

Equality Impact Assessment

Relating to: Residual Waste Procurement Project

Date: 31st August 2012

Introduction

This Impact Assessment supports the county council in meeting its legal obligations under the **Public Sector Equality Duty**, now contained in section 149 of the Equality Act 2010. The Equality Duty ensures that public bodies have due regard to the statutory needs referred to in section 149 when exercising their functions.

Section 149 provides that in exercising its functions an authority must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it involves having due regard (in particular) to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and those who do not share it involves having due regard (in particular) to the need to tackle prejudice and to promote understanding.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled person's disabilities.

Compliance with the duties in section 149 may involve treating some persons more favourably than others; but not if that would itself involve conduct which is made unlawful under the Equality Act 2010.

The protected characteristics to which the duty applies are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, also marriage and civil partnership but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard to** means consciously thinking about the statutory needs as part of the process of decision making, when the proposals are still at a formative stage, and before a decision is reached. This means that consideration of those equality issues must influence the decisions reached by public bodies. The Equality Duty must be exercised in substance, with rigour and with an open mind.

Indirect discrimination occurs where a condition criterion or practice is applied which would put people with one of the protected characteristics at a disadvantage, and the imposition of that condition, criterion or practice is not a proportionate means of achieving a legitimate aim, i.e. it cannot be objectively justified.

It is important to understand and consider how different people will be affected by the decisions the Council makes, so that policies and services are appropriate and accessible to all and meet different people's needs.

This assessment will help you think about the potential impact your proposals will have on all sections of the community. Recognising these impacts early on in the process of developing policies will assist good decision making and ensure that the County Council delivers services appropriate to people's needs. Remember that the Equality Duty involves having due regard to the needs to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not, as well as to eliminate discrimination and other conduct which is unlawful under the Equality Act 2010.

Person responsible for undertaking this assessment:

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	Date of Assessment: 31 st August 2012

1. Name and brief description of the policy, service, strategy, procedure or function: (indicate whether new or revised)

Background

Continuing to place waste in landfill sites is not environmentally or financially sustainable. Diversion of waste from landfill is essential to meet the targets for limiting the amount of municipal waste that is landfilled. It is also essential to reduce the amount of methane gas produced from landfill. Methane is a greenhouse gas over 20 times more powerful than carbon dioxide in terms of its potential effect on global warming. Landfill contributes 27% of the UK's total. In addition landfill tax, a tax imposed on any municipal waste that is landfilled, continues to rise and will reach £80/tonne by 2014.

The Joint Municipal Waste Management Strategy (JMWMS) signed by all six district councils¹ and the council in 2007, sets out the policy basis and route map for the collection and disposal of Gloucestershire's municipal waste up to 2020.

Initial consultation on waste policy

Extensive public consultation was carried out as part of the development of the JMWMS in 2006/07. Consultation on the JMWMS included workshops with various stakeholders, the Great Gloucestershire Debate and the formation of a community panel that assisted with the development of criteria used to evaluate potential range of residual waste treatment technologies.

¹ The six district councils are Cheltenham Borough Council, Cotswold District Council, Forest of Dean District Council, Gloucester City Council, Stroud District Council and Tewkesbury Borough Council

Version: January 2012

This strategy tasks the council (as the waste disposal authority) with identifying an alternative treatment to landfill for Gloucestershire's household residual waste (the waste left over once we have reduced, reused, recycled and composted as much as possible). As a result, the council reviewed the alternative recovery treatment options and determined that a range of technologies could meet the needs of the county.

Residual waste project procurement

The council commenced the residual waste project procurement in January 2009. The residual waste project is using a procurement process specified in the Public Contracts Regulations 2006 as competitive dialogue. A competitive dialogue is used where the requirement is known but it is not possible to define the technical means capable of satisfying its needs or specify the legal or financial make up of the project. This approach has allowed the council to remain technology neutral.

Issues & priorities consultation

The council has to set out an evaluation framework to evaluate the bids before starting a procurement process. Consultation was undertaken in the summer 2008 to understand stakeholder priorities when developing the evaluation framework for waste management services. This included a questionnaire sent to 4,000 households and 21 focus groups (including hard to reach groups) who discussed the priorities in greater detail. The results of the consultation influenced the evaluation framework that has been used for the procurement.

