

Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.



The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Single Shares Waste Service: Aggregated performance and changes in some policies and removal of charges to residents.

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

Cambridge City Council and South Cambridgeshire DC have both previously agreed to create a single shared waste service that manages statutory functions for both councils. This specific paper is one of a series over time that will align both councils' performance, services and policies towards a single service.

3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised, in terms of revising an existing Service's policies and charges in a number of specific areas.
- Existing

5. Responsible directorate and service

Directorate: Environment

Service: Waste & Resources Service (the single shared waste service)

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details):

Changes in policies, and removal of charges, agreed by Members will need to be communicated to residents in due course. This will involve Customer Services, Media and Communications partners in both councils.

7. Potential impact

Aggregation of performance reporting by Cambridge City Council and South Cambridgeshire DC – this is a positive move forward to protect the performance and financial interests of the councils and taxpayers.

Increasing opportunities to recycle, including a policy to permit reasonable side recycling – this is a positive policy as it allows all residents to recycle more without the need to secure a second recycling bin for occasional small amounts of recycling when needed.

Removal of charges in a number of areas relating to the purchase of black bins, and replacement of stolen bins – this is a positive change for residents as the need to pay for black bins (stolen or damaged) is regularised to be the same as it is for blue (recycling) and green (garden) waste bins.

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

No specific issues relating to age, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

No specific issues relating to disability, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all. Impacts of providing opportunities to set-out side recycling are likely to be positive for householders receiving 'assisted collections'. This will be examined in further detail in the period leading up to (and after) implementation of the revised policy. The policy already operates successfully in South Cambs DC's area.

(c) Gender

No specific issues relating to gender, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(d) Pregnancy and maternity

No specific issues relating to pregnancy and maternity, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(e) Transgender (including gender re-assignment)

No specific issues relating to transgender people, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(f) Marriage and Civil Partnership

No specific issues relating to marriage or civil partnership, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(g) Race or Ethnicity

No specific issues relating to race or ethnicity, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(h) Religion or Belief

No specific issues relating to religion or belief, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(i) Sexual Orientation

No specific issues relating to sexual orientation, save to say that removal of specified charges, and increasing recycling opportunities, is positive for all.

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

None of the proposals on performance, policies or removal of charges are expected to lead to inequality.

8. If you have any additional comments please add them here

None

9. Conclusions and Next Steps

The changes to aggregate performance reporting between the two councils, increasing opportunities to recycle, and removal of charges are all positive actions that benefit residents equally. There are no inequalities anticipated for people within the protected characteristics specified in the Equality Act 2010.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Paul Vanston, Head of Waste Resources

Date of completion: 16 June 2016

Date of next review of the assessment: Ongoing assessment in the implementation period up to October 2016.