

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Cessation of existing mixed food and garden waste collection and Introduction of chargeable garden waste only collection.	Date	4/1/2021
Team/Department	Shared Waste Service (Operations)		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>The changes relate to the cessation of a mixed food and garden waste collection service provided free of charge to all residents and the introduction of a charged garden waste collection service. This service change would be implemented by the shared client team if approved by Council, for a start date of 1st April 2021.</p> <p>It is possible that some residents are impacted by this change due to the additional cost of the service and the predominantly web based sign up portal requiring residents to have a bank account. These issues are most likely to affect some residents in the Age and Disability protected categories, where for some residents their knowledge and understanding of web-based payment systems may be limited.</p>		

Please note: Prepopulated data for protected categories other than Age and Gender come from 2011 census results¹ on the district, the Age and Gender data comes from ONS mid-year estimates². If the service has specific demographic data for service users/residents than this should be used instead.

¹<https://www.nomisweb.co.uk/census/2011>

²<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	Broad Categories in East Herts Under 20 20-24 25-29 30-44 45-59 60-64 65-74 75-84 85-89 90		The public consultation has indicated that 6% of respondents either have no bank account or not debit or credit card.	In order for any benefit claim to be made a resident must have a bank account, however some more elderly residents who do not have access or understanding of the internet may require the assistance of relatives, friends or support workers to complete payment using an online portal.	An online 'user guide' will be produced to assist users navigating the website. Advice will be provided by the Customer Service Centre on how to open a bank account. The Customer Service Centre will be able to take payments over the phone by card.
		24.2% 4.5% 5.5% 19.8% 22.9% 5.4% 9.6% 5.6% 1.6% 0.9%			

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Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.	The public consultation has indicated that 6% of respondents either have no bank account or not debit or credit card.	In order for any benefit claim to be made a resident must have a bank account, however some residents may require the assistance of relatives, friends or support workers to complete payment using an online portal, where understand of the internet is limited.	An online 'user guide' will be produced to assist users navigating the website. Advice will be provided by the Customer Service Centre on how to open a bank account. The Customer Service Centre will be able to take payments over the phone by card.
Gender reassignment	No data available			
Pregnancy and maternity	No data available	Data not available, however there could be an impact on	Residents are not obliged to join the scheme.	Promote the scheme throughout the year should residents

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		Pregnancy/Maternity because pregnant women on maternity leave may have reduced income depending on their job, despite being well protected by the Employment Rights Act.	Alternative options such as using household recycling centres are available and home composting.	decide to join at a later stage. Promote alternative methods to dispose of garden waste.
Race	Broad categories with East Herts Asian/Asian British 1.9% Black/African/Caribbean/Black 0.7% British 1.6% Mixed /multiple ethnic groups 0.3% Other Ethnic group 95.5% White	No specific data collected via public consultation		

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Religion or belief	Broad categories in East Herts Christian 62.7% Muslim 0.7% Hindu 0.4% Jewish 0.3% Buddhist 0.3% Sikh 0.1% Other 0.3% Religion not stated 7.3% No religion 27.7%	No specific data collected via public consultation		
Sex/Gender	N/A			
Sexual orientation	Information not available at district level			
Marriage and civil partnership	N/A			

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Assessment of overall impacts and any further recommendations				
The impacts focus on a residents ability to pay.				

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Public Consultation	2 nd December 2020 – 31 st December 2020	4579 responses received. Not all residents completed the public consultation.	Decision to be taken at full Council with information from EQIA and survey results forming appendices to the report

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4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
Ability to use online payment portal	Provision for payment over the phone via the Customer Service Centre.	Residents will seek support to make payment if required. The service is opt in, therefore there is no requirement to pay.	No complaints received by residents who are unable to sign up by any method.	Ongoing

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Head of Service:	Jess Khanom-Metaman	Date:	05/1/21
Author of Equality Impact Analysis:	Chloe Hipwood	Date:	24/12/20