

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Paid subscription based garden waste collection service	
<i>Service Area:</i>	Leisure Culture and Community Wellbeing	
<i>Section:</i>	Environmental Services	
<i>Lead Officer:</i>	Shirley Hallam	
<i>Date of assessment:</i>	01/24	
<i>Is the policy, project, service, function or strategy:</i>		
<i>Existing</i>	<input type="checkbox"/>	
<i>Changed</i>	<input type="checkbox"/>	
<i>New / Proposed</i>	<input checked="" type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?

To introduce an annual charge of £40 to residents who wish to continue with the garden waste roadside collection service from 1 April 2024. This would replace the current non-chargeable collection service which would cease on 31 March 2024. A year one 'early bird' annual subscription charge of £30 would be in place for any resident subscribing to the paid garden waste collection service before 01/5/24.

2. Who is intended to benefit from the policy project, service, function or strategy and how?

This will benefit the local community by ensuring the Council is able to continue to deliver statutory services in the most efficient way, in line with the approach set out in the Council's Budget Strategy. The Council is required to set a balanced budget each year, in order to continue to function. The introduction of a charge for this service, could result in a net income growth of up to circa £440,000 subject to the volume of households who decide to pay for the collection service.

3. What outcomes do you want to achieve?

- To provide a more targeted service for residents.
- To achieve income growth of up to approx £440,000.

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

The council already provides assisted collections for those who struggle to access waste collections, and that would continue with this proposed service.

Information in relation to the introduction of the annual charge will be available in an inclusive manner and accessible formats such as large print or easy read will be provided upon request.

5. Any other relevant background information

Like all local authorities, Chesterfield Borough Council continues to face significant financial challenges. The sustained period of austerity since 2010, the ongoing risks and uncertainties over future funding arrangements, the budgetary impacts of the Covid-19 pandemic, the cost-of-living crisis and a sustained period of exceptionally high inflation, have all impacted on the Council's financial position.

The Council's Budget Strategy was approved by Council on 19 July 2023 and set out the need to drive out savings at pace, within a framework that was prudent, responsible, sustainable, and optimised to secure savings in the short- and medium-term to reduce and remove reliance on reserves, stabilising the Council's financial position and establishing affordability of Council services.

A detailed approach to addressing the budget gaps has been worked through with the Council's Corporate Leadership Team (CLT) and Labour Cabinet members over the past few months drawing on the thematic interventions set out in the Budget Strategy.

The current economic climate and the prevailing high rates of inflation mean that the costs of delivering services are increasing, making it more important than ever that all services are delivered as efficiently and effectively as possible, embedding commercial operating principles to how budgets are set and managed. It is imperative that all budget holders are focused on minimising costs and waste and maximising appropriate income opportunities.

This includes the need to ensure that fees and charges are regularly reviewed to ensure that wherever possible the costs of service delivery are recovered and that there is no cross subsidy from other service areas. This is particularly important for areas of discretionary spend, where the council does not have a statutory responsibility to deliver the service.

The process for reviewing income potential has been revisited to take account of emerging factors including the prevailing economic

conditions and the Council's fees and charges has been reviewed following a deep dive into all key income generating areas. This corporate approach to effective management of fees and charges will ensure the Council maximises commercial opportunities to generate income from the delivery of chargeable services. Consideration has also been given to what opportunities there are for new income generation from statutory and non-statutory services.

On 23 October 2023 guidance was issued regarding waste reforms by the Department for Environment Food and Rural Affairs (DEFRA) that by 31 March 2026, local authorities will be required to collect the following recyclable waste streams from all households in England: paper and card, plastic, metal, glass, food waste and garden waste, excluding plastic film. Within this guidance DEFRA confirmed that Local authorities will be required to collect garden waste, where requested and can continue to choose to charge for this service.

Charging for garden waste collections is an example of local authorities adapting to increased pressure on public sector funding through the directed provision of charged-for services to those that choose to use it.

The introduction of a charge for this service could result in a net income growth of up to circa £440,000 subject to the volume of households who decide to pay for the collection service. An initial Early Bird offer will be available and the option to take garden waste to household waste recycling centres (tip) will still remain for those who are able to access these sites, home composting also remains an option.

Section 2 – Collecting your information

6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

Based on the Defra Consultation (May 2021), approximately 98% of local authorities in England provide a garden waste collection service. Of which approximately 65% charge for the service.

Four out of nine Derbyshire Councils charge for collections. The fees at the time of writing across Derbyshire councils are shown below.

Authority	Annual fee	Collection period	Collection frequency
Amber Valley	£45	February - November	fortnightly
Bolsover	Free of charge	All year	fortnightly
Chesterfield	Free of charge	All year	fortnightly

Derbyshire Dales	£50	All year	fortnightly
Erewash	£37	All year	fortnightly
High Peak	£29	All year	fortnightly
North East Derbyshire	Free of charge	All year	fortnightly
South Derbyshire	Free of charge	All year	fortnightly
Derby City	Free of charge	All year	fortnightly

Budget conversation - The Council has engaged with residents and stakeholders on an ongoing basis through the budget process. A 'budget conversation' was launched in November, initially providing a general update on the Council's budget, and capturing feedback on the thematic interventions and the generality of the savings proposals via a questionnaire. There will also be focussed pieces of consultation and engagement on specific savings proposals with relevant stakeholder audiences throughout the budget conversation process. A budget conversation webpage has been established with key information.

