

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Leicestershire Resources and Waste Strategy
Department and section:	Environment & Transport, Environment and Waste Commissioning
Name of lead officer/ job title and others completing this assessment:	Anna Low, Team Manager Kerry Skeer, Senior Strategic Waste Officer Frith Resource Management consultants
Contact telephone numbers:	0116 305 8127 0116 305 7234
Name of officer/s responsible for implementing this policy:	Anna Low, Kerry Skeer
Date EHRIA assessment started:	September 2021

Date EHRIA assessment completed:	<u>TBC</u>
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Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>This EHRIA refers to the Leicestershire Resources and Waste Strategy (LR&WS). This was previously known as the Leicestershire Municipal Waste Management Strategy (LMWMS). The first LMWMS was adopted by the Leicestershire Waste Partnership (LWP) authorities in 2002. The LMWMS was reviewed and revised in 2006 and 2011. An Equality Impact Assessment was conducted in 2006 and again in 2012 on the revised LMWMSs.</p> <p>An updated LWMWS has been developed (2021/2022) following a scheduled review in line with Defra guidance which recommends that a municipal waste management strategy “<i>should be completely reviewed at least every five years to ensure it remains current</i>”. The requirement for a Joint Municipal Waste Management Strategy falls under the Waste Emissions Trading Act (2003) section 32 (1) to (7).</p> <p>The previous and revised LMWMS sets out the core strategy for how the LWP intends to manage municipal waste including statutory responsibilities for waste management for the partnership and provides a policy framework for sustainable and co-ordinated waste management. The revised strategy covers the period up to 2050.</p> <p>The EHRIA informs the LR&WS to ensure the Strategy is fit for purpose, including all subsequent plans and policies that sit below the LR&WS in order to implement its aims and objectives.</p> <p>The revised LR&WS, as for the previous versions, is not a planning document and does not relate to sites or where infrastructure is developed. This is reflected in the EHRIA scope.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>Leicestershire County Council and the seven district and borough councils of Leicestershire work together as the Leicestershire Waste Partnership (LWP). All eight partner authorities in LWP have adopted the previous LMWMS and will refer to the new and updated LR&WS in the design of their services.</p>

	<p>The LR&WS supports the Leicestershire County Council's Strategic Plan 2022-26 Working together for the benefit of everyone. It also supports, influences or is influenced by a range of other policies and plans applying to the LWP partners, covering a wide remit:</p> <p>Climate Change:</p> <ul style="list-style-type: none"> • Leicestershire Environment Strategy (2018-2030) • District level carbon reduction commitments (specific to each district) <p>Waste and Recycling</p> <ul style="list-style-type: none"> • Waste Disposal Authority Plan (2018-2030) • Leicester and Leicestershire Waste Development Framework (up to 2021) • Leicestershire Minerals & Waste Local Plan (up to 2031) <p>Air Quality</p> <ul style="list-style-type: none"> • Air Quality Management Areas • District level Air Quality Strategies <p>Biodiversity</p> <ul style="list-style-type: none"> • Biodiversity Action Plan for Leicester, Leicestershire and Rutland • District Biodiversity and Habitat Plans <p>Population / Communities</p> <ul style="list-style-type: none"> • Strategic Growth Plan for Leicester & Leicestershire (to up 2050) • Communities Strategy (2017 – 2021) <p>Economics</p> <ul style="list-style-type: none"> • Leicestershire County Councils Strategic Plan (2022-2026) 								
<p>3</p>	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The target people/groups are all residents within the Leicestershire Waste Partnership area.</p> <p>The intended outcome for the target population is continued effective and sustainable waste management service delivery. Delivery of waste and recycling services to Leicestershire's residents includes kerbside collections, provision of Household Waste Recycling Centres (HWRCs), and initiatives designed around the principle of the waste hierarchy, which, in order of preference, aim to prevent waste, reuse materials, recycle and compost, treat waste and dispose of residual waste.</p> <p>The Vision of the strategy applies to all residents as follows:</p> <p><i>To work towards a circular economy and contribute to achieving net zero carbon by 2050 in Leicestershire. This means fully embracing the waste hierarchy by preventing waste and keeping resources in circulation for as long as possible, through reuse, repair and recycling, to realise their maximum value whilst minimising environmental impacts.</i></p>								
<p>4</p>	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p> <table border="1" data-bbox="280 1865 1398 2045"> <thead> <tr> <th data-bbox="280 1865 580 1906"></th> <th data-bbox="580 1865 692 1906">Yes</th> <th data-bbox="692 1865 804 1906">No</th> <th data-bbox="804 1865 1398 1906">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="280 1906 580 2045">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="580 1906 692 2045" style="text-align: center;">✓</td> <td data-bbox="692 1906 804 2045"></td> <td data-bbox="804 1906 1398 2045">The LR&WS has a vision, objectives and pledges which are broad and <i>aspirational</i> in nature. It is relevant to all of Leicestershire's residents equally within</td> </tr> </tbody> </table>		Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	✓		The LR&WS has a vision, objectives and pledges which are broad and <i>aspirational</i> in nature. It is relevant to all of Leicestershire's residents equally within
	Yes	No	How?						
Eliminate unlawful discrimination, harassment and victimisation	✓		The LR&WS has a vision, objectives and pledges which are broad and <i>aspirational</i> in nature. It is relevant to all of Leicestershire's residents equally within						

				the LWP jurisdictions. It does not seek to introduce specific changes to services that would have a unique impact on the protected characteristics as defined in the Equalities Act 2010
	Advance equality of opportunity between different groups	✓		<p>Equalities advancement is mainstreamed within the LWP and therefore within the implementation of the LR&WS. Examples include:</p> <ul style="list-style-type: none"> -Translated communication materials and accessibility to ensure no single group is favoured. -Engagement of Equalities Officers to ensure appropriate service delivery -Equalities Impact Assessments are conducted at the district level before major service changes are implemented.
	Foster good relations between different groups	✓		All services and events delivered under the LR&WS will be open to all different groups and as currently applies; all events and activities undertaken under the LR&WS implementation will encourage a wide breadth of engagement from the community groups.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required. **[Completed pre-consultation of the LR&WS strategy]**

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;		✓
	b) any potential impact of this change on them (positive and negative, intended and unintended);		✓
	c) potential barriers they may face		✓

6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		✓
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		✓
8.	*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.		
<p>LR&WS Consultation</p> <p>The LR&WS is an over-arching strategy, as such when specific parts of it are implemented at the district or county level, service change consultations are generally undertaken, leading to a substantial amount of evidence from engagement around current waste practices that is actively utilised to enhance implementation. Examples of this include:</p> <ul style="list-style-type: none"> -Consultation and research on barriers to using waste services, which has led to understanding communication issues on waste and using multi-language waste hangers; -Feedback on a new pilot scheme including the impact of disabilities on the service using a recycling trolley; -Engagement with minority groups for Equalities Impact Assessments; and -Full public consultation for the 2006 strategy which obtained views and opinions on the appropriateness of waste services from residents. <p>Before the LR&WS is finalised, a public consultation will be held between 31st January and the 25th April 2022 on the LR&WS to offer residents the opportunity to identify any barriers or needs which are not currently identified or anticipated. The consultation will be as accessible as possible to all, noting at the time the country was managing the impacts of the COVID-19 pandemic.</p> <p>It is suggested that Mental Health, Age and Dementia charities are included in the consultation of the LR&WS so their feedback in respect to any barriers they feel they may have to engaging with the waste services can inform the final LR&WS.</p>			

Section 2

B: Monitoring Impact

9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	✓	
	b) enable open feedback and suggestions from different communities	✓	

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	✓		Implementing the LR&WS pledges requires households to present bins for collection and sort recyclables. Incidences of disability increase with age and older residents with increased frailty or reduced mental capacity, for example, as a result of dementia, may find bin presentation or sorting of recyclables more difficult. HWRCs do not allow unsupervised access to children under 16 meaning children are prevented from entering the sites alone.
	Disability	✓		As above, both physical and mental health conditions including neurological conditions and dementia may prevent people from presenting waste, sorting recyclables in the household for kerbside collection or taking waste to a HWRC.
	Gender Reassignment		✓	No barriers are identified
	Marriage and Civil Partnership		✓	No barriers are identified
	Pregnancy and Maternity	✓		The physical requirements of waste presentation may become a barrier for women particularly in third trimester pregnancy, this would include wheeled bins, boxes or other containers. Also at HWRCs, the current temporary policy is that no physical assistance can be provided at the sites, a resident should not set off on the understanding or intent that they can request assistance. A resident that feels a reasonable adjustment to this policy should apply can contact customer

			services in advance so it can be considered.
	Race	✓	There are no barriers associated with race, but the language diversity associated with racial diversity may be a barrier to communications on waste issues and waste services.
	Religion or Belief	✓	No barriers are identified
	Sex	✓	No barriers are identified
	Sexual Orientation	✓	No barriers are identified
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓	<p>Rural isolation and poverty means distances from HWRC services as well as no access to a private vehicle may be a barrier to access.</p> <p>Areas with more multiple occupancy houses, or shared waste facilities, or no outdoor space may have challenges with waste segregation and physical space for multiple containers.</p> <p>People new to the country or area such as recent asylum seekers or refugees may need specific guidance on waste services if they have not used kerbside collections before, and specific communications in their own language.</p> <p>Residents experiencing deprivation may need support from housing officers to ensure they are aware of waste services.</p> <p>As shown by evidence collected through the 2021 LLEP Digital Poverty Call for Evidence Analysis Report (May 2021), deprivation and poverty can result in lower levels of computer access and therefore potentially less ability to find out about specific waste services unless materials are printed.</p> <p>Deprivation and poverty may also mean no car ownership</p>

				restricting those without a car to travel to and access the HWRCs. Health and safety policy dictates no pedestrians are allowed onto sites except at the Barwell and Mountsorrel sites where this permitted.
	Community Cohesion		✓	No barriers are identified.
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular <u>article in the Human Rights Act</u> may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
	Part 1: The Convention- Rights and Freedoms			
	Article 2: Right to life		✓	No impact
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		✓	No impact
	Article 4: Right not to be subjected to slavery/ forced labour	✓		LR&WS implementation requires the engagement of contractors by LWP members who offer employment terms, conditions and contracts which are not under direct control of LWP members. As a result, contractors are monitored closely, only accredited agencies used and anti-slavery clauses integrated into contracts.
	Article 5: Right to liberty and security		✓	No impact
	Article 6: Right to a fair trial		✓	No impact
	Article 7: No punishment without law		✓	No impact
	Article 8: Right to respect for private and family life		✓	No impact
	Article 9: Right to freedom of thought, conscience and religion		✓	No impact
	Article 10: Right to freedom of expression		✓	No impact

	Article 11: Right to freedom of assembly and association		✓	No impact
	Article 12: Right to marry		✓	No impact
	Article 14: Right not to be discriminated against		✓	No impact
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		✓	No impact
	Article 2: Right to education		✓	No impact
	Article 3: Right to free elections		✓	No impact
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that:		No	Unknown
	a) this policy could have a different affect or adverse impact on any section of the community;			✓
	b) any section of the community may face barriers in benefiting from the proposal			✓
13.	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

15. Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- current needs and aspirations and what is important to individuals and community groups (including human rights);
 - likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
 - likely barriers that individuals and community groups may face (including human rights)

How this has been explored

The LWP recognise that for the majority of the Partners, barriers in the community are associated with: Age, Disabilities (particularly physical, mental and neurological health conditions), Race (language diversity), Pregnancy, Other (rural/urban poor, deprivation, rural isolation).

The public consultation survey for the LR&WS took place between 31st January and 25th April 2022. The survey included sections on "Keeping Communities Informed" and "Making Sure Everyone Is Included" to understand potential barriers. The survey was available electronically and in hard copy and in various languages if requested.

