

## Equality Impact Assessment of the Waste Core Strategy

"An equality impact assessment (EqIA) is a tool for identifying the potential impact of a council's policies, services and functions on its residents and staff." <sup>1</sup>

**The following information has been adapted from Worcestershire County Council's Corporate Equality and Diversity Team guidance "HR, Employment Information & Guidance, Equality Impact Assessments"**

We have a legal duty to carry out Equality Impact Assessments to ensure that the services we provide and opportunities we offer fulfil the requirements of anti-discrimination and equalities legislation.

The EqIA process enables us to analyse policies to predict and assess their potential impact on a wide range of people with different needs. It must always begin with an Initial Screening which will show whether any adverse impact is possible and therefore whether a full assessment is needed.

For the purposes of this document, the term "policy" (or "policies") is used as shorthand for 'policies, practices, activities, strategies, plans, procedures, functions and protocols'; therefore the Waste Core Strategy must be assessed for its Equality Impact.

The assessment could highlight one or both of two possible types of impact:

- **A negative or adverse impact** - this happens where the policy could disadvantage one or more minority groups.
- **A positive impact** - this occurs where a policy could have a positive impact on one or more equality target groups.

EqIAs should also be carried out during reviews of and significant changes to existing policies, which must be screened for their equality impact. This will ensure that the Council gives "due consideration" to equality.

The equality impact of our policies must be assessed for any specific minority group or equality strand which may be affected by the policy. The six diversity strands (defined in equalities legislation) are:

- Age
- Disability
- Gender
- Race
- Religion or Belief
- Sexual Orientation.

It is important to remember that diversity that exists within these groups, for example different types of disability, differing ethnicity and different religions.

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<sup>1</sup> Improvement and Development Agency. (2009, April 27). *Introduction to EqIAs*. Retrieved November 12, 2009, from IdEA: <http://www.idea.gov.uk/idk/core/page.do?pagelId=8017174>

People within these diverse groups have individual needs and many will be members of more than one of these groups. Their experience of unlawful discrimination may stem from a variety of factors.

### **Initial Screening**

The key questions that need to be considered at this stage are:

- A. What is the activity trying to achieve?
- B. Who are the main beneficiaries? How will they benefit?
- C. Is the activity in line with the County Council's Equality and Diversity policy (see Annex E)?
- D. Does this activity make a positive contribution to the achievement of equality? If so, how?
- E. Does the policy have the potential to cause adverse impact or discriminate unlawfully against certain groups within the community?
- F. What information or background data is currently available to assist with making the judgments above?

## Worcestershire County Council Equality Impact Assessment Desktop Screening

This exercise is not an Equality Impact Assessment. It is a desktop exercise designed to establish whether a full assessment should be carried out.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section Unit	Planning, Economy and Performance Directorate. Planning Unit.
1.2	Title or brief description of the policy being screened	Worcestershire Waste Core Strategy Development Plan Document (DPD) (part of the Minerals and Waste Development Framework).
1.3	Screening by:	Marianne Joynes, Planning Assistant
1.4	Date of screening	1 <sup>st</sup> December 2009
1.5	Related policies/functions:	<i>Are there related policies which may need an EqIA carrying out on them?</i> N/A (a Minerals Core Strategy DPD will be developed following completion of the Waste Core Strategy, starting approximately in 2011)
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	<i>Where does your policy fit in with strategic plans for your area?</i> Planning, Economy and Performance Directorate Improvement Plan 2009-2010, the objective under Planning "to provide a Minerals and Waste Development Framework for the County".
1.7	Is this a new or existing policy?	<i>Dependent if the policy is new or old may pave the route for the EqIA process.</i> New policy
1.8	What is the policy trying to achieve?	To provide a Minerals and Waste Development Framework for the County. The Waste Core Strategy will guide development of waste management facilities and provide the policies on which Planning decisions will be based.
1.9	What are the planned outcomes for this policy?	<i>What do you hope this policy will do/deliver?</i> Providing a policy framework to enable waste management higher up the waste hierarchy and minimising the amount sent to landfill. To enable sufficient opportunities for new waste management facilities of the right type, in the right place and at the right time.
1.10	Who will benefit from the policy? How will they benefit?	<i>Describe who and how specific groups will benefit from this policy? Are there any groups who should benefit but do not?</i> All people who live, work or visit Worcestershire should benefit from the policy by having the right types of waste management facilities. No minority group or equality strand should be affected more or less than any other group within the county.
1.11	Who is formally responsible for the <b>delivery</b> of this policy? If different, who is	Nicholas Dean, Worcestershire County Council Planning Unit.

