



Appendix B5

Equality Impact/Fairer Scotland Duty Assessment Form

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Review of Recycling Centres.

There are the following proposals:

- *To close Kirriemuir Recycling Centre*
- *To close Monifieth Recycling Centre,*
- *To reintroduce acceptance of non-recyclable (general) waste at Carnoustie Recycling Centre.*

Step 2

Is this only a **screening** Equality Impact Assessment

No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes

Is this a Fairer Scotland Duty Assessment

No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

Infrastructure & Environment / Environmental Services

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Environmental Protection Act 1990 requires local authorities to provide places situated within the area of the authority at which persons resident in its area may deposit their household waste. The Act does not specify how many places nor stipulate proximity to residents.

(iii)What is the aim of the proposal? Please give full details.

To deliver a financial saving while still encouraging recycling and providing adequate access to recycling centres in Angus.

(iv)Is it a new proposal? Yes

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes/No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees Yes

Job Applicants No

Service users Yes

Members of the public Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

We have carried out an options appraisal and have reviewed data from traffic counter systems (recording number of visitors) and reviewed the volume of waste collected at each recycling centre.

A review of the distance between each recycling centre has also been undertaken.

Internal consultation (e.g. with staff, trade unions and any other services affected).

There has been no formal consultation, but more informal feedback has been received at staff forums, meetings and through direct communication on site with staff

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

As it has been assessed that there is no differential impact on protected characteristic groups, it was not considered necessary to do external consultation with regards equality. Also as highlighted in the associated options appraisal that was undertaken, there has been no community consultation exercise carried out. However, convenient access for communities has been included as an objective and has been considered as part of the options appraisal.

Other (general information as appropriate).

As part of the options appraisal, information collated on distance to recycling centres from towns that may have recycling centres closed.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

There are neutral impacts for all groups of customers. There will remain the same availability of accessible recycling centres, but some may have to travel a relatively short distance further. Given pedestrian access is not permitted to centres, those living in the locality of a recycling centre proposed for closure would require vehicular access no matter where a centre was located.

The impact on staff affected has been assessed and there is no differential impact on protected characteristic groups with regards staff.

Age

Impact

Neutral

Disability

Impact

Neutral

Gender reassignment

Impact

Neutral

Marriage and Civil Partnership

Impact

Neutral

Pregnancy/Maternity

Impact

Neutral

Race - (includes Gypsy Travellers)

Impact

Neutral

Religion or Belief

Impact

Neutral

Sex

Impact

Neutral

Sexual orientation

Impact

Neutral

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

There have been staff briefing sessions on the wider financial challenge facing the council. A briefing specific for the staff affected by the recycling centres proposal will be held. If the proposed changes are agreed, there will be further consultation meetings with staff.

The aim will be to transfer staff to an alternative and/or provide redeployment within the waste operations team.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

Step 10: If a potentially negative impact has been identified, please state below the justification.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

We will adhere to HR policies/employment legislation to ensure there is no unlawful discrimination

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

No.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

Regular review at senior management meeting of the waste management, including review of any complaints.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

With the published report to the Council meeting.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

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Approved by: Graeme Dailly, Director of Infrastructure and Environment, 16.02.23

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.