

EQUALITY IMPACT ASSESSMENT – BIN DELIVERY CHARGES

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Andy Sharp, Head of Business Improvement	Signature:	A. Sharp	Approval date:	6 January 2023
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; <u>age</u>, <u>disability</u>, <u>gender reassignment</u>, <u>marriage and civil partnership</u>, <u>pregnancy and maternity</u>, <u>race</u>, <u>religion or belief</u>, <u>sex</u> and <u>sexual orientation</u>.</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 rational for re-introducing delivery charges for new and replacement waste containers for all waste streams. The introduction of this charge would contribute to helping mitigate the Council's unprecedented budget pressures and help encourage residents to reduce the amount of waste they produce. The introduction of a delivery charge would also help to ensure that Council budgets are prioritised for essential services.</p>				

Decision required:	<p>It is recommended that the Portfolio Holder:</p> <ul style="list-style-type: none"> • Approval for a charge of £20 (£16 excluding VAT) for the delivery of domestic waste containers to be applied in all instances except where the Council have damaged the containers through the collection process. The charge will apply to the delivery not the number of containers. • Approve the implementation of a 50 per cent discount to be given for residents who claim Council Tax Support. • Approve an ongoing inflationary increase to be applied to this charge to take effect each year from 2024 onwards. Charges will increase in line with the Consumer Price Index (CPI) as per the Corporate Charging Policy.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes	X	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	X	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	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
	. Data will be updated with the 2021 Census data as it becomes available.			

Age	<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>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>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</p>	<p>As there is a relatively high proportion of pensioners living in poverty, this decision may mean that some older people may face difficulties appropriately storing their waste if they cannot afford to pay the new bin delivery charge.</p> <p>It is anticipated that older people could be adversely impacted by this decision.</p>	<p>Residents who claim Council Tax Support will be offered a 50 per cent discount on container delivery charges.</p>	<p>Street Scene & Waste</p> <p>To be implemented at the start of the charging regime.</p>

	<p>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>			
Disability	<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).</p> <p>National evidence suggests that</p> <p>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>As there is a relatively high proportion of disabled people living in poverty, this decision may mean that some disabled people may face difficulties appropriately storing their waste if they cannot afford to pay the new bin delivery charge.</p> <p>It is anticipated that disabled people could be adversely impacted by this decision.</p>	Residents who claim Council Tax Support will be offered a 50 per cent discount on container delivery charges.	<p>Street Scene & Waste</p> <p>To be implemented at the start of the charging regime.</p>
Gender reassignment	There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).	No adverse impacts are anticipated from this decision.	N/A	N/A
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.	N/A	N/A

Pregnancy and maternity	<p>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.</p> <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>	No adverse impacts are anticipated from this decision.	N/A	N/A
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black.</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity.</p> <p>2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth.</p> <p>Evidence suggests that minority ethnic communities have disproportionately felt the economic impacts of the cost-of-living-crisis.</p>	<p>As there is a relatively high proportion of people from minority ethnic backgrounds living in poverty, this decision may mean that some people from minority ethnic backgrounds may face difficulties appropriately storing their waste if they cannot afford to pay the new bin delivery charge.</p> <p>It is anticipated that people from minority ethnic backgrounds could be adversely impacted by this decision</p>	Residents who claim Council Tax Support will be offered a 50% discount on container delivery charges.	Street Scene & Waste To be implemented at the start of the charging regime.
Religion or belief	<p>48.9 per cent (129,338) of the Plymouth population stated they had no religion. 42.5 per cent of the population (112,526) identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while</p>	No adverse impacts are anticipated from this decision	N/A	N/A

	Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).			
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>90 per cent of the 1.8million single parent households are headed by women (Gingerbread)</p>	<p>As there is a relatively high proportion of single parent households headed by women living in poverty, this decision may mean that some people from women who head single parent households may face difficulties appropriately storing their waste if they cannot afford to pay the new bin delivery charge.</p> <p>It is anticipated that women who head single parent households could be adversely impacted by this decision</p>	Residents who claim Council Tax Support will be offered a 50 per cent discount on container delivery charges.	Street Scene & Waste To be implemented at the start of the charging regime.
	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data).	No adverse impacts are anticipated from this decision	N/A	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts on human rights are anticipated from this decision	N/A	N/A

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.	N/A	N/A
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.	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.	N/A	N/A
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.	N/A	N/A

Plymouth is a city where people from different backgrounds get along well.	The Council is committed to promoting cohesion within the city.	N/A	N/A
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