

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Waste prevention, reuse, recycling and composting activities
Department and section:	Environment & Transport Environment and Waste Management Strategic Partnering
Name of lead officer/ job title and others completing this assessment:	Anna Low Team Manager John Levison Senior Initiatives Officer
Contact telephone numbers:	58127 56376
Name of officer/s responsible for implementing this policy:	Anna Low: Team Manager John Levison: Senior Initiatives Officer Matt Copley: E&WM Senior Technician Matthew Eames: E&WM Technician Rose Playle: E&WM Technician
Date EHRIA assessment started:	13 th July 2016
Date EHRIA assessment completed:	

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1 What is new or changed in this policy? *What has changed and why?*

This EHRIA refers to Leicestershire County Council's (LCC's) activities associated with waste prevention, reuse, recycling and composting.

Waste prevention, reuse, recycling and composting activities aim to foster sustainable waste management practice and behaviour in Leicestershire. Waste prevention involves reducing the amount of waste that is produced by not generating the waste in the first place, by keeping things for longer and reusing items. Recycling and composting involve turning waste into new products.

These activities aim to:

- Reduce the amount of waste sent for disposal therefore resulting in the mitigation of Leicestershire's environmental impact associated with waste management.
- Mitigate the cost of waste disposal for the tax payer by limiting exposure to landfill tax charges (currently £84.40 per tonne increasing by RPI per year).
- Engage with and encourage local communities to participate in waste prevention, recycling and composting activities through implementing behavioural changes at home and work and participating in volunteer schemes.

Although the waste prevention, reuse, recycling and composting activities implemented by LCC have not changed significantly since the March 2013 Equality Impact Assessment, there have been additions to the scope of the activities to incorporate Go Green* and behavioural change elements of the Score +** programme. This EHRIA has also been undertaken to ensure human rights have been appropriately considered in the delivery of these activities.

* Go Green is the Council's initiative to involve staff in reducing its environmental impacts. It was agreed in the Environment Strategy in 2009 with the aim of positively engaging staff in the process of environmental change

** Score + Supporting schools with bespoke support, advice and guidance to undertake no cost and low cost activities that reduce carbon emissions, energy consumption and energy costs.

2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>Leicestershire Municipal Waste Strategy 2011-2020</p> <p>Environment & Waste Management Service Plan 2016/17</p> <p>Environment Strategy 2011-2021</p>		
3	<p>Who are the people/groups (target groups) affected and what is the intended change or outcome for them?</p> <p>All Leicestershire residents are targeted through the waste prevention, reuse, recycling and composting activities.</p> <p>All LCC staff are engaged with in respect of Go Green (to influence positive behavioural change in the work place)</p> <p>As stated above the activities discussed in this EHRIA aim to reduce the environmental impact and cost of waste management in Leicestershire.</p>		
4	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)</p>		
	Yes	No	How?
Eliminate unlawful discrimination, harassment and victimisation	✓		<p>All residents are encouraged to be involved in the activities. We utilise the translation services for our written communications and provide them in different formats i.e. large print if required. We ensure all venues are accessible and our classes are offered at different times/days to ensure continued accessibility. We ensure that events/classes are located with appropriate accessibility provisions (such as adequate disabled parking, public transport access, hearing loop availability etc.).</p>
Advance equality of opportunity between different groups	✓		<p>All groups are treated equally although special measures may be implemented to encourage interaction with underrepresented groups:</p> <p>Volunteers – Waste initiative volunteers should represent the diversity of the Leicestershire population. Volunteers from under represented groups may require additional encouragement, support or resource in order to recruit them and/or enable them to fulfil their chosen voluntary role or aspects thereof.</p>

