

EQUALITY IMPACT ASSESSMENT

Street Scene and Waste - Garden Waste Online Registration



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>We are reviewing the garden waste service.. At present over 45% of household's present Garden waste for collection. Householders are not required to register to receive the service and therefore there is no accurate participation information gathered to support the optimisation of collection routes and schedules. If customers wish to continue to have their garden Waste collected in 2020 they will need to register their address online</p> <p>The only anticipated change to the service for customers is the addition of an online registration portal therefore this assessment considers access to the internet for registration purposes.</p>
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Department and service	Street Scene & Waste - Waste Collection
Date of assessment	16 September 2019

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	<p>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;</p> <p>0-4 years – 6%</p> <p>5-9 years – 5%</p> <p>10 -14 years – 5%</p>	<p>No adverse impact on workforce is anticipated</p> <p>We do not have service participation data related to customer age profile. An assumption has been made that older residents are more likely to have the leisure time to dedicate to gardening as a pastime and therefore the</p>	<p>Consider all channels of communication so that messages relating to the change of service is delivered both digitally and with printed literature placed on Garden Waste bags, also printed messages in press detailing the change to the service.</p>	<p>2019 - Project Manager</p> <p>2019 – Responsible Officer</p>

	<p>15-19 yrs. – 7%</p> <p>20 -24 yrs. – 10%</p> <p>25 -29 yrs. - 7%</p> <p>30 -34% - 6%</p> <p>35 -39 – 6%</p> <p>40 -44 yrs. – 7%</p> <p>45 -49 yrs. – 7%</p> <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>	<p>service may be popular with residents in the 50 plus age bracket. The average age of someone who gardens 54 in 2012 (Horticulture Trades Association 2012)</p> <p>The service will be provided on a request only basis and customers who wish to continue to have their Garden Waste collected will need to register online to participate.</p> <p>A 2017 report on internet usage by the Good Things Foundation commissioned on behalf of OFCOM & BT found that employment status , particular retirement was an indicator of limited or non-users of digital services (65% on non-users were retired) and 64.4% of non-users are aged 65 or over: 25.3% aged 65-74; and 39.1% aged over 75.</p>	<p>Engagement with community interest groups who specialise in working with residents who are 50 Plus</p> <p>Marketing campaign to target friends, relatives, carers, neighbours to advise that they can complete the online registration on behalf of anyone they know who may not be able to get online.</p> <p>Messages to state that you do not need a computer or laptop and that registration can be completed on a smartphone – many people do not recognise that this channel is the same as going online.</p> <p>URL links to registration page to be kept as simple as possible. One word for ease of access.</p> <p>Customers who are unable to access the internet will be signposted to their local library for support</p>	
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<p>Disability</p>	<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>	<p>Whilst no impact is directly anticipated by online registration access to the internet is a consideration.</p> <p>We do not have direct figures for residents with no access whatsoever to the internet but national figures indicate that 47.7% of non-users have a disability or long standing health issue (Good News Foundation, OFCOM 2017)</p>	<p>Consider all channels of communication so that messages relating to the change of service is delivered both digitally and with printed literature placed on Garden Waste bags, also printed messages in press detailing the change to the service.</p> <p>Engagement with community interest groups who specialise in working with residents who have a disability, mental health condition or long term health problem.</p> <p>Marketing campaign to target friends, relatives, carers, neighbours to advise that they can complete the online registration on behalf of anyone they know who may not be able to get online.</p> <p>Messages to state that you do not need a computer or laptop and that registration can be completed on a smartphone – many people do not recognise</p>	<p>2019 - Project Manager</p> <p>2020 - Responsible Officer</p>
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			<p>that this channel is the same as going online.</p> <p>URL links to registration page to be kept as simple as possible. One word for ease of access.</p> <p>Support to be offered by libraries and One Stop Shop for anyone who has no means at all to go online</p>	
Faith/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 impact is anticipated	NA	NA
Gender - including marriage, pregnancy and maternity	<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> <p>There were 3280 births in 2011. Birthrate trends have been on the increase since 2015.</p>	No adverse impact anticipated. Research indicates that, there was no statistically significant difference between male and female respondents with regards to the prevalence of non or limited users of online services (Good News Foundation, OFCOM 2017)		

	<p>Areas with the highest Birthrate are;</p> <p>Stonehouse 142</p> <p>Whitleigh 137</p> <p>Devonport 137</p> <p>Of residents aged 16 or over 90,765 (42.9%) are married</p> <p>5,190 (2.5%) are separated and still legally married or legally in a same sex civil partnership</p>			
Gender reassignment	<p>There are no official estimates for gender 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>There is no correlation between internet access and gender however studies reveal that employment is a factor to consider related to internet access</p> <p>A 2014 study indicates that 7.9% of transgender people or those experiencing gender dysphoria were unemployed (Employment discrimination and transsexual people GIREs 2014).</p> <p>Therefore no adverse impact is anticipated</p>	NA	NA
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>The Ofcom data analysed did not show any statistically significant differences between any of the groups, primarily because the sample sizes were</p>	<p>Advocacy and support to access online registration to be monitored to glean whether there is any</p>	<p>2019 –Project Manager</p> <p>2020 – Responsible Officer</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>	<p>too low to draw any conclusions. Further Investigation would be required to ascertain whether there is a link between internet use/ access and ethnicity.</p> <p>No adverse impact is anticipated but this would need to be monitored</p>	<p>impact on any particular groups</p>	
Sexual orientation - including civil partnership	<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</p>	<p>No adverse impact anticipated</p>	<p>NA</p>	<p>NA</p>

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	<p>It is not implicated that changing the Garden waste service to an online registration opt in will have any implications to the hourly rate between men and women</p>	<p>NA</p>
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	<p>It is not anticipated that there will be any implications involving hate crime incidents as a result of the introduction of online registration for Garden waste services</p>	<p>NA</p>

Good relations between different communities (community cohesion)	It is not anticipated that there will be any implications involving the relations between communities as a result of this scheme	NA
Human rights Please refer to guidance	It is not anticipated that there will be any implications involving human rights as a result of this scheme	NA

STAGE 4: PUBLICATION

Responsible Officer

Date

Strategic Director, Service Director or Head of Service