



**North  
Northamptonshire  
Council**

## Equality Impact Assessment

### 1: Background

Requirement	Detail
Title of proposal	<b>Options for the ongoing provision of separate kerbside collections of organic garden waste</b>
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project	Change to service
Directorate	Place and Economy
Service area	Highway and Waste
Lead Officer's name	Charlotte Tompkins
Lead Officer's job title	Waste Services Manager
Officer who completed Equality Screening Assessment	Charlotte Tompkins
Equality Screening Assessment completion date	08 June 2022
Date Director informed of full assessment requirement	08 June 2022
Equality Impact Assessment completion date	08 June 2022

## 2: Legal Requirements

The Equality Act (2010) places a general duty on all public bodies to have `due regard` to:

- Eliminate discrimination, harassment and victimisation.
- Foster good relations.
- Advance the opportunity of equality.

Equality Impact Assessments help us evidence that we have met the requirements of the General Equality Duty. As a local authority we also have a specific duty to publish information about people who are affected by our policies and practices. All Equality Impact Assessments will be published with the Equality Screening Assessment (ESA) on the [North Northamptonshire Council website](#).

## 3: Proposal Details

Description of the proposal:

Consideration of the introduction of a chargeable garden waste service across North Northamptonshire Council (NNC). The Executive is considering how to fund the provision of a garden waste service. This EqIA is to assess whether the introduction of a subscription charge would have any negative impacts on groups or individuals with protected characteristics.

What are the key objectives of this proposal?

To provide a financially sustainable kerbside garden waste collection service that offers parity to all residents in North Northamptonshire

Who will benefit from this proposal?

To harmonise the service across NNC, to remove the current disparity between the services transferred from the predecessor authorities, which was as follows:

- East Northamptonshire – year-round service with £55 annual subscription fee

- Kettering & Corby – year-round service at no extra charge
- Wellingborough – March to November service at no extra charge

Waste collection services are one of the highest profile universal services provided by the Council. A universal service provides the same service to all residents. This model would be funded from the Council’s general budget and does not carry a subscription charge for users. This model means everyone contributes to the scheme through their Council Tax even if they do not need or use the service. Alternatively, the Council could fund the service through a subscription charge paid by residents who choose to use the service.

Costs to operate and provide this service are significant. If the current services were harmonised to provide a universal service with no subscription charge, it would cost the Council over £1million a year to provide. This would reduce the budget available to provide other services to residents, which could impact on groups with protected characteristics.

What were the findings of the initial Equality Screening Assessment?

Negative impact on the following Protected Groups: Age, Disability, Health and Wellbeing

#### 4: Data Evidence

What information or data, additional to that found in the ESA, have you obtained?

Number of green waste fly-tipping incidents 2020/21 by area		
East Northamptonshire Council	Apr 20 - Jun 20	6
East Northamptonshire Council	Jul 20 - Sep 20	22
East Northamptonshire Council	Oct 20 - Dec 20	7
East Northamptonshire Council	Jan 21 - Mar 21	10
<b>Total</b>		<b>45</b>

Wellingborough Borough Council	Apr 20 - Jun 20	13
Wellingborough Borough Council	Jul 20 - Sep 20	9
Wellingborough Borough Council	Oct 20 - Dec 20	18
Wellingborough Borough Council	Jan 21 - Mar 21	6
<b>Total</b>		<b>46</b>
Kettering Borough Council	Apr 20 - Jun 20	10
Kettering Borough Council	Jul 20 - Sep 20	12
Kettering Borough Council	Oct 20 - Dec 20	2
Kettering Borough Council	Jan 21 - Mar 21	2
<b>Total</b>		<b>26</b>
Corby Borough Council	Apr 20 - Jun 20	0
Corby Borough Council	Jul 20 - Sep 20	9
Corby Borough Council	Oct 20 - Dec 20	4
Corby Borough Council	Jan 21 - Mar 21	0
<b>Total</b>		<b>13</b>

How does this data or information help you assess the impact of the proposal on protected groups?

In 20/21 the number of fly-tipping incidents of green waste in East Northamptonshire (where a subscription charge is in place) was equivalent to those in Wellingborough (where the service is provided from March to November at no extra charge to residents).

In total, there were 5507 incidents of fly-tipping in 2020/21 across the North Northamptonshire area, only 2.3% of these relate to incidents with green/garden waste. 42% of the total incidents were for fly-tipped loads by a small van or larger vehicle, so less likely to originate directly from a household source (unless someone has been paid to do work at a premises).

What changes do you recommend being made to the proposal as a result of this evidence?

