



Appendix 3 - Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g., service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised, and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: Changes to the Waste Access and Acceptance Policy for the Household Recycling Centres for charges relating to construction and demolition waste

OneDrive link to report/policy: **[LINK REQUIRED]**

Related policies: [Waste Access & Acceptance Policy](#)

Date: 8th September 2023

Type of strategy, policy, project or service:

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision**
- Other (please explain)

This assessment was created by:

Name: Andrew Jenkins

Job Title: Waste Prevention Team Leader

Email address: Andrew.jenkins@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

The proposal is to update the current policy to reflect upcoming legislative changes which affect the Council's current operations at Household Recycling Centres (HRCs).

On 21 November 2023 the new regulations were laid in Parliament and stated that:

Waste from construction or industrial waste, demolition works, including preparatory works is to be treated as household waste for the purpose of (a) Section 32(2) and (2a) of the Act, (disapplication of Section 34(1) and duty of the occupier of domestic property to transfer household waste only to an authorised person or for authorised transport purposes); and (b) section 51 of the Act (functions of waste disposal authorities, but only where-

The waste is produced at a domestic property by occupiers of that domestic property carrying out their own construction or demolition works, including preparatory works;

The waste is not from construction or demolition works, including preparatory works, for which payment has been or is to be made;



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The amount of waste delivered to any disposal site in a single visit is either –
Less than 100 litres and capable of being fitted into two 2 x 50 litre bags OR
a single article of waste item no larger than 2000mm x 750mm x 700mm in size; and;
Waste delivered to waste deposit sites does not exceed four single visits per household in any four week period.

The Government's legislative change does not abolish all charges but set a minimum level to be accepted for free, larger amounts will still be able to be charged for. Any DIY waste produced by a tradesperson or for profit will still be able to be charged for.

The Council's current policy places charges for non-household waste (DIY waste) with no waste allowed in for free. As such, the policy will not comply when the new legislation is enacted.

The changes in the local policy will:

- **Remove charges for DIY waste below** the governments proposed volume and frequency thresholds
- **Maintain charges for any DIY waste above** the governments proposed thresholds
- Monitor frequency of visits bringing DIY waste, via an e-permit

What outcomes do we want to achieve?

The outcome for this proposal is for the Council and it's policy to remain lawful when new legislation is enacted.

Does this proposal plan to withdraw a service, activity or presence? No

Please explain your answer: Residents will still be able to bring as much DIY waste as they currently can, however the charging policies around this waste will change.

Does this proposal plan to reduce a service, activity or presence? No

Please explain your answer: Residents will still be able to bring as much DIY waste as they currently can, however the charging policies around this waste will change.

Does this proposal plan to introduce, review or change a policy, strategy or procedure?

Yes

Please explain your answer: The current Waste Access & Acceptance Policy will require updating to reflect the new legislation. As detailed above, for Buckinghamshire residents it will:

- **Remove charges for DIY waste below** the governments proposed volume and frequency thresholds.
- **Maintain charges for any DIY waste above** the governments proposed thresholds.



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- Monitor frequency of visits bringing DIY waste, via an e-permit

In terms of non-Buckinghamshire residents, the policy will

- Expand the existing charges for all waste disposal for non-Buckinghamshire residents to all sites, unless an SLA with a Local Authority is in Place

Does this proposal affect service users and/or customers, or the wider community? Yes

Please explain your answer: It will allow residents who currently pay to dispose of DIY waste, to do so for free. There may be a requirement to apply for an e-permit before their visit, as currently happens with commercial vehicles or asbestos, but this remains free.

Does this proposal affect employees? No

Please explain your answer: Employees are contracted by FCC Waste Services (UK) Ltd.

Will employees require training to deliver this proposal? Yes

Please explain your answer: The contracted employees will receive training on the new policy.

Has any engagement /consultation been carried out, or is planned in the future? No

Please explain your answer: This policy update is required by law, the potential methods of implementing are limited and as such would not be suitable for any engagement with site users. The Waste Team have worked with neighbouring authorities, national bodies, contractors, and other Council departments to discuss the changes and appropriate updates to the policy.

Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*. Where there are negative or positive impacts, please give more details of the impact. Where the impacts are unclear, please explain why.

Age*

Positive

Negative

Unclear

None

Details:

Disability*



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Positive	Negative	Unclear	<u>None</u>
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Details:

Pregnancy & maternity*

Positive	Negative	Unclear	<u>None</u>
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Details:

Race & Ethnicity*

Positive	Negative	Unclear	<u>None</u>
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Details:

Marriage & Civil Partnership*

Positive	Negative	Unclear	<u>None</u>
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Details:

Religion & Belief*

Positive	Negative	Unclear	<u>None</u>
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Details:

Sex*

Positive	Negative	Unclear	<u>None</u>
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Details:

Sexual Orientation*

Positive	Negative	Unclear	<u>None</u>
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Details:

Gender Reassignment*

Positive	Negative	Unclear	<u>None</u>
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Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? No

Please explain your answer:



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Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? Yes

Details: Poverty. The majority of current visits that are chargeable will become free, this is a positive impact on poverty, albeit with a very limited number affected.

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Not required at this time

Explain your answer:

No negative impacts are currently anticipated

Government hope that the change in legislation will help householders to dispose of their waste in a responsible manner and encourage recycling. The changes will also make it cheaper for people making home improvements to get rid of their waste. Government also expects the changes may reduce residents temptation to use un reputable services who then go on to fly-tip rubbish.

Have you completed an DPIA for this project/change? No

(As you are completing an EqIA, you may also require a DPIA - for more information please contact dataprotection@buckinghamshire.gov.uk)

Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: Andrew Jenkins Date: 08/09/2023

Equality advice sought from: Natalie Donhou Morley Date: 11/09/2023

Service Director sign off: (Please insert name) Date: (Please insert Date)

CMT sign off (*if deemed necessary by Service Director*) sign off: (Please insert name) Date: (Please insert Date)

Next review Date: 1/12/2024 (11 months after introduction to understand any additional impacts not foreseen)