

DRAFT EQUALITY IMPACT ASSESSMENT – GARDEN WASTE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Hill, Policy and Intelligence Officer	Department and service:	Street Services	Date of assessment:	21/10/22 (Updated 01/11/22)
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Andy Sharp, Interim Head of Environmental Operations	Signature:	A. Sharp	Approval date:	04/11/22
Overview:	<p>BACKGROUND</p> <p>The Equality Act 2010 harmonised and replaced pre-existing equality legislation and extended statutory protection across nine ‘protected characteristics’. It recognised forms of discrimination that were previously beyond the scope of legislation and introduced the concept of the Public Sector Equality Duty (PSED).</p> <p>The protected characteristics include; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p> <p>The PSED placed specific responsibilities on public sector organisations to consider equality in their decision making. It consists of a general equality duty, supported by specific duties, which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct. • Advance equality of opportunity between people who share a protected characteristic, and those who do not. • Promote good relations between people who share a protected characteristic and those who do not <p>CONTEXT</p> <p>Plymouth City Council is facing significant budget pressures. The business case which is being presented sets out the rationale for introducing a subscription charge for the collection of household garden waste. The introduction of this charge would contribute to helping mitigate the Council’s unprecedented budget pressures, improve service reliability, and provide the right level of resource on our toughest waste collection rounds to reduce the risk of musculoskeletal</p>				

injuries for our crews. The introduction of a subscription charge garden waste collection would also help to ensure that Council budgets are prioritised for essential services.

DECISION

It is recommended that the Council’s Cabinet:

- Approves the Business Case
- Approves the introduction of an annual subscription charge for the garden waste collection service of £49 per garden waste receptacle with an early bird reduction to £39 for those who sign up within the publicised offer period.
- Approves an inflationary increase to be applied to the charge for garden waste collection to take effect for each calendar year from 2024 onwards.
- Approves the introduction of a charge of £10 for residents who request that the Council collect Garden Waste containers that are no longer required, as opposed to retaining it or taking it themselves to Chelson Meadow Recycling Centre.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes	x	No	
<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	x
<p>Is a full Equality Impact Assessment required?</p>	Yes	x	No	
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	Not applicable.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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<p>Age</p>	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>A shift in the demographics of Plymouth is expected over the next fifteen years. It is projected that there will be a 32.7 per cent increase in the number of people aged 65 or over between 2016 and 2034.</p> <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14. • 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p> <p>The Driver and Vehicle Licensing Agency (DVLA) 'Full car driving licence holders' data shows that year on year, people aged over 70 are less likely to hold a driving license and so it can be assumed that</p>	<p>As people age they face an increased risk of fragility. This combined with the lower proportion of older people who hold a driving license, may mean that some older people could find it more difficult to access a household recycling centre.</p> <p>As there is a relatively high proportion of pensioners living in poverty, this may mean that some older people may face difficulties to remove their garden waste if they cannot afford to pay the new service charges.</p> <p>It is anticipated that older people could be adversely impacted by this decision.</p>	<p>Raising awareness of assisted collections through our partners and communications channels will help to ensure that those people who need assisted collections are aware of the wider service offer.</p> <p>To help ensure that as many people as possible can manage their garden waste, the Council will be subsidising the cost of home composters. Information about how residents can compost effectively will be shared. The impact of the decision will be monitored and opportunities for targeted communications will be identified.</p>	<p>Street Services</p> <p>Street Services</p>

