

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 Shared Waste Service

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

The purpose of the change is to combine the Waste Services of Cambridge City Council and South Cambridgeshire District Council to achieve operational savings, improve efficiency of the Waste Services, maintain and improve service quality for residents, and improve income where possible. The principles of this change were reported to the Environment Scrutiny Committee on 8 July 2014. A further report is to be considered by this Committee on 17 October 2014. The change relates to domestic and trade waste collection and waste policy work with relocation of the collection service to a depot at Waterbeach. The future of the city garage (that maintains the vehicles for the collection service) will be subject to a separate report and consideration.

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

X Residents

X Visitors

X 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
 Existing

5. Responsible directorate and service

Directorate: Environment

Service: Refuse and Environment – Health and Environmental Services

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):

South Cambridgeshire District Council

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

- Informal consultation carried out with staff at both Councils.
- Formal consultation with staff will follow if the two Councils support the proposed change. This consultation will take place on a number of specific elements of the proposed change over the next six months.
- No specific public consultation is proposed with service users (residents, businesses and customers) about the creation of a single shared waste service because no change to service delivery is anticipated and this is an operational change.
- This EQiA is a working document. There are two parts of the process. The first stage will be to formally consult staff and unions to deliver the changes and the second stage will be to work through detailed implementation issues which will also be subject to consultation with staff and unions. Throughout these stages the EQiA will be updated.

(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 anticipated impact but EQiA will be updated as the results of consultation are shared.

(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 anticipated impact but EQiA will be updated as the results of consultation are shared.

(c) Gender

Within the city waste team there are currently no women drivers or loaders. There is a potential positive impact given that the new single shared waste service could offer a wider range of employment opportunities to men and women in the future.

(d) Pregnancy and maternity

No anticipated impact but EQiA will be updated as the results of consultation are shared.

(e) Transgender (including gender re-assignment)

No anticipated impact but EQiA will be updated as the results of consultation are shared.

(f) Marriage and Civil Partnership

No anticipated impact but EQiA will be updated as the results of consultation are shared.

(g) Race or Ethnicity

The waste service workforce has a similar profile to the rest of the City Council. There is a potential positive impact given that the new single shared waste service could offer a wider range of employment opportunities to BAME communities in the future.

(h) Religion or Belief

No anticipated impact but EQiA will be updated as the results of consultation are shared.

(i) Sexual Orientation

No anticipated impact but EQiA will be updated as the results of consultation are shared. There is a potential positive impact given that the new single shared waste service could offer a wider range of employment opportunities to LGB&T communities in the future.

(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):

No anticipated impact but EQiA will be updated as the results of consultation are shared.

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

The EQiA is a working document and will be updated as work proceeds on designing the detailed arrangements for the new single shared service in consultation with staff and unions and South Cambridgeshire District Council.

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

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

Name and job title of assessment lead officer: Simon Payne
Director of Environment

Names and job titles of other assessment team members and people consulted:
Michael Parsons Waste and Fleet Manager

Date of completion: 7 October 2014

Date of next review of the assessment: February 2015

Action Plan

Equality Impact Assessment title:

Date of completion:

Equality Group	Age
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Religion or Belief
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Sexual Orientation
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Other factors that may lead to inequality – <u>in particular</u> – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	