



Appendix B

Equality

Analysis Toolkit

Opening hour changes at Household Waste
Recycling Centres
For Decision Making Items

Question 1 - What is the nature of and are the key components of the proposal being presented?

In December 2018 Cabinet agreed to consult on proposals to change opening hours and days at Household Waste Recycling Centres. The specific proposals being:

- To change the opening hours of all recycling centres to 9am to 5pm all year round.
- To reduce the number of days that seven of the council's 15 recycling centres are open; from seven days per week to five days per week.

The seven recycling centres being: Barnoldswick, Clitheroe, Burscough, Haslingden, Skelmersdale, Longridge and Carnforth.

A public consultation on this took place between 28 January 2019 and 25 March 2019.

Question 2 - Scope of the Proposal

Is the proposal likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected?

Each District in Lancashire has at least one, and in three cases two, Household Waste Recycling Centres (HWRCs). Traffic data was gathered on frequency of use and the times of day that were the busiest, for all HWRCs. This showed how usage reflected the surrounding populations access to sites and indicated a fairly even spread of provision. It is the smaller sites closer to less dense urban areas that it is proposed go from seven to five day opening times.

Question 3 – Protected Characteristics Potentially Affected

Could the proposal have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people

- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

And what information is available about these groups in the County's population or as service users/customers?

No significant adverse impact anticipated. However, there may be an adverse impact for those of working age (age protected characteristic) as opportunities to visit sites in the evening will cease.

Question 4 – Engagement/Consultation

How have people/groups been involved in or engaged with in developing this proposal?

The widely publicised (leaflets and posters at HWRCs and in public buildings) consultation ran for eight weeks between 28 January 2019 and 25 March 2019. In total, 1,219 completed questionnaires were returned (15 paper questionnaire responses and 1,204 online questionnaire responses). All district and Parish/Town Councils were also contacted directly and asked to respond.

In regards to the consultation responses:

- 97% of the returns were from Lancashire residents
- It was an even split between male and female respondents
- The majority of respondents were working age (between 35 and 64).
- The proportion of people identifying as having a disability was close to the expected figures and therefore reflective of disability levels county-wide.
- Responses from ethnic populations were low, but as responses were highest from the areas with the lowest numbers identifying their ethnicity as other than white, this was to be expected.
- Outside of those identifying as having no religion, not saying or identifying as Christian, virtually no other religious communities responded. This provides the comfort of assuming that the proposals are unlikely to cause inconvenience to religious communities that could only access sites on or outside of, days of the week sacred to them.
- There was a good balance of respondents with and without children.

Question 5 – Analysing Impact

Could this proposal potentially disadvantage particular groups sharing protected characteristics and if so which groups and in what way? This pays particular attention to the general aims of the Public Sector Equality Duty:

- To eliminate unlawful discrimination, harassment or victimisation because of protected characteristics;
- To advance equality of opportunity for those who share protected characteristics;
- To encourage people who share a relevant protected characteristic to participate in public life;
- To contribute to fostering good relations between those who share a relevant protected characteristic and those who do not/community cohesion;

HWRC provision is a service for all households across the county, where items not appropriate for doorstep collection can be disposed of. The smaller sites often (though not always) service more rural communities. A reduction in the number of days they are open may have an impact on rural communities access to provision.

A number of consultation comments were received expressing concerns about fly tipping. Whilst the Waste Service do not believe this will be an inevitable outcome of the proposed changes, any increases in fly tipping may adversely impact good relations between communities/community cohesion if assumptions are made about which groups/communities may be responsible for such activities.

Question 6 –Combined/Cumulative Effect

Could the effects of this proposal combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?

Non anticipated.

Question 7 – Identifying Initial Results of Your Analysis

As a result of the analysis has the original proposal been changed/amended, if so please describe.

Following the consultation, the recommendation for Skelmersdale has now been changed so that it remains open for seven days a week.

The proposal has also changed to include opening on Bank Holidays at the sites which will have 5 day opening, although where this arises an alternative closing day will be arranged and clearly signalled.

Question 8 - Mitigation

Will any steps be taken to mitigate/reduce any potential adverse effects of the proposal?

Traffic flow information, backed up by responses to the consultation, showed weekends are the most popular times for visitors. For those sites moving from seven to five days a week, opening weekends and bank holidays (excluding Christmas Day, Boxing Day and New Year's Day) will remain, with two of the quieter days during the week seeing the sites closed.

The same will be true for the (9%) of people who indicated that they would like to keep the option of using HWRCs on their way to and from work. With all sites having weekend and bank holiday opening (aside from Christmas Day, Boxing Day and New Year's Day) protected.

At all sites it will be the case that new signage, reflecting any changes to opening times and days, would be erected, that would also indicate the nearest alternative provision available.

It is noted in the consultation report that usage of HWRCs is largely infrequent, with most visiting once a month or only three-monthly. Coupled with 49% of respondents strongly agreeing, tending to agree or neither agreeing nor disagreeing with this proposal, it suggests that disruption would be limited.

Question 9 – Balancing the Proposal/Countervailing Factors

This weighs up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of the analysis.

The Council is committed to finding efficiencies and minimising any service loss. With seven day opening, site crews have to be supplemented with additional officers. This breaks with service consistency and increases costs in a way five day working does not. For larger sites that will stay open seven days but only between 9 am and 5 pm, the busiest times are in the middle of the day. These times see site staff working to capacity. However during the early morning and late afternoon, the quietest times at HWRCs, operatives can be under-used. As operatives need to be staffed up to their full number through-out the day, this is not an effective use of public resources, something this change will even out.

The loss of earlier/later opening will effect around 9% of consultation respondents (reflected in the traffic survey data). This group will not be prohibited from accessing the service, but will have to adjust the times of day or days of the week that they visit HWRCs. This it is not considered a significant inconvenience, nor one that overly penalises a vulnerable group.

Question 10 – Final Proposal

In summary, what is the final proposal and which groups may be affected and how?

The proposal remains the same as originally consulted on, with the exception of Skelmersdale, which it is proposed will not move to five day opening, but remain open for seven days a week.

Question 11 – Review and Monitoring Arrangements

What arrangements will be put in place to review and monitor the effects of this proposal?

The traffic count data comes in every month and allows the Waste Service to identify if changes to opening times and days results in a shift in visitor patterns. The service also works closely with district councils and through them will monitor any changes such as increases in fly tipping.

Equality Analysis Prepared By William Maxwell

Position/Role Service Development Manager

Equality Analysis Endorsed by Line Manager and/or Service Head Steve Scott

Decision Signed Off By

Cabinet Member or Director

For further information please contact

Jeanette Binns – Equality & Cohesion Manager

Jeanette.binns@lancashire.gov.uk