Public consultation findings:

- Age and Disabilities (physical, mental and neurological) - concern about understanding recycling requirements, getting bins / recycling containers to and from the kerbside.

- Consideration of how to access HWRCs (as no pedestrian access allowed at all but two sites) or offer alternative recycling / re-use facilities where no access to car / private transport
- Consideration to space for storage for multiple waste containers, particularly where limited space is available such as areas with more multiple occupancy houses, or shared waste facilities, or no outdoor space
- Clear and simple instructions on recycling procedures
- Printed materials as well as on-line communications (deprivation, poverty and age may mean lower levels of computer access/digital discrimination)
- Information in various languages to accommodate language diversity associated with racial diversity

When the actions within the LR&WS are implemented, further exploration of barriers and impacts will take place potentially as pilots, trials and feedback (see Q16).

16.	Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?
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The LR&WS is high level and as such will be implemented appropriately within the partner jurisdictions. At the **implementation level**, further exploration of barriers and impacts will take place (for example through doing trials or pilots with varied community groups to understand the practicalities of the target activity).

In response to the findings identified in Q15 above, engagement with **specific groups** would be beneficial prior to full LR&WS implementation, for example:

- a) **Mental Health, Neurological Disorders and Dementia** The impacts of mental health, neurological conditions and dementia on waste service access have not explicitly been explored, whereas the issues of physical health and disability are better known. Therefore, engagement with mental health charities or experts will be promoted prior to the implementation of actions within the LR&WS.
- b) **Age** Given the UK-wide aging population, further engagement with elderly care charities will be promoted prior to the implementation of the LR&WS.
- c) **Deprivation** On-going feedback, either formal or informal, would be collated from LWP officers with access to representatives of or communities from deprived areas.
- d) **Language Diversity** On-going feedback, either formal or informal, would be collated from LWP officers with access to representatives of or communities with high language diversity.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?
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N/A – see response to Q15 and Q16.

18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?
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On-going consultation and feedback will take place during implementation of the LR&WS actions and initiatives.

Section 3

B: Recognised Impact

19.	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.
	Comments
	<p style="text-align: right;">Age</p> <p>Implementing the LR&WS requires households to present bins for collection and sort their recyclables. Incidences of disability increase with age and older residents with increased frailty or reduced mental capacity, for example, as a result of dementia, may find bin presentation or sorting of recyclables more difficult. HWRCs do not allow children under 16 meaning children are prevented from entering the sites alone.</p>
	<p style="text-align: right;">Disability</p> <p>As above, both physical and mental health conditions including neurological conditions and dementia may prevent people from presenting waste, sorting recyclables or taking waste to a HWRC.</p>
	<p style="text-align: right;">Gender Reassignment</p> <p>No barriers are identified</p>
	<p style="text-align: right;">Marriage and Civil Partnership</p> <p>No barriers are identified</p>
	<p style="text-align: right;">Pregnancy and Maternity</p> <p>The physical requirements of waste presentation may become a barrier for women, particularly in third trimester pregnancy, this would include wheeled bins, boxes or other containers.</p>
	<p style="text-align: right;">Race</p> <p>There are no barriers associated with race per se, but the language diversity associated with racial diversity may be a barrier to communications on waste issues and waste services.</p>
	<p style="text-align: right;">Religion or Belief</p> <p>No barriers are identified</p>
	<p style="text-align: right;">Sex</p> <p>No barriers are identified</p>

	Sexual Orientation	No barriers are identified
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	<p>Rural isolation and poverty means distances from HWRC services may be a barrier to access.</p> <p>Areas with more multiple occupancy houses, or shared waste facilities, or no outdoor space may have challenges with waste segregation and physical space for multiple containers</p> <p>People new to the country or area such as recent asylum seekers or refugees may need specific guidance on waste services if they have not used kerbside collections before, and specific communications in their own language.</p> <p>Residents experiencing deprivation may need support from housing officers to ensure they are aware of waste services.</p> <p>As shown by evidence collected through the 2021 LLEP Digital Poverty Call for Evidence Analysis Report (May 2021), deprivation and poverty can result in lower levels of computer access and therefore potentially less ability to find out about specific waste services unless materials are printed.</p> <p>Deprivation and poverty may also mean no car ownership/access restricting those without a car to travel to and access the HWRCs. Health and safety policy dictates no pedestrians are allowed onto sites apart from at the Barwell and Mountsorrel sites where this is permitted.</p>
	Community Cohesion	No barriers are identified

