

Equality Impact Assessment

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1. Topic of assessment

EIA title:	Joint Municipal Waste Management Strategy Revision 2 (2015)
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EIA author:	Tom Beagan, Waste Policy and Partnerships Team Manager
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2. Approval

	Name	Date approved
Approved by¹	Matt Smyth, Waste Development Group Manager	02/02/2015

3. Quality control

Version number	1.0	EIA completed	02/02/2015
Date saved	02/02/2015	EIA published	

4. EIA team

Name	Job title (if applicable)	Organisation	Role
Les Andrews	Principal Planning Policy Officer	Surrey County Council	E&I Directorate Equalities Group
Tom Beagan	Waste Policy and Partnerships Manager	Surrey County Council	JMWMS author and EIA author
Helen Trew	Waste Programme Manager	Surrey County Council	EIA reviewer

¹ Refer to earlier guidance for details on getting approval for your EIA.

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5. Explaining the matter being assessed

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What policy, function or service is being introduced or reviewed?	<p>The authorities in two-tier counties such as Surrey have different responsibilities for managing waste and recycling. The districts and boroughs are responsible for its collection and the county council is responsible for its treatment and disposal.</p> <p>To ensure that the authorities work together to manage the waste in a coherent way, the law requires two-tier areas to produce a joint strategy for the management of municipal waste, and keep this under review.</p> <p>In 2006, the Waste Members' Group of the Surrey Local Government Association (SLGA) produced the first Joint Municipal Waste Management Strategy for Surrey, which was adopted by Surrey County Council.</p> <p>The SLGA Waste Members' Group then became Surrey Waste Partnership (SWP). This includes all of Surrey's authorities and is the main forum through which waste management matters are discussed and improvement actions are agreed. To reflect the dynamic nature of waste management in Surrey, SWP produced a revision of the joint strategy in 2010.</p> <p>Again, much change has occurred since the 2010 revision and a second revision has now been prepared in order to ensure that our joint actions for the next ten years reflect the needs of our current times and aspirations for the future. This comprehensive revision includes a new aim, objectives and targets which are supported by a new set of specific and measurable actions.</p>
What proposals are you assessing?	<p>The JMWMS has been completely redrafted and has 34 specific actions covering waste management in Surrey.</p> <p>Successfully achieving the actions within the JMWMS will enable SCC to work closely with Surrey districts and boroughs to improve performance and manage waste in a way that offers best value to the Surrey taxpayer.</p> <p>The actions are wide-ranging. Some will have no discernible impact on residents e.g. 'Offering commercial waste collections that are excellent quality and competitively priced'. However, some will have an impact on the type and level of service that residents receive.</p> <p>The actions are listed below. This EIA will assess all of the actions to determine their potential impacts on equality and diversity.</p>

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#	Action	Groups affected
1	Regularly producing customer service surveys to find out what the barriers are to improving waste management and how we can improve the quality of the information that we provide	All residents & business customers
2	Providing simple, accessible and effective communication routes to give feedback	
3	Telling residents and businesses why it is important to reduce their waste and how they can do it	
4	Providing all new residents with full information about their waste and recycling service	Residents that have recently moved house
5	Engaging with specific residents and businesses that do not present recyclables for collection, or present contaminated recyclables for collection to understand their barriers to recycling and help overcome them	Residents & business customers
6	Publishing a charter each year showing residents and businesses where their waste and recycling is being sent for treatment	Residents & business customers
7	Engaging with and empowering volunteer and community groups	Volunteer and community groups
8	Get better deals for goods and services e.g. new collection vehicles	Council staff & waste contractors
9	Get better deals for contracts from waste management companies for collecting and/or managing our waste	
10	Clearly agree with reprocessors on what materials can be recycled, and pass on this information to our residents and businesses	Reprocessors, residents and businesses
11	Make sure that both the Surrey taxpayer and the reprocessor get the best deal possible from selling the recyclables that we produce	Reprocessors
12	Lobby product manufacturers and retailers to design household products that minimise waste and are easy to recycle	Manufacturers, all residents & businesses
13	Lobby central government to develop legislation that facilitates the reduction of waste and increases high quality recycling	All residents & businesses
14	Enabling residents to recycle any material where it is environmentally and financially beneficial to do so – at home, at community recycling centres and on the go	All residents
15	Ensuring controls are in place so that all new developments have sufficient space for waste and recycling containers	Residents in new developments
16	Increasing the proportion of bulky waste that is reused and recycled	Reprocessors

