

KCC - Growth, Environment and Transport Directorate (GET).

Equality Analysis / Impact Assessment (EqIA) template

Name of decision, policy, procedure, project or service:

A short-term variation to the contract with Commercial Services Group (CSG) for the operation and management of three additional Household Waste Recycling Centres

Brief description of policy, procedure, project or service

From June 2019 until November 2020, a short-term variation of the contract is required for the operation and management of three additional Household Waste Recycling Centres to Commercial Services Group (CSG). Sites at Tovil, Maidstone & Swanley. This service contract provides operatives and plant to receive and process household waste and recycling at three additional Household Waste Recycling Centres. This is delivered by the general public and then collected and processed ready for onward delivery to final disposal outlets.

Initiating a short-term contract change will bring all contracts to a common end date, this will allow Officers to design a common commissioning plan for the whole County. The detail of this commissioning plan will be discussed with Members of the Environment and Transport Cabinet Committee.

Performance monitoring of all aspects of this contract, which includes adherence to contract performance, terms and specification, and therefore include the Equalities Act 2010, are part of the scheduled Supplier monitoring process by KCC.

Aims and Objectives

KCC is a statutory waste disposal authority – part of this undertaking mandates Waste Management to receive and process household waste and recycling across the Household Waste Recycling Centres in Kent.

JUDGEMENT

I have found the Adverse Equality Impact Rating to be  **Low**

GET Document Control

Revision History

Version	Date	Authors	Comment
V0.1	29/03/19	Kay Groves	
V1.0	<u>29/03/19</u>	David Beaver	
V1 (this should be assigned to the version the Director signs off)		<u>Simon Jones</u>	

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

Name	Signature	Title	Date of Issue
David Beaver		Head of Service	29/03/19
Simon Jones		Director	05/05/19

Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Please note that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You MUST provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age			This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Disability			Provision is in place to allow Customers with disability vehicles equal access to the Authority's HWRC Facilities. Contract responsibility is for	Low impact

				Supplier to conform to the Disability Access Scheme. Contract mandates Supplier to all aspects of the Equality Act 2010	
Sex				This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Gender identity/ Transgender				This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Race				This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Religion and Belief				This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact

Sexual Orientation			This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Pregnancy and Maternity			This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Marriage and Civil Partnerships			This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact
Carer's Responsibilities			This decision will not affect this protected group. Contract mandates Supplier to all aspects of the Equality Act 2010	Low impact