

EQUALITY IMPACT ASSESSMENT

Street Scene and Waste – Waste Disposal Service Changes



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Cessation of charges for the disposal of non-household waste at the Household Waste and Recycling Centre (HWRC).
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Department and service	On Behalf of Street Scene & Waste - Waste Collection
Date of assessment	1 June 2021

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	We do not have a detailed age profile of our customers from our surveys but 2011 Census data the % of the population represented by age is as follows; 0-4 years – 6% 5-9 years – 5% 10 -14 years – 5% 15-19 yrs. – 7% 20 -24 yrs. – 10%	No adverse impact is anticipated	NA	NA

	<p>25 -29 yrs. - 7%</p> <p>30 -34% - 6%</p> <p>35 -39 – 6%</p> <p>40 -44 yrs. – 7%</p> <p>45 -49 yrs. – 7%</p> <p>50 -54 - 6%</p> <p>55-59 yrs. – 5%</p> <p>60 -64 yrs. – 6%</p> <p>65 – 69 yrs. – 6%</p> <p>70- 74 yrs. – 4%</p> <p>75 -79 yrs. – 3%</p> <p>80-84 yrs. – 2%</p> <p>85+ -2%</p> <p>23% are 19 years or younger</p> <p>43% are 19 -49 years</p> <p>17% are 50 to 64 years</p> <p>17% are 65 years plus</p>			
Disability	<p>30,000 people in Plymouth will have some form of Mental Health issue. 0.8 % (2118) of those registered with a GP as listed on the Mental Health register.</p> <p>A total of 31,164 (28.5% of households) people declared</p>	No adverse impact is anticipated	NA	NA

	<p>themselves as having a long term disability in the 2011 Census. This is compared the national average of 27.7%.</p> <p>10% of Plymouths population have their day to day activities limited by a long term disability or long term health problem</p> <p>1224 adults currently registered with a GP in Plymouth have some form of learning disability</p>			
Faith/religion or belief	<p>58.1% (148,917) people identify themselves as Christian. This has decreased from 73.6% reported in 2001</p> <p>32.9% of the population stated that they had no religion</p> <p>Those stating Hindi, Buddhist, Sikh, or Jewish religion totalled less than 1% combined</p>	No adverse impact is anticipated	NA	NA
Gender - including marriage, pregnancy and maternity	<p>Overall 50.6% of the population of Plymouth are women and 49.4% are men. This reflects the national figure of 50.8% women and 49.2% men.</p> <p>There were 3280 births in 2011. Birth rate trends have been on the increase since 2015.</p>	No adverse impact is anticipated with regards to residents. However, the majority of Recycling Assistants are men. The briefing note for this Decision highlights the risk of potential regrading of the role following a Job Evaluation process. The role sits at the lower end of the Council pay scale and the impact	As per the briefing note the role requirements will be fully reviewed and further remits may be included with regards to increasing reuse activity. Any process would be undertaken through close consultation with relevant employees, employment agencies and employee representatives.	Within 3 months of Executive Decision. Strategic Contracts Manager.

	<p>Areas with the highest Birthrate are;</p> <p>Stonehouse 142</p> <p>Whitleigh 137</p> <p>Devonport 137</p> <p>Of residents aged 16 or over 90,765 (42.9%) are married 5,190 (2.5%) are separated and still legally married or legally in a same sex civil partnership</p>	of such a change would adversely impact these workers.		
Gender reassignment	<p>There are no official estimates for gender reassignment at either a national or local level. However in a Home Office funded study (GIRES, Gender Identity Research and Education Society) estimated that between 3000,000 and 500,000 are experiencing some degree of gender variance nationally. If we apply this to Plymouth this equates to between 1,200 and 2000 adults.</p>	No adverse impact is anticipated	NA	NA
Race	<p>92.9 of Plymouths population identify themselves as White British</p> <p>7.1% identify as Black and Minority Ethnic (BME)</p> <p>White (other) 2.7 %</p> <p>Chinese (0.5%)</p> <p>Other Asian (0.5%)</p>	No adverse impact is anticipated	NA	NA

	Our recorded BME population rose from 3% in 2001 to 6.7% in the 2011 census.			
Sexual orientation - including civil partnership	There is no definitive data on sexual orientation at a local or national level, however a recent estimate from 2015 ONS Annual Population Survey (APS) suggests that; 1.7% of UK is LGB. This equates to just over 3,600 people in Plymouth	No adverse impact is anticipated	NA	NA

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	As per implication set out in Gender section above.	As per implication set out in Gender section above.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	It is not anticipated that there will be any implications involving hate crime incidents as a result of the proposed changes.	NA
Good relations between different communities (community cohesion)	It is not anticipated that there will be any implications involving the relations between communities as a result of the proposed changes.	NA
Human rights Please refer to guidance	It is not anticipated that there will be any implications involving human rights as a result of the proposed changes.	NA

STAGE 4: PUBLICATION

Responsible Officer: Philip Robinson

Date: 2 June 2021

Service Director