			<p>B2B – NHS commission the LCC Adult Education team to deliver Back 2 Basics cooking classes specifically targeting adult learners in specific geographic areas of Leicestershire where there are high incidences of diet related ill health. B2B classes run weekly over four weeks. One session in the series is dedicated to food waste prevention.</p> <p>SLF – Supporting Leicestershire Families is an early intervention social care provision from the Adults and Communities Dept. SLF practitioners work closely with troubled families (those that have problems and cause problems to the community around them, putting high costs on public sector). The SLF team provide a range of bespoke support for these families with the aim of limiting the families’ likelihood of accessing additional social service support in the future. Access to SLF resources is by referral which is gate kept by the SLF team. SLF have used food waste prevention classes as part of intervention packages with the support of Environment and Waste, thereby facilitating interaction with an audience who might otherwise fail to engage.</p> <p>Food banks – A number of independent food banks operate within Leicestershire. Many are keen to help their users to learn the skills needed to escape reliance on food parcels, and so work with the LCC Initiatives team to provide food waste prevention resources and classes bespoke to the needs of their users. Appropriate resources, classes and other support are provided by the LCC waste team and volunteers. Each food bank determines its own referral system, which therefore impacts upon the audience likely to interact with LCC food waste prevention resources and classes in this forum.</p>
	Foster good relations between different groups	✓	A diverse range of groups will be interacted with and encouraged to engage with each other e.g. encouraging volunteering opportunities

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Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening
 The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2			
A: Research and Consultation			
		Yes	No*
5.	Have the target groups been consulted about the following? a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8.	*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary. The purpose of this project is to encourage behavioural change among the residents of Leicestershire in order to reduce to amount of waste being created and disposed of. We use national research and good practice to inform how we do this. We carry out surveys for most of our initiatives which record the equality information of those we have engaged with. We regularly analyse these to understand which target groups we are and are not engaging with. We then seek to adjust how we engage with residents by working with our colleagues in the Communications Team.		

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Section 2

B: Monitoring Impact

9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	✓	
	b) enable open feedback and suggestions from different communities	✓	

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.		
	Yes	No	Comments
	✓		<p style="text-align: center;">Age</p> <p>Potential barriers exist for elderly members of the public due to the continuing demand to reduce communication costs resulting in an increased use of no/low cost social media to communicate messages. It is widely accepted that this type of communication predominantly targets younger members of the public.</p> <p>We offer places at classes for young children (10 yrs. and over) if they accompanied by an adult.</p> <p>Potential barriers exist for elderly members of the public who may have difficulty accessing waste exhibition trailer that is used at some events owing to the need to climb steps upon entry. We purchased and have available a ramp to enable access for wheelchair users and pushchairs to overcome this</p>

				potential barrier.
	Disability	✓		Potential barriers exist for disabled members of the public who would like to engage in waste prevention, recycling and composting activities but have difficulty accessing/travelling to community venues where classes/events are being held. We complete an Equalities Venue & Events Checklist before using any venue and will only use venues with disabled access. Potential barriers may also include access to technology such as computers and mobile phones thereby reducing means of communication and ability to receive our communications.
	Gender Reassignment		✓	No barriers identified
	Marriage and Civil Partnership		✓	No barriers identified
	Pregnancy and Maternity	✓		Parents with young children may not be able to attend classes due to childcare issues. To mitigate this we can accommodate parents/carers to bring babies/young children to the classes if there are no identified Health and Safety risks.
	Race	✓		Potential barriers exist for minority ethnic groups in Leicestershire who may be difficult to contact and inform about County Council activities. There are translation services available for potential language barriers.
	Religion or Belief	✓		Barriers exist around dietary requirements and periods of fasting so to mitigate this we avoid holding classes/events within these periods and ask in advance of any dietary requirements.

	Sex		✓	No barriers identified
	Sexual Orientation		✓	No barriers identified
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	✓		Potential barriers exist for working people who may not be able to participate if classes/events are predominantly undertaken during weekdays between 9am and 5pm. To mitigate this we often hold classes and events at the weekends and the evenings. We also undertake classes/events in areas of high footfall to ensure engagement with a representative sample of Leicestershire's population and to ensure viability of classes which includes availability of suitable venues. To overcome barriers of rural isolation we work with volunteers from a wide range of communities.
	Community Cohesion		✓	No barriers identified
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
	Part 1: The Convention- Rights and Freedoms			
	Article 2: Right to life		✓	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		✓	
	Article 4: Right not to be subjected to slavery/ forced labour	✓		We work with several groups of volunteers who act as ambassadors to communicate our messages in their communities.

