

APPENDIX 2

Equality Impact Assessment

Joint Resources and Waste Strategy



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA



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Further contact information

If you would like further information please contact the Western Riverside Waste Authority on:

Tel: 0208 871 2788

Email: Strategies@wrwa.gov.uk

www.wrwa.gov.uk/strategy

INTRODUCTION

This document provides an assessment of equalities impacts in relation to the Joint Resources and Waste Strategy for the London Borough of Hammersmith & Fulham, the London Borough of Lambeth, the Royal Borough of Kensington and Chelsea, the London Borough of Wandsworth and Western Riverside Waste Authority – collectively referred to as the Western Riverside Partners.

The Western Riverside Partners work together to reuse, collect, sort, recycle, treat and dispose of waste in the area. Together the Partners want to reduce their environmental footprint by:

- Producing less waste.
- Moving to a Circular Economy by keeping materials and things in use for as long as possible through repairing, sharing and reuse.
- Making it easier for our residents and businesses to recycle more.

Our Vision:

“The Western Riverside partners will work together with our residents and businesses to prioritise waste prevention, reduce our carbon emissions and environmental impacts, and provide customer focused waste and recycling services that maximise value from the materials we manage.”

To achieve the vision the Western Riverside Partners developed a Strategy aimed at reviewing the current policy situation and defining a collective ambition for waste management services spanning from 2025 to 2040. This involved extensive analysis of the current baseline position for collection services across the area, developing future options for collection, treatment, and disposal, and assessing the whole system cost of these options. Collaboration with the Partner Authorities through a series of workshops for officers, directors, and elected members facilitated the integration of multiple perspectives and expert inputs, ensuring that the draft Strategy was robust and inclusive. A public consultation on the draft strategy which included a survey, focus groups and raising awareness via social media, emails and word of mouth was conducted between Monday 4th September and Monday 14th October. Feedback from the consultation has been used to update the draft strategy and this Equality Impact Assessment.

EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment (EqIA) is a critical component of policy-making in the UK, ensuring that decisions consider their potential impact on individuals with protected characteristics as defined by the Equality Act 2010 which include:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief

- Sex
- Sexual Orientation

The duty of 'due regard' requires decision-makers to actively consider equality implications before and during policy development and to remain mindful of these considerations when making decisions. This proactive approach helps to eliminate discrimination, promote equality of opportunity, and foster good relations between different groups.

This EqIA examines the Strategy, evaluating its potential impacts on various protected groups and ensuring that the strategy promotes inclusive and equitable outcomes for all stakeholders.

The Western Riverside Partners wished to hear and proactively consider any comments in relation to how any aspect of the issues presented within the draft strategy may impact on any sections of the community as listed above. Feedback from the public consultation was used to inform this full Equality Impact Assessment and the final version of the Strategy.

It should be noted that although the Strategy sets out that within the proposed Action Plans there will be a need to deliver service improvement and changes these will be designed according to local needs and will be subject to individual EqIA conducted by the relevant Partner Authority.

SUMMARY OF EVIDENCE

To ensure 'due regard' is given to the Public Sector Equality Duty (PSED), the following evidence has been considered:

- Final Joint Resources and Waste Strategy (updated post consultation)
- Consultation findings
- The Social Value Model and related government guidance
- The Equality Act 2010
- Feedback from stakeholder engagement sessions with Technical Officers and Elected Members
- Data on local demographics and waste management needs

This evidence-based approach helps identify how the Strategy might affect different groups and develop strategies to mitigate any negative impacts.

WHO IS AFFECTED BY THE JOINT RESOURCES AND WASTE STRATEGY?

The Strategy will affect all residents within the Partner Authorities' area, any businesses that use the waste and recycling services of the Partner Authorities and any staff involved in the delivery of services.

CONSULTATION

A fully compliant consultation was undertaken in Autumn 2024. Equalities impacts and monitoring were included in the consultation. Following the consultation, feedback received

was included within a consultation report which is available on the WRWA website strategy page.

