

FULL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Refuse, Recycling and Street Cleansing Review	
Lead Officer Name & Job Title (s):	Fiona Meechan, Director for Customers and Communities	
Department/Service Area:	Customers and Communities Directorate Communities Team	
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Date Assessment:	Commenced: August 2013	Completed: September 2013

We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. OVERVIEW

The main aims/objectives of this policy¹ are:
As part of the on-going financial cuts the Council must undertake, this policy decision proposes changes to the Refuse, Recycling and Street Cleansing Service as follows: <ul style="list-style-type: none"> • Re-profile the Town Centre Caretaker service to generate savings of c£39,100; • Renegotiate funding dedicated to the Whitworth Town Centre Caretaker Service, in accordance with the Whitworth Town Council wishes; • Market Caretaker post to become full-time at a cost of c£5,000. This is reflective of the reduction in the TCC service and to allow the Market Caretaker to take on full responsibility for opening and closing all markets; • Remove recycling 'bring sites' across the borough, and bring forward revised policies for the collection of garden waste, and missed bins. Collectively this will generate savings of c£66,500; • Remove one cage truck and one post – generating a saving of c£30,500; • Remove one pavement sweeper and one post to generate savings of c£34,000; • Stand down one road sweeper to be used as a spare and remove one post to generate savings of c£64,000; • Remove one supervisor post from the establishment to generate savings of c£30,000. <p>This EIA considers the impact on protected equality groups should the proposal detailed</p>

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 1 of 14	

above be approved/adopted. It is based on the information available to us following the agreed consultation period.

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

The main intended people or groups that will be most affected by this policy are:

This policy affects people who live in, work in and visit Rossendale.

2. FINDINGS / EVIDENCE

FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):	
Information/data obtained and/or Consultation/engagement carried out (please state who with)	What does this tell us? / What does it say?
Rossendale Borough Council's Medium Term Financial Strategy	A forecast 51% real reduction in funding from central government over the four years to 2014/15. The Council must continue to make further cuts to meet the financial challenges it faces and cut a further £1.5m from the revenue budget by 2016/17.
Resident Survey 2013 - Making End Meet – Financial Cuts 2013 August 2013. This was send out directly to <ul style="list-style-type: none"> • Rossendale's Citizen Panel (754) • Community network via REAL community Database • Open to all on website 	In total 403 responses were received to this combined consultation. 50% were very or quite satisfied with the overall package of measure proposed in this consultation. 26% were quite or very dissatisfied and 23% held a more neutral 'neither satisfied nor dissatisfied view. In relation to the changes proposed as part of the Refuse, Recycling and Street Cleansing Review, the following AGREED with the changes: <ul style="list-style-type: none"> • Make changes to the Town Centre Caretaker service – 67% • Change the contribution to the Whitworth Town Centre Caretaker – 65% • Reduce the number of street litter bins – 52% • Remove bring sites – 59% • Make changes to garden waste collections in summer – 68% • Introduce a charge for garden waste collections – 30% • Remove one pavement sweeper – 72% • Remove one road sweeper – 52% • Develop a more flexible policy on returning for missed bins

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 2 of 14	

– 74%

Those who DISAGREED with the proposals were as follows:

- Make changes to the Town Centre Caretaker service – 22% (with a higher proportion of those aged 40-49 (28%) disagreeing);
- Change the contribution to the Whitworth Town Centre Caretaker – 10%;
- Reduce the number of street litter bins – 38% (with a higher proportion of those aged 40-49 (46%) disagreeing);
- Remove bring sites – 25% (with a higher proportion of those aged 40+ (28%) disagreeing);
- Make changes to garden waste collections in summer – 16% (with a higher proportion of those aged 40-49 (26%) disagreeing);
- Introduce a charge for garden waste collections – 56% (with a higher proportion of those aged 50-59 (60%) disagreeing);
- Remove one pavement sweeper – 11% (with a higher proportion of those aged 40-49 (22%) disagreeing);
- Remove one road sweeper – 31% (with a higher proportion of those aged 40-49 (44%) and men (38%) disagreeing); and
- Develop a more flexible policy on returning for missed bins – 13% (with a higher proportion of those aged 40-49 (27%), those aged 50-59 (18%) and residents with a disability (18%) disagreeing).

