


# EQUALITY IMPACT ASSESSMENT – GARDEN WASTE COLLECTION AND COMPOSTING

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Deven Distin	<b>Department and service:</b>	Street Services	<b>Date of assessment:</b>	11/03/2025
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Sarah Easton, Head of Commercial	<b>Signature:</b>		<b>Approval date:</b>	12/03/2025
<b>Overview:</b>	<p>To award <b>D &amp; KJ Bragg</b> the Garden Waste Collection and Composting contract for 5 years</p> <p>The value of the contract is estimated at £252,000 per year for the 5 years based on current costs to deliver this service. This cost is funded from the revenue budget.</p>				
<b>Decision required:</b>	<p>It is recommended that the Cabinet Member for Environment and Street Scene:</p> <p>Award D &amp; KJ Bragg the Garden Waste Collection and Composting contract for 5 years</p> <p>The value of the contract is estimated at £252,000 per year for the 5 years based on current costs to deliver this service. This cost is funded from the revenue budget.</p>				

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Due to no negative impacts to service users, communities or residents in respect to the award of this contract for the processing of garden waste.			

**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
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	No adverse impacts are anticipated from this decision	Not applicable	Not applicable

<p><b>Care experienced individuals</b></p> <p>(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).</p>	<p>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.</p> <p>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.</p> <p>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).</p> <p>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.</p>	No adverse impacts are anticipated from this decision	Not applicable	Not applicable
<p><b>Disability</b></p>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No adverse impacts are anticipated from this decision	Not applicable	Not applicable

<b>Gender reassignment</b>	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
<b>Marriage and civil partnership</b>	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.  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
<b>Pregnancy and maternity</b>	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

<b>Race</b>	<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 (2021 Census)</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 (2021 Census)</p> <p>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).</p>	No adverse impacts are anticipated from this decision	Not applicable	Not applicable
<b>Religion or belief</b>	<p>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).</p> <p>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).</p>	No adverse impacts are anticipated from this decision	Not applicable	Not applicable
<b>Sex</b>	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
<b>Sexual orientation</b>	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
	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
<b>Work together in partnership to:</b> <ul style="list-style-type: none"> <li>promote equality, diversity and inclusion</li> <li>facilitate community cohesion</li> <li>support people with different backgrounds and lived experiences to get on well together</li> </ul>	Plymouth City Council is committed to equal opportunities and the fair treatment of its workforce. The Equality and Diversity Strategy Action Plan 2022 - 2023 supports the Council's equality and diversity ambitions.	Not applicable	Not applicable
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	Plymouth City Council work hard to promote equality within communities and to ensure that our services are accessible. The contribution that people and communities can make and want to harness that potential to work together for a fairer, greener and healthier City where everyone can enjoy an outstanding quality of life.	Not applicable	Not applicable
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	Plymouth City Council have set one overarching objective to 'celebrate diversity and ensure that Plymouth is a welcoming City'. There are four additional equality objectives which include pay equality for women, and employees with	Not applicable	Not applicable

	disabilities the workforce, supporting workforce through the implementation of Our People Strategy 2020 – 2024, supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes and ensuring that Plymouth is a City where people from different backgrounds get along well.		
<b>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.</b>	The Council is committed to supporting victims of hate crime, so they feel confident to report incidents and work with their partner organisations to achieve positive outcomes. Ensuring that victims of hate incidents/crimes receive appropriate support, and that people feel confident and understand how to report incidents. To communicate the importance of reporting incidents PCC has undertaken several activities to raise awareness of the mechanisms for reporting.	Not applicable	Not applicable