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: 28/04/16

2. Names and roles of people completing this assessment:	
Lead officer	Kitran Eastman, Strategic Lead for Clean and Green
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 initial Outline Business Case (OBC1) 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.

As the project proceeds towards the revised Outline Business Case (OBC2), the detail of the alternative service delivery model(s) 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. The following paragraphs outline the ways in which the impact

could be monitored.

One method of monitoring the impact of the project is 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 progresses, it is likely that more project-specific consultation will take place. This will allow the project team to monitor the ongoing equalities impact on service users of the potential delivery models in scope.

Additional methods have yet to be agreed by project board but are likely to include; resident satisfaction surveys, use of council-held demographic data (per household), and real-time monitoring by the appropriate service areas (e.g. waste collection).

6. Initial Assessment of Overall Impact

Positive Impact	Negative Impact or Impact Not Known[1]	No Impact
	√ (Impact not yet known)	

7. Scale of Impact

Positive impact	Negative Impact or Impact Not Known	
	√ (Scale of impact not yet known)	

8. Outcome

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

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[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.

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 not yet known because the detail of how Street Scene services could change as part of the alternative delivery model option(s) is not yet known. However, 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 not yet known if these groups will definitely be affected and, if so, to what extent. As the Street Scene ADM project progresses, 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