

Assisted service collections

Evidence based equality analysis

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The aims of the policy and conditions are to provide a service to assist residents who are unable to place their refuse and recycling containers out for collection. Collection crews will collect and return the containers to their collection points.

Lead officer: Sue Davies

Stakeholders: Residents within the borough of Cheshire West and Chester

Equality analysis is a valuable tool to help embed equality into everything we do

While process is important, equality analysis is essentially about outcomes.

Lack of evidence of discrimination is not evidence of a lack of discrimination.

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas overleaf, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (including Gypsies and Travellers; migrant workers, asylum seekers etc.)	N/A	N/A	N/A
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)	N/A	Residents unable to manoeuvre or handle containers in order to present them for collection can arrange for containers to be emptied at an agreed collection point. Collection crews are made aware of properties receiving assisted service via the in-cab electronic system	Access to containers must be available on collection day
Gender/gender reassignment	N/A	N/A	N/A
Religion and belief	N/A	N/A	N/A
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	N/A	N/A	N/A
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 –	N/A	Older people who are unable to manoeuvre or handle containers	Access to containers must be available on collection day

75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs).		in order to present them for collection can arrange for containers to be emptied at an agreed collection point. Collection crews are made aware of properties receiving assisted service via the in-cab electronic system	
Rural communities	N/A	N/A	N/A
Areas of deprivation	N/A	N/A	N/A
Human Rights	N/A	N/A	N/A
Health and Wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)	N/A	N/A	N/A
Procurement/Partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)	Collections are made via contractors. This service is a requirement as part of the new Waste and Recycling Collection	All service Equality & Diversity requirements are met and covered within the Kier contract	N/A

	Contract which was procured from 1 April 2012		
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Evidence: Data held within lagan system

Action plan:

Actions required	Key Activity	Priority	Outcomes required	Officer responsible	Review date
Continue with the current service provided throughout the borough of Cheshire West and Chester.	Continue to establish whether upon requests assisted service is required		Continue to manage requests through the lagan system	Contact centre agent	May 2015
Review assisted service collections as residents who have requested the service may move or no longer live at the property receiving assistance	Work within waste management back office to determine how to best manage review process		Process to be in place in order to manage review	Sue Davies	May 2015

Sign off	
Lead Officer:	Sue Davies

Approved by Head of Service:	
Moderation and/or Scrutiny	
Date:	Moderated at directorate equality group 18 September 2013
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	May 2015

Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website