

IMPACT ASSESSMENT

This should be carried out during the development stage of a new project, strategy, policy or service or when you are reviewing an existing project, strategy, policy or service.

By understanding and meeting people’s differing needs we can provide more effective services.

Name and brief description of project, strategy, policy or service being assessed

Introduction of the Four Day Working Week from June 2013 and this includes stopping the collection of excess waste (i.e. waste that cannot fit into the wheeled bin) throughout the entire District which is the focus of this Equality Impact Assessment.

Information used to analyse the impact on people affected by the project, strategy, policy or service

State who will be affected, the relevant information you are using to assess how it will affect them, note any relevant consultation, surveys, etc.

Currently excess waste is being collected from some households within the District. This is having an adverse affect on the Districts recycling performance as well as inequality to those households which currently do not present side waste as they recycle. Our comprehensive household recycling collection service (including food waste and garden waste) can divert over 60% of rubbish from landfill so there should not be any need for excess waste. However, there are some exceptions to this which include those larger households, disposable nappies and medical conditions which will generate additional waste. We fully understand the extra refuse produced under these exceptional circumstances and we will support these residents in terms of advice and additional provision if required.

Use the information above to assess the impact of your project, policy, strategy or service on people from the following protected groups: (these are defined by the Equality Act 2010)

Protected Group		Positive Impact/ Benefit	Negative Impact/ Disadvantage	Explanation – State how
Age	Children 0-16		Possible impact depending on circumstances	This is defined as a possible impact as there maybe children in nappies or have medical conditions, both of which may generate additional non-recyclable waste and this must be considered
	Young People 17-25		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Ages 26-59		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Older People 60+		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
Disability Include disabled people and/or carers	Blind/Partially Sighted		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered

	Deaf/Hearing Impaired		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Wheelchair user/mobility difficulties		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Learning Difficulties		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Mental Health Difficulties		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
Gender	Men		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Women		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered

	Transgender		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Pregnancy & Maternity impact		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
	Marriage & Civil Partnership		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered
Race	White		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Asian		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered

	Black		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Mixed Dual Heritage		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
Religion/Belief	Buddhist		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Christian		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Hindu		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) and this must be considered

	Jewish		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Muslim		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Sikh		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
	Other – please specify			
Sexual Orientation	Lesbian Gay men Heterosexual Bi-sexual		Possible impact depending on circumstances	This is defined as a possible impact as there maybe people with medical conditions, which may generate additional non-recyclable waste (i.e. disposable sanitary items) or simply large families which produce additional non-recyclable waste and this must be considered
Other (optional)	Use to define Impact on any groups specific to this Strategy, Policy or Function not listed above.			

If you identified any negative impacts above then either:

(b) Your proposal, policy or service is intended to treat everyone equally but, unintentionally, people from a protected group above can be particularly disadvantaged or treated less favourably than other others

PLEASE TICK WHICHEVER APPLIES

If you ticked (a) this is direct discrimination, which is illegal and you cannot proceed

If you ticked (b):

- 1. Can any negative impacts be minimized or removed? If so state what changes you will make.**
- 2. If you cannot minimize or remove negative impacts they must be justified and you must state your justification**

It is certainly not our intention to impact on resident's lives and circumstances. This policy is being introduced to simply encourage recycling from those households that do not currently recycle. It is not a method to penalise residents if they have a genuine reason for producing additional rubbish that cannot be recycled due to exceptional personal circumstances. We have a comprehensive procedure in place to support residents with medical conditions, children in nappies and larger families who require additional refuse provision and we will provide help to those residents.

We will notify residents in good time of the changes and invite them to contact us if they require assistance or further information on this policy.

If you identified any positive impacts is there anything further you can do to increase or extend the positive benefits? If so state what changes you will make

Completed By: Richard Bisset

Approved By (Senior Manager): Paul Partridge

Service: Operations

Date : 10 May 2012

Each service should retain the signed copy of the Assessment.

An electronic copy should be sent to angve@braintree.gov.uk for publication on the Council's website – this is a requirement to ensure that we meet our statutory duties under the Equality Act 2010.