

**APPENDIX B**



**Waste Strategy Extension - Equality and health analysis 2022**



**Section 1: Equality analysis details**

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	Waste Strategy Extension 2022
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<b>Equality analysis author</b>	Michael McNicholas				
<b>Strategic Director:</b>	Matt Club				
<b>Department</b>	Environment	<b>Division</b>	Waste and Cleaning		
<b>Period analysis undertaken</b>	September and October 2022				
<b>Date of review (if applicable)</b>	7.11.22				
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	

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## Section 2: Brief description of policy/decision/business plan

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### 1.1 Brief description of policy/decision/business plan

The Waste Strategy 2003 to 2021 has expired, it is necessary to set out and adopt a new waste strategy to provide a defined strategic plan to achieve statutory targets. The new waste strategy will determine how waste reduction, re-use and recycling is managed within the borough for the next 3 years. Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used.

A total of 12 project areas are set out in the draft Waste Strategy Extension. These together constitute a programme of action that is intended to increase the recycling level through a combination of information provision, policy changes, service improvements, efficiency improvements and expansions of existing activities. Each of these projects will be further developed with more detailed project proposals and will require further separate Equality Impact Assessments.

When considering the protected characteristics or other equality factors that may be affected by this decision, account has been taken of the 12 project areas and how they may impact on those with disabilities, the socio-economically disadvantaged households, the elderly, race and the language spoken and how this may present a barrier to accessing services.

The reason why these characteristics have been selected include:

Disability: Those with disability may not be able to access larger wheeled containers, or be able to lift the heavy lids on the containers, or move the caddy or wheelie bin to the curtilage or property access point for collection.

Socio-economic disadvantage: We considered the socio-economic impact - those families with less income may have less money to buy fresh food with an increase in the amount of non-recyclable packaging from fast food outlets for example.

Race - Language barriers: recycling operations in other countries may be different to those in Southwark, the requirements may be harder to understand if English is not the first language, as most of our information is given in English.

Age: Elderly people may be disadvantaged because of mobility issues that prevent them from accessing the Household Waste and Recycling Centre at Devons Road, or the on street recycling points, there may be a lack of understanding about the different types of recyclable material, or lack of IT equipment preventing them accessing information on the council's website (main source of information about waste management).

It should be noted that the overall strategic aims of the Waste Strategy is to offer more

recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their background.

There is no evidence or views that suggest that different equality or other protected groups could be adversely and/or disproportionately impacted by any of the proposals. There are no negative impacts upon protected characteristics outlined in the Equality Act 2010 arising from any of the proposals.

**Section 3:** Overview of service users and key stakeholders consulted

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<b>2. Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Residents, schools, housing providers, registered social landlords, businesses and visitors of the Borough.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Waste contractor, waste and cleaning department, housing department, communications department, equalities department and Members.

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**Section 4:** Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council’s declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<p><b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>Positive - The services are universal and available to everyone irrespective of age. 11.6% of the Southwark population are over age 65. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their background.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p>	<p>No current data available</p>

**Mitigating actions to be taken**

We do take account of those older people who may find it difficult to lift their caddy or push their wheelie bin on collection days for example – and will continue offer assisted collections. We need to promote this service more and will work with other council services/voluntary organisations to promote the service through workshops etc. The primary form of communication for waste collection services is printed leaflets delivered through letterboxes at least once per year. This ensures that relevant information about waste collection services is regularly made available to all residents, including those who may have difficulty accessing online information.

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Positive - The services are available to everyone irrespective of disability. 14% of the Southwark population is disabled. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their disability. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p>	<p>No current data available</p>

<b>Mitigating actions to be taken</b>	
<p>We do take account of people with disability who may find it difficult to lift their caddy or push their wheelie bin on collection days for example – and will continue to offer assisted collections. The council provides assisted collections but needs to do more to promote the service, we should find those who need to access the service and support them. We will use pictorial information/ large type/high contrast on literature to aid the visually impaired. We will seek out and work with groups that support those with disability to understand their needs and find solutions together.</p>	

<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>Positive - The services are available to everyone irrespective of gender reassignment. Currently there are no standard national sources of transgender statistics or systematic monitoring of gender reassignment. Currently Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their gender reassignment.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Protected Characteristics in Southwark JSNA Factsheet Nov 2017	No current data available

<b>Mitigating actions to be taken</b>
None

<p><b>Marriage and civil partnership</b> – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b></p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>Positive - The services are available to everyone irrespective of marriage or civil partnership status. Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their marriage or civil partnership status.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Protected Characteristics in Southwark JSNA Factsheet Nov 2017	No current data available
<b>Mitigating actions to be taken</b>	
None	

<p><b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>Positive - The services are available to everyone irrespective of pregnancy and maternity status. There is no systematic monitoring of pregnancy and maternity. Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their pregnancy and maternity status.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p>	<p>No current data available</p>
<p><b>Mitigating actions to be taken</b></p>	
<p>None</p>	

<p><b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>

<p>Positive - The services are available to everyone irrespective of race. Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their race.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p> <p>GLA 2015 Round Trend LTM Ethnic Group Population Projections</p>	<p>No current data available</p>
<p><b>Mitigating actions to be taken</b></p>	
<p>Southwark is an ethnically diverse borough with almost half of the population identifying as being from a minority group. We recognise that that some individuals/communities may face barriers to accessing or understanding waste and recycling services that may be delivered differently to those they are used to. We will continue to plan our communications and events to take account of the diversity of the audience and delivered using a range of communication tools to get the key messages across. For example, written waste collection communications are produced to express information intuitively using photos and images to overcome language barriers for residents who are speakers of other languages.</p>	

**Religion and belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Positive - The services are available to everyone irrespective of religion. Currently Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of religion and belief.</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p>	<p>No current data available</p>
<p><b>Mitigating actions to be taken</b></p>	
<p>None</p>	

<p><b>Sex - A man or a woman.</b></p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Positive - The services are available to everyone irrespective of sex. Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council</p>

members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of sex.	services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Protected Characteristics in Southwark JSNA Factsheet Nov 2017	No current data available
<b>Mitigating actions to be taken</b>	
None	

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
Positive - Waste and recycling services are universal and provided to all residents, although the collection method may be different depending on the property type and the collection method used. The overall strategic aims of the Waste Strategy is to offer more recycling options to more members of the community. The proposals will make a positive impact on the Borough; will be beneficial for all, regardless of their sexual orientation.	Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

Protected Characteristics in Southwark JSNA Factsheet Nov 2017	No current data available
<b>Mitigating actions to be taken</b>	
None	
<p><b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough.</p> <p>Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>Positive – Approximately 4 in 10 residents live in communities considered the most deprived nationally. Those families with less income may have less money to buy fresh food with an increase in the amount of non-recyclable packaging from fast food outlets for example. The proportion of people living in flats in Southwark is 75%, significantly higher than nationally at 22% and in London 52%, however it is similar to the inner London level of 73%. Improving recycling in purpose built flats and apartments in the private rented sector, housing associations and other social rented housing sectors improve socio-economic indicators because recycling services tend to be less convenient and less well maintained in purpose built blocks of flats, where socioeconomic indicators may often be lower than in other households. The specific proposals support the objective of improving recycling for purpose built blocks of flats, and therefore are likely to improve socioeconomic indicators</p>	<p>Positive - This Waste Strategy extension focusses on higher recycling and will be delivered alongside a range of projects within the <a href="#">Climate Strategy &amp; Action Plan</a> which seeks the development of a more circular economy; reduced impacts of transport including for waste collection alongside sustainability and carbon reduction projects throughout all council services. We recognise the importance of health and well-being and the benefits of air quality and will continue to use modern vehicles and efficient collection routes to minimise the impact on local people caused by noise/vehicle emissions.</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

<p>Protected Characteristics in Southwark JSNA Factsheet Nov 2017</p> <p>Southwark Key Housing Stats 2020</p> <p>Department for Communities &amp; Local Government. Indices of Deprivation 2015</p>	<p>No current data available</p>
<p><b>Mitigating actions to be taken</b></p>	
<p>None</p>	

<p><b>Human Rights</b></p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>There are no anticipated impacts, positive or negative, on Human Rights as a result of these policies.</p>
<p><b>Information on which above analysis is based</b></p>
<p>No current data available.</p>
<p><b>Mitigating actions to be taken</b></p>
<p>None at this point. Will be reviewed as appropriate.</p>

**Section 5: Further actions and objectives**

<b>5. Further actions</b>			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
<b>Number</b>	<b>Description of issue</b>	<b>Action</b>	<b>Timeframe</b>
1	Older people and disabled people may not be able to participate in waste collection services due to physical limitations.	Provide assisted collection services.	Already in place and will continue to be provided.
2	Overcoming language barriers for speakers of other languages and overcoming lack of access to on-line facilities, which can both impact on the communication of waste collection information.	Waste collection communications produced in leaflet format and delivered to all households at least once per annum. Communications use photos and images to provide information intuitively.	Already in place and will continue to be provided.
3	Each of 12 projects within the proposed Waste Management Strategy extension will be further developed with more detailed project proposals, which may raise new or different equalities impacts.	Further Equality Impact Assessments to be undertaken.	Prior to the implementation of each of the 12 projects within the proposed Waste Management Strategy extension.
4			
5			
6			
7			

**5. Equality objectives (for business plans)**

Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
None at this point	None at this point	None at this point	None at this point	None at this point

### 5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
None at this point	None at this point	None at this point	None at this point	None at this point