

## Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Encourage Waste Minimisation (S13)
Directorate and Service Area	E & P, Waste Management Team
Saving £k	£200k
Name of Lead Officer (s)	Ben Boswell

### Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

#### 1.1 What is the proposal?

To increase some fees for waste management services and to reduce expenditure by changing the way in which we operate the Household Waste Sites, i.e. pre booking will mean less waste from outside of county and less trade waste – both of which should not be allowed but both of which have always been tolerated, despite the additional cost to Herefordshire tax payers.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

#### 2.1 What data or evidence is there which tells us who is, or could be affected?

It is likely that all our public may use the Household Waste sites at some point in the year.

#### 2.2 Who is missing? Are there any gaps in the data?

People who do not have access to a vehicle are unlikely to use the Household Waste sites.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

We have put out press releases throughout lockdown about the different way in which the Household Waste sites are being operated.

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Yes – the elderly are less likely to have access to the internet and, therefore, may not want the pre-booking system to continue.

3.2 Can these impacts be mitigated or justified? If so, how?

Yes – through advertisement and by ensuring the call centre will continue to field telephone calls for bookings.

3.3 Does the proposal create any benefits for people with protected characteristics?

Yes – it means that there will be no queues and behaviour on site is more relaxed and orderly.

3.4 Can they be maximised? If so, how?

Not applicable.

### **Step 4: So what?**

4.1 How has the equality impact assessment informed or changed the proposal?

It has meant that we retain the ability for the call centre to field telephone calls.

4.2 What actions have been identified going forward?

None other than to continue taking pre-bookings and to look at increasing trade waste and bulky waste fees.

4.3 How will the impact of your proposal and actions be measured moving forward?

Usage of the site and tonnage taken for incineration and recycling.

**Service Director sign-off:**

**Date:** 30 January 2021

Richard Ball  
Director of Economy & Place