



Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	Potential introduction of subscription-based garden waste service
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to policy (Corby, Kettering & Wellingborough areas), charges already in place in East Northants area
What is the objective of this proposal?	To provide a sustainable kerbside garden waste collection service that offers parity to all residents in North Northamptonshire
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	Yes – consultation has been carried out in March / April 2022
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	Waste Collection services are available to all residents irrespective of any protected characteristics and impacts have been considered for all users.

Requirement	Detail
What processes are in place to monitor and review the impact of this proposal?	Waste collection services are continually monitored in terms of performance data and tonnage yield. Systems are in place to monitor complaints and general service customer satisfaction.
Who will approve this proposal? (Committee, CLT)	Executive

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>Where residents have mobility or accessibility needs, we offer alternative arrangement and suitable adjustments where required.</p> <p>Where resident's main income is a pension, they may have less disposable income.</p>	<p>Assisted collections are available for garden waste as with other waste collections.</p> <p>Ad - hoc sack collection service that residents can use rather than a subscription service, which further reduces additional costs for users.</p>	<p>Neutral</p> <p>Negative</p>
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>			<p>Neutral</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Where residents have mobility or accessibility needs, we offer alternative arrangement and suitable adjustments where required.</p>	<p>Assisted collections are available for garden waste as with other waste collections.</p>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>Some people may have difficulty in accessing or using payment mechanisms.</p> <p>Some people may be less able to access alternatives such as Household Waste Recycling Centres.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? <p>The Council's corporate payment systems allow for some flexibility to access services.</p> <p>Ensuring that the service operates on the most cost efficient manner to limit the increases past on to users.</p> <p>Encourage residents to share containers where appropriate, or use is sporadic.</p> <p>Ad- hoc sack collection service that residents rather than a subscription service, which further reduces additional costs for users.</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Negative</p>
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>			<p>Neutral</p>
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>			<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>			Neutral
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>			Neutral
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	Where residents have mobility or accessibility requirements, we offer alternative arrangement and suitable adjustments where required.	Assisted collections are available for garden waste as with other waste collections.	Neutral
<p>Religion or Belief</p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>			Neutral
<p>Health & Wellbeing</p> <p>1. Health behaviours (E.g. diet, exercise, alcohol, smoking)</p>	Potential reduction in emissions from waste collection vehicles which will only visit areas on the service.	Making the service affordable will mitigate any negative impact and alternative options such as home composting exist.	Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>2. Support (E.g. community cohesion, rural isolation)</p> <p>3. Socio economic (E.g. income, education).</p> <p>4. Environment (E.g. green spaces, fuel poverty, housing standards).</p>	<p>Potential impact of increase in fly-tipping.</p> <p>Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs</p> <p>Potential increase in users at Household Waste Recycling Centres, increasing traffic on the roads</p>	<p>Consideration of subsidised home composting scheme.</p> <p>Encourage residents to share containers where appropriate, or use is sporadic.</p> <p>Ad- hoc sack collection service that residents can use rather than a subscription service, which further reduces additional costs for users.</p> <p>Monitoring of fly-tipping incidents to assess whether there is an impact and reviewing operation of scheme on a regular basis.</p> <p>Only those needing the service are contributing to it.</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Negative</p>

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Potentially Negative
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Yes If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes (Executive – July 2022)
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place & Economy
Service area	Highways & Waste
Lead officer's name	Charlotte Tompkins
Lead officer's job title	Waste Services Manager
Lead officer's contact details	Charlotte.Tompkins@northnorthants.gov.uk
Lead officer's signature	
Date completed	08.06.22

Completed forms must be sent to Equalities@northnorthants.gov.uk