

EQUALITY IMPACT ASSESSMENT

Cease bank holiday waste collection

Reference: EIA000358



EIA Form – About your EIA

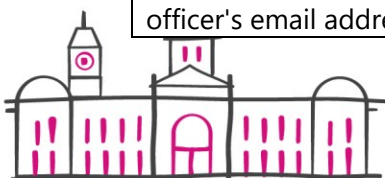
Reference number	EIA000358
Date Submitted	08/02/2024
Subject of the EIA	Cease bank holiday waste collection
Brief description of the policy, service or function covered by the EIA	Bank holiday working has been in place for several years. Through the Birmingham Contract, staff are entitled to enhanced pay for hours worked. Historically, collections from bank holidays are collected either the following week or spread over the remaining days of the week. Since the introduction of the S151 notice all overtime across the council has ceased, including the waste service, therefore the savings have already started to be realised. There is a risk aligned to this saving that will require an amended service delivery strategy to be developed to address the risk that anyone with a collection on a Monday may be adversely affected, especially around recycling as this is fortnightly. Our aim is to provide the same number of collections to citizens regardless of what day they have a collection. The impact of citizens regardless of their demographic is proportionate across the city and although the change in frequency may take some time to embed into people's routines the evidence suggests that this is a short-term impact and does neutralise. We have undertaken research from other local authorities who have implemented longer frequency changes across their areas and there are no suggestions of any equality impact.
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-10-24

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Street Scene
Service area	Waste services
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Neil Griffiths
What is the accountable officer's email address?	Andy Vaughan



Data Sources

Data sources	["Birmingham City Observatory data and insight", "Relevant reports/strategies"]
Data source details	N/A

Protected Characteristics
Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A



Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A



Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A



Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	As part of the Division's performance management framework
Please enter the email address for the officer responsible for monitoring impact and mitigation	Leslie Williams