20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> to apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		Comments

Part 1: The Convention- Rights and Freedoms	
Article 2: Right to life	No impact
Article 3: Right not to be tortured or treated in an inhuman or degrading way	No impact
Article 4: Right not to be subjected to slavery/ forced labour	LR&WS implementation requires the engagement of contractors who offer employment terms, conditions and contracts which are not under direct control of LWP. As a result, contractors are monitored closely, only accredited agencies used and anti-slavery clauses integrated into contracts.
Article 5: Right to liberty and security	No impact
Article 6: Right to a fair trial	No impact
Article 7: No punishment without law	No impact
Article 8: Right to respect for private and family life	No impact
Article 9: Right to freedom of thought, conscience and religion	No impact
Article 10: Right to freedom of expression	No impact
Article 11: Right to freedom of assembly and association	No impact
Article 12: Right to marry	No impact
Article 14: Right not to be discriminated against	No impact
Part 2: The First Protocol	
Article 1: Protection of property/ peaceful enjoyment	No impact
Article 2: Right to education	No impact
Article 3: Right to free elections	No impact
Section 3	
C: Mitigating and Assessing the Impact	
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.	
21.	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.

No actual or potential adverse impact or discrimination is anticipated from the LR&WS.

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) 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.

- 22.** Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.
- a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination
 - b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed
 - c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why

Potential barriers have been identified for the following:

Age, Disabilities (physical, mental and neurological), Race (language diversity), Pregnancy, Other (rural/urban poor, deprivation, rural isolation).

The mitigation measures taken to reduce or remove the barriers are discussed below, and also identify where barriers cannot be mitigated.

Age:

- a) Provide an assisted collection service for those who are unable to present waste and recycling containers. Waste and recycling operatives collect and return containers from an agreed location on the property.
- b) For visual and hearing impairment which can be associated with aging, see below.

Disabilities (physical, mental and neurological health conditions):

- a) Provide an assisted collection service for those who are unable to present waste and recycling containers. Waste and recycling operatives collect and return containers from an agreed location on the property.
- b) All partners within the LWP provide website accessibility links which give details on interpretation and translation services
- c) Residents can request information in accessible PDF, audio recording, braille, large print and easy read.
- d) The AbilityNet link provides advice on making a user's device easier to use if they have a disability.
- e) At HWRCs where a customer feels they may be unable to effectively communicate with site staff, they can contact the customer service centre so the County Council can consider whether any reasonable adjustments are appropriate.

- f) Accessible standard material is sent generically to managers at the HWRC
- g) Updated materials from the Equalities representatives are distributed to HWRC managers.

Race (language diversity):

- a) Communications are available in relevant languages to explain waste services and how they can be accessed.
- b) Housing officers collaborate with waste teams to ensure refugees and asylum seekers in the area who may not speak English are supported and are aware of waste services.

Pregnancy and maternity:

- a) Assisted collection services for those who are pregnant or who have had a recent C-section and live alone or in a household where no-one else is able to present the waste. Waste and recycling operatives collect and return containers from an agreed location on the property.

Other (rural/urban poor, deprivation, rural isolation):

- a) Collaboration with housing teams to ensure refugees new to the area and residents experiencing deprivation are aware of waste services.
- b) Doorstepping with Housing Officers, to ensure awareness of waste services in more deprived areas.
- c) Working with Housing Associations to ensure residents have access to waste services.
- d) For rural isolation or those without cars, the issue of requiring private transport for HWRC attendance cannot be overcome by the LWP however the partners offer bulky waste collections which can support management of waste that is not suitable for kerbside containers.
- e) For those without a car, Barwell and Mountsorrel HWRCs allow pedestrian access.

