



Equality Impact Assessment (EqIA) Screening for the GFBW Project

October 2020

Proposal/Brief Title: Contract to award the waste management and treatment services of green, food, bulky and wood waste.

Date: 15th October 2020

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 report was created by

Name: Gurbaksh Badhan

Job Title: Head of Waste Management

Email address: Gurbaksh.Badhan@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

To award the contract for the waste management and treatment services of green, food, bulky and wood waste to the preferred bidder (Bidder B). Contracting arrangements for the management of green, food, bulky & wood waste treatment, haulage and management of associated assets are required to be in place to meet business critical activities which Buckinghamshire Council currently undertakes to discharge its legal compliance duties. To note:

1. The spend values of the service contracts means there is a compliance requirement related to Public Contracts Regulations 2015; and
2. The Council has a statutory duty to provide treatment arrangements for the kerbside collections and Household Recycling Centres under the under the Environmental Protection Act (EPA) 1990.

There are no changes to the service provisions currently offered to the public.

What outcomes do we want to achieve?

The new contracting arrangement will be in place for service commencement date 1st February 2021 to 31st January 2026 with options to extend up to a further five years until



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31st January 2031. The preferred bidder (Bidder B) will provide a solution which delivers value for money compared to landfill and energy from waste disposal / treatment costs.

The preferred bidder (Bidder B) shall also comply with the Equality Act 2010 Code of Practice on Employment and the Equality Act 2010 Code of Practice on Equal Pay (the "Codes") (or any replacement guidance and/or publication) issued by the Equality and Human Rights Commission at all times. These requirements form part of the contracting obligations.

Screening Questions

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

Please explain your answer:

No - The Council has a statutory duty to deliver this service and there are no changes to the service provision.

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

Please explain your answer:

No - No specific changes are planned.

1.3 Does this proposal plan to introduce, review or change a policy, strategy or procedure? Yes/No

Please explain your answer:

No - No specific changes are planned.

1.4 Does this proposal affect service users and/or customers, or the wider community? Yes/No

Please explain your answer:

No - No specific changes are planned, which would affect service users and/or customers or the wider community.

1.5 Does this proposal affect employees? Yes/No

Please explain your answer:

No - No specific changes are planned that would affect employees.

1.6 Will employees require training to deliver this proposal? Yes/No

Please explain your answer:



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No – All employees working on this proposal are trained and able to complete any requirement sufficiently.

1.7 Has any engagement /consultation been carried out? Yes/No

Please explain your answer:

No - No specific changes are planned that would require engagement / consultation. The Council has a statutory duty to deliver this service.

Are there any concerns at this stage which indicate that this proposal could have negative or unclear impacts on any of the group (s) below? (*protected characteristics). Please include any additional comments.

- A) Age* - No
- B) Disability* - No
- C) Gender Reassignment* - No
- D) Pregnancy & maternity* - No
- E) Race & Ethnicity* - No
- F) Religion & Belief* - No
- G) Sex* - No
- H) Sexual Orientation* - No
- I) Marriage & Civil Partnership* - No
- J) Carers - No
- K) Rural isolation - No
- L) Single parent families - No
- M) Poverty (social & economic deprivation) - No
- N) Military families / veterans - No
- O) Gender identity - No

Additional comments (please indicate which of the protected groups you are commenting on):

None

As a result of this screening, is an EqIA required?

(If you have answered yes to any of the screening questions or any of the group (above), a full EqIA should be undertaken)

- Yes
- No

Briefly explain your answer:

There are no defined changes and the services being awarded does not directly impact customer service provision. The Council has a legal duty to provide this service.



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Contract documents have been prepared by a cross disciplined team including internal and external legal representatives. The contractual requirements are compliant with equality legislation.

EqIA Screening Sign off

Officer completing this Screening Template: Gurbaksh Badhan

Date: 14th October 2020

Equality Lead: Natalie Donhoumorley, Senior Strategy & Partnership Officer & Maria Damigos, Lawyer Project Specialist

Date: 15th October 2020

Shadow Buckinghamshire Corporate Board sign off: Martin Dickman, Service Director

Date: 20th October 2020

A full EqIA is not required as all questions above have been answered as no.

Please continue to the next page to complete a full EqIA.

EqIA – Full Equality Impact Assessment

Step 1: Introduction

Policy or Service to be assessed:

Service and lead officer:

Officers involved in the EqIA:

What are you impact assessing?

- Existing
- New/proposed
- Changing/Update revision

Other, please list:



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Step 2: Scoping – what are you assessing?

What is the title of your service/strategy/policy/project?

What is the aim of your service/strategy/policy/project?

Who does/will it have an impact on? E.g. public, visitors, staff, members, partners?

Will there be an impact on any other functions, services or policies? If so, please provide more detail

Are there any potential barriers to implementing changes to your service/strategy/policy/project?

Step 3: Information gathering – what do you need to know about your customers and making a judgement about impacts

What data do you already have about your service users, or the people your policy or strategy will have an impact on, that is broken down by equality strand?

Age/Disability:

Gender re-assignment:

Race:

Religion or belief:

Sex:

Sexual orientation:

Pregnancy and maternity:

Marriage & Civil Partnership:

Do you need any further information broken down by equality strand to inform this EqIA?

- Yes
- No

If yes, list here with actions to help you gather data for the improvement plan in Step 5

Is there any potential for direct or indirect discrimination?

- Yes
- No



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If yes, please provide more detail on how you will monitor/overcome this

Conclusion:

Step 4: Improvement plan – what are you going to change?

Issue	Action	Performance target (what difference will it make)	Lead Officer	Achieved
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EqIA approved by:

Date:

Next review date: