

EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	21/01/2021	Andy Sheridan	

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure Services
Section	Roads, Landscape and Waste Services
Title of the activity etc.	Review of Street Cleansing Services
Aims and desired outcomes of the activity	Review use of Community Orderlies and mechanised street cleansing in order to make a saving of £150,000
Author(s) & Title(s)	Andy Sheridan – Team Manager Collections and Cleansing

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	<p>Reputation Tracker – The Council produces a monthly summary of statistics and information on Council performance. 150 Aberdeenshire residents are contacted each month and asked to provide feedback.</p> <p>Customer complaints and compliments/satisfaction reports</p>	<p>Satisfaction with street cleansing is generally high at over 90%</p> <p>Main issues that we receive complaints from are 1. Sweeping, 2. Dog bins, 3. Litter bins, 4. Dog fouling, 5. Needles/broken glass, 6. Litter</p>
Internal consultation with staff and other services affected.	<p>Affected staff</p> <p>HR</p> <p>Contact Centre</p> <p>Landscape Services</p> <p>Education</p> <p>Business Development</p>	Still to be completed at this time

External consultation (partner organisations, community groups, and councils).	Community Councils Business Organisations	Still to be completed at this time
External data (census, available statistics).	Local Audit Environmental Audit Scheme (LEAMS) scores – Percentage of streets cleaned to an acceptable standard. Local Government Benchmarking Framework (LGBF) N/A	For 2019-20 the percentage of streets cleansed to an acceptable standard was 96.6%, compared to the national average of 92.2% and our family group (Eilean Siar, Argyll & Bute, Shetland Islands, The Highlands, Orkney Islands, Scottish Borders, and Dumfries & Galloway) average of 95.8%. In the LGBF the percentage of residents satisfied with local street cleanliness is 68% compared to the National average of 66.3%. Aberdeenshire spends £9,875 per 1000 people on street cleansing compared to the national average of £14,840
Other (general information as appropriate).	N/A	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	HR will be consulted on the impact to staff and this will be followed by consultation with the affected staff. , This will be viewed as a structure review and as these frontline staff are not being considered until phase 4 of the voluntary severance scheme, there may be redundancy costs if no suitable alternative roles can be found. We will need to discuss with other services too that may have suitable vacancies such as the Cleaning Service. Discussions will also take place with the other internal Services this will affect particularly the Contact Centre as there will be an increase in requests/complaints and Landscape Services as the community orderlies clean some parks and open spaces.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the	Measures:	Timescale:
	Consultation with HR	By end of February 2021
	Consultation with staff	By End of March 2021

back of this form.	Discussions with Internal Services	By end of March 2021

Stage 5: What steps can be taken to promote good relations between various groups/areas?		
These should be included in the action plan.	Implementation of the Litter Prevention Action Plan and liaise with community groups local business, etc.	

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?		
N/A		

Stage 7a:				
Are there potential impacts on protected groups?				
The protected groups covered by the equality duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.				
Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below for each protected group by inserting "yes" in the applicable box/boxes below.				
	Positive	Negative	Neutral	Unknown
Age – Younger/Older			Yes	
Age - Older			Yes	
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Sex		Yes		

Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g., housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g., Access to, or ability to access: employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> • Unemployed • Single parents and vulnerable families • People on benefits • Those involved in the criminal justice system • People in the most deprived communities • People who live in rural areas 	<ul style="list-style-type: none"> • Pensioners • Looked after children • Careers including young carers • Veterans • Students • Single adult households • People who have experienced the asylum system 	<ul style="list-style-type: none"> • Those leaving the care setting including children and young people and those with illness • Homeless people • People with low literacy/numeracy • People with lower educational qualifications • People in low paid work • People with one or more protected characteristic
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Please complete by inserting “yes” in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
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Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing			Yes	
Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future			Yes	
Pockets: Material deprivation – being unable to access basic goods and services i.e., financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies			Yes	
Place: Area deprivation – where you live, where you work		Yes		
Prospects: Socioeconomic background – social class i.e., parents' education, employment and income, educational achievement.			Yes	

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative	Protected Groups	Redesign of job roles will be required and they are predominately held by male.

impacts you have highlighted above. Detail the impacts and describe those affected.	Place - Area deprivation	Evidence indicates that areas of social deprivation are also more prone to littering, so reducing our resources to deal with this could have negative effect on these areas. Engaging with residents can prove more challenging especially in relation to accepting personal responsibility and organising community litter picks.

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?	No
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Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?

	Mitigating Steps	Timescale
These should be included in any action plan at the back of this form.	Increase awareness of the cost of picking up litter and linking it into prevention through the Litter Prevention Action Plan	Ongoing through our social media and other publicity campaigns.
	Working with Community Groups to encourage and support local voluntary litter picks	Ongoing
	Working with education to and schools to reduce the litter dropped around the Academies and on the routes into the town/ village	Ongoing

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal

These should be included in any action plan (for example customer satisfaction questionnaires).	-The Service will continue to make use of the Reputation Tracker customer complaints/compliments through the Contact Centre.
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Stage 12: What is the outcome of the Assessment?


Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	The Litter Prevention Action Plan which revolves around the three primary interventions of Information, Infrastructure and Enforcement is part of our strategy to prevent litter and fly-tipping and to encourage personal responsibility and behaviour change. Appropriate HR Policies and procedures will be applied.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

This is proposed as part of the savings required to reduce the Council deficit.

Stage 14: Sign off and authorisation.

Sign off and authorisation	1) Service and Team	Infrastructure Services: Roads, Landscape and Waste Services
	2) Title of Policy/Activity	Review of Community Orderlies

3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Andy Sheridan Position: Team Manager Collections and Cleansing Date: 25/01/2021 Signature: 	Name: Position: Date: Signature:
	Name: Position: Date: Signature:	Name: Position: Date: Signature:
4) Consultation with Service Manager	Name: Date:	
5) Authorisation by Director or Head of Service	Name: Philip D McKay Position: Head of Service Date: 01/03/21	Name: Position: Date:
6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.		Date:
7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk		Date:

