

London Borough of Hackney Equality Impact Assessment Form

The Equality Impact Assessment Form is a public document which the Council uses to demonstrate that it has complied with Equality Duty when making and implementing decisions which affect the way the Council works.

The form collates and summarises information which has been used to inform the planning and decision making process.

All the information needed in this form should have already been considered and should be included in the documentation supporting the decision or initiative, e.g. the delegate powers report, saving template, business case etc.

Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.

The form must be reviewed and agreed by the relevant Assistant Director, who is responsible for ensuring it is made publicly available and is in line with guidance. Guidance on completing this form is available on the intranet.

<http://staffroom.hackney.gov.uk/equalities-based-planning-and-decision-making>

Title of this Equality Impact Assessment:

Fortnightly waste collection proposal

Purpose of this Equality Impact Assessment:

To assess whether the decision to change street level weekly waste collections to fortnightly waste collections at street level properties will have an impact on any protected groups in Hackney.

Officer Responsible: (to be completed by the report author)

Name: Ander Zabala	Ext: 3806
Directorate: Neighbourhoods & Housing	Department/Division: Environment Services

Assistant Director: Aled Richards

Date: 27th September 2019

Comment : I approve this first draft. The consultation on the proposed service changes will commence week beginning 30th September, and following the analysis of the consultation responses, this EIA will be updated and amended accordingly.

PLEASE ANSWER THE FOLLOWING QUESTIONS:

In completing this impact assessment, you should where possible, refer to the main documentation related to this decision rather than trying to draft this assessment in isolation. Please also refer to the attached guidance.

STEP 1: DEFINING THE ISSUE

1.1. Summarise why you are having to make a new decision

Recycling performance has followed an improving trend since the glass communal recycling bin sites were introduced in 1998 (1% recycling rate), to the comprehensive kerbside collections of food and dry recycling for all street level and estate properties that we have today.

The last major waste and recycling service change to all street level properties took place in 2013. The recycling service changed from a source segregated box service to a fully commingled (mixed recycling) sack service; transferring all operations from an external contractor to in-house delivery. This allowed the Council to introduce same day waste and recycling collections for all street level properties. This change delivered financial savings and a recycling rate increase of 1.1% from 24.3% in 2012/13 to 25.4% in 2013/14.

Currently, all kerbside properties services use the green single-use sacks for mixed recyclables, blue bin for their food waste and receive a fortnightly collection for garden waste. Performance, although at an all-time high of 27.9%, is now plateauing and to move to the next step change in recycling rates requires significant service change, see Chart 1.

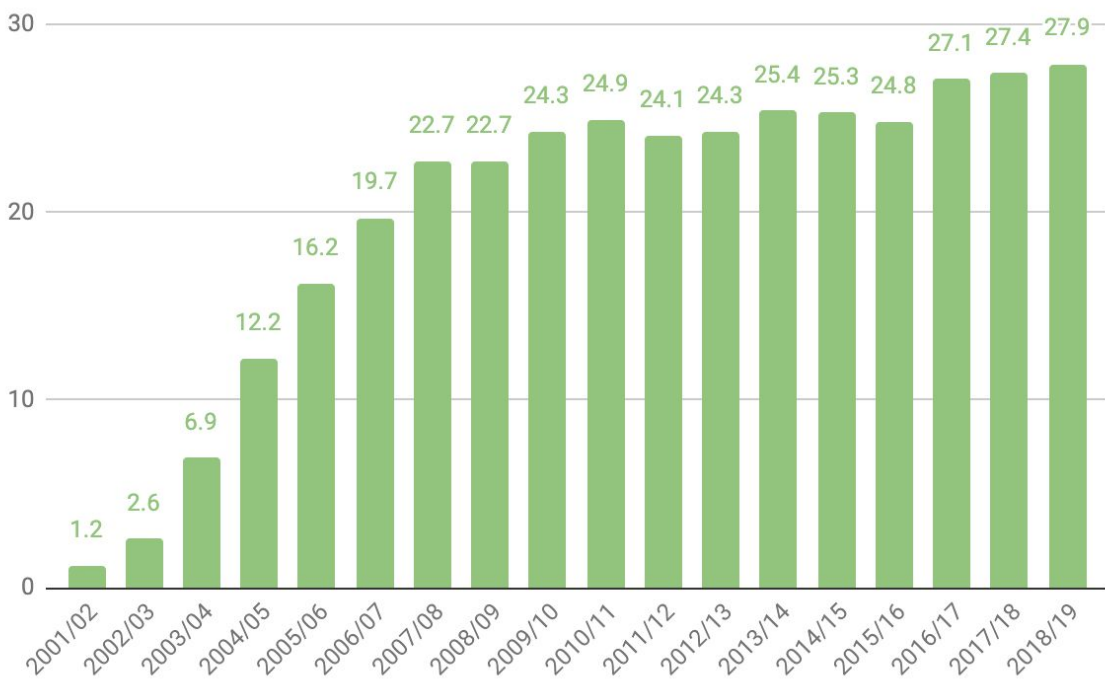


Chart 1: Recycling rate performance between 2001 and 2019

The Mayor of London published the London Environment Strategy last summer (2018). This strategy requires all London boroughs to develop and deliver their waste and

recycling functions in 'general conformity' with the municipal waste provisions of the Strategy. Boroughs are required by the Strategy to produce Reduction and Recycling Plans (RRP) to set out how they will make a contribution to the London-wide Strategy targets and demonstrate general conformity with the Strategy. Objective 7.2 in the strategy requires all boroughs to maximise their recycling rates to achieve a London wide recycling rate of 45% by 2025.

Following approval at Cabinet in June 2019, Hackney's RRP was submitted to the Greater London Authority specifying how Hackney will increase the borough's recycling rate from its current 27.4%. For London to get to a 45% target, the GLA carried out service modelling on a number of service scenarios for Hackney. For the borough to contribute to this collective target, the GLA modelling, which included restricting residual waste, resulted in Hackney's contribution as 33%.

