

# Midlothian Council Equality Impact Assessment Form



Information published by Midlothian Council can be provided on request in many of the community languages e.g. Cantonese, Punjabi, Urdu and also in large print, Braille, or audio tape. For more information please contact Midlothian Council on 0131 270 7500.

**Lead contact:**

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## Section A: Introduction

### 1. Title of policy, procedure or function being assessed

Introduction of kerbside food waste collection service

### 2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Waste Services

### 3. Date started:

21 October 2014

### Date completed:

## Section B: Information

### 4. Please describe the Policy, Procedure or Function you are impact assessing

The introduction of a new kerbside food waste collection service.

Householders will be provided with a 5 litre internal caddy, a supply of caddy liners and a 23 litre outside bin for the weekly collection of uncooked and cooked food waste.

### 5. What information and consultation data do you have to inform your assessment? What does it tell you?

Public consultation ran from 14 February 2012 – 30 April 2012. Meetings also took place with Community Councils.

The findings show that residents welcome the opportunity to recycle more of

their waste.

The Waste Scotland (2012) Regulations mean Midlothian Council has to introduce kerbside collections of food waste by 1 January 2016.

**6. Do you need more information or more consultation/engagement data?**

- Do you need anything more:
  - i. to do this Equality Impact Assessment (EQIA)
  - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

No

## **Section C: Assessment**

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

**Race** (this includes ethnic or national origins, colour and nationality)

**Disability** (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

**Sex**(male/female)

**Age** (all ages)

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

**Religion or belief** (including having no religion or belief)

**Pregnancy and maternity** (having just had a baby or being pregnant)

**Gender reassignment** or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

**People experiencing poverty or at risk of poverty:** (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

**As you answer questions 7i. to 7iv. over the page:**

- a) Think about the policy, practice or function you are assessing and**
- people with the above characteristics
  - people associated with them (e.g. a parent or carer)

- people mistakenly assumed to have the above characteristics
- Remember to consider impacts on staff as well as communities and customers.  
Continued.../

**b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.**

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

**c) Consider the General Equality Duty requirements to pay due regard to the need to:**

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

**7i. Note any positive impacts on the above equalities groups**

Race - none

Disability - Residents with physical disabilities are already able to take advantage of the pull-out service for waste collection.

Sex - none

Age – Senior citizens are already able to take advantage of the pull-out service for waste collection.

Sexual Orientation - none

Religion or belief – Followers of some religions cook extra food as a gift for their God or Deity. This food waste is currently disposed of via their general waste bin. The introduction of this new service will divert food waste from their grey wheeled bin leaving additional capacity for non-recyclable materials. Food waste will also be collected weekly rather than fortnightly leaving their grey bin clearer between collections.

Pregnancy and maternity – The new service gives residents the opportunity to recycle more of their waste, diverting additional materials from their grey wheeled bin leaving additional capacity for the storage of disposable nappies over the fortnightly collection period.

Gender reassignment or transgender status - none

People experiencing poverty or at risk of poverty - none

**7ii. Note any negative impacts on equalities groups**

Race – none  
Disability – Residents with learning difficulties may have trouble understanding the new arrangements but this will be mitigated against by producing an easy read version of the changes / collection calendar.  
Sex - none  
Age – none  
Sexual Orientation - none  
Religion or belief - none  
Pregnancy and maternity – none  
Gender reassignment or transgender status - none  
People experiencing poverty or at risk of poverty - none

**7iii. How significant would this negative impact be, and what kind of numbers would be affected?**

Low

**7iv. Note any opportunities for making a positive impact on equalities groups.**

The assisted collection services for elderly or disabled residents will continue.

Collecting food waste on a weekly basis rather than fortnightly within the grey wheeled bin will benefit all residents as it could be regarded as more hygienic.

Information literature will be produced in conjunction with the graphics team taking into account of the easy read guidance. Information can be provided on request in community languages, or large print, Braille or audio tape.

**Section D: Actions and Outcomes**

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as**

**a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

**8. Note any actions you will be taking as a result of this EQIA:**

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

Information literature will be produced in conjunction with the Council's communication team taking into account of the easy read guidance. Information can be provided on request in community languages, or large print, Braille or audio tape. Information events will be held with senior citizen lunch clubs; and school assemblies are planned to explain the new services to school aged children.

**9. Please note any actions you have already taken as a result of this EQIA here.**

None

**10. How will you track/monitor that the actions you mentioned in 8. have been achieved?**

e.g. by adding them to a work plan, service plan etc.

Included in Communications Plan in the wider Waste Services Implementation Plan

**11. If you have decided not to take any action please note why this is, and any justification, here.**

A significant negative impact, even if it affects only a small number of people, should be addressed.

n/a

**12. Is a more detailed assessment recommended?**

No