

The background features large, abstract, curved shapes in shades of green and dark purple. A large green shape curves from the top left towards the bottom right. A dark purple shape curves from the top left towards the bottom right, overlapping the green shape. Another dark purple shape is at the bottom right.

Draft North London Joint Waste Strategy:
Initial Equalities Impact Assessment (EqIA)

A small green rectangular box with a white border containing the date.

14/08/2024

Acknowledgements:

Frith Resource Management would like to thank the essential contributions from the North London Waste Authority and the seven north London boroughs of Barnet, Camden, Enfield, Hackney, Haringey, Islington and Waltham Forest and stakeholders for their contributions to the development of this Equalities Impact Assessment Report

Disclaimer:

Frith Resource Management Ltd (FRM) is an independent waste and resource management consultancy providing advice in accordance with the project brief. FRM has taken all reasonable care and diligence in the preparation of this report to ensure that all facts and analysis presented are as accurate as possible within the scope of the project. However, no guarantee is provided in respect of the information presented, and FRM is not responsible for decisions or actions taken on the basis of the content of this report.

Copyright © 2024 by Frith Resource Management, all rights reserved

Frith Resource Management Project Management sheet

Lead Author

Dr. Emily Jervis

Frith Resource Management

Reviewer

Paul Frith

Frith Resource Management

File name: [20240814 NLW001 Equalities Assessment V0.6 ED Clean](#)

Contents

1	PURPOSE OF THE INITIAL DRAFT EQUALITIES IMPACT ASSESSMENT	4
1.1	Legislative context	4
2	EQUALITY TARGET GROUPS	5
3	THE DRAFT NORTH LONDON JOINT WASTE STRATEGY	6
4	SOCIO-ECONOMIC OVERVIEW OF THE NLJWS AREA.....	8
4.1	Population	8
4.2	Deprivation	8
4.3	Ethnic diversity	8
4.4	Religion	9
4.5	Health	9
4.6	Physical and mental disability	9
4.7	Age.....	10
4.8	Employment	11
5	BENEFITS OF THE DRAFT NLJWS.....	12
5.1	Strategy benefits and priorities.....	12
5.2	Groups who will benefit from the draft NLJWS	13
5.3	Factors affecting the success of the draft NLJWS	13
6	IMPACT SCREENING AND EXISTING MITIGATION MEASURES.....	15
6.1	Housing type considerations.....	21
6.2	Consultation responses.....	21
6.3	EqlA Influence on the draft NLJWS	21
6.4	EqlA Actions (if any) for business planning and wider review process.....	21
7	EQUALITIES MONITORING	22
7.1	Monitoring systems to measure impacts on relevant groups.....	22
7.2	Publishing the monitoring results	22
8	CONCLUSION	23

1 Purpose of the initial draft Equalities Impact Assessment

This initial Equalities Impact Assessment (EqIA) has been undertaken to investigate the implications of the emerging Draft North London Joint Waste Strategy on specific groups of people.

The purpose of an EqIA is to ensure that policies and strategies do not discriminate against target groups with protected characteristics, and where possible contribute to improving the lives of local communities. Completing an EqIA is a systematic process that is designed to consider the needs of each target group and assess the impact that a policy or strategy may have on them.

The initial EqIA for the Draft North London Joint Waste Strategy (NLJWS) is a two-step process:

Step 1 Screening and existing mitigation

- **1A Initial Screening.** Identifies the potential positive or negative impacts of the NLJWS on the equality target groups stage, based on an approach without any mitigation measures i.e. a worst case scenario
- **1B Existing Mitigation Measures.** Applies existing mitigation measures to the impacts identified, to assess the residual impact significance (high, medium, low) and any knowledge gaps where more information is required.

Step 2 Detailed assessment

- **Assessment of significant impacts.** For any residual negative impacts assessed as high significance, a more detailed assessment is required in order to identify further mitigation measures including changes to the NLJWS which will mean impacts are mitigated to an acceptable level on all equality target groups.

Consultation with the public and relevant stakeholders is required for both steps of the EqIA. Consultation supports and strengthens value judgement and builds consensus, whilst helping to avoid assumptions and potential prejudice through providing evidence and information. Consultation is not required for Step 2 if Step 1 determines that no further assessment is needed.

1.1 Legislative context

Legislation relating to equality and diversity has been in existence since 1919. Recently, much of the existing equality legislation was brought together and strengthened under the Equality Act 2010.¹ The Act sets out nine protected characteristics which cannot be used as a reason to treat people unfairly. It also outlines the different ways in which it is unlawful to treat people and provides a framework for protection against direct and indirect discrimination, harassment and victimisation. The Act specifically prohibits unfair treatment in the workplace; when providing services; and exercising public functions. Section 149 of the Equality Act covers Public Sector Equality Duty that came into force in April 2011, requiring public bodies to:

- Consider all individuals in shaping policy, and delivering services in relation to the public and its own employees;
- Eliminate discrimination, harassment and victimisation; and
- Advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

¹ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

2 Equality target groups

For assessment purposes, the following protected characteristics have been considered:

- Race
- Physical & mental disability
- Gender reassignment
- Sex
- Sexual Orientation
- Religion or Belief
- Age
- Marriage & civil partnership
- People who are pregnant or subject to maternity legislation

The following are not protected characteristics by law, but have been considered in this equalities assessment:

- Socio-economic

It is recognised that many of these protected characteristics may overlap and have similar needs and/or be subject to similar prejudices.

