will be published on www.barnet.gov.uk</p>
5. Race / Ethnicity	No	No anticipated impact.	<p>In the future we expect our practises to have a greater focus on reducing, reusing and recycling our waste.</p>
6. Religion or belief	No	<p>In the past we have taken account of religious events such as Passover and Christmas, and there are no anticipated impacts as a result of these policies.</p>	<p>In the future we expect our practises to have a greater focus on reducing, reusing and recycling our waste.</p>
7. Gender / sex	No	No anticipated impact.	No change.

8. Sexual orientation	No	No anticipated impact.	No change.
9. Marital Status	No	No anticipated impact.	No change.
10. Other key groups?			
<ul style="list-style-type: none"> • Carers 	No	No anticipated impact.	No further action is being taken as the new Recycling and Waste Policies are designed to be fairer and consistent, and where an individual meets the qualifying criteria for the Assisted Collection Policy and/or the Additional Recycling and Waste Capacity, the service will be provided.
<ul style="list-style-type: none"> • People with mental health issues 	No	No anticipated impact.	No further action is being taken as the new Recycling and Waste Policies are designed to be fairer and consistent, and where an individual meets the qualifying criteria for the Assisted Collection Policy and/or the Additional Recycling and Waste Capacity, the service will be provided.
<ul style="list-style-type: none"> • Some families and lone parents 	No	No anticipated impact.	No further action is being taken as the new Recycling and Waste Policies are designed to be fairer and consistent, and where an individual meets the qualifying criteria for the Assisted Collection Policy and/or the Additional Recycling and Waste Capacity, the service will be provided.
<ul style="list-style-type: none"> • People with a low income 	No	No anticipated impact.	No change.
<ul style="list-style-type: none"> • Unemployed people 	No	No anticipated impact.	No change.

<ul style="list-style-type: none"> • Young people not in employment education or training 	No	No anticipated impact.	No change.
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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

For the Assisted Collection Policy the implementation date for new customers is 4 November 2018, with a longer term implementation programme planned for existing customers. Data will be gathered on what criteria residents have met in order to have the service. In addition a questionnaire could be used to gather data on the protected characteristics of: religion, disability, race and age.

For the Additional Recycling and Waste Capacity Policy the implementation date for new customers is 4 November 2018, with a longer term implementation programme planned for existing customers. Data will be gathered on what criteria residents have met in order to have the service. In addition a questionnaire could be used to gather data on the protected characteristics of: religion, disability, race and age.

The results of the survey over a defined period could be used to identify any impact of the policies. Regular updates on the progress of the Recycling and Waste Strategy will be provided to Environment Committee. The impact of new Recycling and Waste policies could be reported to a future meeting.

The policies are designed to create a fairer system that encourages waste reduction, reuse and recycling. The policies will be published on www.barnet.gov.uk

6. Initial Assessment of Overall Impact		
Positive Impact	Negative Impact or Impact Not Known¹	No Impact
		√
7. Scale of Impact		

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.

Positive impact	Negative Impact or Impact Not Known √	
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8. Outcome			
No change to decision	Adjustment needed to decision	Continue with decision (despite adverse impact / missed opportunity)	If significant negative impact - Stop / rethink
√			

9. Please give a full explanation for how the initial assessment and outcome was decided.
<p>The Council's Strategic Equalities Objective is: that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer.</p> <p>The new Recycling and Waste Policies formalise existing practise for services such as Assisted Collections and additional waste capacity. The initial assessment is therefore that there will be no impact. However as there is currently incomplete data on who uses these services it will not be possible to assess the scale of the impact until the new policies are implemented.</p> <p>Within the new Recycling and Waste Policies there are some completely new policies for Barnet such as arrangements for additional garden waste bins. It will be through the implementation of these policies that any impacts will be identified. It is not anticipated that the impacts will be large as the policies have been developed taking into account good practise from other local authorities and the Waste and Resources Action Programme (WRAP).</p>