

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	Household Waste & Recycling Centres Review Project
Date of Assessment	16/08/2023
Assessment Lead Officer Name	Sally Rose
Directorate/Service	Place/Commissioning
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	The current contract for the operation and management of the HWRCs was awarded to HW Martin, in February 2008. The Contract has now been novated to Ansa Environmental Services.

The end date of the existing contract was March 2023. A decision has been taken to extend the current contract for 18 months beyond its term expiry, placing a target for a new contract arrangement to be in place for end of 2024.

CEC will procure this new contract (Environmental Services as lead) with ANSA appointed as the managing agent.

Previous Reviews of Cheshire East Council Household Waste Recycling Centres

Service reviews, supported by external consultants, were carried out in 2016 and 2020. As a result of a review of the service in 2016, a number of changes to the services were made.

The actions taken included:

- Closing a site
- Reducing hours at all sites from an average of 10 to 8 hours per day
- Introducing a rubble/construction waste charge that has resulted in total throughput at sites dropping by 25%
- Enabling sites to accept small trader waste.
- Introducing a digital permit scheme for vans/commercial vehicles.

There are now 7 Household Waste Recycling Centres [HWRC] within Cheshire East:

- Alsager, off Hassall Road, Alsager ST7 2SJ
- Bollington, off Albert Road, Bollington SK10 5HW
- Crewe, Pym's Lane, Crewe, off the A530 Middlewich to Nantwich Rd, CW1 3PJ
- Knutsford, off Mobberley Rd (B5085), Shaw Heath, Knutsford WA16 8HT
- Macclesfield, off the A536 Macclesfield to Congleton Rd, Gawsorth, Macclesfield, SK11 9QP
- Middlewich, Croxton Lane, Middlewich CW10 9EZ
- Poynton, off Anson Road, Poynton, SK121TD

The current contract for the operation and management of the HWRCs was awarded to HW Martin, in February 2008. The Contract has now been novated to Ansa Environmental Services.

	<p>The end date of the existing contract was March 2023. A decision has been taken to extend the current contract for 18 months beyond its term expiry, placing a target for a new contract arrangement to be in place for end of 2024.</p> <p>CEC will procure this new contract (Environmental Services as lead) with ANSA appointed as the managing agent.</p> <p><u>Scope</u></p> <p>Cheshire East Council intends to appoint a consultant to undertake a review, building on exercises previously undertaken [provided as supporting evidence], of the long-term operation and management of household waste recycling centres (HWRC) within the Borough of Cheshire East.</p> <p>Building on the previous work, the successful consultancy shall be required to:</p> <p>Investigate how the current service can be improved, in terms of:</p> <ul style="list-style-type: none"> ▪ Economy ▪ Efficiency ▪ Effectiveness <p>Review, in detail, the follow options:</p> <ul style="list-style-type: none"> ▪ Keeping all 7 existing sites operating [do nothing] ▪ Keeping six sites operating – closing Poynton ▪ Keeping four sites operating – keeping Crewe, Macclesfield, Knutsford and Alsager. <p>Set out recommendations for how the service could be improved in a future contract which would be subject to a new procurement exercise.</p> <p>Set out how the services could be continuously.</p> <p>The service will deliver a report to the Environment and Communities Committee for a final decision in September 2024.</p>
Who is Affected?	All Cheshire East residents.

	<p>The main stakeholders are:</p> <ul style="list-style-type: none"> • Residents • Members Advisory Group • ANSA Environmental Services • Town & Parish Councils • All Council Ward Members • Cheshire East Environment & Communities Portfolio Holder
<p>Links and impact on other services, strategies, functions or procedures.</p>	<p>This proposal will involve: Legal Advisors both internal and external,</p> <ul style="list-style-type: none"> • Procurement both internal and external, • Assets/property services, • ANSA Services • Consultation & Research <p>This is a Medium-Term Financial Strategy Project which will review the provision of HWRC in the Borough and provide information to allow the Council to re-procure the HWRC Contract. The decision to consult will be made at the September Environment and Communities Committee. Once the Consultation has been undertaken the results of that will be used to update the EIA.</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 current HWRC's provide access for all members of society. Staff on site provide assistance to site users where required.</p>