The target groups are based on the Equality Act (2010), the aligning Public Sector Equality Duty (2011) and those adopted in regional guidance written by Transport for London (TfL), Greater London Authority and other functional bodies. The identified groups are also reflected in the available EqIA guidance of the London boroughs within the strategy area. They are considered suitable to reflect the diverse population within the seven London boroughs.

3 The draft North London Joint Waste Strategy

The Draft North London Joint Waste Strategy (NLJWS) is the Joint Waste Strategy for the London boroughs of Barnet, Camden, Enfield, Hackney, Haringey, Islington, Waltham Forest and the North London Waste Authority. The purpose of the strategy is to outline the authorities' aspirations for all levels of waste management for the next 16 years, in accordance with the waste hierarchy. The strategy focuses on waste prevention at source; reuse; recycling; recovery and disposal.

The draft NLJWS sets out the core policies and legislative requirements for current and future resources and waste management. The performance of the services provided to residents will be assessed via the vision, priorities, aims and objectives of the strategy.

The strategy is being developed due to the expiration of the previous NLJWS in 2020. It is a requirement for waste authorities in a two-tier area to have a joint strategy for the management of waste (Waste and Emissions Act 2003). In addition, waste management policies in Greater London must align with the Mayor of London's Environment Strategy.

The draft NLJWS has a series of (draft) key aims, objectives and priorities:

Aims

- To promote overall waste reduction and avoidance;
- To promote sustainable municipal resources and waste management policies in north London and create a more Circular Economy;²
- To minimise the overall environmental impacts of resource and waste management and mitigate the effects of climate change;
- To engage residents, community groups and local businesses in the development and implementation of resources and waste management; and
- To work together to provide resident-focused, cost-effective, best value services.

Objectives

- To work together with boroughs, residents and the north London community to minimise the amount of residual waste arising and increase reuse and recycling rates;
- To divert resources and waste from landfill and support more sustainable initiatives for waste disposal;
- To support the North London Heat and Power Project and development of the EcoPark, and work with the local community to maximise the benefits of the new facility and ensure it is the greenest hub of its kind;
- To work together with boroughs, residents and the community to ensure waste management policies contribute to meeting the climate emergency challenges;
- To explore innovative ways of managing municipal wastes in the most environmentally and economically efficient ways possible, which will help to achieve wider environmental goals;
- To ensure that services and information are fully accessible to all members of the community; and
- To maximise all opportunities for local regeneration and increased social value benefits from waste and resource management, including employment, skills and wellbeing.

² In a circular economy, things are made and consumed in a way that minimises resource use, cuts waste and reduces carbon emissions. Products are kept in use for as long as possible, through repairing, recycling and redesign – so they can be used more than once.

Key priorities

- To support the reduction in household waste by promoting prevention, repair and reuse;
- To reduce the environmental impact of disposal, and recycle where there is no option to prevent or reuse waste; and.
- To deliver collaborative, community-focused services which provide value for money and maximise social value.

4 Socio-economic overview of the NLJWS area

4.1 Population

The NLJWS area encompasses seven London boroughs: Barnet, Camden, Enfield, Hackney, Haringey, Islington and Waltham Forest. This is one of the most densely populated areas in the UK. In 2011 the population of north London was 1,854,760, by 2021, the population had risen to 1,947,863, an increase of 5%. Between 2011 and 2021, six of the north London boroughs saw an increase in population of between 3% and 9%, with the exception of Camden, which since 2011, the population has decreased by just over 4%.³ The highest population density in 2021 was in the inner London boroughs of Islington, Hackney and Camden, followed by Haringey. Waltham Forest, Barnet and Enfield are the least densely populated of the north London boroughs, however these boroughs are more densely populated than the average for the UK. Enfield and Barnet have a population density that is less than the London average.⁴

4.2 Deprivation

The Indices of Deprivation are produced by the Department for Levelling Up, Housing and Communities as a means of comparing different areas of England using a variety of deprivation measurements. The lower the score on the indices, the greater the deprivation. The most deprived local authority ranks 1 and the least deprived ranks 317. The indices are made up of seven deprivation elements, relating to income, employment, health and disability, education, barriers to housing and services, living environment and crime. The north London boroughs have a low ranking on the Indices of Deprivation, with a ranking of under 200 for each element. The most deprived local authority area in north London is Hackney, with a rank of 7. The Neighbourhoods of Hackney, Camden and Barnet, with Indices of Deprivation of 62, 32 and 18 respectively were among the 20% most income deprived areas in England.⁵ On average across north London, 'the living environment' and 'barriers to housing and services' rank the lowest.