The following proportion of respondents considered that the changes would have a significant or moderate impact on them or their family:

- Make changes to the Town Centre Caretaker service – 23% (with a higher proportion of those aged 40-49 (31%) reporting an impact);
- Change the contribution to the Whitworth Town Centre Caretaker – 8% (with a higher proportion of men (11%) and those aged 40-59 (13%) reporting an impact);
- Reduce the number of street litter bins – 39% (with a higher proportion of those aged 40-59 (46%) reporting an impact);
- Remove bring sites – 23% (with a higher proportion of those aged 40-49 (37%) reporting an impact);
- Make changes to garden waste collections in summer – 22% (with a higher proportion of those aged 40-49 (30%) reporting an impact);
- Introduce a charge for garden waste collections – 46% (with a higher proportion of those with a disability (54%) and those aged 40-59 (53%) reporting an impact);

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 3 of 14	

- Remove one pavement sweeper – 19% (with a higher proportion of men (23%), those aged 40-49 (32%), those aged 60+ (23%) and those with a disability (27%) reporting an impact);
- Remove one road sweeper – 29% (with a higher proportion of those aged 40-49 (35%) and residents with a disability (39%) reporting an impact);
- Develop a more flexible policy on returning for missed bins – 19% (with a higher proportion of those aged 40-49 (28%) and those aged 50-59 (25%) reporting an impact.

A number of open ended questions were asked, and the responses are summarised below:

Changes to the Town Centre Caretaker Service

Q3 – If you feel this change would have an impact on you or your family, please tell us why below.

1. Increase in litter/ dirty streets – 69% (higher for women and those aged 40-49)
2. Would put off visitors/ new businesses – 9% (higher for non disabled and 60+)
3. Consider using the voluntary groups – 8% (higher for 50-59)
4. May attract vermin – 5%

Base: 113

Q4 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Issue fines to people – 18% (higher for men, disabled, 40-49 and 60+)
2. Seek volunteer help – 13% (higher for women and 50-59)
3. Anti litter campaigns – 12% (higher for women, those under 40 and 50-59)
4. Do not reduce staff – 12% (higher for under 40)
5. Issue fines to pubs/clubs/takeaways (higher for 60+)
6. Schedule for when areas are known to be at their worst – 7% (higher for 50-59)
7. Use people on community service – 6% (higher for women and 50-59)
8. Have more litter picks – 6% (higher for men)

Changes to Contribution to Whitworth Caretaker

Q7 – If you feel this change would have an impact on you or your family, please tell us why below.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 4 of 14	

1. Litter will build up – 31%
2. They do a good job – 21%
3. Make the same level of service available across all areas – 17%
4. Need more information on the matter – 12%
5. Reduce the contribution – 8%

Base: 59

(Please note that equality analysis could not be undertaken due to the small number of responses to this question.)

Q8 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Educate people not to drop litter – 16%
2. Get local schools/ businesses to help out – 13%
3. Everyone should receive the same level of service – 13%
4. Reduce the funding – 11%
5. Get those on community service to help out – 9%

Base: 70

(Please note that equality analysis could not be undertaken due to the small number of responses to this question.)

Reduction in the number of street litter bins

Q11 – If you feel this change would have an impact on you or your family, please tell us why below.