Consider the provision of subsidised composting containers which remove the need for use of the service.

Consider if the Council wishes to increase the level of subsidy for subscribers of the service who are negatively impacted.

What impact could these changes have on the overall outcome of the proposal?

Reduce the impact on increased household costs

Increase the impact on costs which increases the financial pressure on the Council.

Could these changes have a negative impact on any other equality group(s)?

No

## 5: Equality Impact

Using the evidence gathered above, describe the potential negative impact this proposal may have on individuals or groups because of their characteristics in the table below. Ensure you consider different groups within each of the protected groups.

Characteristic	Potential negative impact
Age	Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs
Disability	Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs
Sex	
Marriage or Civil Partnership	
Pregnancy or Maternity	
Race	

Characteristic	Potential negative impact
Religion or Belief	
Gender Reassignment	
Sexual Orientation	
Health and Wellbeing	<p>Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs</p> <p>Potential impact of increased in fly-tipping, although the data indicates that any potential increase is small or negligible.</p> <p>Potential increase in users at Household Waste Recycling Centres, increasing traffic on the roads.</p>

## 6: Consultation

Who has been consulted with as part of this Equality Impact Assessment?

Who was consulted?	Date(s)	Why was this group consulted?	Any negative impact on equality groups identified?	What change(s) will be made as a result of this consultation?
The Council conducted a public consultation exercise	April – May 2022	To inform the options analysis prior to recommendations to the Executive.	Yes	Potential to offer subsidised home composters to remove the need for the service.

Are further consultations planned? (Give dates, explain reason why this group is to be consulted).

The Service Delivery, Performance and Customers Executive Advisory Panel is considering the consultation results at their meeting on 29th June 2022.

## 7: Assessing the Impact

Will the negative impact identified in the ESA have been eliminated once the above changes have been implemented?

No.

If no, an Equality Impact Assessment Action Plan must be completed to evidence how the negative impact will be mitigated, reduced and reviewed. (Please see action plan template at the end of this document).

## 8: Monitoring and Evaluation

What monitoring systems are in place to measure and monitor the impact that the proposals have on protected groups?

Equalities monitoring information to be included in registration process to identify if the take up of the service is negatively impacting on any specific groups. This activity will inform service design principles for subsequent phases of the service updates.

Active monitoring of the process will enable the service design team to develop targeted measures for individual groups based on the specific needs of those identified.

## 9: Decision Making Summary

Findings should be summarised here. Highlight how the proposal contributes towards the General Equality Duty. Include changes you have made as part of this process.

## 10: Authorisation

	Signature	Date
Approved by Equalities Team		
Authorised by Department Director	Graeme Kane, Assistant Director Highways and Waste	28.06.22

- A signed copy should be retained by the owner for audit purposes.
- A completed copy should be attached to the relevant report/policy/proposal.
- An electronic copy must be emailed to [NNC Equalities](#) to be logged and published.



## 10: Equality Impact Assessment Action Plan

Negative impact	Action to eliminate or reduce negative impact.	Officer responsible	Action target date	Review outcome (has the action had the intended outcome)
Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs  Where resident's main income is a pension they may have less disposable income.	Equalities information included as part of the initial registration process  Consider allowing sharing of bins between neighbours to reduce costs.  Consideration of a sack collection service that residents can use on an ad-hoc basis rather than a subscription service.	Charlotte Tompkins  Charlotte Tompkins  Charlotte Tompkins	Summer 2022  Summer 2022  Summer 2022	Registration process  User Acceptance Testing (UAT) confirms equalities monitoring information is included and data is appropriately stored in line with all privacy considerations.
As above	Review equalities monitoring data to identify impact on any specific protected groups	Graeme Kane / Charlotte Tompkins	April 2023	Produce analysis of data for review

Negative impact	Action to eliminate or reduce negative impact.	Officer responsible	Action target date	Review outcome (has the action had the intended outcome)
As above	Include any additional initiatives for targeted support into service design principles for phase 2 and 3 service updates	Graeme Kane / Charlotte Tompkins	December 2023	Monitoring data shows reduction of impact.
Some people may be less able to access alternatives such as Household Waste Recycling Centres.	<p>Recommend to Executive to set a reasonable charge compared to other providers and services will help to mitigate any negative impact and alternative options such as home composting exist.</p> <p>Recommend to Executive to allow sharing of bins between neighbours to reduce costs.</p> <p>Recommend to Executive to introduce a parallel sack collection service that residents can use on an ad-hoc basis rather than a subscription service</p>	Graeme Kane	July 2022	