The evaluation framework includes legal, financial and technical issues including flexibility (with regards to both climate change and changing waste tonnages) and other environmental issues such as health, emissions and transport issues. In addition, prior to commencing the procurement, the Council also developed high level outcomes that it would want any solution to achieve, these are listed below. Any solution must be:

- full (rather than partial) and complete 'closed loop' solution;
- deliverable;
- flexible;

- environmentally sustainable;
- optimal in materials and energy recovery; and
- Value for Money (VfM) over the life for the contract

Residual waste technology appraisal

The council thoroughly reviewed and evaluated all technology options available to manage the residual waste stream. This resulted in the Council approving five technology scenarios as being able to deliver a residual waste solution for Gloucestershire (and these findings were reconfirmed during the strategic review in 2010/11). These were:

- Energy from Waste (EfW) with Combined Heat & Power (CHP).
- Mechanical Biological Treatment (MBT) producing a biologically stabilised material that is sent to landfill.
- Mechanical Biological Treatment (MBT) producing a fuel sent to a dedicated CHP.
- Autoclave producing recyclates and an active fibre fuel that is sent to a dedicated CHP.
- Advanced Thermal Treatment (ATT) with syngas used to produce electricity and recovery of heat energy (CHP).

The approach the Council took to assess the technologies is detailed in the Outline Business Case (which can be found on <http://www.recycleforgloucestershire.com/recover-new/what-are-we-doing/index.html>). It recognised that no technology option was superior to another.

Technology neutral – open to all technology options

The council recognised that there was a range of technologies that could potentially provide a residual waste solution for Gloucestershire and therefore the council actively encouraged a range of solutions to be proposed through its technology neutral approach to the procurement. As a result, a number of technologies were proposed by bidders at the earlier stages of the competition (this included four of the five technologies recognised by the council as potential solutions, only autoclave was not proposed by any bidder). Therefore a range of core technologies were

bid by the private sector as part of their proposals to design, build and operate a new treatment facility(ies) on behalf of the council.

Site neutral — open to all sites

Javelin Park in Haresfield was identified in the Waste Local Plan (WLP), adopted in 2004, as a suitable strategic site for waste management. This classification, alongside an independent expert report on potential sites throughout the county, led to the Council purchasing 12 acres of Javelin Park in January 2009. The site was offered to bidders as part of the procurement but the Council was clear that this didn't prevent other sites being considered or a technology that required more than one site. The Council made this site available to waste companies, but the companies were free to suggest alternative sites if they wanted.

Bidders' consultation

In advance of selecting a preferred bidder, the county council hosted two public exhibitions (July and November 2011) at the Javelin Park site where the two final bidders explained their proposals to the public and gathered feedback. This feedback was then used by the preferred bidder, Urbaser Balfour Beatty, to influence the planning application. This was demonstrated in the Statement of Community Involvement that was submitted, as part of the planning application, by Urbaser Balfour Beatty in January 2012.

Through the procurement process, from eight initial bidders (in June 2009), the Council has selected Urbaser Balfour Beatty (in December 2011) to provide an EfW facility at Javelin Park, Haresfield, near Stroud. The facility is designed to treat all Gloucestershire's residual waste and also has additional capacity for the treatment of some of the county's commercial and industrial waste.

2. Briefly describe its aims and expected outcomes

The project was developed in response to the JMWMS objective 5 “Residual Waste as a Resource”: To provide residual waste treatment capacity to divert waste from landfill, and find or develop markets for recovered materials. Our preferred treatment processes will optimise recovery of recyclables and gain further value from residual waste before disposal.” (Source: JMWMS)

The expected outcome is the development of a sustainable waste treatment facility or solution that reduces the amount of non-recycled household waste from the residents of Gloucestershire that is placed in landfill ultimately reducing methane and carbon dioxide gas emissions. This includes the securing of a residual waste treatment and disposal contract to manage a nominal 150,000 tonnes per annum of residual waste over a period of 25 years. Specifically, such capacity should provide a solution that is:

- full (rather than partial) and complete ‘closed loop’ solution;
- deliverable;
- flexible;
- environmentally sustainable;
- optimal in materials and energy recovery; and
- VfM over the life for the contract.

3. Describe how this policy will impact on the Council's duty to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

Identify what particular groups of people will be affected by this policy.

The development of a treatment facility for Gloucestershire's residual waste as an alternative to landfill is delivering existing policy by developing new waste disposal infrastructure within the county based on Gloucestershire's needs.

