



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Introduction of twin stream recycling (separate collection of paper and card)
2. Summary of aims and objectives of the policy/funding activity/event	Mixed dry recycling is currently collected from households as “co-mingled” (all material collected together). “Twin stream” recycling requires the householder to separate paper and card out from other dry recycling. This approach is intended to support new legislative requirements contained in the Environment Act 2021 to collect recyclable materials separately (subject to it being technically or economically practicable). This approach is intended to improve the quality of the recyclable materials and deliver positive environmental benefits.
3. Who is affected by the policy/funding activity/event?	All households
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Following trials in North Kesteven, Boston and South Holland, Twin Stream has been successfully rolled out in 4 of the Lincolnshire district and is intended to be available across all areas by the end of 2024. Consultation (in the form of customer surveys) was carried out as part of the initial trial in North Kesteven. Some issues relating to the correct sorting of recyclable materials were raised. Communications messaging has been adjusted to make this clearer with pictorial messaging. LCC will provide engagement officers to visit householders providing support and advice where needed.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The rollout will be managed through a project team with support from LCC. Following initial letters to every household, engagement will continue throughout via social media and advice visits to householders finding the transition more challenging. Where local community groups are identified opportunities to promote and educate via these will be used.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	Neutral	Age is not a determinant in the introduction of this change.	No action required at this stage.



		Assisted collections are available to support residents who find it difficult to place their bin at kerbside due to frailty.	
Disability	Neutral	Assisted collections are available to support residents who find it difficult to place their bin at kerbside due to disability. Bins will have a purple lid and raised text stating "paper and card only" making them distinctive from existing bins. One to one engagement and education visits will be offered to support residents with disabilities which may impact on their ability to participate.	Consider discussion with South Lincs Blind Society and Grantham Mencap to obtain comments on effective messaging for those with visual and learning disabilities (see "consultation" below)
Gender Reassignment	Neutral	Gender Reassignment is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Marriage and Civil Partnership	Neutral	Marriage and Civil Partnership is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Pregnancy and Maternity	Neutral	Pregnancy and Maternity is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Race	Neutral	Race is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Religion or Belief	Neutral	Religion or Belief is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.



Sex	Neutral	Sex is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Sexual Orientation	Neutral	Sexual Orientation is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.
Other Factors requiring consideration			
Socio-Economic Impacts	Neutral	Bins will be provided at no cost to households.	No action required at this stage.
Carers (those who provide unpaid care to a family member, friend or partner)	Neutral	Carers is not a determinant in the introduction of this change which will be implemented across all households.	No action required at this stage.

Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.

Group/Organisation	Date	Response
South Lincs Blind Society		Discussion to be held following the meeting of the Finance, Economic and Environment Overview and Scrutiny Committee
Grantham and District Mencap		Discussion to be held following the meeting of the Finance, Economic and Environment Overview and Scrutiny Committee

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.



Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	There is the potential for disadvantage for people with visual impairment or learning disability, however, comments from discussions with the above groups on methods of communication will be taken into consideration	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	√	
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	Anne-Marie Coulthard Assistant Director of Operations and Public Protection
Officer Responsible for implementing the policy/function etc	George Chase Waste and Recycling Operations Manager
Line Manager	<i>Richard Wyles, Chief Finance Officer and Interim Deputy Chief Executive</i> TO AGREE
Date Completed	
Date of Review (if required)	Ongoing during roll out



Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.