1. Will lead to more litter – 63% (higher for men and 40-49)
2. Need more bins, not less – 8% (higher for 50-59)
3. Consider the effect on volunteers – 6%
4. I think this idea could work – 3%

Base: 165

Q12 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Don't make any changes – 11%
2. Better sited bins (in hotspots) – 11% (higher for disabled)
3. Bigger bins – 10%
4. Empty bins less often – 9%
5. Need more bins and more cleaners – 9%
6. Educate people – 9%
7. Fine people – 9% (higher for men)

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 5 of 14	

Base: 136

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Removal of Recycling Bring Sites

Q15 – If you feel this change would have an impact on you or your family, please tell us why below.

1. Will increase fly tipping – 29% (higher for men and disabled)
2. I use it and would like to keep it – 25%
3. Recycling centres are too far away – 13%
4. I don't really use this service – 13%
5. People won't be able to recycle – 12% (higher for women and disabled)
6. I don't know what bring sites are – 8% (higher for disabled)

Base: 124

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Q16 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Do not close them – 21% (higher for women and disabled)
2. Prosecute fly tippers – 20% (higher for men and disabled)
3. Re-open recycling centres – 9%
4. Educate people on recycling – 6% (higher for non disabled)
5. Reduce the number of bring sites – 6%
6. Promote/ advertise recycling – 6% (higher for men)
7. See if supermarkets will contribute to the costs – 6% (higher for men)

Base: 102

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Change the Policy for Garden Waste Collections in Summer

Q19 – If you feel this change would have an impact on you or your family, please tell us why below.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 6 of 14	

1. I use this service frequently – 31% (higher for women)
2. Everyone should have equal use of this service – 17% (higher for women)
3. This proposal would not have any impact – 11%
4. One bin is sufficient – 10% (higher for women)
5. I try to compost most of the time – 7%

Base: 89

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Q20 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Reduce the amount of collections – 19% (higher for women)
2. Encourage composting – 19% (higher for women and disabled)
3. There must be collections for everyone – 11% (higher for men)
4. Have a communal skip that the Council takes away – 10%
5. Do not change the current set up – 8% (higher for men)
6. Remove bins from those without a garden – 8%

Base: 82

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Introduce Service Charge for Garden Waste Collections

Q24 – If you feel this change would have an impact on you or your family, please tell us why below.

1. I already pay for this service via my Council Tax – 37% (higher for men and those under 49)
2. People will fly tip – 18% (higher for disabled and 40-49)
3. I cannot afford this payment – 17% (higher for women and disabled)
4. I don't want to pay anything for this service – 10% (higher for 40-49)
5. I would pay this charge – 6% (higher for 50-59)

Base: 181

Q25 – Can you suggest ways in which the Council could minimise the impact of this change?

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 7 of 14	

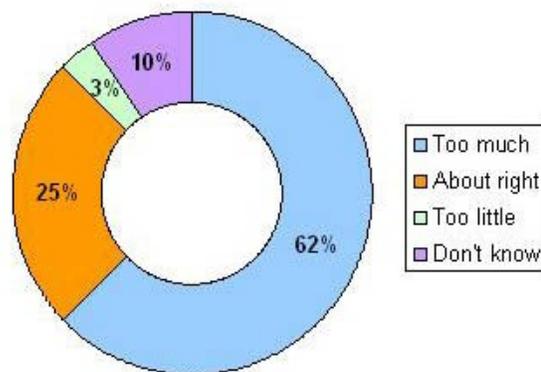
1. Do not go ahead with this idea – 23% (higher for disabled and those under 40)
2. Compost and sell – 15% (higher for women and 50-59)
3. Reduce the number of collections – 14% (higher for disabled and 40-49)
4. Reduce council staff/ councillors and salaries/ expenses – 6% (higher for men)

Base: 117

Q23 – Do you think the proposed charge of £35 per year is...?

In line with the finding that the majority disagree with the proposal (see Q21 above), 62% believe that the proposed charge of £35 per year is too much. This is higher for those with a disability at 78%.

Figure 4.13: Level of agreement with the proposed charge



Base: 336

Street Sweeping – Reduce by One Pavement Sweeper

Q29 – If you feel this change would have an impact on you or your family, please tell us why below.

