

Budget Equality Impact Assessment – pro-forma

This budget Equality Impact Assessment (EIA) checklist will help you and the Council to assess whether there are any negative impacts on customers or stakeholders affected by the recommendations for budget proposals.

It is an opportunity for you and the Council to check whether your budget recommendation leaves those affected by its implementation worse off than they were before the decision was taken. If there are negative impacts, the EIA should specify how these can be reduced or removed. The identification of any negative / adverse impact and putting in place actions to reduce the impact is in line with our statutory duty under the Equality Act 2010 (age, disability, gender, transgender, race, religion/ belief, and sexual orientation).

The EIA is also an opportunity to promote the positive benefits you anticipate will be received by customers or stakeholders as a result of the budget proposal.

The EIA should address whether these positive benefits are equitable across the range of diversity groups affected by the decision (on the basis of age, disability, gender, transgender, race, religion/belief, and sexual orientation), and whether they contribute to positive attitudes and relations between different diversity groups within the **borough / district – delete as applicable**. As above, if the positive benefits are not equitably received by all diversity groups, the EIA should specify how any inequities can be reduced or removed.

What to do

Your EIA should be started as soon as possible, as part of the process of producing your budget proposals. The Council's statutory Duty to Involve (Disability Discrimination (Amendment) Act 2000, Sustainable Communities Act 2007) means that a range of stakeholders including **members of service user groups (don't forget children and young people), staff groups, partnerships, forums etc.** should be involved in service analysis, planning, implementation and review. Please ensure that the evidence on which you base your budget proposals includes this kind of input. If it is not present, identify it as a gap in your EIA and say in your action plan what will be done to address this gap.

Discuss the questions in the attached template with the officers who have been involved in the development of your budget proposals. Identify whether there are any potential negative impacts for any of your customers. If there are, discuss with the group what actions can be taken to reduce or remove these negative impacts for the customers involved. Be specific as to which actions apply to which protected diversity characteristics.

Budget Equality Impact Assessment

Budget proposal	To withdraw altogether or introduce a charge for the collection of household garden waste
Directorate / Service	Waste Management / Regulatory Services
Names and roles of the people involved	MBC Client (JW/ RVS/ CM / AH/GR) Verdant plc
Date EIA completed	11/01/2011
Date approved by the <i>[insert name of signing group here]</i>	-

1.	Who are the customers or stakeholders affected by the budget proposal?
<p>All Borough residents are offered the alternative week waste collection service That is the servicing of the black refuse bin one week and the next week the servicing of the brown garden waste bin Therefore essentially all residents of the Borough would be affected.</p>	

2.	Which of those customers or stakeholders (mentioned at point 1) have you consulted with?
<p>Residents were consulted and supported the introduction of the Alternative weekly collection service. The current resident service / service level satisfaction survey has sought residents view on direct charging for garden waste services. It does not ask for residents view on stopping the service.</p>	

3a.	What are the expected positive impacts that customers or stakeholders will receive as a result of the budget proposal?
<p>Service withdrawal - Cost savings / reduce any possible rate increases free up resources for the funding for other services / CO2 savings /remove need to manage customer related issues / reduce expenditure on bins as well as their delivery cost.</p> <p>Service with customer opt in Direct Charge – ensure service is provided to only those who wish to make use of it , only accessed by those in need/ the likely reduced number of customers would also reduce CO2 and the management of customer related issues</p>	
b.	Are there any differential outcomes between different diversity groups arising from the implementation of the budget proposal?
<p>Service withdrawal – those without their own or suitable transport will have less alternative options for the management of their garden waste.</p> <p>Those without gardens or garden waste will not be affected</p> <p>Service with customer opt in direct charge – this will impact greatest upon those who want the service but have the least disposable income or have higher priorities needs if a charge is introduced</p>	

c.	Which groups benefit, and which do not?
<p>Service withdrawal- reduced cost of waste management would benefit all resident rate payers, those who maximise use of the service (currently free of a direct charge) will be the most to not benefit.</p> <p>Service with customer opt in direct charge - Those who want a service for the management of garden waste will benefit from a service albeit at a cost , as opposed to no service</p> <p>Those unable to afford a direct charge service will not benefit</p>	
d.	If there are differential outcomes between different diversity groups, how can the outcomes are made more equitable for all diversity groups?
<p>Service withdrawal-the greatest negative impact will be on those with gardens and who wish to maintain them , and access and use the existing service</p> <p>Service with opt in customer direct charge – again those wanting the council to help manage their garden waste may prefer a chargeable service to no service</p> <p>Maximise the fairness of any changes would be 1- for service withdrawal good publicity and information about any /all other garden waste management options 2- for a chargeable service , the lowest charge possible being selected as the cost whilst bringing in income expected / required from the introduction of a service change</p>	

4a.	What are the potential negative/adverse impacts that customers or stakeholders could receive as a result of the implementation of the budget proposal?
<p>Total service withdrawal would result in</p> <p>Difficulty for residents in regards to the management of residents household garden waste</p> <p>Inability to pay directly for the service</p> <p>Increased waste to landfill and the increased disposal costs associated with that</p> <p>Possible EU fines for not diverting enough biodegradable waste (such as garden waste) from landfill</p> <p>Failure to contribute or contribute as expected to the Leicestershire Waste Partnership targets and documented and stated expected achievements</p>	
b.	Which protected diversity groups would be affected/most affected? How would they be affected?

Service withdrawal The elderly and or disabled or infirm would have the greatest difficulty to establish if they could alternative ways to manage their Garden waste

Service opt in charge – this would discourage use of a service which can have indirect health benefits, gardens being an active (exercise) mostly outdoor pursuit.

c. **How can these negative impacts be reduced or removed?** *(add these to your action plan)*

Publicise any alternatives that might be available. Establish any groups able to assist residents, produce information and guidance to assist a transition from either a service to none, or a free service to a chargeable one.

Action Plan

Diversity group	Adverse impact identified	Action required	Anticipated outcome and when it should be measured	Lead Officer	Timescale for action/ measurement
Age	Reduced health	Suggest alternatives if gardening is stopped or reduced	Less healthy residential population	RVS	Currently under discussion
Disability	Could reduce health / recreational pastimes	Possible concessions. Possible assistance	Lower satisfaction with council and its services by most affected customers	RVS	TBD
Gender/Gender Identity	No specific gender issues	None	- None	- None	- TBD
Race	No specific race issues	None	- None	- None	TBD
Religion/ Belief	No specific religious / belief issues	None	None	None	TBD
Sexual Orientation	No specific Sexual orientation issues	None	None	None	TBD
Priority neighbourhoods	Many of these areas do not have residents with their own private garden therefore the impact in such areas is likely to be the least	- None	-- None	RVS	- TBD
Other associated issues (if	-- None	-- None	-- None	-- None	- TBD

appropriate)					
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NOTE: All boxes must be completed, and relevant actions must be carried over and included in your service plan