

# 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

<b>1- Policy details</b>	
<b>Name of policy</b>	Recycling and Household Waste Service Reduction Project
<b>Department and service</b>	Dept: Environment and Transport Service: Environment and Waste
<b>Who has been involved in completing the Equality Impact Assessment?</b>	Vicky Cormie – Head of Service; Environment and Waste Commissioning
<b>Contact numbers</b>	N/A
<b>Date of Completion</b>	Version 2: February 2024

## **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><b>What is the proposal?</b></p> <p><b>What change and impact is intended by the proposal?</b></p>	<p>Proposed changes to the Recycling and Household Waste service taken forward for public consultation, which ran from 1 November 2023 to 25 January 2024:</p> <ul style="list-style-type: none"> <li>• *Reduce the number of Recycling and Household Waste Sites (RHWS) from 14 to 11. The three sites selected for potential closure are Somerby, Shepshed, and Market Harborough.</li> <li>• Part-time opening to be adopted at the Bottesford RHWS, reducing from five to three opening days per week.</li> <li>• Reduce summer opening hours at the 11 remaining RHWS sites. Sites are currently open five days per week, 9am-7pm from April to September. The proposal is to reduce this to 9am-5pm on three of the five opening days (one of three opening days at Bottesford, due to part-time opening).</li> <li>• Christmas Eve closure to be adopted at all RHWS.</li> </ul> <p>*Five RHWS closures were originally proposed (Somerby, Shepshed, Market Harborough, Lutterworth and Bottesford). In March 2023 a cross-party Scrutiny Review Panel reviewed the rationale for the proposed closures, which resulted in the proposals being changed to three RHWS closures and part-time opening at Bottesford. This was due to concerns about rural isolation at Bottesford and planned housing development at Lutterworth.</p> <p>After consideration of the consultation feedback, it was decided to run a secondary four-week consultation on the alternative option of keeping Market Harborough RHWS and Shepshed RHWS open part-time, and for operational viability reasons reducing the number of opening days at Kibworth RHWS from five days to four days per week. This consultation is taking place between 21 February 2024 and 20 March 2024.</p>
<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 2023-2027 Medium Term Financial Strategy (MTFS). Sites were assessed for potential closure against a number of criteria, including; finance, ongoing operational deliverability, site catchment areas, site usage patterns, housing growth, site infrastructure / suitability etc.</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

**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.

<b>Start point</b>	<b>Nearest Alternative RHWS</b>	<b>*Distance (miles)</b>	<b>*Drive Time (minutes)</b>
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 5 <sup>th</sup> May 2023
<p><b>What engagement has been undertaken so far?</b></p> <p><b>What does it show?</b></p>	<p>A 12-week public consultation on the proposals was undertaken from 1 November 2023 to 24 January 2024, which included an online questionnaire (made available in alternative formats) and focus groups.</p> <p>The main equalities related issues raised in the online questionnaire and focus groups was the disproportionate impact on older people and those with mobility issues, with particular reference to the proposed closure of the Market Harborough and Shepshed sites. There were some concerns raised regarding rural areas being underserved and that residents felt overlooked.</p> <p>The proposals were presented to the Leicestershire Equalities Challenge Group (LECG) on 10 November 2023 as part of the consultation. The main equalities related issue raised by the LECG was concern about the older population in Somerby having to travel 8 miles to the nearest alternative RHWS at Melton Mowbray. A summary of the outcome of the consultation, including LECG feedback, can be found in the Consultation Survey Report.</p> <p>After consideration of the consultation feedback, it was decided to run a secondary four-week consultation on revised proposals to keep Market Harborough RHWS and Shepshed RHWS open part-time, and for operational viability reasons, reduce the number of opening days at Kibworth RHWS from five days to four days per week. This consultation is taking place between 21 February 2024 and 20 March 2024. The other proposals in the original consultation to close Somerby RHWS, reduce summer opening hours at all RHWS, retain part-time opening at Bottesford RHWS, and introduce Christmas Eve closures at the RHWS, remain unchanged.</p> <p>There are no additional equalities issues arising from the revised proposals.</p>

#### 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

<b>Group</b>	<b>What are the benefits of the proposal for those from the following groups?</b>	<b>What are the concerns identified and how will these affect those from the following groups?</b>	<b>How will the known concerns be mitigated?</b>
<b>Age</b>	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
<b>Disability</b>	None	If consultation and 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.	Consultation and service change communication to the public will be offered in different formats (e.g. Braille, easy read etc) on request.
<b>Race</b>	None	If consultation and service changes are not communicated in appropriate languages, then some communities/races could be considered to have been discriminated against.	Consultation and service change communication to the public will be offered in different languages on request.
<b>Sex</b>	None	It has been identified through customer satisfaction surveys that the majority of site users are male. Therefore, men are more likely to be impacted by site closures than women. However, no specific concerns	None

		have been identified in relation to the proposals.	
<b>Gender Reassignment</b>	None	None	None
<b>Marriage and Civil Partnership</b>	None	None	None
<b>Sexual Orientation</b>	None	None	None
<b>Pregnancy and Maternity</b>	None	None	None
<b>Religion or Belief</b>	None	None	None
<b>Other groups: e.g., rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived, armed forced, or disadvantaged communities</b>	None	<b>Rural isolation:</b> The original proposal to close five sites included the closure of Bottesford RHWS. It was identified that rural isolation is an issue here, with the nearest alternative RHWS at Melton which being 16 miles away (30 Minute drive). The issue is further exacerbated for low-income households as they would have to spend more to travel the extra distance.	As a result of concerns raised by the Scrutiny Review Panel in March 2023, the decision was taken to look at options for keeping Bottesford RHWS open part-time.



## 5- Action Plan and Recommendations

Use this section to describe concerns further

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

<b>What concerns were identified?</b>	<b>What action is planned?</b>	<b>Who is responsible for the action?</b>	<b>Timescale</b>
<p>Consultation documents and communications about service changes need to cater for different languages and those with disabilities such as visual impairment.</p>	<p>Ensure public consultation documents are offered in different languages and formats, on request.</p> <p>Ensure communications about service changes are offered in different languages and formats, on request.</p>	<p>Vicky Cormie: consultation and public comms.</p>	<p>Consultation: November 2023 - January 2024</p> <p>Secondary consultation: February 2024 - March 2024.</p> <p>Implementation of service changes (subject to further consultation and final decision by the Cabinet): October 2024 - April 2025.</p>

<b>6- Way forward</b>	
<b>How will the action plan and recommendations of this assessment be built into decision making and implementation of this proposal?</b>	Requirements will be built into the project/communications plan.
<b>How would you monitor the impact of your proposal and keep the EIA refreshed?</b>	The EIA will be reviewed and updated periodically throughout the project.
<b>Sign off by DEG Chair/Director or Head of Services</b>	