

Equalities Impact Assessment – Part 1 – Initial Screening

Details of Officer completing this form:					
Name:	Jayne Paterson	Job Title:	Business Development Manager	Date:	25-1-2019
Dept:	Place	Service:	Waste & Recycling Collection Services		
What change is being proposed? Provide a brief description (and title if applicable)					
<p>Proposed Waste Collection Service Changes</p> <p>The Council currently provides a collection of weekly residual waste, weekly dry recycling, a fortnightly mixed food and garden waste (with no annual subscription fee) from kerbside properties that have a wheeled bin(s). The service costs around £15.1 million per year. The Council's current recycling rate based on latest published data (2017/18) is 35.9 percent compared to 37.2 percent in 2016/17.</p> <p>To find savings and contribute to the overall savings target, Waste Services has explored alternative waste and recycling collection arrangements for kerbside properties with wheeled bin(s).</p> <p>A public consultation on the Waste Collection Service (the Consultation) ran between 29 October 2018 and 6 January 2019. The Consultation gave residents the opportunity to share their views on the 7 proposals and the option of retaining the current collection service.</p> <p>There was a good response to the Consultation with 5,602 replies compared to other Council consultations and this feedback has helped to inform the recommendation made here.</p> <p>The Consultation Marketing Campaign can be found in Appendix 3 of the main report. To summarise, we used a range of promotional activity to raise awareness of the Consultation. We monitored response rates throughout the 10-week period to identify where responses were lower than would be expected for the demographic profile and targeted resources to ensure that the Consultation was inclusive and accessible to all residents. Additional marketing for hard-to-reach residents included the use of different ethnic press to promote the Consultation; 3 British Sign Language events and street surveys carried out in EN3, N9, and N18 to increase uptake.</p> <p>The Council's evaluation criteria were contained in the Consultation documents to ensure transparency and fairness. The criteria are financial savings, conformity with the London Mayors Environment Strategy and to consultation responses.</p> <p>The financial savings provided by Proposal 7 is significantly higher than other proposals or the current collection system, and make a considerable contribution to the savings target of £18 million for 2019/20 and about £12 million further savings for the following year 2020/21. Proposal 7 supports the Mayor's Environment Strategy by providing separate food waste collections and has a projected step change in recycling to 49%.</p> <p>Proposal 7 was the least preferred amongst the respondents of the Consultation at 9% albeit with the exception of retaining the current system there was no clear majority for any of the proposals.</p> <p>Respondents identified a number of potential negative impacts, which have been considered in terms of likelihood and proportionality or mitigated by proposed actions. These are set out in the Recommendation Proposal Section of the main report.</p>					

Briefly summarise the key objectives and expected outcomes of the change and explain why it is needed

It is proposed that the Council adopts a different waste and recycling collection system for kerbside properties with a wheeled bin. The recommended proposal is:

- To collect refuse every fortnight rather than weekly (collections from the property will be made on alternate weeks)
- To collect dry recycling every fortnight rather than weekly (collections from the property will be made on the alternate weeks)
- To provide a new service of a weekly separate food waste collection
- To introduce a £65 per year charge to collect garden waste from households that opt into the scheme (additional bins per property will be charged at £65 per year)

Why the change is needed

The costs of the current collection system are projected to rise significantly whilst the Council needs to make further savings of £18 million in 2019-20, and about £12 million further savings for the following year 2020/21.

The Council will have to identify and implement savings in other services across the Council, use already limited reserves or increase Council Tax charges if savings are not made in the household waste and recycling collection service.

Rationale for the Individual Potential Changes to the Waste and Recycling Service

A separate food waste service

A separate food waste collection is set out in the requirement of the Mayor's London Environment Strategy. To provide a separate service additional costs would be expected in the region of £996k per year.

Fortnightly refuse

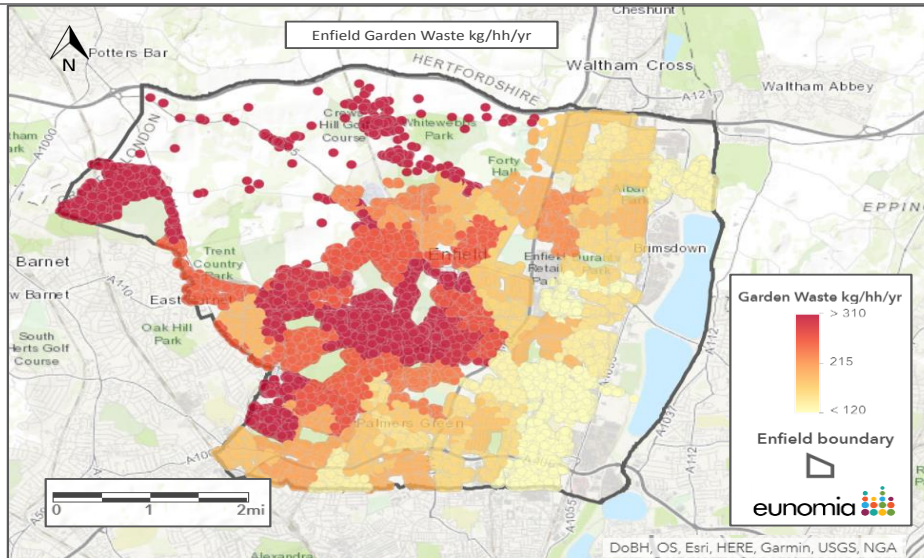
Fortnightly refuse will encourage waste minimisation and recycling by further restricting the amount of residual waste that can be thrown away per week. Other councils that have adopted a similar system have seen increasing in performance from 3% to 13%.

