

## Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

### 1: Proposal

Requirement	Detail
Title of proposal	Potential introduction of Chargeable Garden Waste Service
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to policy (Corby, Kettering & Wellingborough areas), charges already in place in East Northants area
What is the objective of this proposal?	To consult on the potential to introduce of garden waste charging to harmonise service delivery across North Northants
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	Yes – consultation to be carried out in March / April 2022
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	NA – consultation still to be carried out
What processes are in place to monitor and review the impact of this proposal?	Consultation outcomes will be reported to Executive for consideration
Who will approve this proposal? (Committee, CLT)	Executive

## 2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination</b>?</li> <li>• Does this promote <b>fostering good relations</b>?</li> </ul>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact?</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<b>Age</b> Different age groups that may be affected by the proposal in different ways.	<p>Where residents have mobility or accessibility needs, we offer alternative arrangement and suitable adjustments where required.</p> <p>Where resident's main income is a pension they may have less disposable income.</p>	<p>Assisted collections are available for garden waste as with other waste collections.</p> <p>Consideration of a sack collection service that residents can use on an ad-hoc basis rather than a subscription service.</p>	<p>Neutral</p> <p>Negative</p>
<b>Sex</b> Is one sex affected more than another or are they affected the same?			Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Disability</b></p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Where residents have mobility or accessibility needs, we offer alternative arrangement and suitable adjustments where required.</p> <p>Some people may have difficulty in accessing or using payment mechanisms.</p> <p>Some people may be less able to access alternatives such as Household Waste Recycling Centres.</p>	<p>Assisted collections are available for garden waste as with other waste collections.</p> <p>A range of payment mechanisms should be offered.</p> <p>Making the service affordable will mitigate any negative impact and alternative options such as home composting exist.</p> <p>Consider allowing sharing of bins between neighbours.</p> <p>Consideration of a sack collection service that residents can use on an ad-hoc basis rather than a subscription service.</p>	<p>Neutral</p> <p>Negative</p>
<p><b>Gender Reassignment</b></p> <p>Will there be an impact on trans males and/or trans females?</p>			<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>• Include factual evidence of how people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination</b>?</li> <li>• Does this promote <b>fostering good relations</b>?</li> </ul>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact?</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul>	Delete as appropriate. There can be more than one answer per protected group.
<b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?			Neutral
<b>Sexual Orientation</b> Are people of one sexual orientation affected differently to people of another sexual orientation?			Neutral
<b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?			Neutral
<b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	Where residents have mobility or accessibility requirements, we offer alternative arrangement and suitable adjustments where required.	Assisted collections are available for garden waste as with other waste collections.	Neutral
<b>Religion or Belief</b> Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?			Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<b>Health &amp; Wellbeing</b> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	<p>Potential reduction in emissions from waste collection vehicles which will only visit areas on the service.</p> <p>Potential impact of increase in fly-tipping.</p> <p>Additional charge to households currently struggling due to current economic conditions e.g., increases in energy costs</p> <p>Potential increase in users at Household Waste Recycling Centres, increasing traffic on the roads</p>	<p>Making the service affordable will mitigate any negative impact and alternative options such as home composting exist.</p> <p>Consideration of subsidised home composting scheme.</p> <p>Consider allowing sharing of bins between neighbours to reduce costs.</p> <p>Consideration of a sack collection service that residents can use on an ad-hoc basis rather than a subscription service.</p> <p>Monitoring of fly-tipping incidents to assess whether there is an impact and reviewing operation of scheme on a regular basis.</p> <p>Only those needing the service are contributing to it.</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Neutral</p> <p>Negative</p>

### 3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Potentially Negative
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Yes If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to relevant report?	Yes (Executive – July 2022)
Is this document going to be published with the relevant report?	Yes

### 4: Ownership

Question	Response
Directorate	Place & Economy
Service area	Highways & Waste
Lead officer's name	Beth Gordon
Lead officer's job title	Service Development Manager
Lead officer's contact details	<a href="mailto:Beth.gordon@northnorthants.gov.uk">Beth.gordon@northnorthants.gov.uk</a>
Lead officer's signature	
Date completed	04.03.22

Completed forms must be sent to [Equalities@northnorthants.gov.uk](mailto:Equalities@northnorthants.gov.uk)