

Equality Impact Assessment Form

An equality impact assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers any service changes, strategic, and operational activities.

The Councils are committed to promoting equality and participation in all their activities, whether this is related to the work we do externally or whether this is related to our responsibilities as an employer

By completing this form, you will provide evidence of how your service is helping to meet South Oxfordshire and Vale of White Horse District Council's General Equality duty:

The Equality Act 2010 states that:

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in section 3

Guidance can be found at: ([Guidance.docx](#))

Section 1: Summary details

Service Area	Environmental Services
What is being assessed (e.g. name of policy, service, strategy, function, or proposed service change).	The Waste Resources and Street Cleansing Strategy being approved in 2024
Is this a new or existing policy, service, strategy or function?	New
<p>Summary of assessment</p> <p>Briefly summarise the change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).</p>	<p>The strategy seeks to build on the already strong position of the two districts as amongst the best for recycling in England.</p> <p>The intention is not to alter the basic configuration of the kerbside collection service, although this may be reviewed pending material changes brought about by the Environment Act 2021.</p> <p>The main areas of change are as follows:</p> <ul style="list-style-type: none"> • To seek more flexibility in the street cleansing arrangements, and to work more effectively and collaboratively with lower tier government (Town and Parish Councils) to achieve this. • To work more effectively as a council and with residents and community organisations to spread good practice, in particular around waste reduction, reuse and recycling. <p>There are no significant equality impacts from this strategy.</p>
Completed By	William Maxwell
Authorised By	Scott Williams

Date of Assessment	07.08.24
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Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the change, including reasons for any changes from previous versions.</p>	<p>There are several drivers for the new strategy.</p> <ul style="list-style-type: none"> • national government policy • the climate emergency • service costs <p>The primary aim of the strategy is to push waste up the waste hierarchy, to reduce waste and increase reuse and recycling. This is reflected in the measures used to monitor success.</p> <p>The strategy states that the best way to achieve this is not through an upheaval in the core delivery of the service, but through better communication, engagement and community support in rethinking waste.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>There are nearly fifty proposals for work, bracketed into work themes.</p> <p>These are –</p> <p>Household waste collection</p> <ol style="list-style-type: none"> 1. Support residents to reduce waste and move the waste they do produce up the waste hierarchy. 2. Maximise the visibility and clarity of education messages on sustainability. 3. Support residents to maximise the value and lifespan they get from their goods. 4. Where items must be disposed of, have the most appropriate collection system, getting as many of the items that can be recycled into the recycling stream.

	<p>5. Recycle and process materials in the most cost effective and sustainable way.</p> <p>Street cleansing</p> <p>6. Reduce litter through a localised, community-driven approach.</p> <p>7. Reduce fly tipping.</p> <p>8. Clean streets in partnership with and sensitive to, local needs.</p> <p>It should be noted here that none of the proposed work themes make up concrete actions. What become translated into a series of specific projects will be outlined within the annual action plan. The strategy is designed to set the overall direction and not list specific actions with timeframes etc. This is partly because to take forward many of the work theme areas described will require further work over a longer period.</p> <p>It does ask, but does not require, residents, businesses and community organisations operating within the two districts to rethink how they approach waste. That it should be seen as a resource to be repaired, refilled, re-homed or recycled, breaking the linear produce, use, dispose model.</p> <p>The only proposal that could adversely impact specific groups is the suggestion that a move to a three:two:one collection system could be adopted, if the research on this shows viability and if its lawful. Part of the viability of this would be an impact assessment for those with protected characteristics, as is currently the case with the bin policy in regards to larger households and those with additional waste-generating medical conditions.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact</p>	<p>Significant work has been undertaken to shape the strategy, these actions are listed under:</p> <ol style="list-style-type: none"> a. Opportunity for all members to provide their views on the waste resources and street cleansing approach. This included in person and online sessions. b. Meetings with joint CEEAC/CEAC group. c. Regular updates and discussions with the internal officer waste project board and waste programme board. d. Completion of online resident consultation sessions, coordinated by an external consultant. e. Completion of the resident bin survey, aimed at getting quantitative data about how bins are used and how full they are.

on different individuals, communities, or groups.

- f. Completion of the litter bin survey and analysis of the annual waste survey.
- g. Engagement with the waste consultancy firm Eunomia to provide commercial advice on the current state of the waste market.
- h. Consultation with key officers across Oxfordshire to ensure that the strategy complements existing waste strategies including the Oxfordshire Joint Municipal Waste Management Strategy.
- i. Announcement of the Simpler Recycling scheme by government, which aims to provide more consistency for the collection of waste and recycling.
- j. Research into best practice from authorities nationally.
- k. Consultation on the contents and style of the strategy by SMT and through informal Cabinet Portfolio briefings.
- l. Presentation to cabinet as formal briefings.
- m. Consultation through Joint Scrutiny Committee.

Of particular note, for community impact, has been feedback from the annual residents survey and from the specific focus groups looking at the current service from the perspective of the users.

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Possible challenge to participate in repair or reuse or to find necessary support for items required on a 'pre-loved' basis.	Consider how access to community-run services can facilitate maximum inclusion for people with disabilities	Louise Brown, Waste Team Leader (who manages the waste reduction officers)	To be part of the annual action plan
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Opportunity to reduce costs, where the likes of food waste can be reduced, and cheaper reusable items supplied or repaired rather than bought new.			

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Opportunity to save on disposal costs and for upstream decisions to reduce unnecessary purchases.			
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Growth of the third sector through greater partnering opportunities.			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Action plan

Action plan (add additional lines if necessary) You must monitor implementation of the action plan until all of the actions are complete. It needs to include any action that has been identified – evidence requirements, consultation needed or options for mitigating any impact. What resources are required? Please add additional lines where necessary.

Action(s)	Lead Officer	Resource	Timescale
Disabled access to activities to help push waste up the waste hierarchy	Louise Brown	Officer	Ongoing
Councils become zero waste champions	William Maxwell	Officer	Ongoing

Is there is anything else that you wish to add?

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where a negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	William Maxwell	Role:	Waste Project Manager	Date:	07/08/2024
Line Managers signature:	Scott Williams			Date:	07/08/2024
Reviewed by Equality Officer	Abigail Witting			Date:	20/08/2024