

Equality, Diversity, Cohesion and Integration Screening



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.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Environment & Housing	Service area: Waste Management
Lead person: Andrew Lingham	Contact number: 274810

1. Title: Recycling Strategy review

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

2. Please provide a brief description of what you are screening

In light of current financial pressures, Executive is Board being recommended to approve amended recycling targets and a medium-term strategy to increase recycling by maximising existing capacity and infrastructure through a programme of targets communications, engagement, enforcement and service improvement.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?	X	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations		X

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

Clearly, waste and recycling collection services affect all residents and have important links to equality, diversity, cohesion and integration. However, for the most part, the proposals contained within the Executive Board report are simply a consolidation of the Council's existing waste collection policies agreed in January 2014. There are some specific issues within the proposals that have been assessed in terms of their impacts, and this assessment is set out below.

- **Key findings** (**think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The broad proposals to focus the medium-term recycling strategy on maximising existing services and infrastructure are not deemed to have any specific impact on equality, diversity, cohesion and integration, except that enhanced, more intelligent and more targeted resident communications and engagement will serve to improve accessibility of and participation in recycling services where there are challenges in terms of the physical characteristics of properties or areas, or in terms of cultural or language issues.

Improvements in the quality of information about services, in the range of media used for communicating, in equipping a wider range of Council staff to advise on waste and recycling related issues, in engaging with Community Committees to target activities, and in engaging with schools more effectively in relation to recycling messages, will all result in local environmental improvements and therefore have a positive impact on equality, diversity, cohesion and integration.

Proposals to remove green bins in areas where recycling participation is persistently poor may be perceived as having a negative impact on equality. However, it should be noted that one of the drivers for adopting this approach is to address the broader 'street-scene' issues associated with the number of bins left out on streets in these areas, thereby producing improvements in the quality of the local environment. It should also be noted that the green bin collection service would still be provided on an 'opt in' basis, and therefore those wishing to retain this service will be able to do so.

It will be essential to ensure that effective consultation is carried with local communities and Elected Members where tailored waste collection solutions are required.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

Programmes of consultation with relevant stakeholders: ensure robust engagement with developing waste and recycling collection services, particularly in areas not suitable for standard alternate weekly collections.

Use insight data to provide information on specific community perspectives or issues (e.g. the Citizens Panel), and use established links with third sector organisations like Voluntary Action Leeds to test communications messaging and involve different community segments in shaping the Council's plans to tackle waste and recycling issues.

Target communications activity and tailor messages to specific communities where appropriate (e.g. during the roll out of alternate weekly collections a leaflet was produced with a strong pictorial element and text in community languages to ensure a broad message reach).

Accessible services: ensuring equality of access to all services through providing a range of information digitally, in hard copy or face-to-face in Council buildings or through the dedicated Waste and Recycling Advisors.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Neil Evans	Director of Environment and Housing	6/11/15

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or

a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	26/10/15
If relates to a Key Decision - date sent to Corporate Governance	6/11/15
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	6/11/15