Local residents will not experience any direct household waste service change as part of this new solution. District councils (waste collection authorities) will still collect the waste from households and then deliver to the new facility instead of existing landfill sites within the county. The new facility will potentially have a positive impact on all people within the county as it will:

- Protect tax payers from the rising cost of landfill and energy prices, which would avoid an additional whole life cost of up to an estimated £190 million.
- Over 92% of residual waste would be diverted from landfill using a thermal treatment which would avoid the production of methane which is a greenhouse gas over 20 times more powerful than carbon dioxide.
- The solution would reduce the effects of climate change, significantly reducing the carbon dioxide (CO₂) emissions when compared to continuing to landfill residual waste.
- Electricity would be generated (equivalent to that required to power 25,000 homes) which could be provided to the council, schools and hospitals in Gloucestershire. This would be a renewable and price-stable source of electricity. Any surplus would be sold to the grid.
- Heat could be provided to both commercial and domestic users as a renewable and price-stable source of energy.
- Incinerator bottom ash, a by-product of the process, would be reprocessed and used in roads and housing, displacing the use of virgin quarried material. Metals would be recycled.
- About 300 new jobs would be created in construction and around 40 jobs over the period of the service of 25 years.

Therefore the council considers that this proposal will impact positively on its obligation to have due regard to requirements of the Public Sector Equality Duty.

From the council's analysis, set out in section 6 below, the council has determined that there is no potential for a negative differential impact of this policy on those with a protected characteristic compared to the wider population. However, the council recognises that those people living near to the site at Javelin Park in Haresfield may have concerns (these are addressed below) about proposals, including some individuals who share protected characteristics. Based on comments received during the bidder pre-consultation exercises in 2011 (and listed within UBB's Statement of Community Involvement), concerns raised included emissions/air quality, health, lighting/light pollution, noise, traffic, visual/landscape impact and need. These are addressed as part of the planning and permitting process and further by the county council as outlined in section 6.

4. Provide details of the evidence you have gathered in making this assessment, including data sources, consultation undertaken and the outcome/s of this.

As explained in section 3, the development of a treatment facility for Gloucestershire's residual waste as an alternative to landfill is delivering existing policy by developing new waste disposal infrastructure within the county based on Gloucestershire's needs. In delivering this infrastructure through the residual waste procurement project, the council has had regard to its Public Sector Equality Duty and undertaken research based analysis of potential hazards, risks and concerns raised through previous consultation carried out to date and those as identified within UBB's Human Health Risk Assessment and Environmental Impact Assessment (non-technical summary) submitted as part of the planning application.

Consultation & engagement: policy

Issues relating to policy have been the subject of various consultations:

Budget: In 2006, the council asked residents across the county through its budget consultation if the council were to choose between alternative policies which would they prefer: the county council either putting rubbish that isn't recycled into landfill, or using it to create heat and power. 94% of respondents to this consultation indicated they would prefer that rubbish was used to create heat and power.

JMWMS: Consultation on the JMWMS was also carried out in 2006/07 and sought responses from disability and faith groups, plus a representative response from ethnic minorities within the county. However, the consultation does recognise, as is common with most consultation of this type, that older age groups were heavily over-represented, and younger groups under represented in the random survey particularly. In the responses received, no issues specifically related to the disposal of residual waste and the 9 protected characteristics were

raised. The full report can be viewed here: http://www.recycleforgloucestershire.com/partnership/joint_strategy/downloads.html.

Waste local plan (2004) & Draft Waste Core Strategy (2012 — 2027): Both of these policies (one of which remains in draft at the time of this assessment) concern the sites suitable for waste management within Gloucestershire and feature Javelin Park. They have been the subject of extensive public consultation. The public participation stage of this process ran from 2006-2009. It was formally published in December 2010. It was submitted to the Secretary of State in September 2011 and it has now be subjected to an independent examination. It is anticipated that the Gloucestershire Waste Core Strategy will be formally adopted in autumn 2012. Further information is available from:

<http://www.gloucestershire.gov.uk/extra/article/107570/Waste-Core-Strategy-WCS>

Consultation & engagement: delivery

Issues relating to the delivery of this infrastructure through the residual waste project have also been the subject of consultation and engagement:

Issue & priorities: Consultation was undertaken in the summer 2008 to understand stakeholder priorities when developing the evaluation framework for the procurement. This included a questionnaire sent to 4,000 households and 21 focus groups (including hard to reach groups) who discussed the priorities in greater detail. In the responses received, no issues specifically related to the disposal of residual waste and the 9 protected characteristics were raised. The results of the consultation influenced the evaluation framework and the full report is available here: <http://www.recycleforgloucestershire.com/recover-new/what-are-we-doing/consultation.html>

Javelin Park Community Forum: The council set-up and facilitates a forum made up of members of the community living and working near the Javelin Park site. Forum membership is self selecting and not representative, however some current members share some of the 9 protected characteristics.

