

Equality Impact Assessment (EIA)

Engagement and our equality duty

Whilst [the Gunning Principles](#) set out the rules for consulting ‘everyone’, additional requirements are in place to avoid discrimination and inequality.

Cheshire East Council is required to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 simplified previous anti-discrimination laws with a single piece of legislation. Within the Act, the Public Sector Equality Duty (Section 149) has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, by consciously thinking about equality when making decisions (such as in developing policy, delivering services and commissioning from others)
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, by removing disadvantages, meeting their specific needs, and encouraging their participation in public life
- foster good relations between people who share a protected characteristic and people who do not

The Equality Duty helps public bodies to deliver their overall objectives for public services, and as such should be approached as a positive opportunity to support good decision-making.

It encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve providing a service in a way which is appropriate for people who share a protected characteristic, such as providing computer training to all people to help them access information and services.

The Equality Act identifies nine 'protected characteristics' and makes it a legal requirement to make sure that people with these characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Applying the equality duty to engagement

If you are developing a new policy, strategy or programme you may need to carry out an Equality Impact Assessment. You may be able to ascertain the impact of your proposal on different characteristics through desk-based research and learning from similar programmes, but you also need to carry out some primary research and engagement. People with protected characteristics are often described as 'hard to reach' but you will find everyone can be reached – you just need to tailor your approach, so it is accessible for them.

Contacting the [Equality and Diversity mailbox](#) will help you to understand how you can gain insight as to the impacts of your proposals and will ensure that you help the Council to comply with the Equality Act 2010 and the Public Sector Equality Duty.

Section 1 – Details of the service, service change, decommissioning of the service, strategy, function or procedure

Proposal Title	Garden Waste Project
Date of Assessment	26/06/2023
Assessment Lead Officer Name	Sally Rose
Directorate/Service	Place/Commissioning
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	<p>Please provide a summary of your proposal. It should include: -</p> <ul style="list-style-type: none"> • Description of the service, strategy, function or procedure As part of the MTFS it has been identified that CEC should move to a Chargeable Garden Waste Service, this will be an opt in service for residents in the Borough. • The purpose or aim To maintain the green bin garden waste collection through introducing an annual subscription charge for the service, to assist the authority in the cost of operating this waste recycling service. <ul style="list-style-type: none"> • Saving Target : • 2023-24 - £900,000 • 2024-25 - £3,150,000 • Why is the service/strategy/function/procedure being commissioned/changed/decommissioned and what evidence has been used to reach this decision? The controlled waste regulations allow Councils to charge for garden waste services as they are not a statutory requirement. This was one of the options consulted on as part of the MTFS earlier in the year to generate income for the Council.
Who is Affected?	<p>In some cases the proposal could affect all Cheshire East residents and/or Council staff.</p> <p>All residents in the Borough are affected. This service is opt in and available for the entire Borough.</p>

	Please include evidence of how you believe that these groups will be affected.
Links and impact on other services, strategies, functions or procedures.	<p>The project will be contributing to the long term Carbon Strategy as this will reduce the number of vehicle movements eventually (once the rounds are re balanced). The service charge contributes to the Council MTFS; the service has a target of generating significant amounts of income for the Council with the income target set at £900,000 for 2023/24 and £3,150,000 in 2024/25.</p> <p>The project involves the following areas, Customer Services, Procurement, ICT, Digital/web services, PR as they are stakeholders whos knowledge and expertise is required to develop parts of the mechanisms for customer subscription in conjunction with an external contractor. Whilst the main focus of the PR will be to encourage Customers to subscribe digitally for themselves or for relatives who may not be IT literate, customer services will still experience an increase in calls around the change and they are therefore an important stakeholder who needs to have training and take part in systems testing.</p>

<p>How does the service, service change, strategy, function or procedure help the Council meet the requirements of the Public Sector Equality Duty?</p>	<p>The garden waste service is an opt in service that residents can choose to use. As per our usual waste collections and the current garden waste service there are policies in place to assist the protected characteristics relevant to the service.</p> <p>As per our usual waste collections and the current garden waste service there are policies in place to assist the protected characteristics relevant to the service to ensure equality of access to waste collection.</p>
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Section 2- Information – What do you know?