				Volunteer agreements are in place and adequate training and equipment provided. Any expenses are paid for on the submission of a claim.	
	Article 5: Right to liberty and security		✓		
	Article 6: Right to a fair trial		✓		
	Article 7: No punishment without law		✓		
	Article 8: Right to respect for private and family life		✓		
	Article 9: Right to freedom of thought, conscience and religion		✓		
	Article 10: Right to freedom of expression		✓		
	Article 11: Right to freedom of assembly and association		✓		
	Article 12: Right to marry		✓		
	Article 14: Right not to be discriminated against		✓		
Part 2: The First Protocol					
	Article 1: Protection of property/ peaceful enjoyment		✓		
	Article 2: Right to education		✓		
	Article 3: Right to free elections		✓		
Section 2					
D: Decision					
12.	Is there evidence or any other reason to suggest that:		Yes	No	Unknown
	a) this policy could have a different affect or adverse impact on any section of the community;		✓		
	b) any section of the community may face barriers in benefiting from the proposal		✓		
13.	Based on the answers to the questions above, what is the likely impact of this policy				

	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 15.** Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
 - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
 - c) likely barriers that individuals and community groups may face (including human rights)

An amount of equality and diversity information has been gathered from participants during events. This is gathered in the form of questionnaires which participants are asked to complete.

Surveys are also carried out before, immediately after and at various intervals after these activities to measure satisfaction, details of how they found out about the activity and to measure behaviour change. This gives us some insight into how effective the methods of communication that have been used are and also invite suggestions for improvement.

Residents engaging with the following waste initiatives are asked to complete the questionnaire;

- Love food Hate Waste cooking classes – volunteer led, paid tutor led and adult education led.
- Furniture upcycling classes
- Sewing classes (at basic and intermediate levels)
- The Food Waste Challenge
- Reusable nappy trial kit scheme

Residents are asked to complete the form after attending a class / after making use of a service. Completion of the monitoring survey (and individual questions therein) is optional.

The E&D monitoring questions are standardised, i.e. the same set of questions are asked to all residents whichever class they attend / service they use.

This information enables us to monitor the attendance of our classes/events by each of

the diverse groups and identify trends and the groups who aren't attending

For the 2015/16 report the following observations were made;

- Males of all ages are underrepresented – Men account for 49.41% of the Leicestershire population, but at best account for 40% (but more likely 25%) of residents attending waste initiative classes / using services. Males are underrepresented at all classes / initiatives, with reusable nappy trial kits being the least accessible (0% respondents reporting to be male). LFHW adult Ed classes are the most accessible to men (with 28% of attendees reporting to be male).
- Charnwood residents are over represented, whilst residents from Oadby & Wigston are underrepresented. Owing to the large percentage of people who choose not to provide their postcode, more work may be required to determine if the E&D surveys are the best means of monitoring this area. Addresses are also recorded when residents book onto classes or request services.
- Residents of Black and Black British ethnicities account for 0.58% of the Leicestershire population, but account for 9% of responses to E&D monitoring. This is higher than expected. Residents identifying with all other ethnicities are represented in roughly the expected proportions according to the makeup of ethnicities in the Leicestershire population.

16.	Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?
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The above informs us of which groups of people are engaging with our initiatives. It does not tell us what the barriers to underrepresented groups are. Due to this we will explore other cases of best practise where there has been successful engagement with underrepresented groups in the participation of waste activities.

In order to further understand barriers we could visit underrepresented groups e.g. deaf communities to investigate how aware they are of what we are doing and what barriers exist to accessing our initiatives.

For awareness of our initiatives we are dependent upon the communications unit for how and where our initiatives are advertised. This is increasingly based on social media and a web presence. This primary use of electronic media potentially creates a barriers for residents who are not aware or do not wish to engage with these channels.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?
<p>Audience segmentation research carried out by WRAP identifies certain groups of people and their behaviour towards food waste and then puts them into 5 categories. We are awaiting further details of this research in order to be able to better target our communications and activities.</p>	
18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?
<p>No</p>	