Bidders pre-planning: In advance of selecting a preferred bidder, the council hosted two public exhibitions on the Javelin Park site where the two final bidders explained their proposal to the public and gathered feedback. Each bidder used the feedback it received to influence the final planning application that would be submitted should it be selected as preferred bidder. However, no data was gathered on whether any visitors or respondents belonged to a group who share the 9 protected characteristics. UBB's full statement of community involvement is available here:

http://caps.goucestershire.gov.uk/gcc_images/12_0008_STMAJW_SCI.pdf

Planning and permitting consultation: Prior to any new facility being built and operated, planning permission will be required from the waste planning authority and an environmental permit from the Environment Agency. These separate processes include extensive public consultation with statutory consultees and the public on the detailed applications submitted by the preferred bidder in early 2012.

Local data source & analysis

At a local level: The council's research team has provided a range of data and information about the demographic characteristics of the population. This includes the county wide distribution of individuals with the 9 protected characteristics within the local population (where this is available) compared to that within a 5km radius of the Javelin Park site to establish the representation of people sharing the 9 protected characteristics near the site. The decision to select a 5km radius was based on the assessment of the potential impact identified as part of UBB's Environmental Impact Assessment (visual impact being most significant within 2.5km) and Human Health Risk Assessment (sensitive receptors table 1.3.).

According to the latest local population data available² for a 5km radius of Javelin Park site, there are:

- 9,010 young people between the ages of 0 to 19³; higher than the county-wide average of 8,037 (an increase of 973).
- 4,780 people aged 65 and over⁴, which is lower than the county wide average of 6,440 (a decrease of 1,660).
- 1,000 young people between the ages of 0 to 19 with disabilities⁵; higher than the county wide average of 834 (an increase of 166).
- 770 people over 18 with disabilities⁶; lower than the county wide average of 853 (a decrease of 83).
- 522 births⁷; in line with the county wide average.
- 60 travellers⁸ living on official sites; in line with the county wide average.

² The council's Local Geography Population Estimates 2010, undertaken by the council's Strategic Needs Analysis Team

³ Ibid

⁴ Ibid

⁵ Children with disability: School-age children with Special Educational Needs, undertaken by the council's Strategic Needs Analysis Team

⁶ Adults with disability: Users of the council's adult social care service who have a physical disability, mental health condition, learning disability, substance misuse issue or other vulnerability. the council's Strategic Needs Analysis Team

⁷ Source: Gloucestershire Public Health Information Unit

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We note that the number of young people is greater than the county average and this is addressed in section 6

National research

Research has also included reference to national research and national level data where local information has not been available. The websites of some key national and local organisations representing people sharing each of the 9 protected characteristics were identified through internet searches and have been reviewed as part of this assessment in order to establish if there has been a particular concern raised about waste treatment (specifically energy from waste/incineration).

- ◆ RADAR
- ◆ Age UK
- ◆ Asthma UK
- ◆ Press for Change
- ◆ Runnymede Trust
- ◆ Church of England
- ◆ Muslim Council of GB
- ◆ Fawcett Society
- ◆ Stonewall
- ◆ Gingerbread
- ◆ National Gypsy Traveller Federation
- ◆ Friends Families and Travellers
- ◆ Equalities & Human Rights Commission
- ◆ Health Protection Agency
- ◆ GlosVain
- ◆ SWARD
- ◆ Friends of the Earth

Of the above organisations, only lobbying groups campaigning against incineration as a waste treatment technology referred to any negative impact that could be more relevant to those people sharing the nine protected characteristics. No peer reviewed scientific evidence has been referenced to support these comments and therefore these are considered perceived negative impacts.

