

Equality Impact Assessment (EIA) Form **'Knowing your customers needs'**

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty

As a local authority who provides services to the public, Melton has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership (when providing services)
5. Pregnancy and maternity (when providing services)
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Title of the policy	Charging Residential Housing Developers for the waste containers required by new residents at the properties they build
Is it new or exiting?	New
Date	22/10/12
Officer undertaking EIA	Raman Selvon
Who else is involved in undertaking this assessment?	Jim Worley

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
This EIA is being undertaken to consider any issues that might emerge from applying charges to developers for the domestic waste containers – usually 2 x 240 litre wheeled bins per property – that are required by purchasers (frequently new residents)of properties they have built.
B. What specific groups is the policy designed to affect/impact?
Residential housing developers
C. Which groups have been consulted as part of the creation or review of the policy?
A benchmark exercise of around 100 local authorities has been carried out which identified other waste collection authorities who operate similar policies, ensuring the charging level proposed are comparable and to see if any raised awareness to any equalities issues which they did not.

2. What we already know and where there are gaps

A. What existing information/data do you have/monitor about different diverse groups in relation to this policy? This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.
The charging of developers for the provision of waste receptacles for domestic properties they have built is primarily a financial initiative and outside the core scope of EIA's. Ethnicity: N/A Religion:N/A Sexual Orientation:N/A Disability:N/A Age:N/A Gender:N/A Transgender:N/A Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods): N/A
B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)

The proposal to charge residential home developers for new residents / householders waste containers is not expected to have any diverse group equalities impact specific issues The information held in regards to diversity does not have any specific bearing on the issue

3. Do we need to seek the views of others and if so, who?

A. In light of the answers you have given in question 2, do you need to consult with specific groups? If not please explain why.

Applying a charge to developers for the provision of waste containers is a matter expected to only impact upon developers . In regards to this assessment consultation with diverse or specific groups within the Borough is not expected to improve this assessment

4. Assessing the impacts

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)				
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
Age	N/A	N/A	N/A	The proposal is not expected to have any age related equalities issues – the councils assisted service is designed to assist customers where age results in an issue for them Customers with age related problems with difficulties in reaching agreement with developers for container provision will receive assistance from the council with that discussion
Disability (physical, visual, hearing, learning disability, mental health)	N/A	N/A	N/A	The proposal is not expected to have any disability related equalities issues – the councils assisted service is designed to assist customers where disability results in an issue for them Customers with

				disability related problems with difficulties in reaching agreement with developers for container provision will receive assistance from the council with that discussion
Gender / Sex	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding gender or sex
Religious Belief	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding religious beliefs
Racial Group	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding religious beliefs
Sexual Orientation	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding sexual orientation
Transgender	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding transgender issues
Other protected groups (pregnancy & maternity, marriage & civil partnership)	N/A	N/A	N/A	There are not expected to be any Equalities issues regarding other protected groups
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	N/A	N/A	N/A	The proposal is not expected to have any socially excluded group related equalities issues – the councils assisted service is designed to assist customers where socially excluded group results in an issue for them Customers with socially excluded group related problems with difficulties in reaching agreement with developers for container provision will receive assistance from the council with that discussion
All				The proposal is not expected to have any equalities issues – the councils assisted service is designed to

				assist customers where an issue exists for them Customers with any equalities related problems with difficulties in reaching agreement with developers for container provision will receive assistance from the council with that discussion
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5. Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date
	N/A		

6. Who needs to know about the outcomes of this assessment and how they will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally (employees & EIA Scrutiny group)	N/A	
Externally (service users, stakeholders etc)	N/A	
Others	N/A	
To ensure ease of access, what other communication needs/concerns are there?	Nothing specific	There will be wide spread publicity about introducing developer charges for the waste containers the properties they build require

7. Conclusion (to be completed and signed by the [Head of Service](#))

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Head of Service):
Date:

8. Internal Scrutiny (to be completed and signed by an independent [member of the third tier manager group](#))

Please delete as appropriate
I agree / disagree with this assessment
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (third tier manager):
Date:

[Please ensure that this EIA is publicised on the Internet](#)