

Equality impact assessment is a requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also required to publish assessments so that we can demonstrate how we have considered the impact of proposals.

Section 1: Description

Department	Environmental Operations		Lead officer responsible for assessment		Project Manager	
Service	Environmental Protection and Enhancement		Other members of team undertaking assessment			
Date	06/12/13 Updated		Version		1.0	
Type of document (mark as appropriate)	Strategy	Plan	Function	Policy	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New		Existing		Revision	
Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/plan/function/policy/procedure/service	<p>Future Delivery Model for Waste, Recycling and Streetscape</p> <p>To create a wholly owned company which benefits from Teckal exemption and is limited by shares to deliver environmental operations and fleet services.</p> <p>The company will have its own board of trustees and management structure – but the council will continue to exercise significant control as part of meeting the Teckal exemption criteria – however this is likely to be through directorships and the agreement of the 3 year business plan and contractual relationship between the two parties.</p> <p>The new wholly owned company is proposed to be fully operational by April 2014.</p> <p>The ‘person on the street’ shouldn’t see any change and as result there should be minimal to no impact on service users. The wholly owned company will be paid a management fee to provide commissioned services on behalf of the council and as such the service should not be affected.</p>					
Who are the main stakeholders? (eg general public, employees, Councillors, partners, specific audiences)	Employees, general public, partners, suppliers and Councillors					

Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	Employees, general public, partners, suppliers and Councillors										
Who is intended to benefit and how?	The council will benefit in financial terms through improved efficiency and reduced costs. There may be an opportunity to join with other authorities and bid for their work on a teckal exempt basis which could help provide future economies of scale and additional financial benefits. There may be other future trading opportunities which could help secure employment.										
Could there be a different impact or outcome for some groups?	Unlikely										
Does it include making decisions based on individual characteristics, needs or circumstances?	No - Expect to transfer over similar employment and working practices so no negative equalities impact is anticipated										
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	No - Expect to transfer over similar employment and working practices so no negative equalities impact is anticipated										
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	No - Expect to transfer over similar employment and working practices so no negative equalities impact is anticipated										
Is there an actual or potential negative impact on these specific characteristics? (Please tick)											
Age	Y	N	Marriage & civil partnership	Y	N	Religion & belief	Y	N	Carers	Y	N
Disability	Y	N	Pregnancy & maternity	Y	N	Sex	Y	N	Socio-economic status	Y	N

Appendix A3 EQUALITY IMPACT ASSESSMENT FORM

Gender reassignment	Y	N	Race	Y	N	Sexual orientation	Y	N			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts										Consultation/involvement carried out	
										Yes	No
Age											
Disability						For any staff off sick, special arrangements may need to be made to support the consultation process to ensure that they are appropriately included. Similarly if anyone had a disability, disability adjustments might need to be considered in the normal way.					
Gender reassignment											
Marriage & civil partnership											
Pregnancy & maternity						For any staff on maternity leave, special arrangements may need to be made to support the consultation process to ensure that they are appropriately included.					
Race											
Religion & belief											
Sex											
Sexual orientation											
Carers											
Socio-economic status											

Appendix A3 EQUALITY IMPACT ASSESSMENT FORM



Proceed to full impact assessment? (Please tick)			
Yes	No	Date 07092013	

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age	n/a			
Disability	n/a			
Gender reassignment	n/a			
Marriage & civil partnership	n/a			

Appendix A3 EQUALITY IMPACT ASSESSMENT FORM

Pregnancy and maternity	n/a			
Race	n/a			
Religion & belief	n/a			
Sex	n/a			
Sexual orientation	n/a			
Carers	n/a			
Socio-economics	n/a			

Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)

Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer signoff	Michelle Sherlock	Date	06/12/13
Head of service signoff	Kevin Melling, Senior Responsible Owner	Date	6/12/13

Please publish this completed EIA form on your website