

# Appendix B2 - Equality Analysis



Please refer to the guidance for carrying out an [Equality Analysis](#).  
Text in blue is intended to provide guidance – you can delete this from your final version.

What are the proposals being assessed?	Wheelie bin collection service
Which Department/ Division has the responsibility for this?	E&R – Public Space

Stage 1: Overview	
Name and job title of lead officer	Graeme Kane (AD Public Space)
1. What are the aims, objectives and desired outcomes of your proposal? (Also explain proposals e.g. reduction/removal of service, deletion of posts, changing criteria etc)	<a href="#">What are you proposing and what are they designed to deliver?</a> To implement a wheelie bin collection service borough wide for both General waste and recycling.
2. How does this contribute to the council's corporate priorities?	To increase the level of recycling and improve the image of the public realm
3. Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	The service acknowledges not all properties will be suitable for bins and as such some areas will be offered alternatives including the use of bags. This will depend on the nature of their property and will be assessed by LBM officers or their contractors according to a criteria. This is expected to be a small proportion of the properties across the borough.  Elderly and or disabled residents who will struggle with a wheelie bin will be offered an assisted collection.
4. Is the responsibility shared with another department, authority or organisation? If so, who are the partners and who has overall responsibility?	This project is being managed by waste service who is working closely with both the South London Waste Partnership and our contractor, Veolia.

## Stage 2: Collecting evidence/ data

### 5. What evidence have you considered as part of this assessment?

Provide details of the information you have reviewed to determine the impact your proposal would have on the protected characteristics (equality groups).

The assessment is based on the experiences of other local authorities within and out with the SLWP, the extensive experience of our waste collection contractor and the wheeled bin pilot undertaken in Merton.

## Stage 3: Assessing impact and analysis

### 6. From the evidence you have considered, what areas of concern have you identified regarding the potential negative and positive impact on one or more protected characteristics (equality groups)?

Protected characteristic (equality group)	Tick which applies		Tick which applies		Reason Briefly explain what positive or negative impact has been identified
	Positive impact		Potential negative impact		
	Yes	No	Yes	No	
Age		✓	✓		Due to size / weight of bin – assisted collection offered
Disability		✓	✓		Due to size / weight of bin – assisted collection offered
Gender Reassignment		✓		✓	
Marriage and Civil Partnership		✓		✓	
Pregnancy and Maternity		✓		✓	
Race					
Religion/ belief		✓		✓	
Sex (Gender)		✓		✓	
Sexual orientation		✓		✓	
Socio-economic status		✓		✓	

**7. If you have identified a negative impact, how do you plan to mitigate it?**

1.  
The service currently provides assisted collection to the elderly and disabled residents. This service will continue.  
For properties considered unsuitable for a wheeled bin, an alternative collection method will be offered which may include a sack collection service.

**Stage 4: Conclusion of the Equality Analysis**

**8. Which of the following statements best describe the outcome of the EA (Tick one box only)**

Please refer to the guidance for carrying out Equality Impact Assessments is available on the intranet for further information about these outcomes and what they mean for your proposal

- Outcome 1** – The EA has not identified any potential for discrimination or negative impact and all opportunities to promote equality are being addressed. **No changes are required.**
- Outcome 2** – The EA has identified adjustments to remove negative impact or to better promote equality. **Actions you propose to take to do this should be included in the Action Plan.**
- Outcome 3** – The EA has identified some potential for negative impact or some missed opportunities to promote equality and it may not be possible to mitigate this fully. **If you propose to continue with proposals you must include the justification for this in Section 10 below, and include actions you propose to take to remove negative impact or to better promote equality in the Action Plan. You must ensure that your proposed action is in line with the PSED to have ‘due regard’ and you are advised to seek Legal Advice.**
- Outcome 4** – The EA shows actual or potential unlawful discrimination. **Stop and rethink your proposals.**

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## Stage 5: Improvement Action Pan

### 9. Equality Analysis Improvement Action Plan template – Making adjustments for negative impact

This action plan should be completed after the analysis and should outline action(s) to be taken to mitigate the potential negative impact identified (expanding on information provided in Section 7 above).

Negative impact/ gap in information identified in the Equality Analysis	Action required to mitigate	How will you know this is achieved? e.g. performance measure/ target)	By when	Existing or additional resources?	Lead Officer	Action added to divisional/ team plan?
Property type	Individual property types assessed for suitability.	Feed back from Crew and residents and contractor	On going	N/A	Neighborhood Client Officers	
Elderly / Disabled	Provide assisted collection	All current assisted collections to be retained and all new requested monitored and assessed by Waste Operations	On Going	N/A	Neighborhood Client Officers	

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**Note that the full impact of the decision may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact.**

## Stage 6: Reporting outcomes

### 10. Summary of the equality analysis

This section can also be used in your decision making reports (CMT/Cabinet/etc) but you must also attach the assessment to the report, or provide a hyperlink

This Equality Analysis has resulted in an Outcome [add](#) Assessment

[Please include here a summary of the key findings of your assessment.](#)

**Stage 7: Sign off by Director/ Head of Service**

<b>Assessment completed by</b>	Charles Baker	<b>Signature:</b>	<b>Date:</b>
<b>Improvement action plan signed off by Director/ Head of Service</b>	Graeme Kane	<b>Signature:</b>	<b>Date:</b>

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