The WRWA Partners considered equalities for the development of the Strategy and delivery of the consultation in a number of ways including:

- Provision of paper copies of the Strategy and consultation for those without access to the internet. Access to paper copies of the consultation survey and strategy were available on request. Posters and leaflets advertising the consultation and providing a telephone contact number were available from local libraries and the Western Riverside Waste Authority.
- Focus groups were designed to be representative of the diverse communities in the area and took into consideration protected characteristics.
- Individuals requiring a different form of support in order to participate in the consultation were encouraged to email, telephone or write to Western Riverside Waste Authority.
- The consultation was published widely via a number of social media platforms but also via email to housing associations, business improvement districts and community groups.

IMPACT ON PROTECTED CHARACTERISTICS

This section evaluates the implications of the final Strategy (post consultation) on protected characteristics, ensuring inclusivity and accessibility across diverse demographic groups.

Table 1: Initial assessment of the implications of the Draft Joint Strategy on protected characteristics

Protected Characteristic	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Comments
Age			X		<p>The Strategy acknowledges the importance of waste management services being accessible to all age groups. Initiatives include enhancing accessibility to recycling facilities and tailored educational programs for schools and youth groups.</p> <p>Potential challenges for older adults due to mobility issues are addressed through targeted communication strategies, and accessible services such as assisted collections.</p>
Disability			X		<p>The Strategy aims to make waste management services accessible to individuals with disabilities. Measures include providing large print and easy-to-read materials and ensuring physical facilities are accessible. Consultation with disability advocacy groups helps develop tailored solutions, such as assisted waste collection services.</p>
Gender reassignment			X		<p>Although not directly addressed, the strategy remains neutral and inclusive. Communication and engagement activities use inclusive language, avoiding discrimination based on gender identity. Stakeholder feedback is encouraged to address any specific issues related to this group.</p>
Marriage and civil partnership			X		<p>While no specific provisions exist, the Strategy ensures equal access to waste management services regardless of marital status.</p> <p>No adverse impacts are anticipated for this characteristic.</p>

Protected Characteristic	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Comments
Pregnancy and maternity			X		Support services for pregnant women and new mothers are recognised. Flexible waste collection schedules and additional support for households with newborns such as 'real nappies' are included. Information and resources will be accessible to support effective household waste management.
Race			X		The Strategy aims to include all racial and ethnic groups within the WRWA area. Language barriers are addressed through document translation (where individual Councils take this approach). Outreach programs engage ethnic minority communities to address their specific needs and concerns.
Religion or belief			X		Sensitivity to diverse religious practices is maintained. Waste management schedules avoid disadvantaging any religious group. Special provisions are made for religious festivals generating increased waste.
Sex			X		No differential impacts based on sex are anticipated. Equal opportunities for all genders accessing waste management services are ensured. Gender-sensitive communication strategies will be employed.
Sexual Orientation			X		All sexual orientations are included without discrimination. Feedback from LGBTQ+ communities is encouraged to identify specific needs or issues.

STRATEGIES FOR MITIGATION AND INCLUSION

Inclusive Communication

To ensure that all stakeholders are adequately informed and can participate in the Strategy and action plans, the WRWA Partners will implement a range of communication methods. This includes producing materials in accessible formats (large print, easy-read, audio where required) and translating key documents into multiple languages (where required). Additionally, the use of social media and local community networks will help reach a broader audience.

Targeted Engagement

Recognising that different groups may have unique needs, the WRWA Partners will conduct targeted engagement activities during the implementation of the strategy and action plans to ensure the strategy addresses the needs of all community members.

Flexible Service Provision

The Strategy proposes flexible waste management services to accommodate the diverse needs of the community. This includes options such as assisted waste collection for individuals with mobility issues, additional support for new mothers, and consideration of religious practices in scheduling waste collection. As mentioned previously individual actions arising from the Strategy will undergo their own specific EqIA.

Monitoring and Review

The impact of the Strategy on protected characteristics will be continuously monitored. Regular reviews and updates will be conducted to ensure that the strategy remains inclusive and effective. Stakeholder feedback will be a critical component of this process, and adjustments will be made as necessary to address any emerging issues.

CONCLUSIONS

The EQIA for the Strategy demonstrates a commitment to inclusivity and equality. By proactively considering the impacts on various protected groups and implementing targeted strategies to mitigate any negative effects, the Strategy aims to promote equitable access to waste management services for all community members. Continuous monitoring and stakeholder engagement will ensure that the Strategy evolves to meet the changing needs of the community, fostering a more inclusive and sustainable waste management system.