



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	Procurement of contract for the treatment of collected organic waste.
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Procurement activity.
What is the objective of this proposal?	Procure legally compliant disposal arrangements for collected organic material
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	No
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	Not applicable.
What processes are in place to monitor and review the impact of this proposal?	Material tonnages are monitored and reported as part of the wider organisational and national performance indicators.
Who will approve this proposal?	Committee

Requirement (Committee, CLT)	Detail
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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
	<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? 	<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? 	Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Sex Is one sex affected more than another or are they affected the same?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility		Neutral


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? 	<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? 	Delete as appropriate. There can be more than one answer per protected group.
Race Are people from one ethnic group affected more than people from another ethnic group?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral
Religion or Belief Does the proposal effect people differently depending on whether they	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
have or do not have a religion or a belief?	needs, we offer alternative arrangements and suitable adjustments where required.		
Health & Wellbeing 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).	Garden Waste services are offered to all residents. Where residents have mobility or other accessibility needs, we offer alternative arrangements and suitable adjustments where required.		Neutral

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.	<u>No Impact</u> / Positive Impact / Negative Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Yes / <u>No</u> If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes / No
Is this document going to be published with the relevant report?	Yes / No

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Waste Services
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	07 Feb 2022

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