In addition to the above and to better understand residents' thoughts on this matter and to give an indication of likely take up for the scheme, a consultation exercise was undertaken between 20 December 2023 and 10 January 2024.

The consultation asked a range of questions to ascertain the likely take up for the scheme based on a fee being charged of up to £45. In considering an 'up to charge' this gave the service the ability to review the data from the survey to help inform a suitable price point was identified and recommended to ensure that the Council maximised the opportunity of cost recovery whilst at the same time seeking to set a reasonable charge for the service (including benchmarking neighbouring Derbyshire authorities) to increase potential take up of the scheme. No equality issues were identified from the data received.

Comments made regarding the matter via the ongoing Budget Conversation form and also on social media have not raised any concerns regarding those people with protected characteristics.

7. Have you identified any gaps in the information/evidence that you have regarding the policy, project, service, function or strategy, which may be needed in order to give proper consideration?
It is not sufficient to say "we do not have the evidence", you should identify gaps in the evidence and fill them in a proportionate and balanced manner.

Yes, gaps have been identified

No, there are no gaps

Extensive feedback has been received via social media and the budget comments form, enabling full consideration to be given to the proposal.

Section 3 – Additional engagement activities

8. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	Activity	Main findings
17 th Nov – 15 th Dec 2023	Budget Conversation	Respondents were asked to take part in a short survey and answer a series of broad questions about where and how they think CBC budgets should be spent. Information gathered during the budget conversation including comments and individual submissions are being used to inform proposals and key decision considerations.
20 th Dec 2023 – 10 th Jan 2024	Garden Waste survey	Participants were provided with a range of questions to ascertain the likely take up for the scheme based on a fee being charged of up to £45. In considering an ‘up to charge’ this gave the service the ability to review the data from the survey to help inform a suitable price point.

Section 4 – What is the impact?

9. Summary of anticipated impacts. <i>Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.</i>			
	Positive impact	Negative impact	No disproportionate impact
Age	<input type="checkbox"/>	<input type="checkbox"/>	X
Disability and long term conditions	<input type="checkbox"/>	<input type="checkbox"/>	X
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X

Pregnant women and people on parental leave	<input type="checkbox"/>	<input type="checkbox"/>	X
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	X
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	X

10. Details of anticipated <u>positive</u> impacts.								
a)	<i>Please provide details of any positive impacts identified in the summary table above and tick the group/s the impact applies to. Delete or add rows below as required.</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)								
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)								
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

11. Details of anticipated <u>negative</u> impacts.								
a)	Negative impact:	<i>Please provide details of any negative impacts identified in the summary table above and tick the group/s the impact applies to below. Delete or add rows below as required.</i>						
	Mitigating action:	<i>If action has been identified to mitigate against the negative impact, please provide details</i>						
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	Negative impact:							

	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

12. Have all negative impacts identified in the table above been mitigated against with appropriate action?				
<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> N/A	<i>If no, please explain why: If negative impacts remain, would the decision constitute conduct prohibited by the act? Eg. discrimination, harassment, victimisation, failure to make reasonable adjustments and any other conduct that is prohibited by or under the act.</i>	

13. Have you assessed the equality impact on the people who may have to implement your decision, such as staff or suppliers?				
Staff	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input checked="" type="checkbox"/> N/A	<i>If no, please explain why</i>
Specific users	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why</i>
Wider community	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A	<i>If no, please explain why</i>

Section 5 – Recommendations and monitoring

14. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

Membership of the scheme will be monitored annually by the waste management team. Ongoing performance of the scheme will be monitored in terms of service delivery, queries, complaints and further reviews of payment options.

15. Summary of the Equality Impact Assessment

Please provide a summary of the assessment, with key findings and a brief description of how the proposal has been developed to take into consideration protected groups, outcomes of consultation etc. This summary will be used in the main body of the council report.

The EIA supports the strategic objective of delivering the garden waste subscription service in an equitable manner. There are no disproportionate barriers for those people with protected characteristics that may hinder certain groups from accessing the service.

Has due regard been given to the Public Sector Equality Duty statutory guidance or was there a good reason why the duty, or particular parts of it, did not apply to that decision?

The general duty requires public authorities, to have due regard to the need to:

- *Eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act*
- *Advance equality of opportunity between people who share and people who do not share a relevant protected characteristic*
- *Foster good relations between people who share and people who do not share a relevant protected characteristic*

X Yes No N/A

Please provide further details if necessary

Section 6
– Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Shirley Hallam
	Date:	18/01/24
Reviewed by Policy Service	Name:	Allison Potter
	Date:	18/01/24
Final version of the EIA sent to Policy Service		x
Decision information sent to Policy Service		<input type="checkbox"/>