



# EQUALITY IMPACT ASSESSMENT

## Full Assessment Form

This form is for use in undertaking a full equality impact assessment of a policy or function following the findings from a Partial Assessment.

<b>Policy, practice, function or project assessed</b>	Integrated Waste Management Service
<b>Lead Officer</b>	Stuart Harwood-Clark
<b>Team</b>	Representing Environment Operations and Services: Paul Quigley Stuart Harwood-Clark Kylie Kavanagh
<b>Start date of assessment</b>	8 September 2009
<b>Completion of assessment</b>	8 September 2009

## **A. BUILDING ON THE PARTIAL ASSESSMENT**

### **A1. What additional relevant evidence have you gathered following the Partial EQIA? Please summarise the evidence and implications.**

The Statutory waste management service is provided to all authorised Traveller sites within South Cambridgeshire. However it was identified, that the service received by the Traveller community at the authorised sites, differs to the service that is received by the settled community within the district.

### **A2. Explain in more detail how the policy or function creates an adverse impact for any group affected. Outline which aspect(s) or operations of the policy or function contribute to inequality?**

The Traveller community are offered the same recycling and waste service as the settled community. Although, despite attempts to operate the recycling and waste service at authorised sites, the service is still not being fully utilised by the Traveller community, as required by South Cambridgeshire District Council.

Currently, the Council is uncertain as to what the reasons are for the Traveller community's reluctance to use the service, but it is perceived that it could possibly be a result of indirect discrimination issues, as well as the size of the community and/or families occupying the sites.

### **A3. What measures should be undertaken to ensure that the adverse implications are reduced or eliminated? More details can be given in the Action Plan.**

Please refer to the report produced by the Hard to Reach Groups & Locations: Refuse & Recycling Collection Review Group.

### **A4. Are the differential impacts of the policy or function unavoidable or justifiable (for example as a result of legislative or other constraints)? If so, please explain how this could be justified, if challenged?**

Awaiting outcome of the report produced by the Hard to Reach Groups & Locations: Refuse & Recycling Collection Review Group.

### **A5. Have you involved stakeholders in discussions on the above issues? What were their views?**

No, but opinions will be sought, as part of the consultation process, relating to the report produced by the Review Group.

**A6. Could changes be made to the policy or function, which would also lead to a positive promotion of equal opportunities and good community relations? If so, what are they?**

Please refer to the report, for further information.

<b>B. CONCLUSIONS AND RECOMMENDATIONS</b>
<p><b>B1. Taking account of all the above issues, what are your conclusions and recommendations?</b></p> <p>To implement the recommendations already identified in the report, with the support of the Hard to Reach Groups &amp; Locations: Refuse &amp; Recycling Collection Review Group.</p>
<p><b>B2. Have you completed an Action Plan to put your recommendations into effect?</b></p> <p>Reports will be submitted via the appropriate decision making structures, already in place.</p>
<p><b>B3. Please give a date to review the policy or function.</b></p> <p>End of October 2009.</p>
<p><b>B4. Have the Equalities Steering Group and the Equalities Forum been consulted? What were their views?</b></p> <p>No, the policy and/or function will be reviewed in the first instance by the Hard to Reach Groups &amp; Locations: Refuse &amp; Recycling Collection Review Group, prior to publishing.</p>

## **ACTION PLAN**

<b>Recommendation/ issue to be addressed</b>	<b>Planned Milestone</b>	<b>Planned completion of milestone (date)</b>	<b>Officer Responsible</b>	<b>Progress</b>
Finalise External Sources of Funding	Inline with SCDC budget cycle	End of October 2009	Stuart Harwood-Clark/Geoff Keerie	
Address the Equality Issues to Arise from the Report/Project		End of October 2009	Stuart Harwood-Clark/Paul Quigley	

## RESOURCES

Does the above action plan require any additional resources?

Resources have been identified according to the project

## ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

As per the Action plan and SLA

**SIGN OFF: The officers below confirm that this full assessment has been completed in accordance with the Council's guidance**

**Signature of Lead Officer**

**Date:**

**Signature of Corporate Manager or Chief Officer:**

**Date:**

**Please retain the original form on your service area and return a copy of the completed form to the Equality & Diversity Officer for publication.**