

Bulky collections

Evidence based equality analysis – can include documents, quotes, and web links for photos and videos

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 collect large bulky items from households. The service:

- prevents fly tipping

- gives value for money

- assists residents who do not have any means to take items to the household waste and recycling sites

Residents are able to confirm the collection day when making arrangements for items to be removed.

Lead officer: Sue Davies and Alison Butler

Stakeholders: Residents within the borough of Cheshire West and Chester Council

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	Non refundable service
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	Cost is lower for people in receipt of benefits. Limited occasions where collections can be made within the property	Non refundable service
Gender/gender reassignment	N/A	N/A	Non refundable service
Religion and belief	N/A	N/A	Non refundable service

Sexual orientation (including heterosexual, lesbian, gay, bisexual)	N/A	N/A	Non refundable service
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs).	N/A	Concession given to residents in receipt of state benefit	Non refundable service
Rural communities	N/A	Residents in rural communities are not likely to have household refuse site nearby, so this collected service offers a benefit	Non refundable service
Areas of deprivation	N/A	Concession given to residents in receipt of housing benefit	Non refundable service
Human rights	N/A	N/A	Non refundable service
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)	N/A	N/A	Non refundable service

and care services)			
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 Contract which was procured from 1 April 2012	All service equality and diversity requirements are met and covered within the Kier contract	

Evidence: Monitoring information through the 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 concession can be given and also continue to confirm collection day upon request of service		Continue to manage requests through the lagan system	Contact Centre Agent	May 2015
Review items that can be collected via the service	Work with contractors to reach outcome required		Establish whether items can be recycled, reused or landfilled	Alison Butler and Sue Davies	May 2015

Sign off	
Lead Officer:	Sue Davies and Alison Butler
Approved by Head of Service:	
Moderation and/or Scrutiny	
Date:	Moderated at directorate equality meeting 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)	Two years

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