What do you know?	What information (qualitative and quantitative) and/or research have you used to commission/change/decommission the service, strategy, function, or procedure?
Information you used	This project was consulted upon as part of the MTFS Consultation. We have also spoken to other LA's who have chargeable garden waste services as part of our research.
Gaps in your Information	<p>It is recommended that a proportional approach be undertaken. If the impact is likely to be significant for a specific protected group measures should be undertaken to collect the information.</p> <p>No gaps in our information</p>

3. What did people tell you?

What did people tell you	What consultation and engagement activities have you already undertaken and what did people tell you? Is there any feedback from other local and/or external regional/national consultations that could be included in your assessment?
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<p>Details and dates of the consultation/s and/or engagement activities</p>	<p>Cheshire Easts Budget Consultation for 2023-2027 ran from the 6th – 30th January 2023 and results were collected from the following:</p> <ul style="list-style-type: none"> • Online Survey • Budget Consultation Events • Budget Webpage • Emails & Letters <p>There were 267 responses on this MTFs proposal received as part of the budget consultation there were 475 comments made and only 8 related to a protected characteristic. Below is a summary of the comment categories received and numbers of comments.</p> <ul style="list-style-type: none"> • Environmental Impact – (216 comments) • Impact of charges (fly tipping etc)– (119 comments) • Financial commentary – (105 comments) – stealth tax, cost of living) • Alternatives to charges – (27) – Monthly residual collections, no winter collections, home composting, income from biodegradable waste. • Impacted Groups (8 comments) – Effect on lower income households, people who don't have access to transport for HWRC's
<p>Gaps in consultation and engagement feedback</p>	<p>No gaps in our knowledge.</p>

4. Review of information, consultation feedback and equality analysis

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of information used to inform the proposal	What did people tell you? Summary of customer and/or staff feedback	What does this mean? Impacts identified from the information and feedback (actual and potential). These can be either positive, negative or have no impact.
Age	We already provide assisted collections for residents who are elderly, disabled or have other lifestyle needs that mean they struggle with wheeled bins. As this is an opt in service people can compost at home as we offer a discounted compost bin scheme and/or use the HWRCs.	8 comments some regarding access to HWRCs - As this is an opt in service people can choose to compost at home as we offer a discounted compost bin scheme.	No change to usual impacts for waste collection which are already mitigated for.
Disability	We already provide assisted collections for residents who are elderly, disabled or have other lifestyle needs that mean they struggle with wheeled bins	No comments from the consultation	No change to usual impacts for waste collection which are already mitigated for.
Gender reassignment	No impact	No comments from the consultation	No impact
Pregnancy and maternity	We already provide assisted collections for residents who are elderly, disabled or have other lifestyle needs that mean they struggle with wheeled bins	No comments from the consultation	No change to usual impacts for waste collection which are already mitigated for.

Race/ethnicity	No impact	No comments from the consultation	No impact
Religion or belief	No impact	No comments from the consultation	No impact
Sex	No impact	No comments from the consultation	No impact
Sexual orientation	No impact	No comments from the consultation	No impact
Marriage and civil partnership	No impact	No comments from the consultation	No impact

5. Justification, Mitigation and Actions

Mitigation	What can you do? Actions to mitigate any negative impacts or further enhance positive impacts
<p>Please provide justification for the proposal if negative impacts have been identified?</p> <p>Are there any actions that could be undertaken to mitigate, reduce or remove negative impacts?</p>	<p>We already have mitigations in place as part of the normal waste collection service we provide.</p> <p>With regards to the limited consultation comments around effect on lower incomes we are offering the usual 25% discount for those on certain benefits for those who want to use the</p>

Have all available options been explored? Please include details of alternative options and why they couldn't be considered? Please include details of how positive impacts could be further enhanced, if possible?	service but residents can choose not to opt in and take their waste to HWRC's or compost at home.
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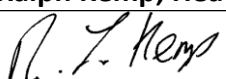
6. Monitoring and Review-

Monitoring and review	How will the impact of the service, service change, decommissioning of the service, strategy, function or procedure be monitored? How will actions to mitigate negative impacts be monitored? Date for review of the EIA
Details of monitoring activities	Performance of the scheme will be monitored in terms of service delivery, queries and complaints.
Date and responsible officer for the review of the EIA	Sally Rose / Place/ 26/06/2023

7. Sign Off

When you have completed your EIA, it should be sent to the [Equality, Diversity and Inclusion Mailbox](#) for review. If your EIA is approved, it must then be signed off by a senior manager within your Department (Head of Service or above).

Once the EIA has been signed off, please forward a copy to the Equality, Diversity and Inclusion Officer to be published on the website. For Transparency, we are committed to publishing all Equality Impact Assessments relating to public engagement.

Name	Ralph Kemp, Head of Environmental Services
Signature	
Date	11/07/2023

8. Help and Support

For support and advice please contact EqualityandInclusion@cheshireeast.gov.uk