

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	Waste Collection – Weekly Food Waste
Date of Assessment	16/05/2024
Assessment Lead Officer Name	Ralph Kemp
Directorate/Service	Environment and Neighbourhoods / Environmental Services
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	<p>This assessment covers the committee decision to delegate authority to develop a new weekly food waste recycling scheme as part of Central Governments Simpler Recycling Scheme. The decision also request authority to undertake a consultation on residual waste collections to inform a future decision of the committee.</p> <p>The aim will be to provide a weekly food waste recycling collection to every household in Cheshire East by 1st April 2026. By providing this facility the authority seeks in accordance with the objectives of our municipal waste strategy to increase our recycling rate and reduce waste per household while providing the added benefit of reducing this organic element for our residual waste stream.</p> <p>This is a statutory requirement on the council from 1st April 2026. The requirement to collect food waste for recycling from all household is therefore mandatory on the Council. The Council has developed detailed feasibility study on a number of options on how to collect which will be further developed as the project commences following this decision.</p> <p>We have also considered Carbon impact of these proposals and will seek to reduce Carbon emissions as part of this project.</p> <p>The EIA will be updated as a live document as the project progresses to detailed design, implementation, and operational phases.</p>
Who is Affected?	All Cheshire East Household including flats will receive this recycling service

<p>Links and impact on other services, strategies, functions or procedures.</p>	<p>The proposals will contribute to Cheshire East Cooperate plan Objectives 2021-25:</p> <p>An open and enabling organisation: Support a sustainable financial future for the council, through service development, improvement and transformation.</p> <p>A thriving and sustainable place: Reduce impact on the environment and also; be a carbon neutral council by 2027.</p> <p>The project will also deliver the objectives of the Councils Municipal Waste Strategy 2030 of waste prevention and reduction and increase recycling. It will also connect with the Councils Carbon Action plan 2027 in minimising and reducing carbon.</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>As per our existing waste collections and the current garden waste service there are policies in place to assist the protected characteristics relevant to the service. These included assisted collections and increased waste capacity. The authority will take regard to protected characteristics in designing and choice of food waste container and the EIA will be further updated at project detailed design stage to reflect this.</p>
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Section 2- Information – What do you know?

<p>What do you know?</p>	<p>What information (qualitative and quantitative) and/or research have you used to commission/change/decommission the service, strategy, function, or procedure?</p>
<p>Information you used</p>	<p>The Council has undertaken an initial feasibility study which forms part of the committee report bench marking our proposals with matched similar authorities across the country.</p>
<p>Gaps in your Information</p>	<p>Once delegated authority for committee has been received the project will enter into detailed design stage which will consider protected characteristics in designing and choice of food waste container and the EIA will be further updated at project detailed design stage to reflect this.</p>

3. What did people tell you?

<p>What did people tell you</p>	<p>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?</p>
<p>Details and dates of the</p>	<p>As part of implementation of the weekly food waste collections a full engagement plan will be developed and implemented.</p>

consultation/s and/or engagement activities	<p>Proposal for Consultation – 3 weekly residual waste collections</p> <p>It is envisaged that the consultation will run from late June 2024 over a period 6 weeks, but subject to resources final dates are to be publicised in due course. The consultation will have its own communications plan attached to ensure residents are actively engaged. Part of the engagement specific to the consultation will be;</p> <ul style="list-style-type: none"> • All Member briefings • Engagement with Town and Parish Councils via Cheshire Association of Local Councils. <p>Following consultation this EIA will be updated and final proposals will be developed and brought back to committee for a decision as to whether to implement, which is targeted at September 2024.</p>
Gaps in consultation and engagement feedback	<p>Will be completed following Engagement and Consultation on 3 weekly collections</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 bins.	TBC following engagement and consultation	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 bins	TBC following engagement and consultation	No change to usual impacts for waste collection which are already mitigated for.
Gender reassignment	No impact	TBC following engagement and 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 bins	TBC following engagement and consultation	No change to usual impacts for waste collection which are already mitigated for.
Race/ethnicity	It will be important, in the communication of this proposal to: <ul style="list-style-type: none"> • ensure that all publicity and promotional information concerning the new service is accessible to all residents and ethnic groups • monitor and ensure there is no ethnicity literacy bias connected with understanding the Council's promotional literature. 	TBC following engagement and consultation	No impact
Religion or belief	No impact	TBC following engagement and consultation	No impact
Sex	No impact	TBC following engagement and consultation	No impact

Sexual orientation	No impact	TBC following engagement and consultation	No impact
Marriage and civil partnership	No impact	TBC following engagement and 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? Are there any actions that could be undertaken to mitigate, reduce or remove negative impacts?</p> <p>Have all available options been explored? Please include details of alternative options and why they couldn't be considered?</p> <p>Please include details of how positive impacts could be further enhanced, if possible?</p>	<p>We already have mitigations in place as part of the normal waste collection service we provide.</p>

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
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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	

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	21/05/2024

8. Help and Support

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