

EQIA Submission – ID Number

Section A

EQIA Title

Organic Waste Processing Contract

Responsible Officer

Kay Groves - GT - ECE

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

Susan Reddick - 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

RMCE - Service Delivery

Responsible Head of Service

Susan Reddick - ECE

Responsible Director

Matthew Smyth - GT - ECE

Aims and Objectives

Kent County Council is seeking a contract to receive and process organic waste arisings from household kerbside collections and green waste deposited at Household Waste Recycling Centres (HWRC) 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 April 2026, Kent County Council will:

- Provide a continuous service by contracting with a Provider to process organic waste arisings from kerbside collections within the Authority.
- Provide a continuous service by contracting with a Provider to process garden waste delivered to Household Waste Recycling Centres within the County.

Beneficiaries

This EQIA supports the commission and its intended beneficiaries, being the householders as users of the Household Waste Recycling Centre service in Kent and recipients of the district and borough council kerbside collection services.

As the Waste Disposal Authority, Kent County Council 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 (WCA), or at the Household Waste Recycling Centres 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 carried out in January 2024 to ascertain market appetite and interest

Staff - Team Members

Commissioning

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

Yes

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

Staff/Volunteers

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 and 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 and Ethnicity: Culturally sensitive communication and outreach programs can ensure that there are employment opportunities for all, including under represented 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