

EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	20 Jan 2021	Yvonne D'Ambruoso	

Stage 1: Title and aims of the activity ("activity" is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure
Section	Waste Management
Title of the activity etc.	Waste Collections - Trade Waste/Recycling Collection – Increase fees by 10%
Aims and desired outcomes of the activity	To increase overall income from the Trade Service by circa £190k in order to reduce overall Council deficit.
Author(s) & Title(s)	Yvonne D'Ambruoso, Waste Support Leader SS&D and Administration teams.

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	none	
Internal consultation with staff and other services affected.	None, however, this increase will affect other Council services as well as external.	
External consultation (partner organisations, community groups, and councils).	Benchmarking – other nearby Councils have indicated a rise of 3% for 21/22 for trade services. We have put forward a similar rate to ISC for approval (21 Jan 21).	

External data (census, available statistics).	none	
Other (general information as appropriate).	<p>Extract from the Environmental Protection Act:</p> <p>(4) A person at whose request waste other than household waste is collected under this section shall be liable to pay a reasonable charge for the collection and disposal of the waste to the authority which arranged for its collection; and it shall be the duty of that authority to recover the charge unless in the case of a charge in respect of commercial waste the authority considers it inappropriate to do so.</p>	<p>A 'reasonable' charge has been deemed to be a charge which covers the costs of providing the service but is not profitable. To date, trade waste and recycling charges have been based on costs to run the service and treat/dispose of the resulting materials. Aberdeenshire is a rural local authority; many outlying areas do not have access to private commercial waste and recycling services as they are not economically viable for external companies to operate. Higher charges levied by the Council with the intention of increasing income may result in a loss of customers, particularly in areas that can move to a commercial operator. This would affect rural areas more than urban due to availability of alternative service providers.</p>

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: What steps can be taken to promote good relations between various groups/areas?	
These should be included in the action plan.	Notice of revised charges can be issued with annual waste transfer notes so that customers can make an informed decision on whether they look elsewhere for the service prior to the charges coming into effect. This will ensure that even customers with limited internet access are informed.

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?

This is a budgetary decision which would be across the customer base and would not create opportunities for advancing equality of opportunity.

Stage 7a:

Are there potential impacts on protected groups?

The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below for each protected group by inserting “yes” in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger			yes	
Age - Older			yes	
Disability			yes	
Race – (includes Gypsy Travellers)			yes	
Religion or Belief			yes	
Sex			yes	
Pregnancy and maternity			yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	
Marriage and Civil Partnership			yes	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g., housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g., Access to, or ability to access employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> • Unemployed • Single parents and vulnerable families • People on benefits • Those involved in the criminal justice system • People in the most deprived communities • People who live in rural areas 	<ul style="list-style-type: none"> • Pensioners • Looked after children • Carers including young carers • Veterans • Students • Single adult households • People who have experienced the asylum system 	<ul style="list-style-type: none"> • Those leaving the care setting including children and young people and those with illness • Homeless people • People with low literacy/numeracy • People with lower educational qualifications • People in low paid work • People with one or more protected characteristic
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Please complete by inserting “yes” in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing		yes		

Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		yes		
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies			yes	
Place: Area deprivation – where you live, where you work		yes		
Prospects: Socioeconomic background – social class i.e. parents education, employment and income , educational achievement.			yes	

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive	Negative
Please detail the potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.		Low income/income poverty: Increasing charges well above inflation could affect sole traders, resulting in greater requirement to do debt recovery for the Council.
		The opportunity to access services provided by alternative supplier is reduced for those living in more remote parts of Aberdeenshire.

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?

no

Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal

These should be included in any action plan (for example customer satisfaction questionnaires).

Stage 12: What is the outcome of the Assessment?

Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified; these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

	The proposed increase to charges will apply to the trade customer base. The opportunity to access services provided by alternative supplier is reduced for those living in more remote parts of Aberdeenshire.
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* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.
Justification is to contribute towards reducing Council deficit.

Stage 14: Sign off and authorisation.				
Sign off and authorisation.	1) Service and Team			
	2) Title of Policy/Activity	(if appropriate)		
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Yvonne D'Ambruoso Position: Date: 20/01/2021 Signature:	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Philip D McKay Position: Head of Service Date: 01/03/2021	Name: Position: Date:	
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.	Date:		
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk	Date:		