<p>Section 3 B: Recognised Impact</p>					
19.	<p>Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.</p> <table border="1" data-bbox="272 1512 1463 2058"> <thead> <tr> <th data-bbox="272 1512 778 1585"></th> <th data-bbox="783 1512 1463 1585">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="272 1592 778 2058">Age</td> <td data-bbox="783 1592 1463 2058"> <p>Potential barriers exist for elderly members of the public who may experience difficulty accessing the waste exhibition trailer that is used during some events due to the need to climb steps upon entry</p> <p>Potential barriers exist for elderly members of the public due to the continuing demand to reduce communication costs resulting in an increased use of no/low cost social media to communicate messages. It is widely accepted that this type of communication predominantly targets younger members of the public.</p> </td> </tr> </tbody> </table>		Comments	Age	<p>Potential barriers exist for elderly members of the public who may experience difficulty accessing the waste exhibition trailer that is used during some events due to the need to climb steps upon entry</p> <p>Potential barriers exist for elderly members of the public due to the continuing demand to reduce communication costs resulting in an increased use of no/low cost social media to communicate messages. It is widely accepted that this type of communication predominantly targets younger members of the public.</p>
	Comments				
Age	<p>Potential barriers exist for elderly members of the public who may experience difficulty accessing the waste exhibition trailer that is used during some events due to the need to climb steps upon entry</p> <p>Potential barriers exist for elderly members of the public due to the continuing demand to reduce communication costs resulting in an increased use of no/low cost social media to communicate messages. It is widely accepted that this type of communication predominantly targets younger members of the public.</p>				

Disability	<p>Potential barriers exist for disabled members of the public who may experience difficulty accessing the waste exhibition trailer that is used during some events due to the need to climb steps upon entry.</p> <p>Potential barriers exist for disabled members of the public who would like to engage in waste prevention, recycling and composting activities but have difficulty accessing/travelling to community venues where classes/events are being held.</p> <p>Potential barriers exist for members of the public with hearing impairment who would have difficulty engaging with our communications, both verbal and written.</p>
Gender Reassignment	No barriers identified
Marriage and Civil Partnership	No barriers identified
Pregnancy and Maternity	Parents with young children may not be able to attend classes owing to childcare issues.
Race	Potential barriers exist for minority ethnic groups in Leicestershire who may be difficult to contact and inform about County Council activities.
Religion or Belief	Potential barriers exist around dietary requirements, religious festivals and periods of fasting.
Sex	Potential barriers exist for male residents to engage with initiatives
Sexual Orientation	No barriers identified
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Potential barriers exist for areas of rural isolation and disadvantaged communities where activities are not held

	Community Cohesion	No barriers identified
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20.	<p>Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?</p>	
		Comments
	Part 1: The Convention- Rights and Freedoms	
	Article 2: Right to life	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	
	Article 4: Right not to be subjected to slavery/ forced labour	
	Article 5: Right to liberty and security	
	Article 6: Right to a fair trial	
	Article 7: No punishment without law	
	Article 8: Right to respect for private and family life	
	Article 9: Right to freedom of thought, conscience and religion	
	Article 10: Right to freedom of expression	
	Article 11: Right to freedom of assembly and association	
	Article 12: Right to marry	
	Article 14: Right not to be discriminated against	
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	

	Article 2: Right to education	
	Article 3: Right to free elections	
Section 3		
C: Mitigating and Assessing the Impact		
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.		
21.	If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.	
N/A		
N.B.		
i) If you have identified adverse impact or discrimination that is <u>illegal</u> , you are required to take action to remedy this immediately.		
ii) If you have identified adverse impact or discrimination that is <u>justifiable or legitimate</u> , you will need to consider what actions can be taken to mitigate its effect on those groups of people.		
22.	Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.	
	<ul style="list-style-type: none"> a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why 	
The following actions have been implemented to mitigate the potential adverse impacts identified:		
Age		
<ul style="list-style-type: none"> • Potential issue: elderly members of the public may want to engage in waste 		

prevention, recycling and composting activities but may experience difficulty accessing/travelling to community venues where roadshows/events are being held.

- Mitigation: assess venues for suitable access for elderly residents prior to arranging events.
- Potential issue: elderly members of the public may experience difficulty accessing the waste exhibition trailer which is used during some events due to the need to climb steps upon entry.
- Mitigation: use of the accessibility ramp to prevent elderly members of the public from needing to climb stairs to enter the waste exhibition trailer.
- Potential issue: young professionals may not be able to participate if roadshows/events are predominantly undertaken during weekdays between 9am and 5pm.
- Mitigation: ensure events/activities are well distributed throughout all days and times of the week.