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17	Providing residents with as much capacity (bin space) for recycling as they need. This excludes garden waste which is chargeable throughout Surrey.	Residents producing lots of recycling
18	Reducing capacity for non-recyclable waste at the kerbside, to encourage residents to minimise their waste and use recycling bins	Residents producing lots of non-recyclable waste
19	Regularly identifying where and how recycling can be increased	None directly
20	Using targeted communication campaigns to increase recycling in the priority areas	Residents in priority areas
21	Publicising any changes to collection services with clear and comprehensive information	All residents
22	Making communications campaigns more consistent across the county in order to increase their efficiency and maximise their impact	All residents
23	Not collecting recycling containers containing contaminating waste materials, with clear information given to the affected resident as to why, and how they can reduce contamination in future	Residents producing contaminated recycling
24	Collecting the same materials in the same way across Surrey	Residents in authorities where collection systems change.
25	Pooling and centrally managing all the material from each waste stream in Surrey, using economies of scale to attract the best possible prices	Waste contractors & collection staff
26	Investing in developing waste management infrastructure as appropriate, to give us more control over how materials are managed and help us ensure that we are getting the best deal environmentally and financially (options appraisal only)	None directly
27	Testing all of our collection systems against the requirements of the law and in particular assessing their cost and environmental impacts to make sure that they are compliant.	None directly
28	Using existing collection vehicles and waste infrastructure to offer commercial waste collections across the county where financially viable	Businesses, collection crews, waste companies.
29	Offering commercial waste collection services that are excellent quality and competitively priced	Businesses, waste companies
30	Making sure that businesses do not dispose of their waste through household waste services	Businesses

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	31	Scrutinising existing arrangements regularly to identify opportunities for service improvement and cost savings	None directly
	32	Making sure that our CRC network is optimised to provide a good service to residents whilst extracting maximum value from materials (options appraisal only)	None directly
	33	Diverting our residual waste from landfill	Waste contractors & collection staff
	34	Improving our understanding of the total cost of managing waste and recycling in Surrey	None directly
Who is affected by the proposals outlined above?	See table above		

6. Sources of information

Engagement carried out
<p>The revised strategy was developed by combining the input of:</p> <ul style="list-style-type: none"> • Officers and Members of Surrey Waste Partnership via a project steering group (including Cllr Mike Goodman) and scrutiny at Partnership meetings • Best practice examples of other joint waste strategies • A consultation of residents and other key stakeholders <p>The consultation exercise took place between July and October 2014 and focused on identifying residents' barriers to reducing, reusing and recycling more of their waste. Other stakeholders included the waste management industry, businesses, environment and conservation groups and other local authorities.</p> <p>The consultation for residents involved an online and paper based (leaflet style) survey. The survey was advertised widely via partner websites, e-newsletters, online advertising, social media and local newspapers. Emails were sent specifically to residents associations, parish councillors, county and local councillors encouraging them to complete the survey and pass it on to residents.</p> <p>Following discussions with our EIA Directorate advisor, hardcopy survey leaflets with cover letters (providing a link to the online survey) were also sent to groups with protected characteristics that would potentially be affected by the actions within the draft strategy. The protected groups that were contacted included:</p> <ul style="list-style-type: none"> • Disability groups • Ethnic groups • Senior persons groups <p>The responses from these groups were considered along with the input from all other respondents.</p> <p>Following the consultation, our Directorate EIA advisor reviewed an updated draft of the strategy and some minor changes were made to the strategy wording to reduce some</p>

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potentially negative equality impacts.

Data used
Not applicable

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7. Impact of the new/amended policy, service or function

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7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic ²	Potential positive impacts	Potential negative impacts	Evidence
Age	-	Communications actions (1,2,3,4,5,6,10,20,21,22,23)	Communications undertaken by SWP authorities may not reach this group unless specific measures are taken.
	Recycling more materials (action 14)	-	This action may result in increased recycling services allowing this group to recycle more at home
	Space for recycling at new developments (action 17)	-	Sufficient space for recycling may make recycling easier for this group.
	-	Reducing capacity for non-recyclable waste (action 18)	This group may find it physically difficult to recycle/use multiple bins, so they may need more non-recyclable bin capacity.
	Consistent collection systems (action 24)	Consistent collection systems (action 24)	A consistent comingled collection system would make recycling physically easier for these groups; however a move to separating more materials could make it more difficult.
Disability	-	Communications actions (1,2,3,4,5,6,10,20,21,22,23)	Communications undertaken by SWP authorities may not reach this group unless specific measures are taken.
	Recycling more materials (action 14)	-	This action may result in increased recycling services allowing this group to recycle more at home
	Space for recycling at new developments (action 17)	-	Sufficient space for recycling may make recycling easier for this group.
	-	Reducing capacity for non-recyclable waste (action 18)	This group may find it physically difficult to recycle/use multiple bins, so they may need more non-recyclable bin capacity.
	Consistent collection systems (action 24)	Consistent collection systems (action 24)	A move to consistent comingled collection systems would make recycling physically easier for these groups; however a move to separating more materials could make it more difficult.

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² More information on the definitions of these groups can be found [here](#).



