

## South Staffordshire Council Equality Impact Assessments (EIA)

### Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any *"differential impacts"* that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

### Explaining the toolkit

Equality Impact Assessment	
<b>1</b>	<b>Title of Function or Policy to be assessed:</b> South Staffordshire Council Waste Strategy.
<b>2</b>	<b>Date:</b> 24 February 2009.
<b>3</b>	<b>Name of Lead Officer:</b> Bob Taylor.
<b>4</b>	<b>EIA Team:</b> Bob Taylor, Daniel Roberts, Dave Armitage, Fiona Cozens.
<b>5</b>	<b>Director/Head of Service/Service Manager:</b> Dave Stockton/Dave Armitage.
<b>6</b>	<b>Existing, new or review:</b> Strategy is being updated from previous strategy dated 2003.
<b>7</b>	<p><b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b></p> <p>The Waste Strategy sets out a framework for the management of municipal waste focusing on waste minimisation, recycling and composting. It describes current arrangements and targets that the Authority has to meet and how it plans to meet them. The strategy has been produced in accordance with Section 49 of the Environmental Protection Act 1990 and the National Waste Strategy for England 2007. It provides important information to residents as to existing and future waste management practices, enables the Authority to update information since the previous publication and allows benchmarking of data for future analysis.</p>

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<b>8</b>	<p><b>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</b></p> <p>The strategy is linked with the Local Environment Quality Enforcement Strategy which sets out the duties of the Authority as a waste regulator. The Joint Municipal Waste Management Strategy which ensures a partnership approach to waste management issues within Staffordshire and the Climate Change Strategy where 'Waste' appears as one of the five key themes.</p>																																
<b>9</b>	<p><b>Who is it intended to affect or benefit (the target population):</b> The waste strategy will affect every household within South Staffordshire.</p>																																
<b>10</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="4" style="text-align: center;"><b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b></td> </tr> <tr> <td style="width: 30%;"></td> <td style="width: 15%; text-align: center;">Positive Impact</td> <td style="width: 15%; text-align: center;">Negative Impact</td> <td style="width: 40%;">Comments</td> </tr> <tr> <td>Age</td> <td style="text-align: center;">✓</td> <td style="text-align: center;">✗</td> <td>Assisted collections as required</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;">✓</td> <td style="text-align: center;">✗</td> <td>Assisted collections as required</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;">✗</td> <td style="text-align: center;">✗</td> <td></td> </tr> <tr> <td>Race</td> <td style="text-align: center;">✗</td> <td style="text-align: center;">✗</td> <td></td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;">✗</td> <td style="text-align: center;">✗</td> <td></td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;">✗</td> <td style="text-align: center;">✗</td> <td></td> </tr> </table>	<b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b>					Positive Impact	Negative Impact	Comments	Age	✓	✗	Assisted collections as required	Disability	✓	✗	Assisted collections as required	Gender	✗	✗		Race	✗	✗		Religion/belief	✗	✗		Sexuality	✗	✗	
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<b>11</b>	<p><b>What evidence do you have for the statements you have made above?</b></p> <p>South Staffordshire Council have various waste collection policies, some of which will have a positive impact on certain residents who meet the criteria.</p> <p>A positive impact is the assisted collection service provided to residents who are unable to manoeuvre their waste and recycling containers to their collection point. This is provided to the elderly and disabled and is currently provided to 960 properties.</p> <p>The Authority provides a free of charge clinical waste collection service which has a positive impact for those residents requiring such service. This is currently provided to 65 properties.</p>																																
<b>12</b>	<p><b>From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</b></p> <p><b>Disability:</b></p> <p>Refer to Waste Strategy items 6.1.2 and 6.1.3</p>																																

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<b>Race:</b>	
<b>Gender:</b>	
<b>Age:</b>	Refer to Waste Strategy item 6.1.2
<b>Religion/belief:</b>	
<b>Sexuality:</b>	
<b>13</b>	<p><b>Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:</b></p> <p>How will it provide equality of access to services, information and employment? 100% coverage of the district of residual waste and two recycle collections.</p> <p>Does it or could it celebrate diversity? Multi cultural advertising</p> <p>Will it or could it promote good relationships within and between communities? No</p> <p>How will it help to prevent social exclusion? Not identified</p> <p>Will it help to reintegrate those who have become excluded? No</p> <p>How will it provide good quality, inclusive services? All householders receive the same service other than houses of multiple occupation, where the service differs slightly due to differing needs i.e. no need for green waste collection.</p>
<b>14</b>	<p><b>Consultation:</b></p> <p>Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.</p> <p>Internal only.</p>
<b>Director/Head of Service:</b>	
<p>I am satisfied with the results of this EIA</p> <p>I have seen the Councils (3) Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make. I agree to review the Action Plan after 12 Months with the Directorate's Equality representative.</p>	

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**Signature of Head of Service:**

**Completion of the Toolkit:**