



## Equality Impact Assessment (EqIA)

### 1. Initial information

**Name of the policy, project, strategy, project or service being assessed:**

Revision of the Recycle for Dorset policy

### 2. Is this a (please delete those not required):

Review of existing policy

### 3. Is this (please delete those not required):

External

### 4. Please provide a brief overview of its aims and objectives:

Dorset Council already has in place an agreed policy for the Recycle for Dorset service. Three changes to that policy are being proposed.

Firstly, there are a small number of properties, commonly in rural locations, where the existing collection point is far from the highway - this is particularly in cases where there are long unadopted private driveways. The current policy states that:

*'Where a household is on a private street (which includes standard and narrow access) and council collection vehicles have historically accessed this road, the DWP will endeavour to continue to do so.'*

This currently means that we have situations whereby the crews are travelling down long, often private driveways to collect from one property because 'they have always done so' and will continue having to do so even when occupants change. This is committing the service to additional and often unnecessary activity which is operationally and economically inefficient.

As such the policy is being revised to provide clarity around these situations and confirm that there are some circumstances where the Operations Manager can stipulate an alternative collection point that is on or near to the public highway.

The other two changes relate to second homes and Houses of Multiple Occupancy (HMOs). The revised policy now clarifies the service provided to second homes, making it clear that second homeowners receive the same standard of service as all Dorset residents and cannot be renegotiated to coincide with occupancy. Regarding HMO's, there is no change in current policy, it is simply including the position which was omitted from the initial version.

Evidence gathering and engagement

**5. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):**

Primarily service data and discussions with operational supervisors and managers.

**6. What did this tell you?**

Parts of Dorset are very rural and inaccessible. The change in policy will impact a very small number of households (approx. 500) across Dorset. Changes will be made on a case by case basis and will be referred to the Head of Operations if an appeal is made by a resident.

**7. Who have you engaged and consulted with as part of this assessment?**

Operational supervisors and managers

**8. Is further information needed to help inform decision making?**

No

Is an EQIA required? Yes

Assessing the impact on different groups of people

Key to impacts

Positive Impact	<ul style="list-style-type: none"> <li>the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.</li> </ul>
Negative Impact	<ul style="list-style-type: none"> <li>protected characteristic group(s) could be disadvantaged or discriminated against</li> </ul>
Neutral Impact	<ul style="list-style-type: none"> <li>no change/ no assessed significant impact of protected characteristic groups</li> </ul>

Unclear	<ul style="list-style-type: none"> <li>not enough data/evidence has been collected to make an informed decision.</li> </ul>
---------	---

<b>Impacts on who or what?</b>	<b>Choose impact</b>	<b>How</b>
Age	Neutral	<p>Some older residents may find moving wheeled bins or carrying boxes difficult. However, reasonable adjustments will be discussed with any older residents affected, including alternative collection points, alternative services and different containers that will make it possible for them to manage their waste themselves.</p> <p>The wording of the proposed change also gives discretion to the service to continue the historic arrangements where suitable alternatives cannot be found.</p>
Disability	Neutral	<p>As above, although there is the potential for this change to adversely impact residents with a physical disability, as explained above, all alternatives will be explored with the residents before their service is affected, and the proposed change in wording gives discretion to operational managers where they are satisfied alternative arrangements are not available.</p>
Gender reassignment and Gender Identity	Neutral	
Marriage or civil partnership	Neutral	
Pregnancy and maternity	Neutral	
Race and Ethnicity	Neutral	
Religion and belief	Neutral	

<b>Impacts on who or what?</b>	<b>Choose impact</b>	<b>How</b>
Sex (consider men and women)	Neutral	
Sexual orientation	Neutral	
People with caring responsibilities	Neutral	
Rural isolation	Neutral	
Socio-economic deprivation	Neutral	
Armed forces communities	Neutral	

Please provide a summary of the impacts:

## Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Difficulty making decisions regarding services	The development of guidelines for managers and supervisors. Process for appeals to the Head of Operations will be agreed.	Mike Moon	

## Sign Off

Officer completing this EqIA: Gemma Clinton

Officers involved in completing the EqIA:

Louise Bryant – Service Development Manager

Lisa Mouny – Service Development Manager

Sarah Wasey – Business Development Officer

Becky Forrester -Business Partner

Date of completion:

Version Number: 2

EqIA review date: 29 September 2021

Equality Lead Sign Off: Becky Forrester