

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	3.3.14

Purpose and Scope

Purpose

The purpose of the decision is to ensure that the Councils new PFI waste management arrangements can commence on 1/4/14 which is ahead of the formal start date which has been delayed due to final commissioning technicalities. The Councils existing waste contract will expire on 31/3/14 so the Council has had to decide whether to go out procurement for a short period to fill the gap between the end of the existing and formal start date (as yet not confirmed) of the new PFI waste contract, negotiate an extension with the existing contractor until the new PFI contract starts (with unknown costs), or agree an interim short term waste management arrangement with SITA, the new FPI service provider with known costs.

This covers:

- The management and treatment of the Councils household waste. day to day operation of the MRF currently provided by a specialist external service provider.

Scope¹

- All household waste collected by the Councils refuse collection service

Intelligence and Information

¹ Extracted from signed off Transport & Fleet Scoping Document

The sources of information used include the following;

- 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.
- Professional experience and knowledge from in house and neighbouring council officers who have extensive experience.
- Data relating to costs of providing the 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 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 procurement process.	
Race/Ethnicity		No Impacts are anticipated contractors will have to submit their own policies and procedures as part of the 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 procurement process.	
Trans-gender/ gender identity		No Impacts are anticipated	

Other individuals or groups impacted on

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Council Employees	By reducing the MRF disposal costs resources employed in the service	N/A	N/A
Contractors employees and TUPE Regulations	Positive	The New service provider SITA is undergoing TUPE transfer of identified employee from the existing service provider, and consulting with those employees on vacancies available with in SITA. If the option was taken to re procure the waste management arrangements for a short period, those TUPE arrangements would be disrupted and complicated, with negative impacts on the identified employees.	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.

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
Assistant Head of Streetscene will lead on monitoring the performance of the contractor closely to ensure there are no unintended negative impacts.	Assistant Head of Streetscene	Standing agenda item	Quarterly at Contract Review meetings
The Waste Manager will monitor 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 process..	Waste Manager	Standing agenda item	Quarterly at Contract Review meetings, and review of complaints and feedback received on the service.