1. Will impact on street cleanliness – 51% (higher for women and non disabled)
2. I rarely see road sweepers anyway – 20% (higher for men and disabled)
3. I keep the outside of my house tidy myself – 9% (higher for women)
4. Volunteers do a good job – 6% (higher for women)

Base: 92

(Please note that the equality analysis for age could not be

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 8 of 14	

undertaken due to the small number of responses to this question.)

Q30 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Improve the schedule – 16% (higher for men)
2. Educate people not to drop litter – 14%
3. Encourage businesses to clean up outside their shops – 9% (higher for women)
4. Encourage residents to clean up outside their homes – 9% (higher for women)
5. Fine people – 9%

Base: 75

(Please note that the equality analysis for disability and age could not be undertaken due to the small number of responses to this question.)

Road Sweeping – Reduce by One Road Sweeper

Q33 – If you feel this change would have an impact on you or your family, please tell us why below.

1. Streets will be dirtier – 45% (higher for women, those under 40 and 60+)
2. There will be an increased flood risk – 16% (higher for disabled, 40-49 and 50-59)
3. Streets don't get swept anyway – 9% (higher for disabled and 40-49)
4. It would bring public health issues – 8% (higher for men)

Base: 131

Q34 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Only sweep when needed – 13% (higher for non disabled)
2. Target grot spots – 12% (higher for disabled and women)
3. Do not change the current set up – 12%
4. Fine people – 10% (higher for disabled)
5. Educate people – 8% (higher for women)

Base: 76

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 9 of 14	

Develop a More Flexible Policy for Returning for Missed Bins

Q37 – If you feel this change would have an impact on you or your family, please tell us why below.

1. It depends on how long it is likely to take for them to come back and empty it – 20% (higher for women)
2. It is the fault of the bin men, they should sort it – 19% (higher for men and disabled)
3. It could cause a health hazard – 14% (higher for disabled)
4. Streets will look untidy – 13%
5. There will be minimal impact – 11%
6. It is the fault of the resident if they forget to take their bin out – 9% (higher for men)

Base: 129

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Q38 – Can you suggest ways in which the Council could minimise the impact of this change?

1. Make sure the bins are not missed in the first place – 30% (higher for women)
2. Collect the missed bins at the earliest opportunity – 11% (higher for men)
3. Set a maximum time for missed bins to be collected – 10% (higher for women)
4. More training and monitoring of staff – 10% (higher for women)

Base: 87

(Please note that the equality analysis for age could not be undertaken due to the small number of responses to this question.)

Conclusion

From the responses given, whilst a number of respondents did not agree with the proposals, and some said that there would be an impact on them or their family, this impact was not directly related to the creation of inequalities but was mainly related to a generally reduced service.

With regards to potential charges for garden waste collections, this is not being proposed as part of this service review.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 10 of 14	

3. EQUALITY IMPACT

Overall impact on equality groups should the Refuse, Recycling and Street Cleansing Review proposals be approved.

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	From the responses given, whilst a number of respondents did not agree with the proposals, and some said that there would be an impact on them or their family, this impact was not directly related to the creation of inequalities but was mainly related to a generally reduced service. With regards to potential charges for garden waste collections, this is not being proposed as part of this service review.	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Gender Reassignment		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 11 of 14	

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Sexual Orientation	gay men, gay women / lesbians, and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 12 of 14	

4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	<input checked="" type="checkbox"/>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p>Outcome 3: Continue the policy despite potential for negative impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against. <u>You must speak to Emma Hussain (2451) immediately.</u></p>	<input type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 13 of 14	

5 . EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality.

Further Actions Required: Yes No

EIA Action Plan

Issue	Action required	Lead officer	Timescale

Please add more rows if required.

Actions arising from the Impact assessment should form part of the business planning process for service areas.

Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this policy and where this will be reported:

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Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 14 of 14	