For this reason, Hackney's RRP considers a range of waste reduction and recycling interventions, including the introduction of fortnightly waste collections to street level properties by 2020. The performance changes are delivered through an anticipated reduction in waste arisings, growth in dry recycling and significant increase in food waste capture. These changes in behaviour are driven by reducing the frequency of waste collections and the enforced limit on the capacity of waste collected, and are modelled based on evidence from measured change in other authorities when similar services have been introduced.

The cost of waste disposal is also expected to rise significantly over the medium to long term as new waste management infrastructure is constructed over the next seven years. North London Waste Authority's existing Energy from Waste plant at Edmonton is reaching the end of its operating life and options for a replacement facility are being developed.

Ultimately, the world is facing a climate emergency and the Council needs to take action to reduce our impact on the planet. For this reason, the Council passed a motion in June 2019 that commits the borough to some of the ambitious actions of any council in the country to tackle global heating. Restricting the waste available for collection would help conserve valuable resources, reduce deforestation, and address some of the plastic entering and polluting our rivers and oceans, for our benefit and that of the broader environment.

1.2. Who are the main people that will be affected?

Hackney's population is estimated at 275,929 people. The main people affected by the move from weekly to fortnightly waste collections would be around 43,000 street level properties in the borough. There are subgroups of residents that may be specially affected:

- Households with **large families**, producing larger amounts of waste than the average Hackney household.
 - A large **Charedi Jewish community** is concentrated in the North East of the borough and is growing¹. The Charedi community, although not

¹ Source: <https://www.hackney.gov.uk/media/2665/Hackney-profile/pdf/Hackney-Profile>

exclusively, typically have large households. Hackney has the largest group of Charedi Jewish people in Europe who predominantly live in the North East of the borough (Cazenove, Lordship, Woodberry Down, Stamford Hill West and Springfield) and represent an estimated 7.4% of the borough's overall population.

- **Disabled people:** 14.5% of Hackney residents are classed as people with disabilities or have a long-term limiting illness. It is unknown what proportion live in street level properties. Residents in this group may be making greater use of items like disposable medical or sanitary products.
- **Pregnancy and maternity:** Parents using disposable nappies and maternity pads.
- **Older people:** 7% of the population are aged over 65.
- **Council waste collection operatives** may be impacted in relation to the methodology on how the waste would be stored and collected. A change in working practices could have a different impact on the health and safety of those operatives in terms of manual handling of waste.
- **Ethnicity:** Just over a third (36%) of respondents to the 2011 Census in Hackney described themselves as White British. The remainder is made up of black and minority ethnic groups. There may be potential language barriers and cultural differences, which may mean that participation in new services is low. This could be positive as well as negative as certain cultures may have different purchasing or dietary habits. There may also be potential barriers in accessing information e.g. lack of understanding of information around service changes if English isn't the first language.
- **Religion / belief:** Some religious and / or other beliefs may mean participation in services could be low.

STEP 2: ANALYSING THE ISSUES

2.1. What information and consultation have you used to inform your decision making?

Throughout recent years a wide range of works, including data collation, project delivery and service changes, have been carried out to gather intelligence on which to build positive change;

2.1.1. Recycling tonnage performance

Hackney has a recycling rate of 27.9%, which puts Hackney in 8th position from the 14 of the inner London boroughs, and 24th when compared to all 33 boroughs see Chart 2. Recycling performance is measured as a percentage of all household waste recycled, rather than a direct measure of the quantity of recycle collected from households. Due to this, the level of waste arising has a significant impact upon the overall rate reported, and elevations in recycling tonnage can be overshadowed by greater increases in waste tonnage. Hackney has around 43,000 street level properties and each one on average produces 7.9 kilograms of waste per household each week (kg/hh/wk) and 3.5 kg/hh/wk of recycling.