Conclusion

As a result of the data analysed and research carried out, the Council has no reason to believe that the proposals would have any greater or lesser impact on people sharing any of the 9 protected characteristics. Whilst there is no negative impact identified, consultation to date and

⁸ Includes authorised publicly and privately owned and managed sites only, the council's Public Rights of Way and Traveller Services

comments from local lobbying groups have identified potential for fear of the perceived negative impact on those living near to the site at Javelin Park in Haresfield from all people as well as some people in groups with protected characteristics. This may be particularly relevant to young people who are over represented near the site compared to the country wide average. These include: health, environment, visual impact and traffic management, which are currently being further scrutinised through both the planning and permit processes. Please also see section 6 for additional action to mitigate any potential perceived negative impact.

5. Is this Policy affected by, or will it have an impact on other Meeting the Challenge proposals? Yes/No. (If yes, please specify relevant project and indicate how it is affected).

It will have a positive impact on the Meeting the Challenge proposals. The residual waste project is estimated to deliver up to £190 million savings on costs for waste disposal and energy prices over the next 25 years.

6. Where any particular group is affected differently by the policy in either a negative or a positive way, if you identify a negative impact, explain what actions you have undertaken or you plan to undertake, including consideration of any alternative proposals, to lessen or negate this impact.

	Negative	Positive	Neutral	Evidence	Mitigating actions where a negative impact has been identified	How will the mitigating action be monitored/evaluated, including who will be responsible for monitoring.
Age			✓	<p>The Health Protection Agency's position statement states that "...any potential damage from modern, well run and regulated incinerators is likely to be so small that it would be undetectable." (HPA 2012).</p> <p>We note that the number of younger people living within 5km of the proposed site is higher than the county average. We have no reason to believe that the proposals would have any greater or lesser impact on people on account of age.</p> <p>Whilst there is no negative impact identified, some pressure/lobbying groups suggest there is a risk to the health of younger and older groups within</p>	<p>Whilst there is no negative impact identified, the county council can further reassure younger and older people by:</p> <ul style="list-style-type: none"> • Continuous monitoring of facility emissions with the results published online. • A fully accessible visitors centre offering educational programme on waste issues and Energy for Waste. • A regular newsletter produced and published by UBB, offering relevant information and reassurance on air quality issues. 	<ul style="list-style-type: none"> • Contract management • Waste planning authority • Environment Agency

				<p>the local community surrounding the site.</p>	<ul style="list-style-type: none"> • A community liaison group to be set-up by UBB to discuss issues and concerns with representatives from the community including those who share any of the 9 protected characteristics. 	
Disability (indicate different impacts on different types of disability)		✓		<p>We have no reason to believe that the proposals would have any greater or lesser impact on people on account of disability.</p> <p>Whilst there is no negative impact identified, some pressure/lobbying groups suggest there is a risk to the health of vulnerable people such as those suffering from respiratory conditions (who may have a disability) within the local community surrounding the site.</p> <p>This is despite the Health Protection Agency's position statement confirming that "...any potential damage from modern, well run and regulated incinerators is likely to be so</p>	<p>Whilst there is no negative impact identified, the county council can further reassure disabled people by:</p> <ul style="list-style-type: none"> • Continuous monitoring of facility emissions with the results published online. • A fully accessible visitors centre offering educational programme on waste issues and Energy for Waste. • A regular newsletter produced and published by UBB, offering relevant information and reassurance on air 	<ul style="list-style-type: none"> • Contract management • Waste planning authority • Environment Agency

				small that it would be undetectable." (HPA 2012).	<p>quality issues.</p> <ul style="list-style-type: none"> Community liaison group to be set-up by UBB to discuss issues and concerns with representatives from the community including those who share any of the 9 protected characteristics. 	
Gender reassignment			✓	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of gender reassignment.	N/A	N/A
Marriage & civil partnership			✓	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of marriage and civil partnership.	N/A	N/A
Pregnancy & maternity			✓	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of pregnancy and maternity. Whilst there is no negative impact	Whilst there is no negative impact identified, the county council can further reassure those who are pregnant and new mothers by:	<ul style="list-style-type: none"> Contract management Waste planning authority Environment

