

Equality Impact and Needs Assessment Form

Section One – Screening

Name of strategy, policy or project:	
Municipal Waste Management Strategy for Devon	
Directorate and service area:	
Environment (Waste Management)	
Name and contact details of officer completing assessment:	
Ben Jennings, Extension 3387. Email: ben.jennings@devon.gov.uk	
1.	What is the main purpose of the strategy/policy/project (or the changes you want to make to it)? To set the policies for Waste Management for the next 30 years.
2.	What are the main activities of the strategy/policy/project? To promote reduction, reuse, recycling and composting. To set the framework for dealing with the residual waste and to divert that from landfill by the use of alternative technologies.
3.	Who is intended to benefit from the strategy/policy/project, and how? Society as a whole through more sustainable lifestyles.
4.	Is the strategy/policy/project consistent with the Council's equality policies? Yes.
5.	Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies? Yes. All District Councils in Devon and the Environment Agency. The Districts are responsible for implementing waste collection and recycling policies.

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Gender					
• Women	✓		Applies equally to all		
• Men	✓		“		
Ethnic Group					
• Asian or Asian British people	✓		“		
• Black or Black British people	✓		“		
• Chinese people	✓		“		
• Gypsy or Roma People	✓		“		
• Irish People	✓		“		
• People of Mixed Heritage	✓		“		
• White People	✓		“		
• People of other ethnic backgrounds	✓		“		
Asylum Seekers and Refugees	✓		“		
People with physical, sensory or learning disabilities	✓		“		

¹ Refer to section 3 of the EINA guidance.

Deaf People who use British Sign Language	✓		Applies equally to all		
People with mental health issues	✓		“		
Lesbians, gay men and bisexual people	✓		“		
Trans people	✓		“		
Age			“		
• Older people (60 +)	✓				
• Younger people (17-25) and children	✓				
People of different faith groups or beliefs including non-believers	✓		“		
Travellers	✓		“		
Other (please specify)					
Other (please specify)					

Notes:

- Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:		
Legal?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council’s website or your Directorate Equality Representative if guidance is needed)</i>		
Intended?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
Level of impact	HIGH <input type="checkbox"/>	LOW <input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.		
8. a) Could you minimise or remove any negative impact that is of low significance?		
Explain how:		
The strategy is written in English. An offer to translate it to other languages, large print or tape is given in English, Arabic, Bengali, Cantonese, Gujarati, Turkish and Urdu.		
b) Could you improve the strategy, project or policy’s positive impact?		
Explain how:		
The projects that implement the policy will need to be subject to individual equalities assessment.		
<i>You may wish to use the action sheet at the end of Section Two.</i>		
9. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How?		

Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative and publish the results on the Council’s website.

Signed: Ben Jennings

Date: 19 July 2005