

# Equality Impact and Needs Assessment Form

## Section One – Screening

<b>Name of strategy, policy or project:</b>	
Recycling Centre (Civic Amenity Site) Improvement Strategy	
<b>Directorate and service area:</b>	
Environment (Waste Management)	
<b>Name and contact details of officer completing assessment:</b>	
Ben Jennings, Extension 3387. Email: ben.jennings@devon.gov.uk	
<b>1.</b>	<b>What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?</b>
	To set out a programme to build three new recycling centres and upgrade seven others.
<b>2.</b>	<b>What are the main activities of the strategy/policy/project?</b>
	To ensure all recycling centres are raised to an appropriate level and thereby improve the experience of people using these sites and to boost recycling/composting rates.
<b>3.</b>	<b>Who is intended to benefit from the strategy/policy/project, and how?</b>
	The public served by the new or enhanced Recycling Centre.
<b>4.</b>	<b>Is the strategy/policy/project consistent with the Council's equality policies?</b>
	Yes.
<b>5.</b>	<b>Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies?</b>
	No.

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.

	<b>Positive impact</b> – it could benefit ✓ (check box)	<b>Negative impact</b> – it could disadvantage ✓ (check box)	<b>Reason</b>	<b>Are there additional factors that could contribute to the experience of isolation<sup>1</sup>? If so, what are they?</b>	<b>Evidence</b>
Gender					
• Women	✓			Improved facilities available 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	✓			“	

<sup>1</sup> Refer to section 3 of the EINA guidance.

Deaf People who use British Sign Language		✓	Staff on site not proficient in sign language, however, pictorial signs used to help people.		
People with mental health issues	✓		Improved facilities available to all.		
Lesbians, gay men and bisexual people	✓		“		
Trans people	✓		“		
Age					
• Older people (60 +)	✓		Assistance available for the elderly and infirm.		
• Younger people (17-25) and children	✓		Children under 16 should remain in their vehicle.		
People of different faith groups or beliefs including non-believers	✓		No faith issues.		
Travellers	✓		Improved facilities available to all.		
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.

<b>7. If you have indicated there is a negative impact on any group, is that impact:</b>		
Legal?	YES <input checked="" 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 checked="" type="checkbox"/>
Level of impact	HIGH <input type="checkbox"/>	LOW <input checked="" 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.		
<b>8. a) Could you minimise or remove any negative impact that is of low significance?</b>		
<b>Explain how:</b>		
It would be difficult to do this as the skills of the staff employed on site are unlikely to include sign language. The negative impact arises from the operational contract rather than the provision of the basic facility.		
<b>b) Could you improve the strategy, project or policy’s positive impact?</b>		
<b>Explain how:</b>		
Pictorial signage helps overcome language barriers. <i>You may wish to use the action sheet at the end of Section Two.</i>		
<b>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?</b>		

**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