

Appendix 2 - Equality Impact Assessment

The Public Sector Equality Duty placed a duty on all public bodies to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The duty has the following three aims:

- To remove or minimise disadvantages suffered by people due to their protected characteristics.
- To take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- To encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected Characteristics are:

- Age
- Disability
- Gender
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion, belief or lack of belief
- Sexual orientation
- Marriage and Civil partnership. (For this characteristic the duty only applies to the first aim to eliminate discrimination)

Lead Officer:	Ian Dudding
Decision Maker(s):	Councillor Biggs (Portfolio Holder) Roger Walton (Strategic Director – Place & Environment) Ian Dudding (Head of Waste Services)
Name and Type of decision: e.g. Policy, contract, service delivery change.	Equality considerations related to the garden waste containerisation project.
Date of decision When will the final decision be taken?	Cabinet – September 2023
Aims of the decision <ul style="list-style-type: none"> • Objectives • Intended outcomes • Key actions • Who and how many will be affected 	Garden waste collections need to be moved from a sack-based service to a wheeled-bin service. This is to mitigate health and safety concerns for the collection crews and to comply with good industry practice.
Information and Research <ul style="list-style-type: none"> • Summarise research and information that you used to prepare your proposals / preferred options • What data did you use to research your proposals • List anything you found that will affect people with protected characteristics. 	All other Kent Waste Collection Authorities utilise bins for the collection of garden waste, and this is a picture reflected across England. Bins may be more difficult for some residents to move than individual sacks, however, this is likely to be the same situation with their normal household bins, and should they already be on an assisted collection this will extend to their garden waste collections also. We continue to offer the assisted collection service for new applicants that are eligible.
Consultation <ul style="list-style-type: none"> • Has there been any specific consultation done • What were the consultation results • Did the consultation analysis show any difference for people with protected characteristics. • What conclusions did you draw from the consultation 	No – the transition from garden waste sacks to bins was envisaged as part of the new contract delivery, and is necessary for collection crew-related H&S reasons.

Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.	
Aim	Relevance Yes / No
Eliminate discrimination, harassment, victimisation	Yes
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	Yes
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Yes

If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.		
Protected Characteristic	Relevance High/Medium/Low	Impact of the decision Positive / Negative
Age	Medium	Negative - Difficulties may be experienced with bin presentation requirements.
Disability	Medium	Negative - Difficulties may be experienced with bin presentation requirements.
Gender reassignment	Low	
Gender	Low	
Marriage and Civil Partnership	Low	
Pregnancy and Maternity	Low	
Race	Low	
Religion, Belief or Lack of Belief	Low	
Sexual Orientation	Low	

If you have found negative impact, outline the measures you intend to take to mitigate it.	Where residents are struggling to move / present their bins they will be eligible to apply for "Assisted Collections". This can mostly easily be done via the council's website, however, residents may apply via the Contact Centre if they prefer.
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This Equality Impact Assessment must attach to any report throughout the decision-making process, to allow the final decision-makers to have Due Regard.