



**West
Northamptonshire
Council**

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

1: Proposal

Requirement	Detail
Title of proposal Harmonisation of charge for garden waste collection across the whole of West Northamptonshire.	In the former Northampton Borough and Daventry District there is a charge for the collection garden waste, on a customer opt in basis. These charges were harmonised in advance of Vesting Day so that the fee is the same (£42 per bin per year) and the time of year at which the charge is made. In the former South Northamptonshire area, there was no separate charge levied for the collection of garden waste. The council made a commitment to review the garden waste service across the whole of West Northamptonshire in the first year of the new council.
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	Change to policy in the south of West Northamptonshire, through the introduction of a charge.

Requirement	Detail
What is the objective of this proposal?	To harmonise the garden waste collection service across the whole of West Northamptonshire, so that all those who choose to use it are charged the same fee. Currently there is dis-parity between those who have to pay extra for the service in the Northampton and Daventry areas and those who don't in the south of West Northamptonshire.
Has there been any consultation on this proposal? (list all the groups/ communities, including dates)	No
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)	N/a
What processes are in place to monitor and review the impact of this proposal?	<p>Officers will monitor:</p> <ul style="list-style-type: none"> • Sign up rates across the 3 areas – showing whether people are using the service or not. • Tonnages of garden waste collected, and compare those with previous years. • Tonnages of garden waste collected at the Household Waste Recycling Centres • Complaints. • Comments.
Who will approve this proposal? Committee, CLT	Cabinet – October 2021.

2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	In order to sign up to the service, residents will have to apply and pay on-line. We are considering making this on-line only but have some concerns that this may disproportionately disadvantage older residents who maybe do not have access to appropriate technology.	A phone number will be provided for residents to call to make their payment for their garden waste service. Residents will be encouraged to pay online, but the phone line will be available for those who can't. An allowance has been made to ensure that additional staff are employed at the start and at resubscription time to cover those phones.	Neutral
Sex Is one sex affected more than another or are they affected the same?	The service will be available to all residents regardless of gender.	N/a	Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	No	n/a	Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	The service will be available to all residents regardless of gender reassignment.	n/a	Neutral

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
Race Are people from one ethnic group affected more than people from another ethnic group?	The service will be available to all residents regardless of race.	n/a	Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	The service will be available to all residents regardless of sexual orientation.	n/a	Neutral
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	No	n/a	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	No	n/a	Neutral
Religion or Belief Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	No	n/a	Neutral

Protected Groups	General Equality Duty Considerations:	Changes	Impact
Health & Wellbeing 1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards)	This service supports people who have gardens to dispose of their waste using a collection service that protects the environment because the garden waste is composted after collection.	As a result of this change, the garden waste collection service is equitable across the whole of West Northamptonshire. Only those who wish to use it have to pay for it, and the charge is the same across the whole of West Northamptonshire. This supports community cohesion.	Positive

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact.	Neutral - Positive Impact
Does a Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No If yes, this Assessment must be adjoined to the Equality Impact Assessment.
Copy attached to Committee Report?	Yes / No
Copy attached to Options Appraisal?	Yes / No

4: Ownership

Question	Response
Department	Highways and Waste Management
Section	Waste Management
Lead Officers Name	Vanessa Kelly
Lead Officers Title	Waste Services and Projects Manager
Lead Officers Contact Details	vanessakelly@westnorthants.gov.uk Tel: 07786 125126
Lead Officers Signature	
Date completed	14 September 2021

Completed forms must be sent to the Equality Office via email to by email to equalities@westnorthants.gov.uk