

EQUALITY ANALYSIS

Equality Analysis completed by:

Responsible Officer: Colin Curtis

Name(s)/Job Title

Name	Job Title	Date
Colin Curtis	Assistant Head of Street Scene	18.6.13
Fiona Swinburne	Waste Manager	18.6.13

Purpose and Scope

Purpose

The purpose of the project is to seek tenders for the operation of a Materials Recovery Facility (MRF) which accepts, sorts and distributes the materials collected by the Council's blue bin kerbside recycling service.

This covers:

- The day to day operation of the MRF currently provided by a specialist external service provider.

Scope¹

The scope of this analysis covers the specific proposed action above which is to seek tenders from external organisations for the operation of a Materials Recovery Facility (MRF) which accepts, sorts and distributes the materials collected by the Council's blue bin kerbside recycling service. The contract will replace the existing one which is set to expire in March 2015. There is no change in the design of the service. There are no directly affected council employees.

Intelligence and Information

The sources of information used include the following;

- Initial discussions with OCE Senior Management Team including Deputy Chief Executive, Corporate Procurement and Human Resources;
- Communication and consultation with South of Tyne Waste Management Partnership Procurement Team.

¹ Extracted from signed off Transport & Fleet Scoping Document

- Professional experience and knowledge from in house and neighbouring council officers who have extensive experience.
- Data relating to costs of providing the MRF service analyses by OCE Financial Management Team.

Analysis of Impact on People

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age		No Impacts are anticipated	
Disability		No Impacts are anticipated- The physical characteristics of the blue bin recycling service will not change	
Gender/Sex		No Impacts are anticipated- contractors will have to submit their own policies and procedures as part of the EU OJU procurement process.	
Marriage and Civil Partnership		No Impacts are anticipated	
Pregnancy and maternity		No Impacts are anticipated- contractors will have to submit their own policies and procedures as part of the EU OJU procurement process.	
Race/Ethnicity		No Impacts are anticipated- contractors will have to submit their own policies and procedures as part of the EU OJU procurement process.	
Religion/belief		No Impacts are anticipated	
Sexual Orientation		No Impacts are anticipated- contractors will have to submit their own policies and procedures as part of the EU OJU procurement process.	
Trans-gender/ gender identity		No Impacts are anticipated	

Other individuals or groups impacted on

Characteristic	List of Impacts
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	Positive	Neutral	Negative
Council Employees	By reducing the MRF disposal costs resources employed in the service	N/A	N/A
Customers/ blue bin service users	N/A-	The service blue bin recycling service offered to the resident will not change	N/A

Gaps in intelligence and information:

N/A

Summary of Impacts and Response to Analysis

Who will the policy/activity impact on and who will benefit?

- The main beneficiary is the Council in respect of reduce spend.
- The review will not directly result in changes to external service delivery to customers.
- There will positive environmental impact through maintaining or improving the recycling performance of the Council.

Who doesn't benefit and why not?

- The impact of the review is intentionally designed to be "invisible" to the public/customers.

Who should be expected to benefit and why don't they?

- No groups are expected to benefit.

Response to Analysis, Action Plan and Monitoring Arrangements

- No major changes are considered to be required at this time, specific service changes will be evaluated by the working groups.

Action Plan and Monitoring

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
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ACTION	WHO	WHEN	MONITORING ARRANGEMENTS
Assistant Head of Streetscene will lead on monitoring the performance of the contractor closely to ensure there are no unintended negative impacts, including health and safety risks or environmental harm caused by the MRF process..	Assistant Head of Streetscene	Standing agenda item	Quarterly at Contract Review meetings
The Waste Manager will monitor MRF contract performance to ensure there are no negative impacts on site users in terms of reduction in the quality of service provided over what is currently in place, and , including health and safety risks or environmental harm caused by the MRF process..	Waste Manager	Standing agenda item	Quarterly at Contract Review meetings, and review of complaints and feedback received on the service.