

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of

equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is

slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Executive Director	Title of the Lead Officer responsible for EIA	Head of Environment
Name of the policy or function to be assessed:		Litter Strategy	
Title of the Officer undertaking the assessment:		Head of Environment	
Is this a new or an existing policy or function?		This is an existing Strategy	
<p>1. What are the aims and objectives of the policy or function?</p> <p>The aim of the Strategy is to outline the direction of travel in how the Council will manage its strategic approach to dealing with litter.</p> <p>Aim: To enhance the Borough's cleanliness and environmental sustainability by effectively managing littering through improved bin infrastructure, robust enforcement measures and active community engagement.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • By 2026, ensure that there is an annual audit in place for the litter bins which will dictate the litter bin maintenance programme. • To repair or replace any damaged or missing litter bins within one month. • Increase participation in the Clean and Green Community events by 10% by 2027 and then by a further 10% by 2030. • Undertake regular patrols by the Neighbourhood Wardens/third party enforcement company that will lead to a 25% reduction in litter complaints by 2030. • Ensure that residents are aware of the penalties and enforcement action that maybe taken for littering. • Form partnerships with five local businesses and organisations by 2030 to support joint littering campaigns. 			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>Litter is a longstanding environmental challenge both nationally and for the Council. Litter damages important habitats, changes the visual landscape and takes significant resource to clear up. For these reasons, the Council is committed to reducing litter.</p>			

3. Who is intended to benefit from the policy or function?

Everyone who lives or works in the Borough of Broxtowe.

4. Who are the main stakeholders in relation to the policy or function?

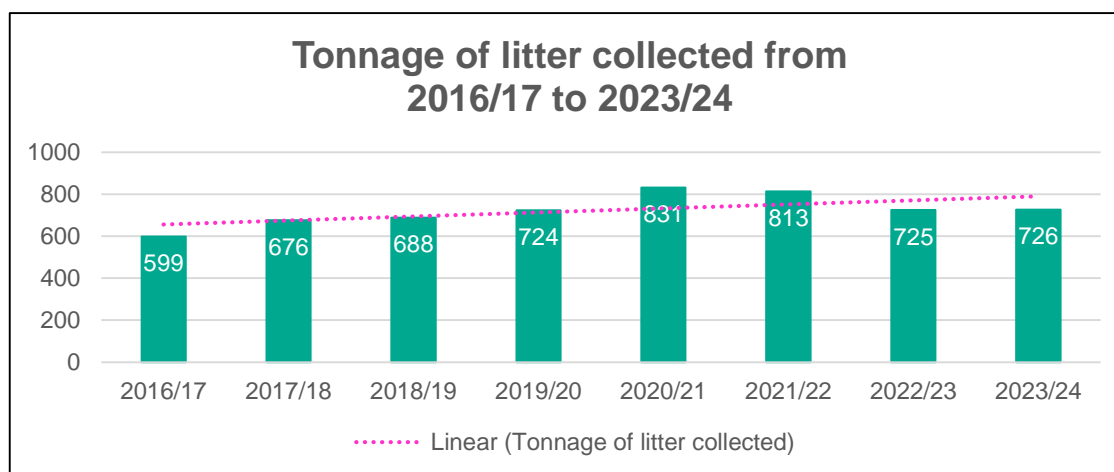
- Members
- General Management Team (GMT)
- Employees in the Council
- Residents
- Businesses
- Community groups/Clean and Green Teams