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>
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<p>Information you used</p>	<p>Consultation was undertaken in May and June 2024 on the various options for household waste site provision and other options such as pedestrian access to sites, longer opening hours in the summer, mobile HWRCs and booking systems. Current site provision allows all residents regardless of age, disability, gender etc to use the service and staff will assist any site user if they are struggling.</p> <p>The Consultation did received comments around travelling distance to sites, however most of these comments did not relate to any equality or disability characteristics. In the new specification we are suggesting mobile sites to mitigate this issue.</p> <p>The current contract for the operation and management of the HWRCs was awarded to HW Martin, in February 2008. The Contract has now been novated to Ansa Environmental Services.</p> <p>The end date of the existing contract was March 2023. A decision has been taken to extend the current contract for 18 months beyond its term expiry, placing a target for a new contract arrangement to be in place for end of 2024.</p> <p>CEC is in the process of procuring a new contract (Environmental Services as lead) with ANSA appointed as the managing agent.</p>
<p>Gaps in your Information</p>	<p>Currently it is believed that there are no gaps in the information regarding the proposal to undertake a new procurement. The impact of realignment of any sites or any changes to the service will need to be scoped once the report has been to committee and the procurement process has been completed.</p> <p>If, through assessment of change and the proposed consultation, it is believed that there will be any impacts upon those who share one or more protected characteristic, then efforts will be made to assess these and look to develop any mitigation needed.</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?
Details and dates of the consultation/s and/or engagement activities	Consultation took place in May/June 2024, as mentioned above a previous consultation was undertaken in 2021.
Gaps in consultation and engagement feedback	<p>Consultation has taken place this year with residents and the results will be included within the report for Committee at the end of September for a member decision. The procurement is still underway, and any member decision will be reflected in the final tenders in the procurement process.</p> <p>We currently have a trial booking system in place which can be accessed online via the waste portal by customers themselves or customers can call customer services and the customer services staff can make the booking for the customer. The current booking system only covers weekends, and no booking is required for weekdays.</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	There were no comments received from this group in the 2024 consultation.	There were no specific age-related comments in the 2024 consultation. There were comments around drive times, but these were not specific to age. The current trial booking system allows customers to either book themselves online via our waste portal or call customer services and the customer services staff will make the booking for the customer. Therefore, this system is accessible to all customers.	No Impact Identified All proposals conform to guidance for household Waste Recycling Centre provision with respect to distance of areas of population
Disability	There were no comments received from this group in the 2024 consultation.	In the consultation that took place this year there were no comments on provision regarding disability.	No Impact Identified All proposals conform to guidance for household Waste Recycling Centre provision with respect to distance of areas of population. All sites are designed to allow access to all and staff help any user who requires assistance.
Gender reassignment	There were no comments received from this group in the 2021 or 2024 consultation.	No comments received	No Impact Identified

Pregnancy and maternity	There were no comments received from this group in the 2021 or the 2024 consultation.	No comments	No Impact Identified
Race/ethnicity	There were no comments received from this group in the 2021 or 2024 consultation.	No comments	No Impact Identified
Religion or belief	There were no comments received from this group in the 2021 or 2024 consultation.	No comments received.	No Impact Identified
Sex	There were no comments received from this group in the 2021 or 2024 consultation.	No comments received.	No Impact Identified
Sexual orientation	There were no comments received from this group in the 2021 or 2024 consultation.	No comments received	No Impact Identified
Marriage and civil partnership	There were no comments received from this group in the 2021 or 2024 consultation.	No comments received.	No Impact Identified

5. Justification, Mitigation and Actions

Mitigation	What can you do?
	Actions to mitigate any negative impacts or further enhance positive impacts
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?	No negative impact on the groups in the specific protected groups was recorded in the most recent consultation in May/June 2024 from the proposed changes that have been identified at this stage. The authority has undertaken a feasibility study to inform upon the options proposed for the HWRCs. The authority is still in the

<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>process of undertaking the procurement exercise. The options for provision that arose from the feasibility study were presented to Committee and authorisation was given to consult based on those options for HWRC provision. Further information will be presented to committee in September 2024 along with the consultation information. Along with the main options for HWRC provision the Authority also consulted on longer opening hours in the week, Mobile HWRC provision, access for non-car users to the sites and the use of booking systems.</p>
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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	We currently undertake basic user surveys for the HWRCs on an annual basis via the contract and this should continue with the new contract.
Date and responsible officer for the review of the EIA	1st Review – After Consultation 2024 – Sally Rose 2nd Review 2025.

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
Signature	
Date	12/09/2024

8. Help and Support

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