Training (LWP):

In order to raise awareness of issues associated with protected characteristic groups:

- a) Operational and office based staff are required to undertake mandatory diversity and equalities training. Note that the application of training to operational staff varies across the LWP, and in some cases agency staff will be delivering services. This is mitigated by ensuring the most direct customer facing roles (staff at HWRCs or recycling officers) will be subject to appropriate mandatory diversity and equalities training.
- b) Managers have options for more advanced training which includes specific unconscious bias training.
- c) New starters receive mandatory equalities training and updates as appropriate.

Section 3

D: Making a decision

23.	Summarise your findings and give an overview as to whether the policy will meet Leicestershire Waste Partnerships responsibilities in relation to equality, diversity, community cohesion and human rights.
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The EHRIA demonstrates that the LR&WS will meet Leicestershire Waste Partnership's responsibilities in relation to equality, diversity, community cohesion and human rights. Consideration needs to be given to further engagement during the implementation and operational phase of the LW&RS strategy to ensure the LWPs responsibilities are met.

Section 3**E: Monitoring, evaluation & review of your policy**

24.	<p>Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?</p> <p>Barriers and impacts will be monitored through the existing mechanisms in place which are applicable to waste services, noting that translation services are subscribed to, ensuring that feedback is captured in a variety of languages. These mechanisms include:</p> <ul style="list-style-type: none">a) Periodic feedback and surveysb) Website e.g. 'speak up services' on website and via emailc) Councillor or other face to face meetingsd) Social media monitoring including corporate social media forums
25.	<p>How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i></p> <p>The recommendations and assessment of impacts will be considered within the final draft of the LR&WS. Also this EHRIA will be considered during implementation of the LR&WS within the partner jurisdictions and shared with partners to inform delivery and added to team plans if appropriate</p>

Section 3:**F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

The following forms the basis for plans for the LWP that will need to be developed into Equality and Human Rights Improvement Plans at a local level with specific responsibilities and targets.

Equality Objective	Action	Target	Officer Responsible	By when
Accessible Services	Waste collection authorities to ensure Assisted Collections are available to all those who need them	All requests for Assisted Collections are followed up as required	WCA officers	Ongoing and throughout implementation of the LR&WS
	HWRC staff to direct members of the public who feel unable to effectively communicate with site staff to the customer service centre	HWRC staff ensure all queries of this type are handled as required	Site managers/team supervisors	Ongoing and throughout implementation of the LR&WS
	LCC to ensure service details of the HWRCs (including those accessible on foot) are listed on the LCC website and through their social media platforms	HWRC information published on LCC website and social media platforms	Comms team/waste operations	Ongoing and throughout implementation of the LR&WS
	WCAs to ensure details of collections including bulky collections are available through district websites and printed council information	Bulky waste collection information published on district websites and printed on council information	WCA district collection managers	Ongoing and throughout implementation of the LR&WS

Accessible Information	Staff to ensure interpretation and translation services (for language translations) and type talk services (for people hard of hearing) and the AbilityNet link are clearly identified on the LWP websites and within the LR&WS itself	Accessible information details are identified on LWP website and in the LR&WS	Comms team/waste policy team	Ongoing and throughout implementation of the LR&WS
	Accessible standard material and equalities material is sent to managers at the HWRC	All HWRC managers receive accessible service information for dissemination to staff	Waste Operations	Ongoing and throughout implementation of the LR&WS
	Consult with key bodies e.g. housing officers to ensure hard to reach groups are engaged	Collaborative partnerships are fostered to deliver accessible service information	WCA district officers	Ongoing and throughout implementation of the LR&WS
Equality training	Operational and customer service staff, new starters and managers to receive appropriate equalities and diversity training and unconscious bias training	100% for all mandatory training	LCC Customer Services Manager / LCC Waste Team Managers / WCA Customer Service Teams and collection managers	Ongoing and throughout implementation of the LR&WS