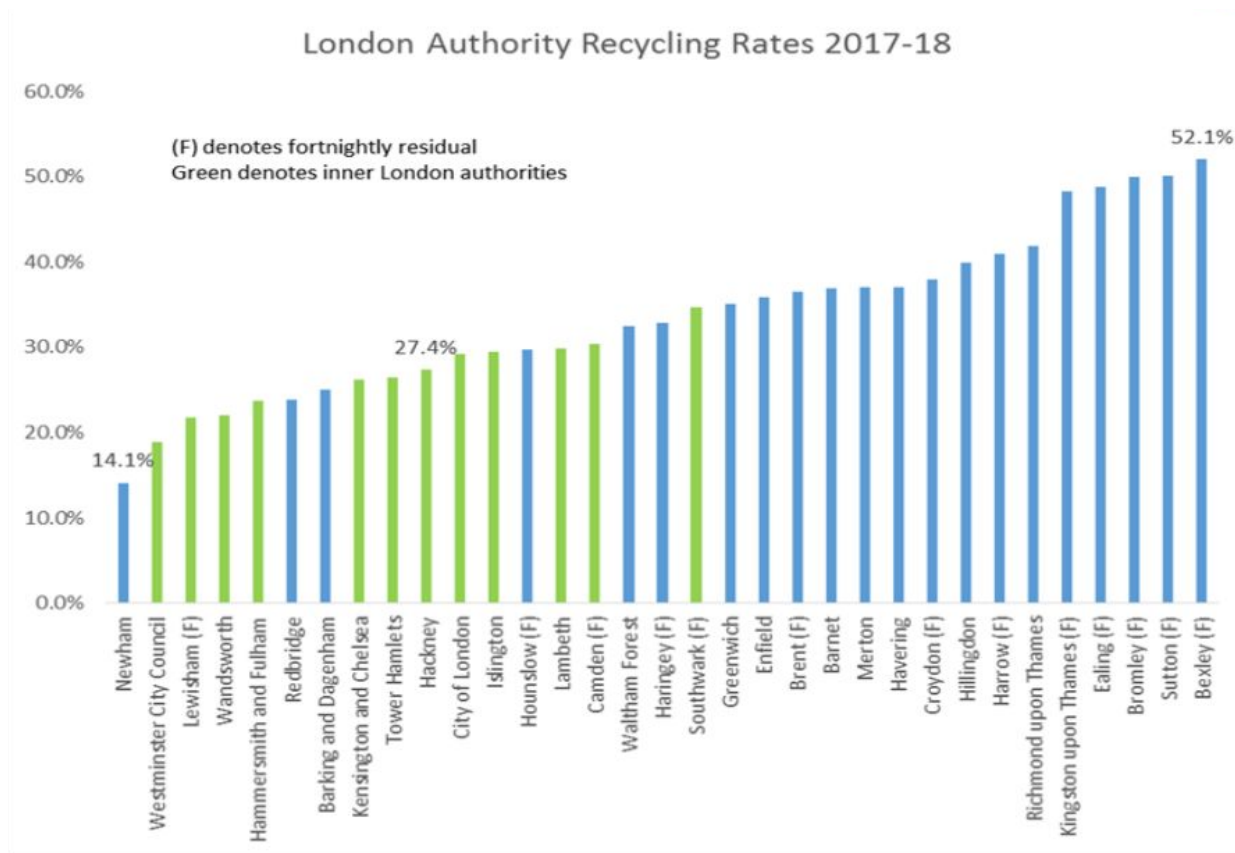


Chart 2: London Authority Recycling Rates 2017-18

In total Hackney generates over 120,000 tonnes of waste and recycling each year. This is split by household waste (55,000), household door-to-door recycling (17,500), other household recycling (6,000), bulky waste and street cleansing (6,500), fly-tipping and illegal business waste (11,000), and commercial waste and recycling (24,500). Every day 18 residential refuse collection vehicles leave the depot along with another 8 vehicles for mixed dry recycling, 5 for food waste and 2 for garden waste.

Hackney currently collects residual waste from street level properties in sacks, with no limit on the amount of waste that can be presented. Hackney generates one of the highest amounts of waste per household for an inner London authority. In terms of the 33 London boroughs, Hackney is 18th for most waste produced per household (see Chart 3) and 14th for most recycling produced per household.

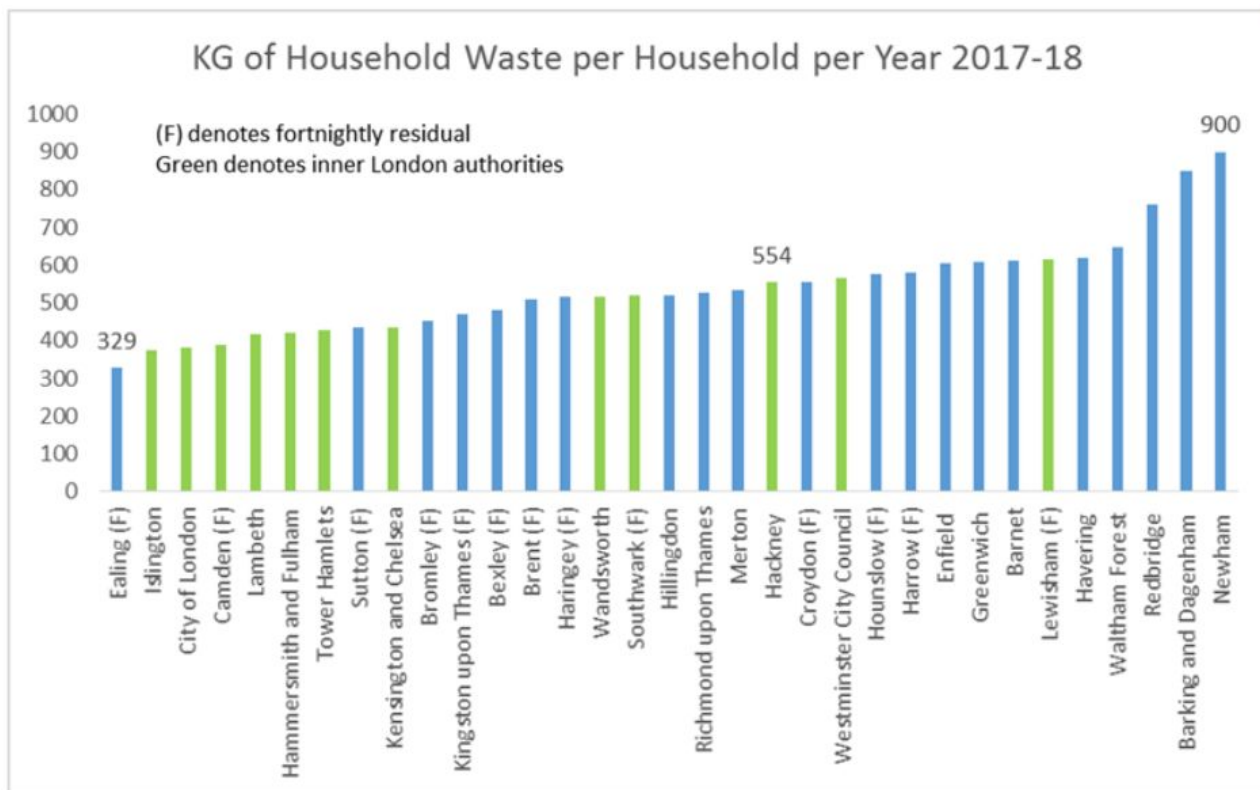


Chart 3: Kg of waste per household per borough in 2017-18

Detailed tonnage analysis highlight elevated waste levels in the north of the borough, most notably in Cazenove, Stamford Hill West, King’s Park and Springfield wards, where waste levels are in excess of double that of the borough average, see Table 1. Furthermore, these wards demonstrate food waste recycling tonnages of less than half that of other areas in the borough, and low dry recycling levels in relation to the total waste produced. The elevated waste and low recycling in this small area has a substantial impact on the borough recycling performance, negating some of the excellent performance evidenced across other areas of the borough. Significant behaviour change is required to deliver change and the required improvements.

Ward	Approximate waste per Property in 2017/18 (kg per household per year)
Borough average	434
Cazenove	1080
Springfield	740
Stamford Hill West	660
King's Park	510

Table 1: Waste per household in Hackney 2017/18.

2.1.2. Property survey

This survey enables the service to be developed on a solid grounding and issues to service coverage and receptacle deliverability identified at an early stage.

