

APPENDIX B - EQUALITY IMPACT ASSESSMENT – WASTE WOOD COLLECTION AND RECYCLING

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Phil Rudin	Department and service:	Street Services	Date of assessment:	22/11/22
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Phil Rudin, Head of Strategic Contracts and Disposal	Signature:	P Rudin	Approval date:	22/11/22
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). 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> <p>Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct.</p> <p>Advance equality of opportunity between people who share a protected characteristic, and those who do not.</p> <p>Promote good relations between people who share a protected characteristic and those who do not</p> <p>CONTEXT</p> <p>The business case which is being presented sets out the rational for procuring a contract to collect and recycle waste wood originating from PCC’s recycling centres and commercial waste transfer station. The successful procurement of a contract would allow PCC to continue to recycle this material, avoid expensive disposal costs and be in compliance with procurement rules.</p> <p>DECISION</p> <p>It is recommended that the Leader:</p> <p>Approves the procurement of a contract to collect and recycle waste wood;</p>				

	Delegates the award of contract to the Service Director for Street Services, where they do not already have authority to do so.
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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		No	x
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?	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
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% 25 -29 yrs. - 7% 30 -34% - 6% 35 -39 – 6% 40 -44 yrs. – 7% 45 -49 yrs. – 7%	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.

	<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 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>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
Gender reassignment	There are no official estimates for gender	No adverse impacts are	Not applicable.	Not applicable.

	<p>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>	<p>anticipated from this decision.</p>		
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>	<p>No adverse impacts are anticipated from this decision.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
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>	<p>No adverse impacts are anticipated from this decision.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

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> <p>Our recorded BME population rose from 3% in 2001 to 6.7% in the 2011 census.</p>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
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 impacts are anticipated from this decision.	Not applicable.	Not applicable.
Sex	<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>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.
Sexual orientation	<p>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;</p> <p>1.7% of UK is LGB. This equates to just over 3,600 people in Plymouth There is no precise local data on sexual orientation in Plymouth (we are</p>	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.

	awaiting 2021 Census data).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts on human rights are expected from this decision.	Not applicable.	Not applicable.

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. Click here to enter text.	Not applicable.	Not applicable.
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.

<p>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</p>	<p>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.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
<p>Plymouth is a city where people from different backgrounds get along well.</p>	<p>The Council is committed to promoting cohesion within the city.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>