

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	To undertake a Waste Disposal Contract 2030+ Options Appraisal.
Brief Service Profile (including number of customers)	
<p>The council wishes to undertake an options analysis programme of work, with Tripartite partners, Portsmouth City Council and Hampshire County Council to look at future options for how household waste is disposed of post December 2030, when the current joint Waste Disposal Service Contract (WDSC) expires.</p> <p>Undertaking the programme of work provides Southampton with the opportunity to best position the council to ensure our waste services deliver the optimal environmental outcomes beyond 2030, whilst also ensuring value for money.</p> <p>This report for approval is for an options appraisal to be undertaken, therefore at this stage a detailed ESIA cannot be completed because no initiatives or changes are yet being considered.</p> <p>A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service following the outcome of the options appraisal.</p> <p>When the options are being reviewed throughout the programme of work, due consideration will be given to the impact any arrangements may have from an equalities perspective when it comes to service delivery.</p>	
Summary of Impact and Issues	
<p>The options analysis is about determining the optimal solution for delivery of our duties as waste disposal authorities with regards to municipal waste across Hampshire, Portsmouth and Southampton.</p>	

The future service needs to be accessible to all residents including those within all the protected groups to ensure that the council achieves the optimal level of performance in terms of waste prevention, recycling, recovery and landfill diversion.

All options from the appraisal will be assessed to determine whether there are likely to be any impacts on groups with protected characteristics.

All options from the appraisal will be assessed to ensure that they meet all legal duties and that all activity is done in a lawful manner.

Potential Positive Impacts

It is expected there will be a variety of impacts arising from any future changes to waste collection and disposal services.

The options appraisal programme of work will identify any positive and negative impacts of any service changes to commence post 2030 to ensure the impact on any protected characteristics is clear, and set out plans how, if necessary, any impacts will be mitigated.

Responsible Service Manager	David Tyrrie - Head of City Services
Date	16 April 2024
Approved by Senior Manager	Ian Collins - Director- Environment
Date	16 April 2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	It is expected there will be impacts arising to age for any future changes to waste disposal services.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.
Disability	It is expected there will be impacts arising to disability for any future changes to waste disposal services.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.
Gender Reassignment	It is not expected there will be any impacts arising to gender reassignment for any future changes to waste disposal services.	
Care Experienced	It is not expected there will be any impacts arising to care experienced for any	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	future changes to waste disposal services.	
Marriage and Civil Partnership	It is not expected there will be any impacts arising for any future changes to waste disposal services.	
Pregnancy and Maternity	It is expected there will be impacts arising for any future changes to waste disposal services for families with babies that create waste created by using disposable nappies, if the product is still available post 2030.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.
Race	It is not expected there will be any impacts arising for any future changes to waste disposal services.	
Religion or Belief	It is not expected there will be any impacts arising for any future changes to waste disposal services.	
Sex	It is not expected there will be any impacts arising for any future changes to waste disposal services.	
Sexual Orientation	It is not expected there will be any impacts arising for any future changes to waste disposal services.	
Community Safety	It is expected there will be impacts arising for any future changes to waste disposal services.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.
Poverty	It is expected there will be impacts arising for any future changes to waste disposal services.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.
Health & Wellbeing	It is expected there will be impacts arising for any future changes to waste disposal services.	A detailed ESIA will be completed, as required, to assess the full impact of any new initiatives or changes to the service from the outcome of the options appraisal.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Other Significant Impacts	Language, there is a risk that some people, for whom English is not a first language, may not be able to understand any service changes.	Once initiatives or changes to any future services post 2030 have been identified by the options appraisal, a programme of how they will be communicated to the city's residents will be addressed, this will include understanding the demographics of the city expected to be resident in 2030. It is expected that the council will be utilising data from Mosaic (or comparable future software package) to understand the demographics at the time of any service changes.