			<p>identified, some pressure/lobbying groups suggest there is a risk to the health of unborn infants and breast feeding mothers within the local community surrounding the site.</p> <p>This is despite the Health Protection Agency's position statement confirming that "...any potential damage from modern, well run and regulated incinerators is likely to be so small that it would be undetectable." (HPA 2012).</p> <p>.</p>	<ul style="list-style-type: none"> • Continuous monitoring of facility emissions with the results published online. • A fully accessible visitors centre offering educational programme on waste issues and Energy for Waste • A regular newsletter produced and published by UBB, offering relevant information and reassurance on air quality issues. • Community liaison group to be set-up by UBB to discuss issues and concerns with representatives from the community including those who share any of the 9 protected characteristics. 	Agency
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Race (including Gypsy & Traveller)		<input checked="" type="checkbox"/>	<p>We have no reason to believe that the proposals would have any greater or lesser impact on people on account of race.</p> <p>However, research Report 12 <i>Inequalities experienced by gypsy and traveller communities 2009</i> by the Equalities and Human Rights Commission on states that Gypsies/Travellers “experience worse health, yet are less likely to receive effective, continuous healthcare.”</p> <p>Whilst there is no negative impact identified, some pressure/lobbying groups suggest there is a risk to the health of vulnerable people within the local community surrounding the site.</p> <p>This is despite the Health Protection Agency’s position statement confirming that “...any potential damage from modern, well run and regulated incinerators is likely to be so small that it would be undetectable.” (HPA 2012).</p>	<p>Whilst there is no negative impact identified, the county Council can further reassure the gypsy and traveller communities near the site by:</p> <ul style="list-style-type: none"> • Continuous monitoring of facility emissions with the results published online. • A fully accessible visitors centre offering educational programme on waste issues and Energy for Waste • A regular newsletter produced and published by UBB, offering relevant information and reassurance on air quality issues. • Community liaison group to be set-up by UBB to discuss issues and concerns with representatives from the community including those who share any of 	<ul style="list-style-type: none"> • Contract management • Waste planning authority • Environment Agency
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					the 9 protected characteristics.	
Religion or Belief			–	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of religion or belief.	N/A	N/A
Sex			✓	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of sex.	N/A	N/A
Sexual Orientation			✓	We have no reason to believe that the proposals would have any greater or lesser impact on people on account of sexual orientation.	N/A	N/A
Indirect Discrimination			✓	We have no reason to believe that the proposals would cause indirect discrimination.	N/A	N/A

Other groups: e.g. rural isolation, long term unemployed, health inequality, carers			✓	We have no reason to believe that the proposals would have any greater or lesser impact on other groups.	N/A	N/A
Socio-economically deprived groups			✓	We have no reason to believe that the proposals would have any greater or lesser impact on socio-economically deprived groups.	N/A	N/A
Community Cohesion	Provide details of any ways in which the proposed activity would promote equality in the community between those who share a protected characteristic and those who do not, and how it would promote good relations between such groups <ul style="list-style-type: none"> • Is there equality between those who will and won't benefit from the proposal? • Are there strong relationships between groups and communities in 			<p>The new facility, when operational, will have a fully accessible visitors centre with community meeting rooms available for use. This would provide a place for groups who share and who do not share a protected characteristic to meet locally.</p> <p>There will also be opportunities for employment and volunteering at the facility identified and promoted within the community.</p>	N/A	N/A

	<p>the area affected and will the proposed action promote positive relationships?</p> <ul style="list-style-type: none"> • Does the proposal bring groups/communities into increased contact with each other? 	<p>Community liaison group to be set-up by UBB to discuss issues and concerns with representatives from the community including those people who share the 9 characteristics.</p>		
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Declaration

We are satisfied that an Assessment has been carried out and where a negative impact has been identified, actions have been developed to lessen or negate this impact where possible.

Where the impact of the policy or proposals is very significant, and mitigating actions do not sufficiently lessen the impact, or mitigating actions cannot be identified, we have considered whether to go ahead with the original proposal at all, or whether to reformulate it. We understand that the Equality Impact Assessment is required by the council and that we take responsibility for the completion and quality of this assessment.

Completed by: Ian Mawdsley

Date: 31 August 2012

Role: Residual Waste Project Lead

Countersigned by Head of Service:



Date: 31 August 2012

Name of relevant Portfolio Holder/Cabinet Member: Councillor Ray Theodoulou (Cabinet Member for Finance and Change)

I confirm that I have examined and understood the potential impact of the proposal and confirm that I have had due regard to the obligations set out in section 149 of the Equality Act 2010.



..... Portfolio Holder/Cabinet Member

Date: 31 August 2012