

## 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.

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

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
1	David Beaver	22 <sup>nd</sup> 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 <b>High/Medium</b> <b>Low</b> or None <b>Unknown</b>		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
<b>Age</b>	No	None	None		No
<b>Disability</b>	No	None	None		No
<b>Gender</b>	No	None	None		No
<b>Gender identity</b>	No	None	None		No
<b>Race</b>	No	None	None		No
<b>Religion or belief</b>	No	None	None		No
<b>Sexual orientation</b>	No	None	None		No
<b>Pregnancy and maternity</b>	No	None	None		No
<b>Marriage and Civil Partnerships</b>	No	None	None		No
<b>Carer's responsibilities</b>	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 <sup>th</sup> 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