
1 What's it about?

Refer to equality duties

The proposal within this cabinet report are to:

- Amend and strengthen controls on commercial waste accepted at the HWRC to ensure charges are fairly applied
- Introduce controls on vans and trailers carrying household waste to ensure site safety and prevent commercial waste being passed-off as household waste
- Amend controls on household waste accepted at the site, including changes to acceptance criteria and charges
- Withdraw provision of recycling bring sites across the Borough (Bottle Banks)

Who's it for?

The proposal is an organisational change which will ensure efficient operation of the HWRC and deliver savings in the region of £25k.

How will this proposal meet the equality duties?

The equality duties of the authority are to eliminate discrimination, harassment and victimisation as well as to advance equality of opportunity and the fostering of good relations.

The changes in operational arrangements at the HWRC have no direct impacts on any specific groups as they have no identifiable differences from our current service in terms of equalities.

The withdrawal of recycling bring sites is a change in service but also has no direct impacts on any specific groups. It should be noted that access to recycling is ensured by the existing assisted collection services for kerbside recycling – householders can request special arrangements for collecting recycling from their property and service is adapted to meet the specific requirements.

2 Who is using it?

Refer to equality groups

The users of the HWRC are residents of Swindon. The majority of users visit the site in their own vehicles.

All households in Swindon are able to use household recycling collection for glass bottles, plastic bottles and cans.

How can you involve your customers in developing the proposal?

The proposals were presented to elected councillors on the Streetsmart and Highways Overview and Scrutiny committee on 28th September 2016. Feedback from the committee was incorporated into the cabinet report proposals.

Who is missing? Do you need to fill any gaps in your data? (pause DIA if necessary)

Given the nature of this project it is not felt that there are any missing stakeholders.

3 Impact

Refer to dimensions of equality and equality groups
Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view

Using the information in parts 1 & 2:

a) Does the proposal create an adverse impact which may affect some groups or individuals? Is it clear what this is? How can this be mitigated or justified?

In terms of external customers, a full communication process will need to take place. No prejudicial impact can be identified.

What can be done to change this impact?

A communication plan will be established.
All households have access to household recycling collection.

b) Does the proposal create benefit for a particular group? Is it clear what this is? Can you maximise the benefits for other groups?

Not applicable.

Does further consultation need to be done? How will assumptions made in this assessment be tested?

4 So what?

Link to business planning process

What changes have you made in the course of this DIA?

Having considered the marginal change inherent in this proposal is not deemed to be prejudicial to any groups within the Borough.

What will you do now and what will be included in future planning?

When will this be reviewed?

The Head of Streetsmart will review the impact as part of the normal review and feedback processes in place.

How will success be measured? Successful conclusion of the consultation agreement.

For the record

Name of person leading this DIA David Robertson	Date completed 22/11/2016
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Names of people involved in consideration of impact David Robertson	
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Name of manager signing DIA	Date signed
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Diversity Impact Assessment – an inclusive business planning tool

1. What's it about? refer to equality duties

- What is the proposal? What outcomes/benefits are you hoping to achieve
- Who's it for?
- How will this proposal meet the equality duties?
- What are the barriers to meeting this potential?

2. Who's using it? consider all equality groups

- What data/evidence do you have about who is or could be affected? (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?
- How can you involve your customers in developing the proposal?
- Who is missing? Do you need to fill any gaps in your data?

3. Impact consider dimensions and equality groups

Using information in parts 1 & 2:

- a) Does the proposal create an adverse impact which may affect some groups or individuals? How can this be mitigated or justified?
> What can be done to change this impact?
 - b) Does the proposal create benefit for particular groups or individuals. Is it clear what this is? Can you maximise the benefits for other groups?
- Does further consultation need to be done? How will assumptions made in this assessment be tested?

4. So what?

- What changes have made in the course of this DIA?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?

Considerations

Our equality duties

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

Equality groups

For the following equality groups: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief and sexual orientation.

Extended by SBC policy to include: financial economic status, homelessness, political view.

Dimensions of equality

How will the proposal affect Human Rights and life chances of different groups? Consider how the proposal affects

1. Longevity.
2. Physical security.
3. Health.
4. Education.
5. Standard of living.
6. Productive and valued activities.
7. Individual, family and social life.
8. Participation, influence and voice.
9. Identity, expression and self-respect.
10. Legal security.