There is no significant difference in coverage potential for each containment option, with approximately 80% of applicable ‘parent’ properties having available space to

accommodate the required bins for either scenario, and an average of 65% of all individual street-level dwellings, including maisonette flats. Containment Option A (140litre wheeled bin) can be accommodated in 67% of dwellings (28,610 properties), whereas containment Option B (2 x 90litre bins) can be accommodated in 63% (27,091 properties). This is based upon recent on-site survey data which considered each individual house or flat requiring bins, for example one house subdivided into three maisonette flats would require space in the property frontage for either 3 x 140litre bins or 6 x 90 litre bins.

If coverage is considered on the basis of whole streets, there are 770 streets (82%) where at least half of the properties on the street could accommodate the required bins and 56 streets (6%) where none of the properties could fit the required bins (this includes residential streets which open directly on to the pavement with no storage facilities.) Properties on high streets and in town centres (including flats above shops), typically with daily collections, are not within scope.

2.1.3. Waste composition analysis

A composition study of household residual, recycling, food waste and garden waste was conducted, to gain robust data and intelligence about waste and recycling behavioural patterns. The findings identified the variation in the composition and quantity of waste and recycling arising within the six main social demographic groups in the borough.

The study found that 54.4% (5.45kg/hh/wk) of waste in the residual bin is target recyclable materials accepted at the kerbside. Food made up half (50.1%) of the target materials equivalent to 2.76kg/hh/wk. This highlights a significant proportion of recyclable materials are not currently captured by the recycling services.

2.1.4. Participation monitoring

Recycling participation was monitored in 2015 to obtain street level participation data by service and round area. Overall participation across the borough in the street level dry recycling service stood at 84%. This participation is high, however from the waste composition analysis we have evidence to show that even those households that are recycling, are not fully capturing all of their recycling in their recycling services.

Food waste service participation was at 31%, with the poorest performing area being Cazenove. This highlighted scope for increasing food waste participation not only in Cazenove, but across the borough. Following this study an award winning communication campaign was delivered in 2015 to improve food waste recycling, which showed a 25% increase in food waste recycling tonnages across the borough. Since then food waste tonnage increases have been growing at a low level of 1% per year. This highlights the need for significant changes to the way we collect waste. The introduction of restricting waste would encourage a behaviour change amongst those not participating in both dry and food waste recycling services.

2.1.5. Housing Type & Tenure

There are approximately 119,500 households in Hackney (Council Tax) made up of approximately 43,000 kerbside properties, 76,000 estate properties and 5,500 flats above shops.

Table 2 provides a breakdown of the housing stock in Hackney (as per the 2011 census). As can be seen from the table, compared to the London average Hackney has a very low proportion of residents living in both detached and semi-detached properties, whilst terraced properties and converted flats & maisonettes are slightly higher than the London average. As is to be expected for an inner London borough, the proportion of residents living in flats, either purpose-built, converted or within a commercial building (78.6%) is significantly higher than the average for England (19.3%).

	Hackney %	London %	England %
House or Bungalow: Detached	1.8	6.0	22.5
House or Bungalow: Semi-detached	4.2	19.1	31.6
House or Bungalow: Terraced (including end-terrace)	15.3	25.9	25.8
Flat, Maisonette or Apartment: In a Purpose-Built Block of Flats	58	33.0	14.0
Flat, Maisonette or Apartment: Part of a Converted or Shared House	18.1	13.0	4.2
Flat, Maisonette or Apartment: In a Commercial Building	2.5	1.8	1.1
Caravan or Other Mobile or Temporary Structure	0	0.1	0.4

Table 2: Housing stock in Hackney compared to London and England.

This provides its own challenges in terms of service provision both from an ease of use for the householder and operational deliverability for the service. Recycling services provided to flats, whether in a shared or converted house or properties that are purpose built where communal bins operate, have lower participation rates and higher contamination rates than those in street level properties.

Hackney has double the proportion of residents living in Housing Associations (RSL rented) and council rented flats than in London overall, see Table 3. With regard to the tenure, the table below shows a more detailed breakdown from the 2011 Census. Tenure also can provide issues with regard to participation. Households in the private rented sector or private landlords can have a transient population. This makes the provision of information on services difficult to communicate and therefore participation and the correct participation of services more difficult. There is also a correlation between the number of homes owned by households and the recycling rate of the local authority, see Chart 4. Currently, Hackney has a lower percentage of homes owned by residents at 32% compared to 50% in London.

	Hackney 2011	Hackney 2001	London 2011	London 2001
Owner occupied	26%	32%	50%	57%
Private rented	29%	16%	24%	15%
RSL rented	20%	20%	11%	9%
Council rented	24%	31%	14%	17%
Living rent free	1%	2%	1%	2%

Source: Census 2011 & Census 2001. Note: Percentages may not sum due to rounding.

Table 3: Housing tenure Hackney compared to London (Source Census 2011)

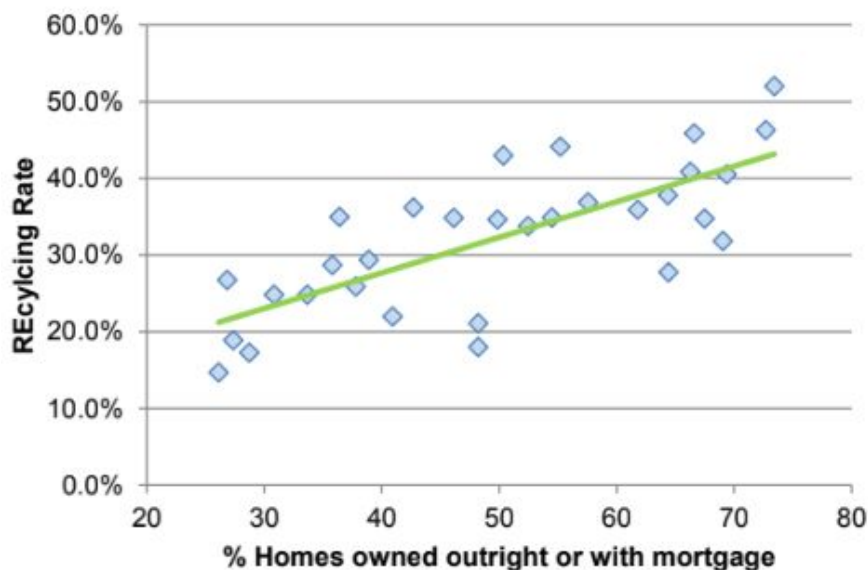


Chart 4: Home ownership and recycling rates (Resource London, 2018)

2.1.6. Deprivation

Hackney is an area of growing economic opportunity as a result of the increased focus on East London as an area of growth and development for London and the UK. This growth sits alongside significant deprivation. Some local people continue to face persistent inequalities and are disproportionately affected by child poverty, worklessness and welfare dependency.

Higher level of deprivation is associated with lower recycling rates. Authorities with higher levels of deprivation tend to show lower recycling rates; lower organic yields and lower dry recycling yields.

Hackney was the eleventh most deprived local authority overall in England in the 2015 Index of Multiple Deprivation, whilst in 2010 it was ranked second. In 2015, 17% of its Lower Super Output Areas were in the top ten percent most deprived, compared with 42% in 2010.

Sita UK have also analysed levels of deprivation against recycling performance, shown in the chart below, which demonstrate that areas with high levels of deprivation are often the poor performing authorities in terms of recycling rates.

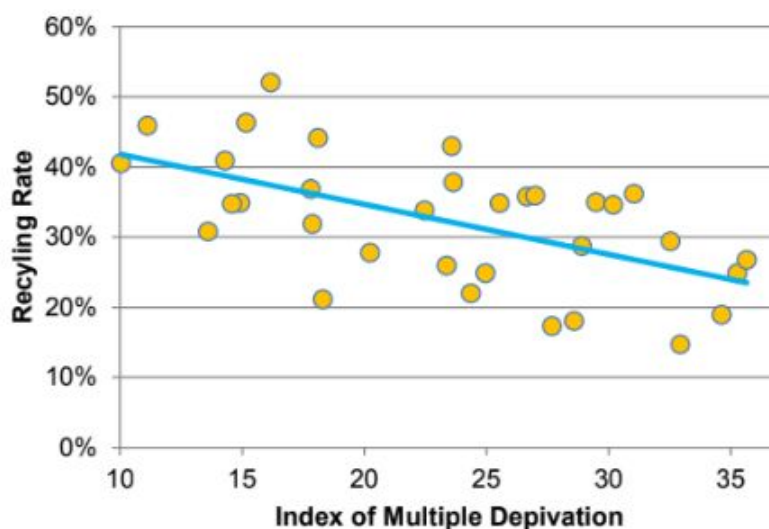


Chart 5: Home ownership and recycling rates (Resource London, 2018))

2.1.7. Restriction modelling

In 2015 Waste Strategy employed environmental consultants, Eunomia, to undertake waste and recycling modelling to inform on the impacts of introducing waste restriction for street-level properties in Hackney. The modelled outcomes were based on a thorough benchmarking exercise which used evidence gained from other local authorities that have implemented similar services with the relevant characteristics of Hackney combined with considered assumptions.

This modelling has been updated in 2019 by Waste Strategy incorporating Eunomia's findings along with current performance figures, local knowledge and service insight and long-term expectations.

The largest improvements in recycling rate would be achieved by implementing a fortnightly collection from 140 litre bin, delivering an anticipated recycling rate gain of 5% on current levels through a reduction in waste, and increase in both dry and food waste.

2.1.8. Performance in the north of the borough

An area in the north of the borough has been highlighted as having large waste arisings; 59% more waste than the waste arisings across the rest of the borough. This area also has relatively low dry recycling performance and poor food waste recycling behaviour. The wards affected are Cazenove, Lordship, Woodberry Down, Stamford Hill West and Springfield. This has been evidenced through multiple work streams, including participation monitoring, waste composition analysis, tonnage analysis and waste restriction modelling. The area is densely populated by the Charedi Jewish community. Above average family sizes are thought to be key contributing factors to the notable differences in waste arisings in this area. Many of these properties form one of the historic wheeled bin trial rounds, and wheeled bin numbers have increased, therefore providing a larger than average capacity for the containment of waste in this area.

2.1.9.Consultation

A Stakeholder Engagement package has been developed with the Consultation and Communications Team. The Stakeholder Engagement is programmed to run for ten weeks from September to the beginning of December. Reporting back the results of the process will take place from January 2020. The results will be analysed and any relevant findings will be incorporated into an updated version of this Equalities Impact Assessment.

As Hackney has significantly more people of the Jewish and Muslim faiths than England (Table 4), the consultation will aim to engage with these community groups, residents and leaders. This will enable their views to be representative of the borough's diversity make up.

Religion	Hackney %	London %	England %
Christian	38.6	48.4	59.4
Buddhist	1.2	1.0	0.5
Hindu	0.6	5.0	1.5
Jewish	6.3	1.8	0.5
Muslim	14.1	12.4	5.0
Sikh	0.8	1.5	0.8
Other religion	0.5	0.6	0.4
No religion	28.2	20.7	24.7
Religion not stated	9.6	8.5	7.2

Table 4: Religion and belief. ONS Census, 2011.

2.2. Equality Impacts - Identifying the impacts

The equality groups that are included in this evidence base are the 'protected characteristics' as set out under the Equality Act:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and Civil Partnership
- Race (this evidence base refers to ethnicity)
- Religion or belief
- Gender
- Sexual orientation

2.2.1 What positive impact could there be overall, on different equality groups, and on cohesion and good relations?

The proposed service change will introduce a residual bin receptacle for all street level properties that have space for them; currently options include either 2 x 90 litre (dust) bins or 1 x 140 litre wheeled bin. At the moment, 7,551 properties have wheeled bins and 10,500 properties have 90 litre bins. The introduction of a fortnightly waste collection will provide bin containment to 28,000 properties. There will be a positive impact to the local

environmental quality by reducing access to waste for vermin, foxes and domestic animals, as they will no longer be able to get to the bagged waste. Loose sacks can also be prone to being split or wind blown, and the proposed new service will now contain the waste in a bin, which will result in less spillages, better containment and cleaner streets, a positive environmental impact for all residents.

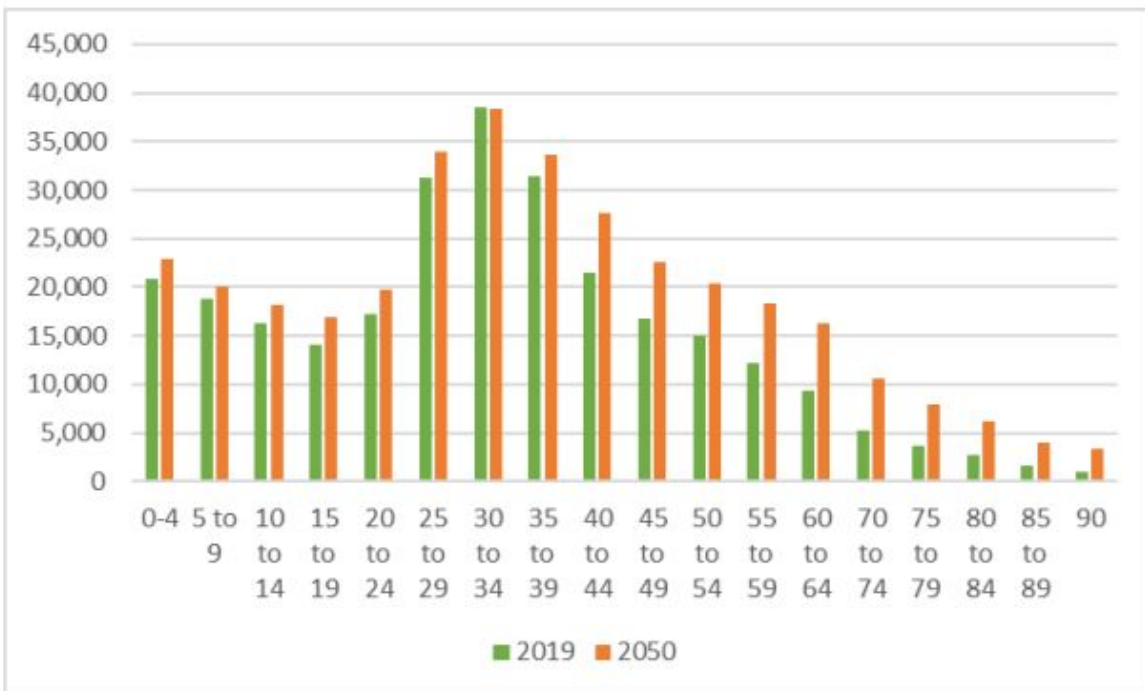
The service will bring a change behaviour driven by reducing the frequency of waste collections. If residents are on board with the proposed changes and the negative impacts are reduced, there should be a positive community cohesion by getting more households to recycle. These predicted changes in increased recycling rates are based on evidence from other authorities when similar services have been introduced.

By reducing the amount of waste generated, and the recycling that is captured, residents would be directly contributing towards a more sustainable future for the borough and the planet. The less waste that is generated the more residents will conserve natural resources and reduce resource depletion and the associated environmental impacts such as deforestation, air quality, soil erosion, ocean warming, water and land pollution.

a) Age

Age is defined by reference to a person’s age group. An age group can mean people of the same age or people of a range of ages. The Council is committed to promoting equality among people of all ages and valuing the contribution made by all citizens.

Hackney is a young borough with a quarter (25%) of the population aged under 20 years old and a third (33%) of the population aged between 20 and 34 years old. Only 7% of the population are aged 65 and over compared to a national average of 17.8%.



Graph 6: Current and projected age structure of Hackney's population 2019 and 2050

There are no key positive impacts that have been specifically attributed to age as a protected characteristic. There are potential opportunities to promote waste management issues through the council's contractor on environmental education.

b) Disability

In the 2011 Census a total of 14.5% of Hackney respondents said that they had a long-term condition or disability that limited their life in some way compared with 13.6% for London and 17.9% for England and Wales. In Hackney 7.3% of respondents said they had a long-term illness that limited their daily activities a lot and 7.1% said they had a long-term condition or disability that limited their life in some way.

There could be a positive impact for the safer and cleaner disposal of medical and/or sanitary products.

c) Gender reassignment

Data on gender re-assignment is not available at a local level, but a Home Office funded study estimated there were 300,000 – 500,000 transgender people in the UK. This equates to around 60 residents in Hackney.

There are no key positive impacts that have been specifically attributed to gender reassignment as a protected characteristic.

d) Pregnancy and maternity

There were 4,336 live births to women in Hackney in 2017. The fertility rate for Hackney is slightly lower than the London and national average at 1.6 live births per woman compared to 1.7 in London and 1.76 in England . However, in some parts of Hackney fertility rates are amongst the highest in London, particularly in the northeast of the borough.

There could be a positive impact for the safer and cleaner disposal of nappy waste.

e) Marriage and Civil Partnership

Marriage is defined as a 'union between two people'. Same-sex couples can also have their relationships legally recognised as a 'civil partnership'. Civil partners must be treated the same as married couples on a wide range of legal matters including protection under the Equality Act. Hackney has fewer pensioner households, couples who are married or in a same sex civil partnership and cohabiting couples with children than London and England and Wales.

Waste contained in waste receptacles will reduce the amount of litter, food waste and other waste that ends up in the public realm. There is a positive impact of a cleaner environment and less exposure to litter, food waste and other waste to children.

f) Race (this evidence base refers to ethnicity)

Race refers to the equality group of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Just over a third (36%) of respondents to the 2011 Census in Hackney described themselves as White British. The remainder is made up of black and minority ethnic groups, with the largest group Other White, 16.3%, followed by Black African, 11.4%. The number of Black Caribbean people fell slightly between 2001 and 2011. They made up 7.8% of Hackney's population in 2011 compared with 10.3% in 2001.

Ethnic group	Hackney %	London %	England %
White: English/Welsh/Scottish/Northern Irish/British	36.2	44.9	79.8
White: Irish	2.1	2.2	1.0
White: Gypsy or Irish Traveller	0.2	0.1	0.1
White: Other White	16.2	12.6	4.6
Mixed/multiple ethnic group: White and Black Caribbean	2.0	1.5	0.8
Mixed/multiple ethnic group: White and Black African	1.2	0.8	0.3
Mixed/multiple ethnic group: White and Asian	1.2	1.2	0.6
Mixed/multiple ethnic group: Other Mixed	2.0	1.5	0.5
Asian/Asian British: Indian	3.1	6.6	2.6
Asian/Asian British: Pakistani	0.8	2.7	2.1
Asian/Asian British: Bangladeshi	2.5	2.7	0.8
Asian/Asian British: Chinese	1.4	1.5	0.7
Asian/Asian British: Other Asian	2.7	4.9	1.5
Black/African/Caribbean/Black British: African	11.4	7.0	1.8
Black/African/Caribbean/Black British: Caribbean	7.8	4.2	1.1
Black/African/Caribbean/Black British: Other Black	3.9	2.1	0.5
Other ethnic group: Arab	0.7	1.3	0.4
Other ethnic group: Any other ethnic group	4.6	2.1	0.6

Table 5: Religion and belief. ONS Census, 2011.

Hackney also has a well established Turkish and Kurdish community; at least 5.6% of the Hackney population describe themselves as Turkish, Turkish Cypriot or Kurdish (2011 Census). These populations are often captured in the White British/Other White, Other Ethnic Group or, for Turkish people, Arab. Other significant communities in Hackney include Chinese, Vietnamese and Eastern Europeans especially Polish, Western Europeans particularly Spanish and French people, Australasians and residents from North, and Latin America.

There are no key positive impacts that have been specifically attributed to race as a protected characteristic.

g) Religion or belief

Hackney is home to a number of smaller national and cultural communities. Hackney has the largest group of Charedi Jewish people in Europe and represent an estimated 7.4% of the borough's overall population.

It remains within a tight geographic area centred on five of Hackney's northern wards: Cazenove, Lordship, Woodberry Down, Stamford Hill West, and Springfield. Yiddish and English are the first languages of the community, with a minority speaking modern Hebrew and other languages.

There are around 3,200 Charedi households (includes street level and estates). However, according to Interlink² the total number of Charedi households is higher than reported and the number of people living in each house is also higher than reported in the 2011 Census.

The community is young and rapidly growing - with around half its members under the age of 19. It is diverse, with a mix of backgrounds, countries of origin and congregations, but linked by a shared adherence to the tenets of the Torah, lifelong religious study and to marriage, family life, and support to others.

Food waste participation rates for street level properties currently average approximately 36% in Hackney. Very low participation rates of 17% are found in the Charedi community. Focus group research with Charedi women delivered by Environmental Services in 2017 identified the most common reason for not recycling food waste in this group was that residents were unaware of the service. This service change will bring further engagement with this community and the possibility of increased participation to both the food and dry recycling services. It must be noted that a dedicated engagement and doorknocking service delivered by Charedi residents on behalf of the Council in 2018 did not increase overall participation rates to the service.

There could be a positive impact attributed to religion and linking directly with the Charedi community by increasing participation to recycling services.

h) Gender

There are slightly more females than males currently living in the borough. Some 138,736 residents are female, 50.3% of the population, and 137,193 residents are male, 49.7%.

There could be a positive impact for the safer and cleaner disposal of sanitary products.

i) Sexual orientation

Sexual orientation is defined as whether a person's sexual attraction is towards the opposite sex, their own sex or to both sexes. The August 2018 GP patient survey indicated that, in Hackney there were comparatively high numbers of people who identify as gay or lesbian (5%), bisexual (2%), other (2%), and a further 10% preferred not to say.

²

https://www.hackney.gov.uk/media/10240/Stamford-Hill-evidence-base-charedi-survey/pdf/Stamford_Hill_Evidence_Base_Charedi_Survey_

The remaining 81% identify as heterosexual or straight. These figures may under-represent the size of the nonheterosexual population, given the problems involved in disclosure of sexual orientation.

There are no key positive impacts that have been specifically attributed to sexual orientation as a protected characteristic.

2.2.2 What negative impact could there be overall, on different equality groups, and on cohesion and good relations?

Based on the above data, the following are the same groups with the potential negative impacts and actions to mitigate them.

a) Age

For 7% of the population aged over 65 there could be a number of key negative impacts, which are detailed below.

There could be difficulties manoeuvring the bin or difficulty lifting rubbish into the bin. To mitigate against this, an assisted collection will be available if required.

There are potential negative impacts for people with specific medical needs, and who may find that there is a lack of bin capacity with the standard allocation. To mitigate against this, a policy will be in place to increase bin capacity where required.

There could be potential difficulties in accessing information e.g. people with visual impairments or lack of understanding of information around service changes. To mitigate against this, engagement with amenity groups and organisations who can communicate service changes with these communities will be undertaken. Printed material will be pictorial to reduce the reliance on the printed word. As part of the communications plans, the Council would deliver a face to face engagement campaign to explain the service changes.

There could be negative impacts with regards to space needed to store the bin, particularly for wheelchair users who require adequate space for turning wheelchairs in their homes and general moving around. To mitigate against this, education as to the appropriate storage of bins will be given to householders and alternatives can be considered.

b) Disability

Over 14% of Hackney respondents have a long-term condition or disability, and the proposed new service change could have the following negative impacts:

There is the potential for those with reduced ability to participate wholly or in part in services e.g. if there are mobility difficulties in moving additional containers to the edge of their property. To mitigate against this, an assisted collection will be available if required.

There are potential negative impacts for people using incontinence pads or who have specific medical needs, and who may find that there is a lack of bin capacity with the

standard allocation. To mitigate against this, a policy will be in place to increase bin capacity where required.

