

HDC Due Regard (Equality Analysis)

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the ‘Due Regard’ process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

Name of policy/procedure/function/service being analysed: Harborough District Council Wheeled Bin Policy

Department and section: Environment and Economic Development, Contracted Services, Waste Management

Name of lead officer: Russell Smith

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.): Equality and Diversity Officer

Date assessment completed: 19/09/19 (Assessment copied from last year, Russell Smith to review with Julie Clarke)

Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

The current wheeled bin policy has been in place since 2012 and is being reviewed and updated.

The aim is to ensure that we are making continuous improvement with regard to designing and delivering services that are appropriate and accessible to all sectors of our community and that people from different groups are not discriminated against or disadvantaged by our actions.

The policy aims to help us to deliver waste collection services to all residents within the Harborough District and where assistance or help is needed, and can be provided, this is done in a timely and effective way.

Additional services we currently offer are:-

Supplementary bin capacity for households who have additional medical waste, clinical waste collections (including sharps and yellow sacks) and assisted collections for those households where no one in the household is able to manoeuvre the bins.

There have been no changes to the criteria for assisted collections or medical grounds.

For applications on larger bins please refer to bin policy.

Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known affects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

Harborough District Council currently provides assisted collections for residents with a disability, frailty or who have a condition which affects their ability to manoeuvre their bin (e.g. pregnancy) and for whom there is no other person to assist them at their address. We currently provide assisted collections for 1031 households out of a total of 38,000 household collections. In addition we provide sharps collections on medical grounds for 1288 households and 7 households receive yellow clinical sack collections.

Residents Equality Statistics – Census 2011

Harborough District Population – 85382 residents

Census Question: What is your date of birth?

	Number of residents	% of Harborough District population
0-4 years	4665	5.46%
5-9 years	5015	5.87%
10-17 years	8969	10.50%
18-24 years	5415	6.34%
25-29 years	3700	4.33%
30-44 years	16827	19.71%
45-59 years	19139	22.42%
60-64 years	6061	7.10%
65+ years	15591	18.26%

Census Question: What is your ethnic group?

	Number of residents	% of Harborough District population
White: English/Welsh/Scottish/Northern Irish	79242	92.81%
White: Irish	486	0.57%
White: Other White	1588	1.86%
Asian/Asian British: Bangladeshi	44	0.05%

Asian/Asian British: Chinese	226	0.26%
Asian/Asian British: Indian	1849	2.17%
Asian/Asian British: Pakistani	132	0.15%
Asian/Asian British: Other Asian	312	0.37%
Black/African/Caribbean/Black British: African	179	0.21%
Black/African/Caribbean/Black British: Caribbean	111	0.13%
Black/African/Caribbean/Black British: Other	37	0.04%
Mixed/multiple ethnic group: White and Asian	384	0.45%
Mixed/multiple ethnic group: White and Black African	92	0.11%
Mixed/multiple ethnic group: White and Black Caribbean	308	0.36%
Mixed/multiple ethnic group: Other Mixed	187	0.22%
Other ethnic group	205	0.24%
Census Question: What is your sex?	Number of residents	% of Harborough District population
Male	42353	49.60%
Female	43029	50.40%
Not asked as part of the 2011 Census	Number of residents	% of Harborough District population
Transgender (estimated figure)	214 (estimated)	0.25%
Approximate figures from Leicester LGBT Centre which estimate approximately 0.25% of the population are transgender (2011)		
Census Question: Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?	Number of residents	% of Harborough District population
Day to day activities limited a lot	5004	5.86%
Day to day activities limited	12424	14.55%
Day to day activities not limited	72958	85.45%
Census Question: What is your religion?	Number of residents	% of Harborough District population
Buddhist	171	0.20%
Christian	55899	65.47%
Hindu	1088	1.27%
Jewish	112	0.13%
Muslim	423	0.50%
Sikh	630	0.74%
Other religion	199	0.23%
Religion not stated	5865	6.87%
No religion	20995	24.59%
Not asked as part of the 2011 Census	Number of residents	% of Harborough District population

Lesbian, Gay or Bisexual (estimated figure) 5123 (estimated) 6%
 Approximate figures based on Government statistics which estimate approximately 6% of the population are L,G or B (2005)

Census Question: What is your legal marital or same-sex civil partnership status?

