

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Communities and Environment	Service area: Waste Management
Lead person: Andrew Lingham	Contact number: 0113 3786370
Date of the equality, diversity, cohesion and integration impact assessment: 10/04/2017	

1. Title: Charging for Replacement Wheeled Bins		
Is this a:		
<input checked="" type="checkbox"/> Strategy /Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Andrew Lingham	LCC	Head of Service (Strategy and Inf.)
Samantha Pease	LCC	Project Support Officer
Carolyn Moss	LCC	Business Officer
Peter Midgley	LCC	Support Officer

3. Summary of strategy, policy, service or function that was assessed:

Introduction to charges for new and replacement brown or black wheeled bins. The charge will be a subsidised cost of a bin (£15.40 for 240L, £15.40 for 140L, £10.00 for a hand bin and £31.80 for a 360L) and will be payable by card only.

New and replacement bins of these sizes are currently free of charge. This scheme is being introduced as part of the council's wider budget plan 2017/18 and waste management strategy. A combination of reduced funding and cost pressures means that the council will need to deliver over £80m of savings by March 2018. The introduction of this charge will enable us to maintain council services without making any further cutbacks. We also hope that the introduction of a charge for bins will encourage residents to be more responsible for their bins, their waste and how they manage it.

The charge for new or replacement bins does not cover delivery, or administration, and is therefore a subsidised cost and is only a contribution towards the cost of provision of a bin.

As residents will now have to pay for a new or replacement bin there is a risk of a greater impact on those experiencing financial hardship. This may therefore differentially impact some groups, with those least likely to be able to pay including some BME communities and new migrants.

We are only proposing to accept card payment which could exclude residents who do not have a bank account and are therefore unable to pay for a bin.

4. Scope of the equality, diversity, cohesion and integration impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes

The vision and themes, objectives or outcomes and the supporting guidance

A specific section within the strategy, policy or plan

Please provide detail:

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

<p>5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>In order to develop our policy we carried out benchmarking research to investigate how other authorities approached charging for replacement bins. We benchmarked on a national level against the other core cities and we also benchmarked locally.</p> <p>Many other local authorities charge for residual, garden and recycling bins but we have opted to continue providing recycling bins free of charge to residents.</p> <p>A consultation about the introduction of charges to several services within the Environment and Housing directorate closed on 31st March and received 926 responses. Issues arising from these responses have also been addressed as part of the policy.</p> <p>Are there any gaps in equality and diversity information Please provide detail: We do not currently collect equality monitoring data for service users.</p> <p>Action required: No action required at this time.</p>
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6. Wider involvement – have you involved groups of people who are most likely to

be affected or interested	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Please provide detail:	
A public consultation took place from 27 th February to 31 st March and was promoted on the website, and on Insite for internal LCC staff. Leaflets promoting the consultation have been distributed to all LCC community centres, household waste sorting sites, leisure centres, community hubs, one stop centres and both LCC and independently run libraries. 926 response were received.	
Action required:	
None.	

7. Who may be affected by this activity?		
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function		
Equality characteristics		
<input type="checkbox"/> Age	<input type="checkbox"/> Carers	<input type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input type="checkbox"/> Other		
(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)		
Please specify:		
Stakeholders		
<input checked="" type="checkbox"/> Services users	<input checked="" type="checkbox"/> Employees	<input checked="" type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input checked="" type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		
Potential barriers.		

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Introduction of this scheme will contribute towards the £80m+ savings the council needs to make before March 2018. It is also expected that the introduction of this scheme will encourage residents to take more responsibility for their bins meaning fewer bins will be left on the streets and fewer will be stolen. We are aiming to deliver bins within 10 working days which means residents who are on alternate weekly collections will only have one collection using bags, if any, while awaiting a replacement bin.

Residents are able to order bins online meaning bins can be ordered any time of day without having to wait for the other Customer Services channels to be open.

Green bins will remain free of charge which means it's unlikely the scheme will mean a disincentive to recycling for residents resulting from the introduction of charges.

Action required:

None.

8b. Negative impact:

Introducing a charge for new or replacement bins may mean residents from poorer communities cannot afford a bin. This may disproportionately affect disabled, BME and new migrant communities. There may be a further impact as a result of only accepting payments by card.

Residents being unable to afford a bin could theoretically lead to an increase in the theft of bins or increases in fly-tipping, although this is not borne out by the experiences of other Local Authorities who have implemented these proposals.

The introduction of the charge may see an increase in residents ordering green bins and then attempting to effectively use them as an additional black bin.

Introduction of charges may lead to an increase in incidents between bin delivery crews and residents who are unhappy about having to pay for a new or replacement bin.

Action required:

If a resident claims they are unable to afford a bin their details will be checked within our systems to verify their financial situation. If resident meets the defined criteria (i.e. are on passported benefits), they will receive a reconditioned bin free of charge.

If a resident does not have a bank account or internet access, the online form to order bins gives an option to allow someone to order a bin on your behalf.

Bin delivery crews will be given resistance handling and confrontation training prior to the introduction of charging to ensure that staff are best equipped to deal with residents who are unhappy about paying for a bin. Bin delivery crews will also be provided with FAQ's and 'How to Order Bins' flashcards to help them answer enquiries from residents.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

The introduction of charges for new or replacement bins may mean that residents take more responsibility for their bins. We believe this will encourage neighbours to be watchful of each other's bins with a result of promoting strong and positive relationships between communities.

Action required:

None.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

Action required:

N/A

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

All residents will pay the same price for a bin unless they meet defined criteria regarding their benefits, in which case they will receive a reconditioned bin free of charge.

Action required:

N/A

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Andrew Lingham	Head of Service (Strategy and Infrastructure)	18 th April 2017
Date impact assessment completed		10th April 2017

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: