

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

- **Identify the Policy, Project, Service Reform or Budget Option to be assessed**
A clear definition of what is being screened and its aims
- **Gathering Evidence & Stakeholder Engagement**
Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)
- **Assessment & Differential Impacts**
Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level
- **Outcomes, Action & Public Reporting**
Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported
- **Monitoring, Evaluation & Review**
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.

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

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

Twin Stream Kerbside Bin Project

b) Reason for Change in Policy or Policy Development

To improve the recycling collection service by increasing the amount and quality of materials collected for recycling.

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

The resource and recycling sector is moving into a significant period of policy change, which includes, but is not limited to;

- Alignment of collection services to the Code of Practice (CoP) which supports the Charter for Household Recycling.
- Introduction of a deposit return scheme for single-use drinks containers
- Extended Producer Responsibility for Packaging Waste
- Ban on biodegradable material going to landfill

These policy changes will impact how the Council provides collection services in the future.

The new dark grey bin will support the Charter for Household Recycling and will provide the opportunity to target and collect new materials for collection, such as plastic pots/tubs/trays/film and cartons, in addition to the current target materials.

The introduction of the project is expected to provide several benefits to the Council and residents.

This includes:

- Provision of a solution that enables the efficient collection of recycling materials from residents in kerbside properties
- Aligning services to national policies, including the CoP supporting the Charter for Household Recycling and increasing the scope of target materials collected from existing services.
- Increasing participation in recycling services and improving the quality of materials captured within the separate recycling bins.
- Allow for additional engagement and communication with residents.
- Reduction in the number of missed collections.
- Consider the realignment of any identified revenue savings as a result of changes to current collection methods.

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

Kevin Howell 10/11/2023

e) Assessment Verified by (signed and date)

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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <ul style="list-style-type: none"> ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
<p>A key element of project delivery is the engagement with Elected Members, Local Residents Groups, Community Councils, Local Housing Associations / Registered Landlords and Factors to ensure full awareness of the project.</p> <p>Community events will be held in local areas to provide local residents with information on the project with an opportunity to respond to the introduction of the new service. This enables full engagement around the project on a direct basis. Letters, leaflets and calendars will be posted to residents to advise them of the new service. Social media, press and website updates will be used to deliver the key messages around the project.</p>	<p>By improving recycling opportunities it is expected that the project will have a positive impact on all citizens.</p>	<p>No</p>

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women		No adverse impacts identified	To improve recycling containment, improve the quality and quantity of recycling material collected. Alignment of collection services to the Code of Practice (CoP) which supports the Charter for Household Recycling. No Negative impact identified at this stage.
	Men		No adverse impacts identified	As above.
	Transgender		No adverse impacts identified	As above.
RACE*	White		No adverse impacts identified	As above.
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups		No adverse impacts identified	As above.
	Asian		No adverse impacts identified	As above.
	African		No adverse impacts identified	As above.
	Caribbean or Black		No adverse impacts identified	As above.
	Other Ethnic Group		No adverse impacts identified	As above.
DISABILITY	Physical disability		Potentially a negative impact	Residents with physical disabilities are supported with assisted collections

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)		Potentially a negative impact.	Supported by providing communication materials tailored to the needs of the resident. Also provide assisted collections. Residents with sensory impairment are supported with assisted collections
	Mental Health		Potentially a negative impact.	Residents with mental health challenges are supported with assisted collections
	Learning Disability		Potentially a negative impact.	Residents with physical disabilities are supported with assisted collections
LGBT	Lesbians		No adverse impacts identified	As above.
	Gay Men		No adverse impacts identified	As above.
	Bisexual		No adverse impacts identified	As above.
AGE	Older People (60 +)		Potentially a negative impact.	Older residents are supported with assisted collections
	Younger People (16-25)		No adverse impacts identified	As above.
	Children (0-16)		No adverse impacts identified	As above.
MARRIAGE & CIVIL PARTNERSHIP	Women		No adverse impacts identified	As above.
	Men		No adverse impacts identified	As above.
	Lesbians		No adverse impacts identified	As above.
	Gay Men		No adverse impacts identified	As above.

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Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
PREGNANCY & MATERNITY	Women		No adverse impacts identified	As above.
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		No adverse impacts identified	As above.

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

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Summary of Protected Characteristics Most Impacted

For most groups with protected characteristics this will have a positive impact by providing the following:

- New bin for disposal of high quality material.
- Increasing participation in recycling services and improving the quality of materials captured within the separate recycling bins.
- Provide opportunity for residents to help Glasgow tackle climate change and reduce emissions (by diverting recycling material for reuse)

Summary of Socio Economic Impacts

Positive

- The wider project serves to deliver improved access to recycling and waste disposal services. ALL

Negative

- Potential space constraints at some residential properties. GCC NRS will support these residents by providing advice on how to manage multiple bins

Summary of Human Rights Impacts

The supply of the new dark grey bins has been awarded following a tender process carried out by the Council's Corporate Procurement Unit. The supplier has been appointed following the Council's procurement process which requires to consider all equalities and rights, environmental and sustainability impacts when someone is appointed to deliver goods or services or undertake work on behalf of the Council.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage.
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage.
Does a Full Impact Assessment need to be undertaken?	Not at this stage.

Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
None	David McCulloch Kevin Howell Scott Armstrong	Project meetings are held on a weekly basis. Full project plan and communications plan has been created to support the project

Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

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

Further information: [Equality Act 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: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

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.