	responsible for <b>leading</b> on the delivery?	
1.12	What (if any) are the key priorities within this policy?	<p>If there are a number of priorities – what are the most important ones?</p> <p>To provide sufficient opportunities for new waste management facilities of the right type, in the right place and at the right time.</p>
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	<p>Referring to past consultations and their results may help to pave the way for the process.</p> <p>The Waste Core Strategy was discussed at the annual meeting of the <i>Worcestershire Assembly</i>, held at Worcester Rugby Club on 22nd November 2007.</p> <p>The Waste Core Strategy has been discussed on a number of occasions by Worcestershire Partnership Economy and Transport Theme Group (WPETT) and Worcestershire Partnership Environment Group (WPEG).</p> <p>A consultation on the Refreshed Issues and Options stage was carried out from 29th September until 19th December 2008.</p> <ul style="list-style-type: none"> <li>• The Statement of Community Involvement was used to identify who and how people wanted to be involved at this stage. Approximately 1200 letters were sent out.</li> <li>• A public notice was printed in all local newspapers.</li> <li>• All documents were available on our website, at Libraries, Council Offices and/or Hubs, and also through the AskMe Consultation Database.</li> <li>• Articles were printed in Word on Worcestershire magazine, St Peters Parish magazine (October edition) and the Worcestershire edition of the National Federation of Small Businesses magazine.</li> <li>• The Worcestershire County Citizens' Panel November 2008 survey was sent out with a covering letter that included a reference to the WCS consultation.</li> </ul> <p>A consultation on the Emerging Preferred Options stage is currently underway (from 16 November 2009 to 4 February 2010).</p> <ul style="list-style-type: none"> <li>• Approximately 1200 letters were sent out.</li> <li>• A fact sheet, summary and the full report are available on the website along with a questionnaire which can be completed on paper or online. These documents are all available at Council Offices, libraries and</li> </ul>

		<p>Hubs.</p> <ul style="list-style-type: none"> <li>• The consultation is included on the Council's Consultation Portal.</li> <li>• Articles were printed in local papers, and in Partnership Matters Magazine (Autumn/Winter 2009), Voluntary and Community Sector News (October 2009), (Article also submitted to Chamber of Commerce Magazine, confirmation of inclusion not yet received).</li> <li>• An article was included in the PEP update for November 2009.</li> <li>• A message was sent to Master Composters and Freecycle representatives on 10 November 2009.</li> <li>• A facebook fan page has been set up with links to the Council's Waste Core Strategy web pages.</li> </ul> <p>Where a member of the public makes a request for a document or questionnaire in an alternative format this can be accommodated.</p>
1.14	Is equality monitoring in place for this policy?	<p>If monitoring is in place, data could be used to inform the EqIA process.</p> <p>The Annual Monitoring Report which addresses the adequacy of the Council's Planning Policies for the financial year includes a section on Community Involvement, based around the recommendations of the Council's Statement of Community Involvement which was examined by the Planning Inspectorate on behalf of the Secretary of State and adopted in 2006. The current consultation (Emerging Preferred Options) questionnaire includes an "About You" section to enable this monitoring.</p>

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy?		N	Summary sheet will help you to answer this question
2.2	Are there any barriers to people from minority groups not getting the		N	Describe any barriers that could potentially prevent minority groups from accessing the full benefits of the policy.

	full benefit of this policy which have not been resolved as part of the policy?			
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups? (they may belong to more than one)		N	Could it be perceived that the policy may deliver less favourable outcomes for any of the groups specifically or for people who belong to more than one group?
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		N	**To look at each individual type of group to highlight if there could potentially be or it could be perceived that the policy may deliver less favourable outcomes for any of the groups specifically
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?		N	How could this policy improve group/community relations? How could it make a general equality contribution for all groups?  Unlikely to have positive or negative impact on any specific group but should benefit residents, those who work in and visitors to the county as a whole. The implementation of the policy will be by various planning applications for specific developments, and these should be guided by the policies and preferred locations which will be established by the Waste Core Strategy. There is potential for people in the vicinity of these locations to feel that the development should not take place near them, but the policies will be developed to establish what types of facilities will be acceptable in what locations.

If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EqlA. Where you have decided a full EqlA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when	Resouces/cost	Person responsible	Completion date
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	this is completed?			