

Equality Impact Assessment Form

Before completing this form, please refer to [the supporting guidance document](#)

The purpose of this form is to aid the Council in meeting the requirements of the Public Sector Equality Duty contained in the Equality Act 2010. This requires the Council to have “due regard” of the impact of its actions on the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not.

The assessment is used to identify and record any concerns and potential risks. The following actions can then be taken to address these issues.

- Remove risks: abandon the proposed policy or practice
- Mitigate risks – amend the proposed policy or practice so that risks are reduced
- Justify policy or practice in terms of other objectives

1- Policy details	
Name of policy	Recycling and Household Waste Service Reduction Project
Department and service	Department: Environment and Transport Service: Environment and Waste Management
Who has been involved in completing the Equality Impact Assessment?	Vicky Cormie – Head of Service; Environment and Waste Commissioning
Contact numbers	N/A

Date of Completion	Version 1: August 2023

<p>2- Objectives and background of policy or practice change Use this section to describe the policy or practice change What is the purpose, expected outcomes and rationale? Include the background information and context</p>	
<p>What is the proposal?</p> <p>What change and impact is intended by the proposal?</p>	<p>The project proposes to implement the following changes to the Recycling and Household Waste service:</p> <ul style="list-style-type: none"> • Reduce the number of Recycling and Household Waste Sites (RHWS) from 14 to 11. The sites selected for potential closure are Somerby, Shepshed, and Market Harborough. • Part time opening to be adopted at the Bottesford RHWS, reducing from five to three opening days per week. • Reduce summer opening hours at the 11 remaining RHWS sites. Sites are currently open five days per week, 9.00am-7.00pm from April to September. The proposal is to reduce this to 9.00am-5.00pm on three of the five opening days (one of three opening days at Bottesford, due to part time opening).
<p>What is the rationale for this proposal?</p>	<p>The key driver for the change is to deliver the savings target for the service agreed in the Medium Term Financial Strategy (MTFS) 2023-2027.</p> <p>Rationale for the specific site closures: Sites were assessed against a number of criteria, including: finance, ongoing operational deliverability, site catchment areas (including cross boundary use), site usage patterns, housing growth, site infrastructure / suitability etc.</p>

<p>3- Evidence gathered on equality implications - Data and engagement What evidence about potential equality impacts is already available? This could come from research, service analysis, questionnaires, and engagement with protected characteristics groups</p>
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What equalities information or data has been gathered so far?

What does it show?

Population Demographic Data

Data has been collated (at ward/parish level) for each of the areas affected by potential closures. Headline findings as follows (source: 2021 Census - ONS Website):

- **Age Profile:**

The table below shows that Market Harborough and Shepshed have a relatively even spread across the age ranges up to 80, comparable with Leicestershire as a whole. Somerby has a significantly higher percentage of its population in the 50 to 80 age range than Leicestershire as a whole.

Age Range	M'Harborough (%)	Shepshed (%)	Somerby (%)	Leicestershire (%)
0 to 9	9.9	10.8	7.9	10.7
10 to 19	11.7	9.8	10.8	11.6
20 to 29	9.5	12.2	6.4	11.5
30 to 39	12.0	13.2	8.7	12.4
40 to 49	13.4	12.1	10.7	12.4
50 to 59	14.8	14.1	20.4	14.4
60 to 69	11.2	12.2	16.3	11.6
70 to 79	10.6	10.4	13.3	9.9
80+	6.9	5.4	5.6	5.4

- **Gender:** Each area has roughly a 51% female - 49% male population split.
- **Legal Partnership Status:** the majority of the adult population in each area is classified as married/in a registered civil partnership or never married and never registered a civil partnership.
- **Ethnicity:** approximately 94-98% of the population in each area is White British.
- **Religion:** approximately 91-93% of the population in each area is Christian or no religion.

- **Disability:** approximately 81-85% of population in each area is classified as not disabled.
- **Sexual Orientation and Gender Identity:** data on sexual orientation and gender identity was only available at district level. In each of the districts with sites earmarked for closure/reduced opening hours (Charnwood, Harborough, and Melton) approximately 90% of the population are straight or heterosexual, and approximately 94% have the gender identity the same as that registered at birth.
- **Deprivation:** approximately 50-55% of households in each area are classed as not deprived in any dimension. Approximately 31-34% of households in each area are classed as deprived in one dimension. Note: there are four dimensions of deprivation: employment, education, health and disability, and household overcrowding.

Service User Data

Equalities data collected from respondents to the 2017 RHWS customer survey give a sample of the demographic characteristics of service users across Leicestershire. It indicates that the majority of services users are aged 35-75, male, White British, not classified as disabled, and either in employment or retired.

Rural Isolation Data

The table below contains drive time data (source: Google Maps) showing the distance and travel time by car to the nearest alternative RHWS for each of the areas affected by potential closures.

Start point	Nearest Alternative RHWS	*Distance (miles)	*Drive Time (minutes)
Shepshed (Centre)	Coalville RHWS	5.7	15
Market Harborough (Centre)	Kibworth RHWS	5	13
Somerby (RHWS)	Melton RHWS	7.9	16

*Distance and drive times were taken from google maps at approximately 11:45am on Friday 5th May 2023

What engagement has been undertaken so far?

A 12-week public consultation on the proposals is to be undertaken from 1st November 2023 to 24th January 2024. Results from this will be used to further inform the EIA. The Leicestershire Equalities Challenge Group will be consulted on the proposals during the consultation period.

What does it show?	
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4- Benefits, concerns and mitigating action

Please specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may *potentially* be affected by the policy and describe any benefits and concerns including any barriers.

Use this section to demonstrate how risks would be mitigated for each affected group

Group	What are the benefits of the proposal for those from the following groups?	What are the concerns identified and how will these affect those from the following groups?	How will the known concerns be mitigated?
Age	None	It has been identified that Somerby has a higher percentage of residents in the 50-80 age range than Leicestershire as a whole. However, this is not considered to be a significant factor in relation to the proposals.	None
Disability	None	If service changes are not communicated in a way that caters for the needs of those with disabilities such as visual impairment, then this group could be considered to have been discriminated against.	Service change communication to the public will be offered in different formats (e.g., Braille, easy read etc) on request.
Race	None	If service changes are not communicated in appropriate languages, then some communities/races could be considered to have been discriminated against.	Service change communication to the public will be offered in different languages on request.
Sex	None	It has been identified through customer satisfaction surveys that the majority of site	None

		users are male. Therefore, men are more likely to be impacted by site closures than women. However, no specific concerns have been identified in relation to the proposals.	
Gender Reassignment	None	None	None
Marriage and Civil Partnership	None	None	None
Sexual Orientation	None	None	None
Pregnancy and Maternity	None	None	None
Religion or Belief	None	None	None
Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived, armed forced, or disadvantaged communities	None		

5- Action Plan and Recommendations

Use this section to describe concerns further

Produce a framework to outline how identified risks/concerns will be mitigated.

What concerns were identified?	What action is planned?	Who is responsible for the action?	Timescale
Communications about service changes need to cater for different languages and those	Ensure public consultation documents are offered in different languages and formats, on request.	Vicky Cormie: consultation and public comms.	Consultation: November 2023 - January 2024

with disabilities such as visual impairment.			
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6- Way forward	
How will the action plan and recommendations of this assessment be built into decision making and implementation of this proposal?	Requirements will be built into the project/communications plan.
How would you monitor the impact of your proposal and keep the EIA refreshed?	The EIA will be refreshed after the public consultation has taken place.
Sign off by DEG Chair/Director or Head of Services	

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