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Gender reassignment	-	-	-
Pregnancy and maternity	-	-	-
Race		Communications actions (1,2,3,4,5,6,10,20,21,22,23)	Communications undertaken by SWP authorities may not reach this group unless specific measures are taken.
Religion and belief		Communications actions (1,2,3,4,5,6,10,20,21,22,23)	Communications undertaken by SWP authorities may not reach this group unless specific measures are taken.
Sex	-	-	-
Sexual orientation	-	-	-
Marriage and civil partnerships	-	-	-
Carers³		Communications actions (1,2,3,4,5,6,10,20,21,22,23)	Communications undertaken by SWP authorities may not reach this group unless specific measures are taken.

³ Carers are not a protected characteristic under the Public Sector Equality Duty, however we need to consider the potential impact on this group to ensure that there is no associative discrimination (i.e. discrimination against them because they are associated with people with protected characteristics). The definition of carers developed by Carers UK is that 'carers look after family, partners or friends in need of help because they are ill, frail or have a disability. The care they provide is unpaid. This includes adults looking after other adults, parent carers looking after disabled children and young carers under 18 years of age.'

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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	-	Recycling more materials (action 14)	Changes to collection systems could result in more manual handling for collection crews.
	-	Consistent collection systems (action 24)	
	-	Expand commercial collections (action 28)	
Disability	-	Recycling more materials (action 14)	
	-	Consistent collection systems (action 24)	
	-	Expand commercial collections (action 28)	
Pregnancy and maternity	-	Recycling more materials (action 14)	
	-	Consistent collection systems (action 24)	
	-	Expand commercial collections (action 28)	
Gender reassignment	-	-	-
Race	-	-	-
Religion and belief	-	-	-
Sex	-	-	-
Sexual orientation	-	-	-

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Marriage and civil partnerships	-	-	-
Carers	-	-	-

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8. Amendments to the proposals

The EIA above identified a number of areas where groups with protected characteristics could potentially be affected by changes resulting from the strategy's actions. However, the strategy's actions are high level and are not prescriptive about exactly what and how changes will be made.

The actions that could impact the affected groups will be taken by the individual partner authorities. There is sufficient flexibility in the wording of the actions to allow partner authorities to design changes so that groups with protected characteristics are not negatively impacted. Partner authorities should also undertake EIAs on specific proposed changes before they are implemented in order to better maximise/mitigate their impact.

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Communications not reaching the protected groups	Communications teams need to ensure that suitable measures are taken to fully engage with the protected groups identified above.	Before any new comms campaign	Partner comms teams
Reducing capacity for non-recyclable waste	The action specifies the capacity that should be supplied, but it says this should be 'standard'. Local policies will allow flexibility for groups with protected characteristics.	Before reducing the standard capacity for non-recyclable waste.	Collection authority waste teams
Recycling more materials	Consider the needs of groups with protected characteristics when assessing the suitability of new materials for recycling.	When assessing the suitability of new materials for recycling	Collection authority waste teams
Space for recycling at new developments	Consider the needs of groups with protected characteristics when reviewing bin space provision at new developments.	When reviewing planning applications	Collection authority planning teams
Changing collection systems	Collection authorities should carry out a full EIA for their district/borough when developing this policy in detail.	Before the policy is implemented	Partner authority waste teams

10. Potential negative impacts that cannot be mitigated

At this stage it is not perceived that the actions of the strategy will result in any negative impacts that cannot be mitigated locally.

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11. Summary of key impacts and actions

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<p>Information and engagement underpinning equalities analysis</p>	<p>A second revision of the Joint Municipal Waste Management Strategy (JMWMS) has been produced. In order to assess equality impacts, residents, including groups with protected characteristics were consulted as part of the strategy's development. The strategy was updated following the consultation.</p> <p>In addition, an SCC EIA specialist undertook reviews of draft strategy documents both before and after the consultation and minor amendments were made to reduce some potentially negative equality impacts.</p>
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<ul style="list-style-type: none"> • Communications not reaching the protected groups • Changes to household products and waste collection services as a result of lobbying. • Reducing capacity for non-recyclable waste • Recycling more materials • Space for recycling at new developments • Not collecting contaminated recycling bins • Changing collection systems
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>No changes. The actions of the JMWMS are high-level and there is sufficient flexibility to allow partners to mitigate the impacts when planning any changes in detail.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<ul style="list-style-type: none"> • Communications teams to fully engage with impacted groups • SWP manager to fully consider the implications of lobbying on groups with protected characteristics • Local policies for reducing non-recyclable bin capacity should allow flexibility for groups with protected characteristics • Consider the needs of groups with protected characteristics when assessing the suitability of new materials for recycling • Consider the needs of groups with protected characteristics when reviewing bin space provision at new developments • Local policies for dealing with contaminated recyclable bins should allow flexibility for groups with protected characteristics • Collection authorities should carry out a full EIA for their district/borough when proposing any changes to collection systems
<p>Potential negative impacts that cannot be mitigated</p>	<p>At this stage it is not perceived that the actions of the strategy will result in any negative impacts that cannot be mitigated.</p>