Fortnightly dry recycling

There is little evidence to suggest that changing from weekly to fortnightly recycling will have a significant reduction in recycling tonnage. Based on benchmarking, some of the top performing recycling authorities in the UK offer fortnightly 240 litre recycling collections. Larger or additional recycling bins can be made available, and additional recycling can be put out on collection day in clear bags.

Charging for garden waste

Charging for garden waste is a non-statutory service. It is a service that is not widely used by all residents and has varying participation in the scheme; low users and high users. Tonnage data shows that residents in the west of the Borough use the service noticeably more than residents in the east of the Borough. The heat map below shows the take up of the service across the borough.



Does the proposal?

Affect service users, employees or the wider community	✓	
Have a significant impact on how services are delivered	✓	
Plan to withdraw a service, activity or presence	✓	
Plan to introduce a new service or activity	✓	
Aim to improve access to, or the delivery of a service	✓	
Involve a significant commitment of resources	✓	
Relate to an area where there are known inequalities	✓	

If you have answered NO to all of the questions above then the screening process is complete and you do not need to complete Part 2 – Full Equality Impact Assessment or Part 3 – Action Plan. This decision must be signed off by our Head of Service or Equality Lead below.

Sign off by Head of Service:

Name:		Signature:		Date:	
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Please note: If equality issues are identified during the course of the policy, plan or practice development/review, the EqIA Initial Screening will need to be revisited. This may result in a full EqIA being required where it previously was not.

Equalities Impact Assessment – Part 2 – Full Assessment

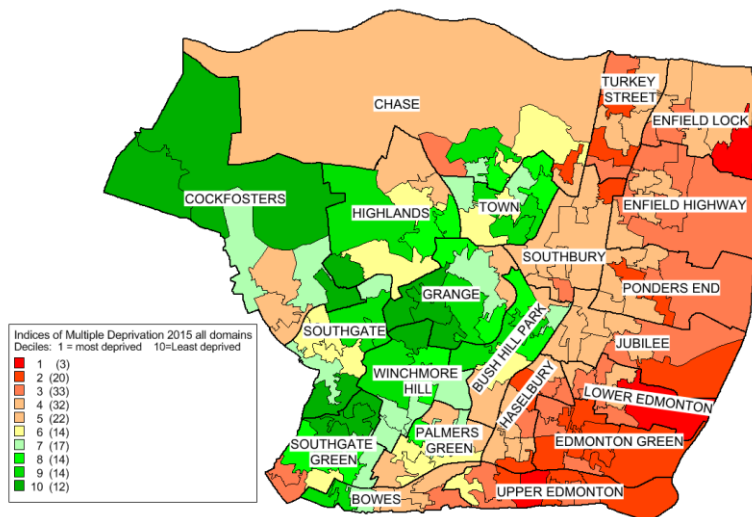
Does the service carry out equalities monitoring? If No, please state why?

The Council does not collect equalities monitoring information from residents using waste and recycling collection service, as this a universal service provided to all households in Enfield and requests for special assistance can be made.

Data is collected through resident satisfaction surveys, but this is dependent on who responds. The Council's borough profile as summarised below gives an overview of the demographic profile for residents and shows an aging and ethnically diverse population.

Enfield is characterised by significant inequalities between the affluent west of the Borough and the deprived east, separated by the A10, which represents both a physical and social boundary between communities, where outcomes for several domains are worse for people living in the east of the Borough. East Enfield is made up of 10 wards either wholly or partially to the east of the A10 (Edmonton Green, Lower Edmonton, Jubilee, Haselbury, Ponders End, Turkey Street, Enfield Lock and Enfield Highway; Upper Edmonton; and Southbury).

East Enfield has the 10 most deprived wards in the Borough and are among the 20% most deprived wards in England (2015 Indices of Multiple Deprivation).