	Number of residents	% of Harborough District population
Single (never Married or registered a Civil Partnership)	17791	25.77%
Married	38763	56.15%
In a registered Civil Partnership	133	0.19%
Separated/Divorced or formerly in a Civil Partnership	7570	10.97%
Widowed or surviving partner from a Civil Partnership	4777	6.92%

Census Figures for Single Person Households in the Harborough District

4368 Single person households aged 65 or over (13% increase since 2001)

4627 Other single person households (32% increase since 2001)

Not in Employment (unemployed, retired etc.)	Number of households	% of Harborough District households
Households with no adults in employment	10100	29%

Based on the highlighted data above we know that we have an ageing population, and statistics show that the incidence of disability increases with age, therefore requests for assistance with bins or for medical collections is likely to increase. This trend has already been noted over the last few years as there has been an increase in residents managing medical and health conditions in their own homes and residents being enabled to stay at home rather than having to leave their homes and live in a residential facility. The increase in single person households will also potentially increase the need for assisted collections due to the lack of another person within the household who can manoeuvre the bins.

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

The Council has always carried out clinical waste collections and assisted collections, previously after speaking with the advisory group to the Council in 2009 feedback was given that our services were tailored to these groups and were offering assistance where possible

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

As a Council we have designed the wheeled bin policy to be fair to all residents equally, if assistance is required to move bins or a medical collection is needed then this can be applied for by phone, email or in person. If a larger bin is requested and the household meet the relevant criteria (i.e household size, additional medical waste etc) then it will be issued otherwise a standard issue sized bin will be provided. Larger bins and assisted collections on medical grounds is free of charge to those qualifying. If a larger bin cannot be issued due to lack of medical grounds the household can still request one but would be charged. The charging structure reflects the cost of the bin to the council. There is no charge for assisted collections for those who qualify for one.

We will continue to try and respond efficiently to other requests and have done so in the past, such as:

We have removed bins, when requested, from addresses where medical conditions such as dementia have caused confusion for the householder with regard to which bins should be used for what waste.

We have made sure that bins are replaced in the correct order of householders with sight difficulties to ensure that they can use the correct bin for the right waste.

We aim to produce all of our literature regarding bin collections in an easy to read format and have provided information in braille and other languages on request. We have also tried to make our website pages as accessible as possible.

If we become aware of any negative impact resulting as a consequence of one of our policies or procedures we will endeavour to find opportunities to mitigate this as soon as practicable.

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to

remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

I do not believe there to be any actual or potential adverse impact or discrimination as a result of this policy. The policy has been written with the intention of ensuring that assistance is accessible for all who need it. It identifies the importance of ensuring that we consider the additional needs people may have in order to achieve the same level of access as others and also the importance of eliminating barriers preventing people from engaging with us.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Harborough District Council’s responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The policy continues the good work in relation to equalities and providing services to all residents fairly and equally. Therefore, I believe that it will contribute to us achieving all three aims of our Public Sector Equality Duty.

In addition if we identify any further concerns or where the services could be tailored to individuals then these will be investigated and implemented if required.

Step 7: Monitoring, evaluation & review of your policy/procedure/service change

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

We audit aspects of the service every 2-3 years to ensure the data we have is accurate to the services are providing. In one year of the policy change we will also review how it has gone and what we may need to be improved.

Equality Improvement Plan

Equality Objective : One year review

Action: To review how the policy has gone and assess the criteria for requests.

Officer Responsible: Russell Smith

By when: January 2020

Signed off by:

Date:

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer
e-mail: j.clarke@harborough.gov.uk , telephone: 01858 821070.