Disability

- Potential issue: disabled members of the public may want to engage in waste prevention, recycling and composting activities but have difficulty accessing/travelling to community venues where roadshows/events are being held.
- Mitigation: assess venues for suitable access for disabled residents prior to arranging events.
- Potential issue: disabled members of the public may experience difficulty accessing the waste exhibition trailer which is used during some events due to the need to climb steps upon entry.
- Mitigation: use of the accessibility ramp to prevent disabled members of the public from needing to climb stairs to enter the waste exhibition trailer.

Pregnancy and Maternity

- Potential Issue: Parents with young children may not be able to attend classes owing to childcare issues
- Mitigation: To mitigate this we can accommodate parents/carers to bring babies/young children to the classes if there are no identified Health and Safety risks.

Race

- Potential issue: non-English speaking residents may experience difficulty in engaging due to not understanding information contained within leaflets/posters/presentations etc.
- Mitigation: make leaflets/posters available in various languages upon request. Utilise translation service as necessary.
- Potential issue: minority racial groups in Leicestershire may be difficult to contact and inform about County Council services/facilities etc.
- Mitigation: make leaflets/posters available in various languages upon request. Utilise targeted mechanisms (such as community magazines) to engage with particular groups.

Religion

- Potential issue: events and activities clash with religious festivals and periods of fasting
- Mitigation: Events are scheduled to avoid these clashes

- Potential issue: residents may experience difficulties in engaging with activities owing to dietary requirements
- Mitigation: Residents are asked in advance of any dietary requirements and alternatives are made available.

Rural isolation/Disadvantaged communities

- Potential issue: residents in areas of rural isolation and/or deprived communities are unable to attend or engage with activities
- Mitigation: activities are held in all Leicestershire districts; volunteers are recruited from all districts

Section 3

D: Making a decision

23.	Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights.
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It is anticipated that any potential adverse impacts associated with waste prevention, reuse, recycling and composting activities will be mitigated by the actions detailed in Section 3, C22 above.

Section 3

E: Monitoring, evaluation & review of your policy

24.	Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?
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We continue to monitor attendance and use of our services by ongoing evaluation questionnaires and ensuring they contain the standard E and D questions

25.	How will the recommendations of this assessment be built into wider planning and
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review processes?

e.g. policy reviews, annual plans and use of performance management systems

Findings from the ongoing campaign evaluations will be incorporated into Service and Team Plans actions as necessary and discussed at Waste Initiative Project Board meetings.

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Accessible Activities	Staff use the interpretation and translation service (for language translations) and type talk service (for deaf people) to communicate with various groups	All staff directly engaging with residents on waste prevention, reuse and recycling initiatives have received and know how to access the language line and type talk service (Information available via Intranet)	Anna Low/John Levison	January 2017
	Ensure events/classes are located with appropriate accessibility considerations (such as adequate disabled parking, public transport access, hearing loop availability)	All events/classes venues are considered for accessibility issues prior to booking by completing a venue checklist.	Anna Low/John Levison	Ongoing
Customer Care & Equality, Diversity and Human Rights Training	Staff complete mandatory customer service e-learning,	All staff have completed mandatory customer service e-learning,	Anna Low/John Levison	July 2017 NB Customer Service e-learning module

	promoting fairness and respect and managers complete managing diversity training	promoting fairness and respect; managers complete managing diversity training and all staff are up to date with refresher courses		unavailable at time of writing
Equalities monitoring is ongoing and embedded	Equality and Diversity questions are included in all monitoring and evaluation of events/classes. Liaise with Business Intelligence to ensure questions remain relevant.	Any identified barriers are resolved and used to inform future activities	Anna Low/John Levison	July 2017
Ensure accessibility of Information	Consult with workers groups	Explore further potential barriers	Anna Low/John Levison	December 2017
Ensure accessibility for male residents	Work with the communications unit to continue to ensure publicity is not gender specific	All genders are able to access our services and engaged with	Anna Low/John Levison	July 2017

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening

Equality and Human Rights Assessment Report

1st Authorised Signature (EHRIA Lead Officer):John Levison...

Date:12th July 2017.....

2nd Authorised Signature (DEG Chair):Ann Carruthers....

Date:7th August 2017.....