

Equality Impact Assessment (EIA) Tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	Adoption of a Municipal Resources and Waste Strategy
Budget booklet code (if applicable):	N/A
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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Strategic Budget EIA:	Yes/No
Exempt from publication:	Yes/No
Date decision due to be taken:	21 st March 2023

Document Amendment Record

Version	Author	Date
1.0	Antony Greener	26/08/2022
2.0	Antony Greener	03/03/2023

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rosey Donovan	Equality and Employability Consultant	01/09/2022

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The Council is presenting a final Municipal Resources and Waste Strategy for adoption following public consultation of a draft strategy. The Strategy sets out objectives, ambitions and an Action Plan for delivery.

The Strategy sets out how the Council will manage household waste and business waste in the city. This includes how the Council could more effectively reduce, reuse and recycle waste that is generated in the city.

The service affects all residents. The strategy presents an action plan of how the current services for waste and recycling collections will ensure that:

- new statutory compliance requirements are being met;
- recycling performance is improved; and
- improve service standards overall.

Following public consultation, a key Ambition of the Strategy is to improve Council engagement and communication with residents and businesses to educate them on how to manage their waste more sustainably, seeking further views and opinions of what service standards and bespoke collection arrangements would be acceptable for service users.

Whilst the public consultation showed high levels of support for the overarching aims and ambitions of the draft Strategy, several social value themes emerged from the consultation responses that have been directly addressed in the final Strategy and complimentary Action Plan. They address service quality and the waste policy decisions necessary to ensure information is accessible on how to participate correctly in waste collections and commits to further engagement with service users before any changes are implemented.

This Equality Impact Assessment (EIA) focuses on the process of further engagement and improving accessibility to information to ensure that the views expressed regarding specific service changes are representative of the service users they will affect before operational decisions will be taken to implement the Strategy.

1. b. Information used to analyse the equalities implications

Over 3,600 public consultation responses to the draft strategy were received. Demographic analysis is included in a separate consultation report forming part of the Executive Board report and these are summarised in the Executive Board report itself.

Analysis of the consultation results shows that there is under representation in terms of the views expressed by service users who are under the age of 34, male, black or an ethnic minority, or stating that they have a disability.

The public consultation was an opportunity for all residents, businesses and stakeholders to present views and opinions and promotion of the consultation exercise followed the advice of the Council's Research, Engagement and Consultation team.

The final Strategy presented is inclusive and has addressed both the emerging themes from consultation responses directly, but also commits to further engagement before services are transformed to deliver the strategic objectives set out. It recognises that the changes proposed will affect all communities in the city and in delivery, will provide opportunity for all residents to engage and participate further in the development of the changes proposed.

Specifically, as part of this commitment, a Communications and Engagement Strategy will be developed which specifically identifies the need to engage with service users who did not choose to engage in the public consultation exercise. A specific recommendation of the Executive Board is to ensure that further engagement with waste service users will target individuals with protected characteristics to ensure that the subsequent decisions taken reflect and consider feedback from a representative sample of the service users affected. The Communications and Engagement Strategy will therefore be subject to a separate Equality Impact Assessment before it is approved.

Additionally, any future specific service change proposals will be subject to consultation and are therefore not covered by this EIA.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Citizens, Service Uses & Community	People from different ethnic groups	X	X	X	<p>Consultation results show under representation of BAME community in development of Final Strategy.</p> <p>Residents may not have English as their first language.</p> <p>Cultural barriers may exist to create lack of successful engagement and understanding of waste service provision.</p> <p>Disinterest by some ethnic groups may</p>	<p>Analysis of census and/or other data at community level to identify specific communities by ethnicity in order to tailor communications to improve engagement and or instruction.</p> <p>Promotion of further engagement exercises through inclusivity networks.</p> <p>Tailor service provision to meet specific cultural requirements.</p>	<p>Continual performance monitoring of waste issues – participation, capture rate, compliance with policy can be correlated to ethnicity where there is available data to ensure that appropriate information and interventions are created.</p>

					contribute to service failures.		
	Men		X		Consultation results show under representation of Men.	Where appropriate, bespoke promotional and communication material to be developed to improve engagement with Men.	Analyse engagement responses
	Women			X			
	Trans			X			
	Disabled people/ carers		X		<p>Consultation results show under representation of disabled people.</p> <p>Specific feedback from Disability Awareness Group during consultation highlighted requirement to consider specific barriers to accessing services.</p>	<p>Tailored promotional and communication material to engage with disabled people, providing them opportunity to state their specific needs to successfully access waste collection services.</p> <p>Development of specific waste policy where appropriate.</p>	Communication with individual service users that is bespoke to their requirements and consideration of bespoke adjustments to waste service to improve accessibility.

	Pregnancy and maternity			X			
	Marriage/Civil Partnership			X			
	People of different faiths/ beliefs and those with none			X			
	Lesbian/ Gay/ Bisexual people			X			
	Older			X			
	Younger		X		Consultation results show under representation of Young People	Development of bespoke campaigns and educational materials to target young people in disseminating service information	Continual performance monitoring of waste issues – participation, capture rate, compliance with policy can be correlated to age of service users where there is

							available data to ensure that appropriate information and interventions are created.
	Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		X				

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

Successful waste services depend on their accessibility for all service users. This requires engagement to be tailored to the specific requirements of citizens with protected characteristics. The Waste Collection Service will develop bespoke communications through seeking appropriate advice and assistance from the Corporate Engagement and Equality, Diversity and Inclusion teams to ensure that the potential barriers to successful service access are eliminated.

Section 2 – Equality outcome


Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Analysis of the consultation responses to determine how representative they are of the service users, and ensure this influences any future recommendations for service change	Head of District Heating and Waste Strategy	February 2023	Completed
Advance equality of opportunity between those who share a protected characteristic and those who don't	Develop a tailored Communication and Engagement Plan cognisant of the requirement to reach out to all communities across the city.	Recycling and Waste Reduction Manager	September 2023	
	Ensure services are accessible to all who wish to participate in them	Head of Waste &	Ongoing, subject to	

		Street Cleansing	regular review as services are rolled out	
Foster good relations between those who share a protected characteristic and those who don't	Target awareness raising of waste services through Council networks designed to ensure equality of opportunity to enable residents with protected characteristics to participate	Recycling and Waste Reduction Manager	Ongoing	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	Continually engage with Council's Research, Engagement and Consultation team to assist in development of tailored promotional material to encourage accessibility for all service users	Recycling and Waste Reduction Manager	Ongoing	

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal.</p> <p>Approving Manager details (name, role, contact details):</p> <p>Antony Greener, Head of District Heating and Waste Strategy Antony.greener@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>30th August 2022</p>
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Approving Manager Signature: 	Date of final approval: 3 rd March 2023
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For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.