



Appendix B - 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	Delivery of Household Waste Recycling Centres (HWRCs) from April 2025
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Service Procurement – as a follow on from current contractual arrangements to maintain provision of HWRCs.
What is the objective of this proposal?	Agree continued outsourcing of HWRC Operations and agree procurement of that service and any related contracts (such as leases) for 1 st April 2025.
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	No, as no change from current operating model/service level anticipated at this time
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	n/a

Requirement	Detail
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>We receive and review regular customer comments made through the NNC Customer Services Team and from our contractors who routinely administer a customer feedback form. The customer feedback form includes information on gender, age, ethnicity etc. Therefore we can monitor any negative equalities impacts and seek to address.</p> <p>We don't anticipate the service changing from what we have already, any prior issues and subsequent changes have already been addressed through the current contract.</p> <p>However, any matters that do arise as a result of this re-procurement shall be addressed through a further ESA which may then trigger an EQIA.</p>
<p>Who will approve this proposal? (Committee, CLT)</p>	<p>Executive – November 16th 2023</p>

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
Age Different age groups that may be affected by the proposal in different ways.	None		Neutral
Sex Is one sex affected more than another or are they affected the same?	None		Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	None		Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	None		Neutral
Race Are people from one ethnic group affected more than people from another ethnic group?	None		Neutral

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>	None		Neutral
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	None		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>	None		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>	None		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Health & Wellbeing</p> <ol style="list-style-type: none"> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards). 	<p>Potential loss of access to previously accessible sites now in neighbouring authority. The current provision, until 31st March 2025, is 9 sites across the County, accessible to all Northamptonshire (both North and West) residents. From 1st April 2025 North Northamptonshire Council will manage 4 household waste recycling centres. And West Northamptonshire Council will contract their own sites and may seek to only accept waste from residents of West Northamptonshire.</p> <p>Potentially NNC may need to change opening days on some sites to maintain accessibility to Trade services. However, HWRCs are principally for household waste and traders can pay to dispose of their waste at any other waste facility, so this may not be necessary.</p> <p>There may be opportunities for enhanced community engagement within the Social Value element of Contract award, which may include Reuse/Repair/Recycle opportunities to be explored. This would provide opportunities to aid community cohesion, and provide socio-economic and mental health benefits to local areas.</p>	<p>Result of Local Government Reform – not possible to mitigate as decision out of service hands. However, as NNC residents can't use other neighbouring authorities sites it's no difference to not being able to use Leicestershire or Rutland etc. – may need comms plan to clarify change if implemented.</p> <p>Ensure clear communications of any changes to ensure people can access in multiple formats (online-leaflet).</p> <p>Seek involvement or engagement with local community groups if opportunities arise to raise awareness and access to opportunities</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Neutral</p> <p>Neutral</p> <p>Positive</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.	Neutral Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place & Economy – Highways and Waste
Service area	Waste Management
Lead officer's name	Lesley Elkington
Lead officer's job title	Business Support Manager (Waste)
Lead officer's contact details	Lesley.elkington@northnorthants.gov.uk
Lead officer's signature	<i>Lesley Elkington</i>
Date completed	02/10/23

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