# EQUALITY IMPACT ASSESSMENT – [FOOD WASTE COLLECTION PROJECT- VEHICLES AND CONTAINERS PROCUREMENT ONLY]

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| **Author(s):**<br>This is the person completing the EIA template. | Rachel Hawadi | **Department and service:** | Street Services | **Date of assessment:** | 30 September 2024 |
| **Lead Officer:**<br>Head of Service, Service Director, or Strategic Director. | Andy Sharp<br>(Head of Environmental Operations) | **Signature:** | | **Approval date:** | 1 October 2024 |
| **Overview:** | This document is the Equality Impact Assessment (EIA) which accompanies the business case to procure vehicles and containers to support the implementation of a weekly household Food Waste Collection Service to all residents of Plymouth by 1 April 2026. The project is legislatively driven and funded by the Department for Environment, Food & Rural Affairs (Defra). The Council is obliged to provide all residents with an internal caddie, a kerbside caddie and communal bins for flats, Houses in Multiple Occupation, flats, clusters of flats and estates. Residents however have the option to participate in the food waste collection service. The project will overlay existing residual & recycle waste collections and utilize current practices for assisted collections as requested by residents. As part of the public engagement and behavioural change programme that underpins the project there will be deliverables specifically designed with communicating with those that struggle with English. | | | | |
| **Decision required:** | • To award the contract for the provision of Food Waste Collections vehicles to Terberg Matec UK at a cost of £1,125,300 of DEFRA funding to purchase the Food Waste Collection Vehicles | | | | |

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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| **Potential external impacts:**<br>Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics? | **Yes** | | **No** | No |
| **Potential internal impacts:**<br>Does the proposal have the potential to negatively impact Plymouth City Council employees? | **Yes** | | **No** | No |

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| 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** | Yes | **No** | |
| If you do not agree that a full equality impact assessment is required, please set out your justification for why not. | | | | |

## 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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| **Age** | Plymouth<br>• 16.4 per cent of people in Plymouth are children aged under 15.<br>• 65.1 per cent are adults aged 15 to 64.<br>• 18.5 percent are adults aged 65 and over.<br>• 2.4 percent of the resident population are 85 and over.<br>South West<br>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.<br>• 22.3 per cent are aged 65 and over.<br>England<br>• 17.4 per cent of people are aged 0 to 14.<br>• 64.2 per cent of people are aged 15 to 64.<br>• 18.4 per cent of people are aged 65 and over.<br>(2021 Census) | Participation in the service will require residents to present a kerbside container for collection. The Council will also provide a kitchen caddy that the resident can use to collect waste and transfer contents into the larger kerbside caddy. Older people may struggle with lifting and transfer of the waste. | Whilst participation in the service will be voluntary the Council clearly want to ensure everyone can use it. Residents who struggle with the presentation of waste will be able to access the Assisted Waste Collection scheme and application process will be amended to accommodate this new service. | In line with roll out of the Service in 2026. |

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| **Care experienced individuals**<br>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic). | It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.<br>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.<br>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).<br>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to. | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |

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| **Disability** | 9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.<br>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census) | Participation in the service will require residents to present a kerbside container for collection. The Council will also provide a kitchen caddy that the resident can use to collect waste and transfer contents into the larger kerbside caddy. Those with physical disabilities may struggle with lifting and transfer of the waste. | Whilst participation in the service will be voluntary the Council clearly want to ensure everyone can use it. Residents who struggle with the presentation of waste will be able to access the Assisted Waste Collection scheme and application process will be amended to accommodate this new service. | In line with roll out of the Service in 2026. |
| **Gender reassignment** | 0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census). | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |
| **Marriage and civil partnership** | 40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.<br>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census). | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |

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| **Pregnancy and maternity** | The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5. | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |
| **Race** | 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 (2021 Census)<br>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 (2021 Census)<br>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census). | No adverse impacts are anticipated from this decision. However, the EIA accompanying the full Food Waste business case will address the issue of communicating the changes for residents who struggle with reading English. | Not applicable. | Not applicable. |
| **Religion or belief** | 48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).<br>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census). | 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). | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |

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| **Sexual orientation** | 88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census). | 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 are anticipated from this decision. | Not applicable. | Not applicable. |

## SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| **Work together in partnership to:**<br>▪ **promote equality, diversity and inclusion**<br>▪ **facilitate community cohesion**<br>▪ **support people with different backgrounds and lived experiences to get on well together** | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |
| **Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.** | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |

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| **Build and develop a diverse workforce that represents the community and citizens it serves.** | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |
| **Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.** | No adverse impacts are anticipated from this decision. | Not applicable. | Not applicable. |