There could be potential difficulties in accessing information e.g. people with visual impairments or lack of understanding of information around service changes. To mitigate against this, engagement with amenity groups and organisations who can communicate service changes with these communities will be undertaken. Printed material will be pictorial to reduce the reliance on the printed word. As part of the communications plans, the Council will deliver a face to face engagement campaign to explain the service changes.

There could be negative impacts with regards to space needed to store the bin, particularly for wheelchair users who require adequate space for turning wheelchairs in their homes and general moving around. To mitigate against this, education as to the appropriate storage of bins will be given to householders and alternatives can be considered.

For those people who have a learning disability and mental health issues, the proposed service changes may affect an individual's ability to understand the system and remember the new collection regime. As part of the communications plans, the Council will deliver a face to face engagement campaign to explain the service changes and also work with amenity groups and organisations that work with this community to expand the reach of the campaign.

c) Pregnancy and maternity

In some parts of Hackney fertility rates are amongst the highest in London, particularly in the northeast of the borough. There is the potential that the standard capacity waste restriction may not be adequate for households with young children e.g. potential impact of nappy waste. To mitigate against this, a policy will be in place to increase bin capacity where required for the period of time the child is using nappies. The use of real nappies will be encouraged and the real nappy voucher scheme promoted.

There may be the potential for a period of time, that pregnant women may not be fully able to participate in services. To mitigate against this and assisted collection will be available if required for a period of time.

d) Race (this evidence base refers to ethnicity)

There are potential difficulties in accessing information to minority groups where English is not the first language e.g. lack of understanding of information around service changes. To mitigate against this, communications will be in plain English and the use of alternative formats such as showing information pictorially, will be applied.

e) Religion or belief

Analysis of waste data by area in the borough highlight that those areas where there are a large number of Charedi households generate more than double the amount of waste per year compared to the average borough household. Large houses and above average

family sizes are thought to be key contributing factors to the notable differences in waste arisings in this area.

Charedi households will be disproportionately impacted by the service change if they do not fully utilise their (dry and food) recycling services in order to have sufficient capacity for their waste to be stored in the bins provided for a fortnight. There will be significant negative impacts to the environment and community relations if Charedi households are not able to store their waste in the waste bins provided. All households not fully participating in the new services will risk enforcement action if waste is left in the public realm.

Previous engagement work with these households have not resulted in significant behaviour change. The Council has completed extensive research detailing the barriers to food waste recycling participation and delivered doorknocking campaigns to overcome these, by recruiting local Charedi residents to engage directly with households in these communities and providing larger food waste bins and liners. The Council uses local Jewish newspapers (Jewish Tribune, Newsheet and Hamodia) to advertise and promote services, as well as send direct mail on an annual basis to increase participation in recycling services during Passover. Even with this engagement work there has been a lack of a step change from Charedi households to increase recycling participation.

To mitigate against the potential of continued high waste production, the delivery of targeted engagement with the community, and face to face with residents, will be undertaken to help remove barriers to recycling participation. As this community is not a homogenous one, a diversity of communication engagement routes will need to be used. Members and Council officers will engage directly with residents, drawing on the advice of stakeholders, representatives and umbrella organisations to design appropriate engagement. In addition to this there will be a policy that provides additional bin capacity for larger households. The consultation process will enable the Council to foresee other mitigation actions to enable a transition from a weekly to a fortnightly waste collection.

Ultimately, to reduce the above negative impacts, the Council will work with the Charedi community to enable those households to significantly engage with the Council, thereby enabling the Charedi households to fully utilise the waste and recycling services provided.

f) Gender reassignment, Marriage and Civil Partnership, Gender, Sexual orientation

The ability to access and use the proposed new services should not adversely affect this protected characteristics.

g) Other groups

Hackney has a large transient population from private renters as well as from official and illegal Houses in Multiple Occupancies. Population increased by 20% from 2001 to 2011 as per the Census data. The working age population has also grown by 27% in the past decade, with the 25-29 age group demonstrating the largest increase, 13,000. All of these new arrivals may not be engaged with the waste and recycling provisions available in the borough, and confusion may negatively impact the public realm with household waste not presented on time for collection days.

As part of the communications plans, the Council will deliver a face to face engagement campaign to explain the service changes. The Council will engage with new arrivals via dedicated targeted campaign online and traditional outdoor advertising.

STEP 3: REACHING YOUR DECISION

3.1. Describe the recommended decision

Having due regard to the need to advance equality of opportunity involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

The adoption and implementation of the proposed waste service changes should pay due regard to the equality considerations highlighted in this assessment, to ensure that the Council is compliant with its statutory obligations under the Equality Act 2010.

The Council will continue to consider the impact on all protected characteristics during the ongoing development and implementation of its waste & recycling services should approval for change be granted by Cabinet in 2020. Where appropriate it will undertake additional engagement with the community or more detailed equality analysis where the possibility of negative impacts on specific protected characteristics are identified, in particular those identified through the upcoming stakeholder engagement in September.

STEP 4 DELIVERY – MAXIMISING BENEFITS AND MANAGING RISKS

-Separate document-

4.1. Equality and Cohesion Action Planning

Please list specific actions which set out how you will address equality and cohesion issues identified by this assessment. For example,

- Steps/ actions you will take to enhance positive impacts identified in section 4 (a)
- Steps/ actions you will take to mitigate against the negative impacts identified in section 4 (b)
- Steps/ actions you will take to improve information and evidence about a specific client group, e.g. at a service level and/or at a Council level by informing the policy team (equality.diversity@hackney.gov.uk)

All actions should have been identified already and should be included in any action plan connected to the supporting documentation, such as the delegate powers report, saving template or business case.

No	Objective	Actions	Outcomes highlighting how these will be monitored	Timescales / Milestones
1	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>
2	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>
3	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>
4	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>
5	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>	<i>Separate document</i>

Remember

- Assistant Directors are responsible for ensuring agreed Equality Impact Assessments are published.
- Equality Impact Assessments are public documents: remember to use at least 12 point Arial font and plain English.
- Make sure that no individuals (staff or residents) can be identified from the data u