



# EQUALITY IMPACT ASSESSMENT

*MKJWC*

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Note: This document is only valid on the day it was printed

## Revision History

Date of next revision:

Revision Date	Previous Revision Date	Summary of Changes	Changes Marked
29.08.2012		<i>Updated to reflect the current position</i>	

### Approvals

This document requires the following approvals. A signed copy should be placed in the project files.

Name	Signature	Title	Date of Issue	Version
Alison Broom		Lead Chief Executive		

### Distribution

This document has been distributed to:

Name	Title	Date of Issue	Version
Caroline Arnold	Head of Waste Management KCC		
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Caroline Arnold	Head of Commissioning and Customer Contact SBC		

## **Stage 1: EQUALITY IMPACT ASSESSMENT**

### **1. What are the main aims, purpose and outcomes of the policy and how do these fit with the wider aims of the organisation?**

The Mid Kent Joint Waste Partnership seeks to provide a cost efficient and effective household waste collection service across the three Boroughs of Ashford, Maidstone and Swale. Also included is street cleansing for Ashford and Swale and mechanical sweeping in Maidstone. The contract requires the selected contractor to comply with all legislation and at least meet the requirements of the host authority's (Maidstone Borough Council) Corporate Equality Policy which is included as Appendix 1 to this assessment.

### **2. How do these aims affect our duty to:**

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

The contract requirement will be applied to ensure that there was no unlawful discrimination, harassment and victimisation and other conduct that has been prohibited by the Act.

The waste and recycling contract (the Mid Kent Joint Waste Contract or **MKJWC**) contains requirements that aim to advance opportunities and foster good relations between members of the community including those who share one of the following protected characteristics:

- Age
- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

### **3. What aspects of the policy including how it is delivered or accessed could contribute to inequality?**

The requirements of the contract aim to ensure that refuse and recycling collections occur in such a way and is delivered in such manner that does not contribute to inequality. The contract has been developed to continue to promote access to the services provided and to ensure the services do not contribute to inequality in so far as the Councils are able to influence such matters.

**4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics? What evidence do you have for this ?**

The MKJWC and related services will have a range of impacts on the lives of people living in the three boroughs. The contract requires special collections, including clinical waste for certain groups who have protected characteristics. Elderly or disabled residents can receive collections from within the property and free collections are made for those residents needing special clinical waste collections. Again, for elderly and disabled residents, these collections can be made from within the property.

## Stage 2: EQUALITY IMPACT ASSESSMENT

### Name of policy/service function

Mid Kent Joint Waste Contract

### Purpose

What are you trying to achieve with the policy/service/function?

The MKJWC will provide collections of weekly food waste and fortnightly collections of recycling and residual waste to ALL households across the three boroughs. Arrangements will be provided for fortnightly subscription garden waste service for which a charge is made. Similarly. Bulky waste collections will be undertaken within 5 days following payment. A comprehensive clinical waste service is provided to meet the needs of all residents requiring the service.

Street cleansing and related services will be provided in Ashford and Swale and mechanical sweeping in Maidstone. A high quality service will be provided to all streets and public areas across the three boroughs, although some services are provided outside of the contract. These services comply in all respects with Corporate Equalities policies.

Who defines and manages it?

The services are defined within the contract documents and the corporate policies of the host authority, Maidstone Borough Council, and the other two authorities.

The contract is managed by the nominated supervising officer who will chair the joint partnership board which will oversee all aspects of the contractor, including a regular review of any possible Equality Impacts.

What could prevent people from getting the most out of the policy/service/function?

The contractor may fail to adequately provide the agreed services thereby impacting on the collections for some protected groups.

How will you get your customers involved in the analysis and how will you tell people about it?

In Ashford where significant changes are being made, roadshows will be provided in advance of the introduction of the new service.

In all three boroughs, information will be provided to every household regarding the new service.

Regular customer surveys will be undertaken regarding the range of services

provided. Anti-litter and recycling campaigns will be undertaken during the 10-year period of the contract.

## **Evidence**

How will you know if the policy delivers its intended outcome/benefits?

Continuous monitoring of the key performance indicators including reducing tonnage of waste collected and the increasing percentage of recycling undertaken. Customer surveys and complaints may identify issues that need to be resolved by the supervising officer and the partnership board. Regular reviews will be undertaken by the Board.

How satisfied are your customers and how do you know?

Customer satisfaction surveys have confirmed a high dissatisfaction with recycling services in Ashford. This will significantly improve with the new service.

There is high satisfaction with recycling in Maidstone and Swale and high satisfaction in all boroughs with refuse collection arrangements,.

Again street cleansing satisfaction is good in all three boroughs.

What existing data do you have on the people that use the service and the wider population?

The refuse and recycling services are provided to every household in each of the boroughs. Details are retained of the regular customers using the clinical waste and garden waste services. In Ashford details of the telephone numbers using the mobile app service are also retained.

What other information would it be useful to have? How could you get this?

Mosaic information can assist in targeting information to specific groups. This information can be made available to the three boroughs.

Are you breaking down data by equality groups as appropriate and where relevant?

Data is broken down by equality groups as appropriate and where relevant, e.g. assisted collections for the elderly and infirm.

Are you using partners, stakeholders and councillors to get information and feedback?

Resident groups, parish councils and councillors all provide important feedback on the provision of the services.

## **Impact**

Are some people benefiting more – or less – than others? If so, why might this be?

Specific protected groups receive additional support as appropriate to their needs, e.g. clinical waste collections.



**Actions**

If the evidence suggests that the policy/service/function benefits a particular group – or disadvantages another – is there a justifiable reason for this and if so, what is it?

See comment on Impact above.

Is it discriminatory in any way?

No.

Is there a possible impact in relationships or perceptions between parts of the community?

None with present services and none with the new services provided in the MKJWC.