

# EQUALITY IMPACT NEEDS ASSESSMENT

APPENDIX C

Name of project, policy, function, service or proposal being assessed:		<b>Gedling Borough Council: Waste &amp; Recycling Policy</b>			
The main objective of (please insert the name of accessed document stated above):		<p>The Gedling Borough Council (GBC) Waste &amp; Recycling Policy fits the Gedling Plan vision “Serving People Improving Lives” and stated priority within this to promote a sustainable environment through the objectives set out below:</p> <ul style="list-style-type: none"> <li>• Provide an attractive and sustainable local environment that local people can enjoy.</li> <li>• Promote and protect the environment by minimising pollution and waste and becoming carbon neutral.</li> </ul>			
<p>What impact will this Waste &amp; Recycling Policy have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>• External (e.g. stakeholders, residents, local businesses etc.)</li> <li>• Internal (staff)</li> </ul>					
Please use only ‘Yes’ where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>	<b>Comments</b>
<b><u>Gender</u></b>	External			X	There are no negative impact for this equality strand
	Internal			X	There are no negative impact for this equality strand

<b><u>Gender Reassignment</u></b>	External			X	There are no negative impact for this equality strand
	Internal			X	There are no negative impact for this equality strand
<b><u>Age</u></b>	External			X	Assisted 'pull-outs' are provided for residents with additional needs who may struggle in putting their own bin out.
	Internal			X	There are no negative impact for this equality strand

<b><u>Marriage and civil partnership</u></b>	External			X	There are no negative impacts for this equality strand		
	Internal			X	There are no negative impacts for this equality strand		
<b><u>Disability</u></b>	External			X	Residents with a limiting long term illness in Gedling Borough, 2011		
						Number	Percentage
					With a limiting long-term illness	20421	18%
					Without a limiting long-term illness	91366	82%
					Source: Office of National Statistics, 2011		
					Some people with a physical disability may find it harder to move their bins. Also		

					some people with learning disabilities or long term conditions may generate a larger quantity of non-recyclable waste such as medical waste, pads etc. Although assisted 'pull-outs' are provided for residents with additional needs who may struggle in putting their own bin out. We will monitor the potential impact of the proposal on Disabled people, and ensure that communication and publicity materials illustrate diversity in a positive way, are accessible, and promote participation across all disability groups.
	Internal			X	There are no negative impact for this equality strand
<b><u>Race &amp; Ethnicity</u></b>	External		X [Related to availability of language Line.]		No information available to indicate if language is an issue however officers have access to Language Line and independent language translation services
	Internal			X	There are no negative impact for this equality strand

<b><u>Sexual Orientation</u></b>	External			X	There are no negative impact for this equality strand
	Internal			X	There are no negative impact for this equality strand
<b><u>Religion or Belief (or no Belief)</u></b>	External			X	There are no negative impact for this equality strand
	Internal			X	There are no negative impact for this equality strand
<b><u>Pregnancy &amp; Maternity</u></b>	External			X	Families with younger children in nappies may be affected due to the high volume of non-recyclable waste created by the disposal of nappies.
	Internal			X	There are no negative impact for this equality strand
<b>Other Groups</b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)  Please state the group/s:  No other groups Identified.	External				People in remote rural locations with additional needs cause by their very remoteness may struggle in bad weather conditions to obtain a bin service. We will monitor the potential impact of such weather events on those in remote locations, and ensure that communication at the time are clear to understand and provide them with alternatives as required.

	Internal				No other groups identified.



## Equality Impact Assessment

Our service is provided equally to all households throughout the Borough irrespective of gender, age, marriage and civil partnership, disability, race & ethnicity, sexual orientation, religion or beliefs and pregnancy & maternity. The information analysed to inform this EIA indicates that there is no significant differential impact for residents. Should concerns be raised at any time the service will be monitored going forward and any emerging impacts for these or other groups will be addressed accordingly.

### Waste Policy Functions and Aims

This policy aims to provide the framework for the following:

- A proportionate and considered approach to waste collection across the Borough of Gedling
- Clarity and communication for residents to support GBC's recycling targets
- Reduction in residual (black) bin waste
- Increase in recycling rates
- Reduction in contamination of waste streams
- Clarity of measures that will be taken for those who continually contaminate or do not comply with this policy
- Minimisation of the carbon impact of the Waste Service including fleet in terms of mileage and route optimisation

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?		No	Comment: Those with disabilities and those who are elderly are most affected. Assisted 'pull out's' and clear communication and publicity materials should resolve this issue.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes		Comment: The service will be monitored going forward and any emerging impacts for any highlighted group will be addressed accordingly.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	Comment: Nil
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer
To ensure that all publicity and information material concerning the new waste & recycling services is accessible to all ethnic groups.	June 2022	Language leaflets to be made available through web site or printed copy.	Dave Thomas.

### Policy Safeguarding

Age Infirmary or Disability

Residents who express difficulty with putting out and returning their bins, will be able to contact the Borough Council either via telephone, online or through their healthcare provider to request an 'assisted 'pull out' collection service', where the collection crew will empty the bin and return it to the resident's property, negating the need for the resident to transport their waste & recycling to collection point. Information regarding special assistance is also detailed within the Domestic Waste and Recycling Service. The locations of these assisted collections are logged and provided to the specific collection crews.

Residents who have additional needs with managing household generated healthcare wastes are able to request a collection of infectious wastes.

#### Race & Ethnicity

Should a residents first language not be English, the Council will provide recycling literature in the mother tongue and or using language line for any other enquiry.

#### **Authorisation and Review**

<b>Completing Officer</b>	D Thomas
<b>Authorising Service Manager</b>	M Cryer
<b>Date</b>	08 April 2022
<b>Review date ( if applicable)</b>	