

Community Impact Assessment

Mobilisation of Staffordshire's Household Waste
Recycling Centres

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➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010, and this Duty requires us as a public body to have ‘due regard’ to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a ‘relevant protected characteristic’ and people who don’t.

In this section you should consider whether your proposal will impact upon any of the following protected characteristics. Your assessment should also consider where different protected characteristics (e.g. age and gender, or gender and ethnicity) could interact with each other, and any impact this may have for potential inequalities. This will help ensure changes/new practices highlight all opportunities to be inclusive by design (i.e., considering benefits and/or risks and any necessary mitigation).

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	Safer Operation	Na	under 16s not allow out of vehicle when on site
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism, and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.	Assistance will be offered to Members of the public.	NA	
Gender reassignment - those people in the process of transitioning from one sex to another	NA		
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	NA		
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	NA		

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	NA		
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	NA		
Sex - men or women	NA		
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	NA		

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
Accidents and Falls Prevention	Less risk of accidents and falls with these policies on the network.		<p>There will be a site maintenance plan and regime in place.</p> <p>Network will have a health and Safety management system in place</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
The proposal should offer more opportunity to work and support local charities.	Charities are supported, either through funding support or materials		Public consultation and soft market testing to be carried out in the first year of operation, to determine the best option for reuse material
The future proposal could allow for more volunteering to take place within the network.			

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>There is a trade waste system on sites that supports SMEs.</p>	<p>This is being review and taken to cabinet in Autumn 2022.</p> <p>The objective of the review is to deliver an efficient cost-effective service.</p>	<p>some SMEs may have to change the way they disposal of waste to ensure that receive the benefit of a cheaper service</p>	<p>Trade waste prices to be reviewed annually.</p> <p>wherever possible businesses carrying out the waste reduction practise will be supported.</p> <p>Any changes to trade waste policy with be communicated to SMEs along with the benefits of the change.</p>

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
It is reducing the carbon miles in waste transportation and moving waste up the waste hierarchy	Carbon footprint of the network already calculated.		<p>Work already been completed to review the impact of the network on climate change.</p> <p>Environment Impacts and Aspects for all permitted activities are assessed and measure put in place for significant impacts</p>

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
sites operations can create noise especially to neighbours of the site	Sites with history of noise issues are known to authority	Changes to the network could increase noise at other sites	Noise management plans already in place and will continue to be so where needed under the new solution.
Will offer safe disposal of waste, not collected from kerbside.	Reduced fly tipping.		Mitigation against fly tipping – work with district/boroughs to encourage enforcement/campaigns against fly tipping