	<p>they are more likely to rely on public transport.</p> <p>Older people are statistically more likely to rely on cash. Findings from the Financial Lives 2020 Survey found that around 2.4 million people aged 65 and over in the UK relied on cash to a great extent in their day-to-day life around 21 per cent) of all older people (Age UK, 2021).</p> <p>Almost 1 in 5 pensioners are living in poverty (Joseph Round Tree Foundation, 2022).</p> <p>5971 Plymouth households have assisted waste collections.</p>			
<p>Disability</p>	<p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census). National evidence suggests that a higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled (EHRC 2017).</p> <p>5971 Plymouth households have assisted waste collections.</p>	<p>People with some disabilities may find it difficult to take their garden waste to a recycling centre. This combined with the lower proportion of disabled people who hold a driving license, may mean that some disabled people could find it more difficult to access a household recycling centre.</p> <p>There is a higher proportion of disabled people living in poverty when compared to people without a disability. Some people with disabilities may find it difficult to remove their garden waste as they may find the subscription service financially inaccessible.</p>	<p>Raising awareness of assisted collections through our partners such as PADAN and communications channels will help to ensure that those people who need assisted collection are aware of the wider service offer.</p> <p>To help ensure that as many people as possible can manage their garden waste, the Council will be subsidising the cost of home composters. Information about how residents can compost effectively will be shared.</p>	<p>Street Services</p> <p>Street Services</p>

		It is anticipated that disabled people may be adversely impacted by this decision.	The impact of the decision will be monitored and opportunities for targeted communications will be identified.	
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</p> <p>However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.</p>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
Marriage and civil partnership	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
Pregnancy and maternity	There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.

	<p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p>			
<p>Race</p>	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</p> <p>ONS data shows that white people were consistently the most likely to have a driving licence out of all ethnic groups, and black people were least likely to (ONS, 2020).</p> <p>There is evidence to suggest that Black and Minority Ethnic groups are increasingly likely to face financial hardship during the cost of living crisis.</p>	<p>There is a higher proportion of people from minority ethnic backgrounds who do not hold a driving licence when compared to the white population. Therefore some people from a minority ethnic background may find it difficult to dispose of their garden waste at a household recycling centre.</p> <p>There is a higher proportion of people from minority ethnic backgrounds living in poverty when compared to people from white backgrounds. Some people from minority ethnic backgrounds may find it difficult to remove their garden waste as they may find the service financially inaccessible.</p> <p>It is anticipated that people from minority ethnic backgrounds may be adversely impacted by this decision.</p>	<p>To help ensure that as many people as possible can manage their garden waste, the Council will be subsidising the cost of home composters. Information about how residents can compost effectively will be shared. The impact of the decision will be monitored and opportunities for targeted communications will be identified.</p>	<p>Street Services</p>

Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	<p>Single parent families are more likely to experience poverty and are also more likely to be headed by women than men. The introduction of a garden waste collection charge may result in more women finding it difficult to dispose of their garden waste if the garden waste collection service is financially inaccessible.</p> <p>It is anticipated that some women may be adversely impacted by this decision.</p>	To help ensure that as many people as possible can manage their garden waste, the Council will be subsidising the cost of home composters. Information about how residents can compost effectively will be shared. The impact of the decision will be monitored and opportunities for targeted communications will be identified.	Street Services
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (we are awaiting 2021 Census data).	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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	No adverse impacts on human rights are expected from this decision.	Not applicable.	Not applicable.
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SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	Plymouth City Council remains committed to celebrating the diversity of the city.	Not applicable.	Not applicable.
Pay equality for women, and staff with disabilities in our workforce.	Plymouth City Council is committed to equal opportunities and the fair treatment of its workforce. As an employer, we have a clear policy of paying employees equally for the same or equivalent work regardless of gender or disability. The Council operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and are based wholly on the role being undertaken. The changes to the garden waste service will enable additional staff resource which will have the potential to reduce the frequency of musculoskeletal injuries for our waste crews.	In line with our current policies, we will continually review our employees' wellbeing. Where possible apprenticeship opportunities will be considered and applications from groups which are under-represented within this service area will be encouraged.	TBC
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Our People Strategy 2020 – 2024 sets out our approach towards ensuring that the Council's workforce can adapt and meet the ever changing needs of the Council and our residents.	Not applicable.	Not applicable.

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The Council is committed to reducing and tackling hate crime and ensuring that victims are treated in a trauma informed manner to ensure that they get the outcome which is most appropriate for them. The Council works closely with the Safer Plymouth Partnership, the community safety partnership for the city. Hate crime data is monitored.	Not applicable.	Not applicable.
Plymouth is a city where people from different backgrounds get along well.	The Council is committed to promoting cohesion within the city.	Not applicable.	Not applicable.

