

Impact Assessment Level 1: Initial screening assessment

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| Subject of assessment: | ECS 18(A) Proposal to move to fortnightly general waste collections. | | | |
| Coverage: | Service Specific | | | |
| This is a decision relating to: | <input type="checkbox"/> Strategy | <input type="checkbox"/> Policy | <input checked="" type="checkbox"/> Service | <input type="checkbox"/> Function |
| | <input type="checkbox"/> Process/procedure | <input type="checkbox"/> Programme | <input type="checkbox"/> Project | <input checked="" type="checkbox"/> Review |
| | <input checked="" type="checkbox"/> Organisational change | <input type="checkbox"/> Other (please state) | | |
| It is a: | New approach: | <input type="checkbox"/> | Revision of an existing approach: | <input checked="" type="checkbox"/> |
| It is driven by: | Legislation: | <input type="checkbox"/> | Local or corporate requirements: | <input checked="" type="checkbox"/> |
| Description: | <p>Insert short description, using the following as sub-headings:</p> <ul style="list-style-type: none"> Key aims, objectives and activities To change the residential refuse collections from the current weekly cycle to that of fortnightly. This will lead to a reduced service cost base and subsequently contribute a financial saving to MBC of £322K. The financial saving is a key component in achieving the ECS 18 overall saving target by 2022. To increase Middlesbrough's recycling rates To support the Councils Emerging Green Strategy. Statutory drivers (set out exact reference) Refuse collections are a statutory requirement, though Local authorities determine the frequency of the collections. Differences from any previous approach Middlesbrough is one of the few Authorities that continues to collect residual waste on a weekly basis. The Current Local Authority nationwide make up of refuse collections is shown below, indicating that Middlesbrough sits within the minority of 13%: Every 4 weeks – 2% Every 3 weeks – 6% Every 2 weeks – 79% Every week – 13%. Please note that this change will not apply to any residents who currently utilise a communal waste receptacle, as these will remain on the weekly collection cycle. Key stakeholders and intended beneficiaries (internal and external as appropriate) The key stakeholders are Environmental Services, Residents & Members. The service will be reviewed only following a process of member/public consultation. Intended outcomes. To reduce the cost of service delivery in order that a financial contribution is made toward Change Programme. Additionally, it is expected that residents will adopt improved recycling activities, leading to improved recycling rates. Middlesbrough Council's current recycling rate is 33.49% placing ourselves in 279th position out of 345 Councils. Middlesbrough council will roll out a series of Educational Literature, Social Media awareness campaigns & Recycling Roadshows all aimed towards greater resident participation to improve our current recycling status. In turn this is expected to contribute towards the Government target of 50% recycling rates by 2020 | | | |

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| Live date: | 1 st April 2021 |
| Lifespan: | From 1 st April 2021 onwards |
| Date of next review: | N/A |

| Screening questions | Response | | | Evidence |
|--|--------------------------|--------------------------|--------------------------|--|
| | No | Yes | Uncertain | |
| Human Rights Could the decision impact negatively on individual Human Rights as enshrined in UK legislation? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | There are no concerns that the proposals could impact adversely on human rights. Evidence used to inform this assessment includes analysis of staff demographics, engagement to date with staff and analysis of current service provision. |

* Consult the Impact Assessment further guidance appendix for details on the issues covered by each of these broad questions prior to completion.

| Screening questions | Response | | | Evidence |
|--|--------------------------|--------------------------|--------------------------|--|
| <p>Equality</p> <p>Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?*</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The Public Sector Equality Duty (PSED) requires that when exercising its functions the Councils must have due regard to the need to:-</p> <ul style="list-style-type: none"> eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. <p>In having due regard to the need to advance equality of opportunity, the Council must consider, as part of a single equality duty:</p> <ul style="list-style-type: none"> removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic; taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it; and encouraging people who share a protected characteristic to participate in public life or in any other activity in which participation is low. <p>Service users – the proposal is potentially relevant to the age and or disability protected characteristics. If individuals holding those characteristics were less able to dispose of their waste, we would offer an assisted collection service where appropriate in line with existing policy. There would also be opportunity to dispose of bulk waste in way of logging a One Off Collection. There are no concerns that this could have disproportionate or adverse impact on these groups.</p> <p>All Refuse Service Staff are within the scope of the review. If implemented the proposal would result in a reduction of 12 posts. Relevant HR policies will also be applied to support staff and mitigate adverse impacts from this review including the ER/VR scheme, the redeployment policy, Reviews, Consultation and Redundancy Policy. The gender split of staff within the scope of the review is even and there are no concerns that the proposals could impact differently on individuals because of their gender.</p> <p>Staff within the scope of the review have disability protected characteristic on the Council’s HR system. However these staff have reasonable adjustments in place to manage long term health conditions. There are no concerns that the review could impact differently on these individuals because they hold this protected characteristic. Evidence used to inform this assessment includes analysis of staff demographics, engagement to date with staff and analysis of current service provision.</p> <p>Evidence used to inform this assessment includes analysis of the proposal, service provision and feedback from consultation.</p> |
| <p>Community cohesion</p> <p>Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>Not applicable. There are no concerns that the proposal could have an impact on community cohesion.</p> |

| Screening questions | Response | Evidence |
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| <p>Next steps:</p> <ul style="list-style-type: none"> ➤ If the answer to all of the above screening questions is No then the process is completed. ➤ If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed. | | |

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| Assessment completed by: | Andy Mace | Head of Service: | Andrew Mace |
| Date: | 21 August 2020 | Date: | 21 August 2020 |