



Appendix 2 - 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.

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.

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



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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) by removing charges for waste which 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;

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 changes in the local policy will:

- **Remove charges for DIY waste below** the government's proposed volume and frequency thresholds.
- Monitor frequency of visits bringing DIY waste, via an e-permit.

NB the Policy will maintain charges for any DIY waste above the government's proposed thresholds.

What outcomes do we want to achieve?

The outcome for this proposal is for the Council and its policy to remain lawful when new legislation comes into force.

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.



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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.
- 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 is to be a requirement to apply for an e-permit before their visit, as currently happens with commercial vehicles or asbestos, but this remains free.

For non-residents the charges to use the HRC depends on the vehicle size. Where a larger vehicle is required due to a disability, a concession can be applied so the charges relate to the amount of waste. The concession must be obtained before the visit and the concession show to site staff so the correct charges can be calculated.

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.

The changes relate to (i) free thresholds for household DIY waste for Buckinghamshire residents and (ii) to extend access to non-residents for all HRCs subject to a charge.



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For (i) this is not expected to have any impact in relation to the actual service provided, however it is expected that more residents will need to obtain an e-permit in order to show they are under the charging threshold and dispose of the relevant household DIY waste without charge.

In respect of (ii) charging for non-residents to attend was dealt with in a previous EqIA in relation to one HRC and this will apply in the same way to all HRCs.

Given the above protected characteristics may result in issues or barriers to obtaining an e-permit. The e-permit system is based on an internet application via an individual's account with the Council. It can also be obtained over the telephone or can be obtained by someone else on a resident's behalf.

Age*

| | | | |
|----------|----------|---------|------|
| Positive | Negative | Unclear | None |
|----------|----------|---------|------|

Details:

Older residents may not have access to the internet to obtain an e-permit or understand the requirements. Permits can be obtained via the telephone but may cause a delay while the permit is received if this is sent through the post.

Disability*

| | | | |
|----------|----------|---------|------|
| Positive | Negative | Unclear | None |
|----------|----------|---------|------|

Details:

Disabled residents may have more difficulty using the e-permit system or difficulty understanding the requirements. It has been noted that in relation to the e-permit system for non-residents to date there did not appear to be issues relating to this. In addition, the e-permit system will be fully accessible and assistive technology is available. Permits can also be obtained by friends or family or via the telephone, but delays may result from this.

Pregnancy & maternity*

| | | | |
|----------|----------|---------|-------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|-------------|

Details:

Race & Ethnicity*

| | | | |
|----------|----------|---------|------|
| Positive | Negative | Unclear | None |
|----------|----------|---------|------|



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Details:

Where residents do not use English as their first language understanding the requirements or using the e-permit system may be more difficult. As with all Council policies, requests for different formats or languages will be considered appropriately. It is also understood that software is available to assist with translation.

Marriage & Civil Partnership*

| | | | |
|----------|----------|---------|--------------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|--------------------|

Details:

Religion & Belief*

| | | | |
|----------|----------|---------|--------------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|--------------------|

Details:

Sex*

| | | | |
|----------|----------|---------|--------------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|--------------------|

Details:

Sexual Orientation*

| | | | |
|----------|----------|---------|--------------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|--------------------|

Details:

Gender Reassignment*

| | | | |
|----------|----------|---------|--------------------|
| Positive | Negative | Unclear | <u>None</u> |
|----------|----------|---------|--------------------|

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:

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.



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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:

Although there are some unclear impacts identified, there are alternatives in place. The e-permit system is being introduced to ensure there is no abuse of the legislative free threshold. The use of the e-permit system will be monitored and will be considered further when the e-permit system is reviewed

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? yes

(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

Maria Damigos Date:13/12/2023

Service Director sign off: Martin Dickman Date: 18th December 2023

CMT sign off (*if deemed necessary by Service Director*) sign off: Nick Graham Date: 15th December 2023

Next review Date: 1/12/2024 (11 months after introduction to check on potential impacts, understand how the e-permit system is used and identify any additional impacts not foreseen)