

## Legislation

### **Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-guidance>

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices
- gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties>

## Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

**5. MONITORING OUTCOMES AND NEXT STEPS**

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

FOOD WASTE COLLECTIONS EQIA Screening Form

4. OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	Not at this stage	Monitor through the phased introduction of the service citywide, taking into account public feedback.		Service is being phased in over 18 months, to be operational from April 2017.
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to be undertaken at this time?	Not at this stage.	Implementation of service will be monitored.		
If none of the above is required, please recommend the <b>next steps</b> to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		The introduction of this service will continue to be monitored by City Cleansing & Waste in order to identify any potential equality issue.		Ongoing

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Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. \*\* Equality Legislation listed a back of this document.

IMPACT	YES	NO
<b>HIGH</b>		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		
<b>MEDIUM</b>		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		
<b>LOW</b>		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.		
<b>Does the negative impact breach any of the equality legislation? **</b>		
	Immediately	Within next 6 months
The negative impact requires action to be taken		

\*\* See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

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		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
	(16-25)				
	Children (0-16)	✓			As above
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	✓			As above
	Men	✓			As above
	Lesbians	✓			As above
	Gay Men	✓			As above
<b>PREGNANCY &amp; MATERNITY</b>	Women	✓			As above
<b>RELIGION &amp; BELIEF</b>	Input *	✓			As above

\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Hindus, Christians, Jews, etc. Consider the different faith groups individually when considering positive or negative impacts

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## 3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the project, policy or strategy has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
<b>GENDER</b>	Women	✓			To comply with Waste Scotland Regulations and introduce additional recycling service to all households..
	Men	✓			As above
<b>RACE</b>	Asian People	✓			As above
	Black People	✓			As above
	Chinese People	✓			As above
	White People	✓			As above
	People of mixed race	✓			As above
	European People (Polish, Greek, Italian, etc)	✓			As above
<b>DISABILITY</b>	Physical disability	✓			As above
	Sensory Impairment (sight, hearing, )	✓			As above
	Mental Health Issues	✓			As above
<b>LGBT</b>	Lesbians	✓			As above
	Gay Men	✓			As above
	Bisexual	✓			As above
	Transgender	✓			As above
<b>AGE</b>	Older People (60 +)	✓			As above
	Younger People	✓			As above

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### 2. EVIDENCE & ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to: Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
The consultant Resources Future undertook a review of proposals to introduce food waste collections. Based on this study LES operated a pilot collection service from July 2013 to July 2014. Food Waste Focus Groups were undertaken before the introduction of the pilot service.	The pilot collection had a positive impact on all citizens.  Representative members of the community commented on service delivery.	Not at this stage.  No issues, positive feedback to the proposals.

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- The creation of 100 permanent jobs within LES.
- Provision of an additional recycling service to all residents citywide.
- The increase in the amount of waste recycled.
- Diversion of waste from landfill.
- Improvements to the city's recycling rate.
- Compliance with the Waste Scotland Regulations.
- Delivers a Social Return On Investment

c) Name of officer completing assessment (signed and date)

Rolf Matthews

d) Assessment Verified by (signed and date)

 31/11/15



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## 1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

- a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Household Food Waste Collections

- b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The Waste (Scotland) Regulations 2012 (WSR) placed a statutory duty on local authorities to provide a food waste collection service to all households by 1 January 2016. LES is required to develop arrangements to ensure compliance by this date and determine the best option for rolling out this service, within the resources currently available to GCC.

LES operated a pilot scheme food waste collection for approximately 43,000 households across three property types – kerbside, flatted and high-rise - in Glasgow from July 2013 to July 2014. This allowed the service to evaluate each collection system, participation levels, quantity and quality of materials collected.

The pilot exercise has been useful in assisting LES in developing a suitable approach for rolling out a full food waste collection citywide as follows:

- The frequency of collections for residents in kerbside properties would be fortnightly as the quantity of food waste generated and presentation of bins during the pilot showed that residents did not require weekly uplifts.
- For residents in kerbside properties, the existing brown garden waste bins provide a suitable collection container for food waste that householders can present to kerbside.
- The frequency of collections for residents in flatted and high-rise properties will be weekly as the bins are shared.
- Residents living in both flatted and high-rise properties will be provided with communal bins to separate food waste.
- All householders will be provided with a kitchen caddy to store their food wastes.
- Householders will be provided with liners.
- A clear and continuing promotional / communication campaign is required to inform and encourage householders to support the food waste recycling service.

The introduction of the city wide food waste collection service supports the first stage of Glasgow's Waste Strategy. This specific initiative will provide the following benefits:

**EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM**

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

**1. Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

**2. Evidence & Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

**3. Differential Impact**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

**4. Outcomes and Action**

Develop an action plan to make changes where a negative impact has been assessed

**5. Monitoring Outcomes and Next Steps**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.