5. What baseline quantitative data do you have about the policy or function relating to the different equality strands

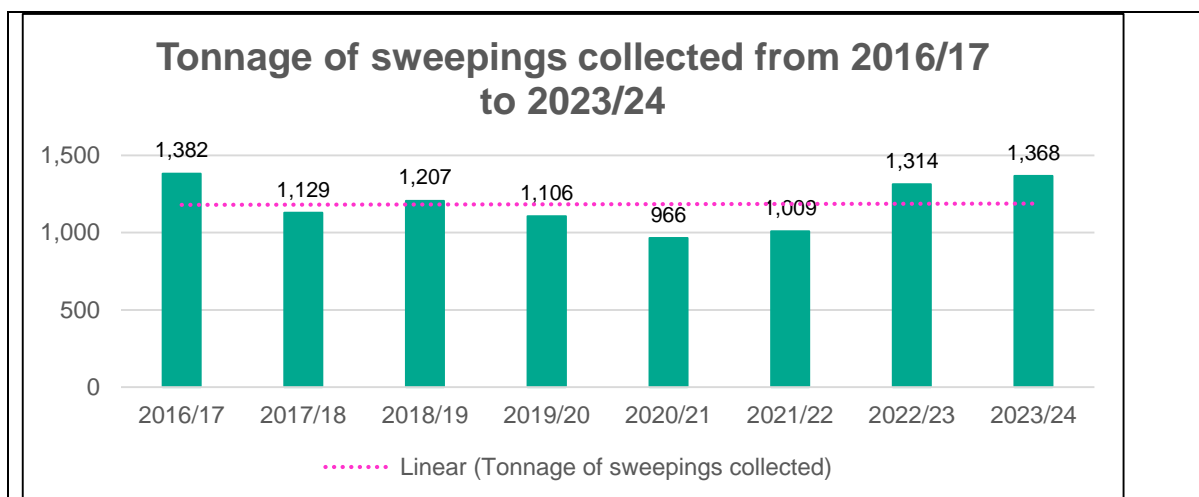
	Percentage of transects achieving grade B for litter	Percentage of achieving grade B for detritus (sweepers)
2021/22	96%	95%
2022/23	96%	95%
2023/24	96%	87%

Table 2: Results from the litter and detritus cleanliness survey's

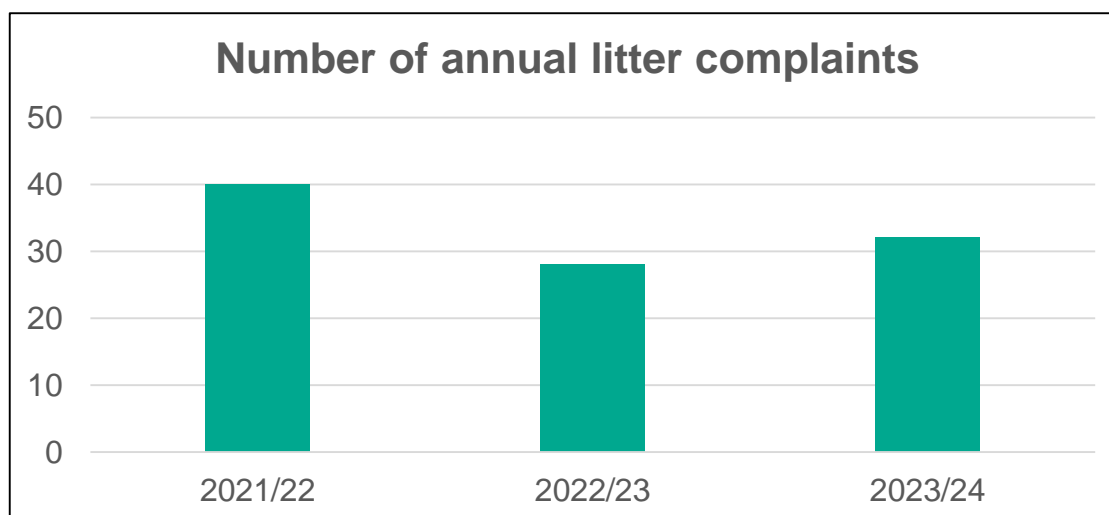
Tonnage of litter collected.



Graph 1: Tonnage of litter collected.



Graph 2: Tonnage of sweepings collected.



Graph 3: Number of annual litter complaints received.

6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?

None relating to equality strands. However, the Council does have the following records:

- Complaints regarding litter issues from residents and Members.
- Feedback from the budget survey.
- Feedback on the service when attending local events.

7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?

There has not been any direct public consultation regarding this decision; however, a wider budget setting consultation undertaken in November 2024 covered the issues of street cleanliness.

8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?

No

Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?

Yes

Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?

No

Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?

N/A

What further evidence is needed to understand the impact on equality?

The results of the budget consultation undertaken in November 2024 may provide additional evidence.

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: With regards littering, the Council Enforcement Policy outlines that Fixed Penalty Notices will not be issued to anyone classed as a minor.

Disability: With regards to littering and enforcement consideration should be given to those with certain disabilities would be exonerate them from committing a littering offence. Consideration should also be given to the placement and style of litter bin to ensure bins are easily accessible.

Gender: No impacts identified.

Gender Reassignment: No impacts identified.

Marriage and Civil Partnership: No impacts identified.

Pregnancy and Maternity: No impacts identified.

Race: No impacts identified.

Religion and Belief: No impacts identified.

Sexual Orientation: No impacts identified.

Care Experience: No impacts identified.

Executive Director:

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature: Executive Director