Household income in nine of the 10 wards are below the UK median household income (the exception being Southbury). (Based on data from CACI, 2018)

Life expectancy for men in east Enfield is 7.3 years lower than life expectancy for men in the west and 8.5 years lower for women (life expectancy at birth, ONS 2009-2013)

More adults claim out of work benefits in east Enfield compared to the west of the borough. Every ward in east Enfield is above the Enfield average of 2.5% and the GB average of 2.1% (ONS Claimant Count July 2018)

Option	Description	Age	Gender	Disability	Race	Religion or belief	Sexual orientation	gender reassignment	Pregnancy and maternity	Civic partnership	Socio-economic
Option 7	Fortnightly refuse Fortnightly dry recycling Weekly separate food Fortnightly charged garden (£65 pa)	No	No	No	No	No	No	No	No	No	Yes

Change	Comments
Introduction of an optional garden waste collection service at a cost of £65.00 per annum. A second bin is available for an additional £65 per year	<p>The change from a free fortnightly collection of mixed food and garden waste to a charged system for fortnightly garden waste collections may have a disproportionate impact on low income households with a need for the service regardless of where they live.</p> <p>The Council proposes to mitigate the negative impact on low income households by providing 'give back' offers. These include providing home compost bins to residents adversely affected or people with a need for minimal garden recycling services. The Council will provide these for free. The Council proposes to trial for one-year additional garden collection points which will be made available in Spring and Autumn at selected parks across the borough. and to trial collecting limited amounts of leaf fall directly from properties in Autumn. It is also reviewing the possibility for providing walk-in access to the Reuse and Recycling Centre. Christmas tree collections will also remain.</p>
Potential introduction of a separate weekly food recycling service	<p>The introduction of a weekly food recycling will not have a negative impact on different equality groups. All households will be given food caddies and caddy liners for a period of one year. Providing liners after this period will be reviewed.</p> <p>We need to ensure any changes around a new service is widely communicated. A communications strategy will be developed that is visual and uses simple language to ensure language is not a barrier, and targeted media channels and engagement is used to reach hard to reach groups. During marketing of the Consultation, it was highlighted that better ways to communicate with visually impaired and deaf persons should be considered. It is proposed that as part of any main communication campaigns video material, audio and British Sign Language sessions will be included.</p> <p>An annual budget of £100,000 has been proposed to support the new service, along with additional permanent staff (2 recycling officers and 2 enforcement officers) that will facilitate delivery of the messages. It is also proposed that a mobilisation communication budget of £120,000 and additional staffing resource is made available during the rollout of the changes. This will ensure all residents have access to information regarding the proposed changes.</p>

<p>3 Potential move to fortnightly residual and / or dry recycling collections</p>	<p>The change to fortnightly residual and recycling collections may have a differential impact on some equality groups, for instance older people or people with a disability who may have difficulty with heavier bins because of an increase in their contents.</p> <p>Introducing a separate food waste collection in small 23 litre food caddies means that food waste can be easily separated from the residual waste and will be collected weekly. This means the main heavy element of residual waste will be removed from the residual bin.</p> <p>The current policy of assisted collection will also mitigate any impact and we will promote this in the 'change' communication campaign to make sure that residents are aware of this service.</p> <p>Residents with visual impairments may have difficulty identifying the different types of bins. In the past wheeled bins with notches in the lid have been provided; depending on the number of notches will indicate which bin it is. This could be available if the need arises.</p> <p>The change to fortnightly collection of residual waste is likely to have an impact on larger families, families with two or more children using disposable nappies and people with disabilities or health issues such as those using absorbent hygiene products creating higher than average volumes of residual waste. Current policy provides for additional capacity for larger families or those with two children in nappies. It is proposed that the current policy is extended to those households with a disability or health issues e.g. Absorbent Hygiene Products. Each household will be assessed on its own merit, as per existing arrangements. It is proposed that any bigger bin request under the larger bin policy during that service change rollout would be free of charge. This will therefore mitigate against any impact a less frequent collection may have on these households.</p> <p>Research suggests that BME groups are less likely to recycle and therefore benefit less from the enhanced recycling service. http://www.wrap.org.uk/search-results#stq=BME+&stp=1. The communications campaign will consider ways to engage with BME groups to encourage greater recycling.</p>
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Equalities Impact Assessment – Part 3 – Action Plan

Title of decision/proposal:	Waste Service Re-modelling		
Team:	Waste and Recycling Service	Department:	Environment and Operations (Place)
Service manager:	Jon Sharkey		

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date / Comments
Socio-economic impact on some groups	Develop and implement 'give back' offers	Debbie Campbell			
Access to information about the service changes	Ensure communication campaigns meet the needs of all residents	Michelle Larche			
Promotion of current policy for assisted collection and additional capacity	Include areas highlighted in the EIA into the communication campaigns	Michelle Larche			

Please insert additional rows above if required

Date to be Reviewed:	This EQIA will be reviewed following consultation on the proposed changes. It will then be included in the programme of retrospective EQIAs to ensure that the service continues to meet the needs of all residents in the Borough.
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Approval by Head of Service

Name:		Signature:	
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On completion this form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.

