

Kent County Council Equality Analysis / Impact Assessment (EqIA)

You need to start your Equality Analysis and data collection when you start to create or change any policy, procedure project or service

When developing high-level strategies under which other policies will sit, if those policies are jointly owned by KCC and partner organisations, they will need to take the partnership approach to EqIAs,

Please read the EqIA Guidance and the EqIA Flow Chart available on KNet.

Directorate	Growth, Environment & Transport
Name of policy/procedure/project/service	Provision of lease extension for the provision of transfer station and household waste recycling centre at Dunbrik, Sevenoaks.
What is being assessed?	The leasing agreement between KCC and the Landlord, The Darenth River Ballast Co Ltd.
Responsible Owner/ Senior Officer	David Beaver, Head of Waste and Business Services. Highways, Transportation & Waste
Date of Initial Screening	22 nd December 2020
Date of Full EqIA	Not progressed

Version	Author	Date	Comment
1	David Beaver	22 nd December 2020	Initial version

EqlA Screening Grid

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? Yes/No – If yes, how?	Assessment of potential impact High/Medium Low or None Unknown		Provide details: a) Is internal action required? If yes, what? b) Is further assessment required? If yes, why?	Could this policy, procedure project or service promote equal opportunities for this group? Yes/No – Explain how good practice can promote equal opportunities.
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	None	None		No
Disability	No	None	None		No
Gender	No	None	None		No
Gender identity	No	None	None		No
Race	No	None	None		No
Religion or belief	No	None	None		No
Sexual orientation	No	None	None		No
Pregnancy and maternity	No	None	None		No
Marriage and Civil Partnerships	No	None	None		No
Carer's responsibilities	No	None	None		No

Part 1: INITIAL SCREENING

Proportionality – Based on the answers in the above screening grid what weighting would you ascribe to this function – see Risk Matrix

Based on judgements for the Risk Assessment Matrix impact and likelihood, this is a LOW risk project of limited relevance to the protected characteristics.

Context

This arrangement is a Business to Business agreement that does not affect frontline services or provide any direct services.

Aims and Objectives

The aim of the lease is to obtain these leasing arrangements at more favourable commercial terms whilst providing greater operating area.

Beneficiaries

The beneficiaries of the Lease are KCC through Waste Disposal Services by way of securing an extension which meets the strategic needs of the Waste Disposal's statutory responsibility;

- Extended lease term.
- Increased operational area
- Ability to meet new legislative obligations

Information and Data

There is an existing lease agreement which will be renewed.

Involvement and Engagement

No consultation has been undertaken as this Lease will maintain the current provision for essential infrastructure to deliver the statutory waste disposal function.

Adverse Impact

There are no adverse impacts for any of the protected characteristics.

Positive Impact

Commercial business terms.

Judgement

Option 1 – Screening Sufficient YES

Following this initial screening our judgement is that no further action is required. This is a direct replacement of an existing lease which is a Business to Business agreement which facilitates the statutory undertaking of the Waste Disposal Authority.

Option 2 – Internal Action Required NO

Option 3 – Full Impact Assessment NO

Action Plan

No specific actions have been identified for any of the protected characteristics. The Lease will maintain and enhance the existing terms.

Monitoring and Review

The Lease arrangement will be monitored by Waste Management and its Contractor to ensure terms are delivered.

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:	David Beaver	Name:	David Beaver
Job Title:	Head of Waste and Business Services	Date:	12 th June 2017

DMT Member

Signed:	Name:
Job Title:	Date:

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications