

EQIA Submission – ID Number

Section A

EQIA Title

Procurement for the Receipt and Processing of Paper and Card Waste Contract Countywide CN260429

Responsible Officer

Emily Rigney O'Hanlon - GT ECE

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Susan Reddick - GT ECE

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

Commissioning/Procurement

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Growth Environment and Transport

Responsible Service

Resource Management & Circular Economy

Responsible Head of Service

Susan Reddick - GT ECE

Responsible Director

Matthew Smyth - GT ECE

Aims and Objectives

Kent County Council is seeking a contract to receive and process paper and card waste arisings from household kerbside collections and deposited at Household Waste Recycling Centres by Kent residents.

As a Waste Disposal Authority, the provision of such waste processing services is a statutory obligation under the Environmental Protection Act (1990).

Aims and Objectives:

From 1st December 2026, Kent County Council will:

- Provide a continuous service by contracting with a Provider to process paper & card waste arisings from kerbside collections within the Authority
- Provide a continuous service by contracting with a Provider to process paper & card waste arisings from Household Waste Recycling Centres within the Authority

Beneficiaries:

This EQIA supports the commission and its intended beneficiaries, being the householders as users of the Household Waste Recycling Centres service in Kent and recipients of the District and Borough council

kerbside collection services.

As the WDA, KCC is responsible for ensuring that all waste collected in Kent is disposed of correctly, in the most financially efficient way. The disposal of this waste is a back-office procedure, with all customer-facing elements of this process the responsibility of the Waste Collection Authority or, at the Household Waste Recycling Centre of which there is a separate EQIA for their operation.

No impact, either positively or negatively, on protected characteristics for residents - no change.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

No

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

Market engagement was carried out in July 2025 to ascertain market appetite and interest. 4 responses were received.

Staff and team members.

Commissioning.

Incumbent.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

No

Residents/Communities/Citizens

No

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

Gender:

The contract dictates inclusive policies and training for staff which can ensure that individuals undergoing gender reassignment feel respected and safe when working at waste processing facilities.

Maternity & Pregnancy:

The contract dictates equality laws are followed with regard to employment.

Disability:

Although the operation is not necessarily conducive to staff with physical disabilities, there are areas of the

service under this contract which can actively be accessed.

Race & Ethnicity:

Culturally sensitive communication and outreach programmes can ensure that there are employment opportunities for all, including underrepresented groups, regardless of their background.

Sexual Orientation:

The contract reflects KCC's anti-discrimination policies and can ensure that individuals of all sexual orientations feel safe and respected.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Age

Not Completed

Mitigating Actions for Age

Not Completed

Responsible Officer for Mitigating Actions – Age

Not Completed

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

Details of Negative Impacts for Disability

Not Completed

Mitigating actions for Disability

Not Completed

Responsible Officer for Disability

Not Completed

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Sex

Not Completed

Mitigating actions for Sex

Not Completed

Responsible Officer for Sex

Not Completed

22. Negative Impacts and Mitigating actions for Gender identity/transgender

Are there negative impacts for Gender identity/transgender

No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval

Negative impacts for Gender identity/transgender

Not Completed

Mitigating actions for Gender identity/transgender

Not Completed

Responsible Officer for mitigating actions for Gender identity/transgender

Not Completed

23. Negative impacts and Mitigating actions for Race

Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race
Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief
Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation
Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity
Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities

Are there negative impacts for Carer’s responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer’s responsibilities
Not Completed
Mitigating actions for Carer’s responsibilities
Not Completed
Responsible Officer for Carer’s responsibilities
Not Completed