

**RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)**

<b>Under the Equality Act 2010 Protected characteristics</b> are age, disability, gender, gender identity, race, religion or belief, sexuality, civil partnerships and marriage, pregnancy and maternity. Page 6 of guidance. Other areas to note see guidance appendix 1	
<b>Name of policy, service or function. If a policy, list any associated policies:</b>	South Yorkshire Municipal Waste Strategy 2016-2021 (SYMWS)
<b>Name of service and Directorate</b>	Environment and Development Service
<b>Lead manager</b>	Lisbeth Baxter – BDR Manager
<b>Date of Equality Analysis (EA)</b>	2017
<b>Names of those involved in the EA (Should include at least two other people)</b>	Lisbeth Baxter BDR Manager Russell Flint – BDR Contract Compliance Officer Rowena Machon - Graduate Waste Strategy Assistant Zaidah Ahmed, MBE - Corporate Equalities and Diversity Officer
<b>Aim/Scope</b> (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1	
In 2015 Barnsley, Doncaster, Rotherham and Sheffield Councils came together to review their current waste strategies and agreed to develop a joint waste strategy for the future management of waste across South Yorkshire.	
An eight week consultation ran during June and July 2016 asking residents and businesses to comment on the strategy vision – <b>‘to reduce, reuse, recycle and recover energy from 95% of South Yorkshires waste’</b> and rank the following priorities (see below) which the partnership wish to develop:	
<b>Priority A</b> – We aim to encourage and inspire children and adults across Barnsley, Doncaster, Rotherham and Sheffield to make less waste by reducing, re-using and recycling more.	
<b>Priority B</b> –The four Councils will work together more closely to deliver value for money services.	
<b>Priority C</b> – We will work hard to deliver and maintain a dependable and reliable service to all our customers.	
<b>Priority D</b> – We will continue to explore how technology can be used to improve recycling and waste services.	
<b>Priority E</b> – We will be pro-active to influence decision-making on waste at European, National and local level, to drive investment into infrastructure within the South Yorkshire Economy.	

## **RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)**

In total 1062 people participated in the consultation. This elicited a number of public opinions which have been used in the development of the final strategy.

Local Authorities have a statutory duty to collect and dispose of household Waste generated within their district. The Councils waste management services provide kerbside residual waste and recycling collections, Household Waste Recycling Centres (HWRCs), recycling bring banks, commercial waste collections (from businesses and offices producing similar waste to household waste), and clinical waste collections. Collecting waste from every household means there is the potential for everyone to be affected. However the waste management policies ensure that no one is ever discriminated against when using the service.

The SYWS 2016-2021 and its priorities will not directly affect the front line services provided by the Barnsley, Doncaster, Rotherham and Sheffield waste management teams. The strategy will however influence the decision making process for future service changes. The strategy will be in place to ensure robust management decisions are made to drive collective thinking and a resilient and reliable service for the future.

The key stakeholders affected by this strategy are; the public, council officers, elected Members and the Council's contractors that deliver the services on the council's behalf.

**What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?** See page 7 of guidance step 2

Barnsley, Doncaster and Rotherham Metropolitan Borough Councils and Sheffield City Council jointly form South Yorkshire. An area which covers 1,500 km<sup>2</sup> (600 square miles) with an estimated population of 1.35 million people which is distributed as shown below.

South Yorkshires population 2016

<b>Local Authority</b>	<b>Population</b>	<b>Area Size (km<sup>2</sup>)</b>
Barnsley	231,221	329.1
Doncaster	302,402	568.0
Rotherham	257,280	286.5
Sheffield	552,698	367.9
<b>Total</b>	<b>1,343,601</b>	<b>1,551.0</b>

The front line services provided by the Waste Management Departments to residents include:

- Kerbside waste and recycling collection for every household
- Provision of the HWRCs and recycling bring banks
- The commercial waste collections (for business creating waste similar to that from a household)
- Clinical waste collections

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The departments are also responsible for communicating information to residents on issues such as collection timetables (e.g. bin calendars), materials accepted at kerbside recycling services, reporting missed bins and how to replace bins, boxes or bags.

Access to the service is available to all households.

The SYMWS will set the direction of travel for the front line service. In itself it will not directly affect or be affected by the protected characteristics of any communities or individuals. Any projects of service resulting from the implementation of the strategy will be subject to their own EA

<b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b> See page 7 of guidance step 3	<p>The SYMWS consultation ran for eight weeks over June and July 2016. The consultation included nine public consultation events and various media coverage including: print media, website pages, twitter and paid for Facebook coverage.</p> <p>One week prior to the consultation media outlets announced the start of consultation. Updates and reminders continued throughout the consultation period. Followed by a closure announcement. Residents and businesses were directed to have their say – completing the paper questionnaire or using the online questionnaire link. More than one questionnaire could be completed as based upon the premise that some people could be residents and a local business owner and have different priorities.</p> <p>In total nine open events for the consultation where residents and business were invited to provide their feedback. Consultation dates were:</p> <ul style="list-style-type: none"><li>• Monday 6<sup>th</sup> June: DMBC – Mansion House</li><li>• Tuesday 7<sup>th</sup> June RMBC – Town Hall</li><li>• Thursday 9<sup>th</sup> June SCC - Town Hall</li><li>• Tuesday 14<sup>th</sup> June BMBC – Town Hall</li><li>• Saturday 25<sup>th</sup> June – Crewboree</li><li>• Tuesday 12<sup>th</sup> July DMBC – Civic Building</li><li>• Wednesday 13<sup>th</sup> July BMBC – Better Barnsley Shop</li><li>• Tuesday 19<sup>th</sup> July RMBC – Riverside</li><li>• Wednesday 20<sup>th</sup> July SCC – The Moor Market</li></ul> <p>Events were publicised in print media, website pages, twitter and paid for Facebook coverage. To ensure the adverts were accessible alternative formats and languages were signposted as available on request.</p>
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**RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)**

	<p><u>Key Findings</u></p> <p>Part of the SYWS included monitoring questions. These provided equality information for the strategy. The consultation results showed that 89.3% of those who participated were local residents. With a 40.3% response rate from those aged 46-65 years. With responses elicited from a range of ethnic backgrounds as shown below:</p> <table border="1"> <thead> <tr> <th>Ethnic group</th><th>Total</th><th>Percentage</th></tr> </thead> <tbody> <tr> <td>Asian, Asian black</td><td>11</td><td>1.0%</td></tr> <tr> <td>Black African, Caribbean or Black British</td><td>6</td><td>0.6%</td></tr> <tr> <td>Mixed Heritage</td><td>9</td><td>0.8%</td></tr> <tr> <td>Other Ethnicity</td><td>17</td><td>1.6%</td></tr> <tr> <td>Other Blank</td><td>35</td><td>3.3%</td></tr> <tr> <td>White</td><td>984</td><td>92.7%</td></tr> <tr> <td><b>Total</b></td><td><b>1062</b></td><td><b>100%</b></td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Gender</th><th>Total</th><th>Percentage</th></tr> </thead> <tbody> <tr> <td>Female</td><td>589</td><td>55</td></tr> <tr> <td>Male</td><td>445</td><td>42</td></tr> <tr> <td>Other</td><td>5</td><td>0</td></tr> <tr> <td>Blank</td><td>23</td><td>2</td></tr> <tr> <td><b>Total</b></td><td><b>1062</b></td><td><b>100</b></td></tr> </tbody> </table> <p>The data from the consultation has been quantitatively and thematically analysed. This triangular data approach has helped identify priorities for local residents and businesses. Whilst highlighting specific issues for residents. The top three themes raised by residents included the introduction of plastic, education and service standards. These responses have been identified in the SYWS outcomes and outputs.</p> <p>For more information about the consultation, methodology and results please see the <b>Consultation Report South Yorkshire Waste Strategy</b>.</p>	Ethnic group	Total	Percentage	Asian, Asian black	11	1.0%	Black African, Caribbean or Black British	6	0.6%	Mixed Heritage	9	0.8%	Other Ethnicity	17	1.6%	Other Blank	35	3.3%	White	984	92.7%	<b>Total</b>	<b>1062</b>	<b>100%</b>	Gender	Total	Percentage	Female	589	55	Male	445	42	Other	5	0	Blank	23	2	<b>Total</b>	<b>1062</b>	<b>100</b>
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<b>Engagement undertaken with staff about the implications on service users (date and group(s)consulted and key findings) See page 7 of guidance step 3</b>	<p>Engagement has been undertaken with staff about the implications on service users in regards to the SYWS.</p> <p>The outcomes, outputs and Key Performance Indicators of the SYMWS have been created by the working group (consisting of the waste managers from Barnsley, Doncaster, Rotherham and Sheffield Council's) and were produced in line with each council's corporate plans, budgets and waste management strategies.</p>																																										

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	<p>The SYMWS will be subject to approval through the BDR Governance Structure and has been agreed by the SYWS Steering Committee consisting of four Assistant Strategic Directors (representing each of the authority's interests). The SMYWS has been discussed at a meeting of Portfolio Holders across the South Yorkshire Region.</p> <p>Full adoption of the SYMWS will be in line with each of the South Yorkshire Council's Governance requirements.</p>
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**The Analysis**

**How do you think the Policy/Service meets the needs of different communities and groups?** Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 **and** page 8 of guidance step 4.

The priorities of the SYWS will not directly affect the service provisions. The SYWS will be an overarching strategy that enables the four authorities to work towards common goals. The SYWS 2016-2021 will be the first formal step in aligning services. The action plan has been devised using the guiding principles of the strategy. If any of these directly affects service users there may be a requirement for further consultations and Equality Assessments.

Only priority C will directly affect the front line services provided by the waste management teams by the South Yorkshire Councils.

"Priority C – We will work hard to deliver and maintain a dependable and reliable service to all our customers."

This should have a positive impact on all communities within the Authorities, but will not discriminate positively or negatively on any areas, communities or individuals.

**Analysis of the actual or likely effect of the Policy or Service:**

See page 8 of guidance step 4 and 5

**Does your Policy/Service present any problems or barriers to communities or Group?** Identify by protected characteristics **Does the Service/Policy provide any improvements/remove barriers?** Identify by protected characteristics

The overarching aim and priorities of the Waste Strategy will not present any problems or barriers to communities or groups.

**What affect will the Policy/Service have on community relations?** Identify by protected characteristics

There are no identified effects on community relations. However a dependable reliable service will increase customer satisfaction.

**RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)**

Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

**Website Key Findings Summary:** To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

**RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)**

**Equality Analysis Action Plan** - See page 9 of guidance step 6 and 7

**Time Period .....**

Manager:..... Service Area:..... Tel:.....

**Title of Equality Analysis:**

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
The South Yorkshire Waste Strategy will be reviewed every 5 years. The EA will be reviewed in conjunction with this	All	November 2021
The EA will be reviewed each time one of the four authorities implement a significant service change	All	TBC
Communication campaigns will be subject to their own individual EA	All	TBC
<b>Name Of Director who approved Plan</b>	<b>Date</b>	

\*A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

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**Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams**

Completed equality analysis	Key findings	Future actions
<p>Directorate: Regeneration and Environment</p> <p>Function, policy or proposal name: South Yorkshire Municipal Waste Strategy</p> <p>Function or policy status: New</p> <p>Name of lead officer completing the assessment:</p> <p>Lisbeth Baxter</p> <p>Date of assessment: 01/06/2017</p>	<p>The adoption of the SYMWS should not have any effect on individuals or communities within the protected characteristic groups</p>	<p>Any future action plans developed to assist in implement the SYMWS and service changes will be subject to their own individual EA's</p>