4.3 Ethnic diversity

The latest census data (2021) shows that the majority of people surveyed in the seven north London boroughs gave their ethnic origin as white (Table 1). Five of the boroughs had above 10% of the population identifying as Asian, rising to over 19% in Barnet and Waltham Forest. For people identifying as black, five of the boroughs had populations above 10%, rising to over 18% in Enfield and 21% in Hackney.⁶

³ Census data Source: https://www.nomisweb.co.uk/sources/census_2011 Accessed October 2023
2021 Census Profile for areas in England and Wales

⁴ <https://www.ons.gov.uk/census/maps/choropleth/population/population-density/population-density/persons-per-square-kilometre>

⁵ Exploring local income deprivation (2021) Source: <https://www.ons.gov.uk/visualisations/dvc1371/#/E09000012>

⁶ https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000010

Table 1. Ethnicity across North London (Census, 2021)

Borough	Asian	Black	Mixed	White	Other
London (average)	20.7%	13.5%	5.7%	53.8%	6.3%
Barnet	19.3%	7.9%	5.4%	57.7%	9.8%
Camden	18.1%	9.0%	6.6%	59.5%	6.8%
Enfield	11.5%	18.3%	5.9%	52.1%	12.1%
Hackney	10.4%	21.1%	6.7%	53.1%	8.7%
Haringey	8.7%	17.6%	7.0%	57.0%	9.7%
Islington	9.9%	13.3%	7.5%	62.2%	7.1%
Waltham Forest	19.9%	15.0%	6.5%	52.8%	5.8%

4.4 Religion

The 2021 Census indicated that in Barnet, Enfield, Haringey and Waltham Forest, the majority of people identified their faith as Christianity. In Enfield, Haringey and Waltham Forest, the second and third highest faiths identified were no religion and Islam. In Barnet, the second and third highest were no religion and Judaism. In Camden, Hackney and Islington, the majority of people stated that they did not have a religion followed by Christianity and Islam.⁷

4.5 Health

The average life expectancy in England is 82.2 years for males and 85.3 years for females based on 2020 projections. According to data published by the Office for National Statistics, the average life expectancy for the seven boroughs within north London is 80.5 for males and 84.7 for females, which is below the average life expectancy for England. For males, Camden exceeds the average life expectancy with an average of 83.1 years. All other boroughs have a below average life expectancy for males. For females, Barnet and Camden have an above average life expectancy of 85.5 and 87.7 respectively. All other boroughs have a below average life expectancy for females.

4.6 Physical and mental disability

In the UK it is thought that approximately 17% of the population could be defined as disabled under the Disability Discrimination Act (Table 2).⁸ A limiting long term illness incorporates health problems and disabilities which limit daily activities. Having a limiting long term illnesses can impact the ability to gain access to waste management services. Those with pre-existing illnesses and disabilities may require additional support. All boroughs have less than the national average of 17% and only Islington reaches the national average for 7.3% of the population *limited a lot* with a long term health problem or disability.

⁷ Please note that the accuracy of Census data on religion is being questioned particularly in relation to Judaism.

⁸<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021>

Table 2. Population describing themselves as having a limiting long-term illness (2021)⁹

Area	Population	Percentage of population living with a long-term health problem or disability (limited a lot)	Percentage of population living with a long-term health problem or disability (limited a little)
England	56,490,048	4,140,357	5,634,153
		7.3%	10.0%
Barnet	389,334	22,003	27,676
		5.7%	7.1%
Camden	210,136	14,052	17,830
		6.7%	8.5%
Enfield	329,984	21,415	23,731
		6.4%	7.2%
Hackney	259,146	16,662	20,398
		6.4%	7.9%
Haringey	264,238	16,196	19,918
		6.1%	7.5%
Islington	216,589	15,772	19,291
		7.3%	8.9%
Waltham Forest	278,429	15,993	20,829
		5.7%	7.5%

4.7 Age

According to the 2021 census the percentage of people living in north London who were 66 years and over was 8.9%, whereas the England average was 12.8%. The average age of people living in London is 35, with Camden, Hackney, Islington and Waltham Forest falling below this average age, and Barnet, Haringey and Enfield above. Across north London there has been a noted increase in the age group of 50 - 64 ranging from 18.5% in Waltham Forest to 39.8% in Haringey. An increasing older population might raise demands for assisted collections and potentially clinical waste collections. This could have implications for waste management. There may also be enhanced issues regarding vulnerability and changes in waste compositions.

For north London, the Greater London Authority population and ethnicity projections indicate that the population is expected to increase gradually, with the highest population increase occurring in the 21-30 and 31-40 age bracket by 2041 for all the boroughs (Figure 1.). There is also an increase in the older age brackets from 61 to 90.

⁹ https://www.nomisweb.co.uk/sources/census_2021/report

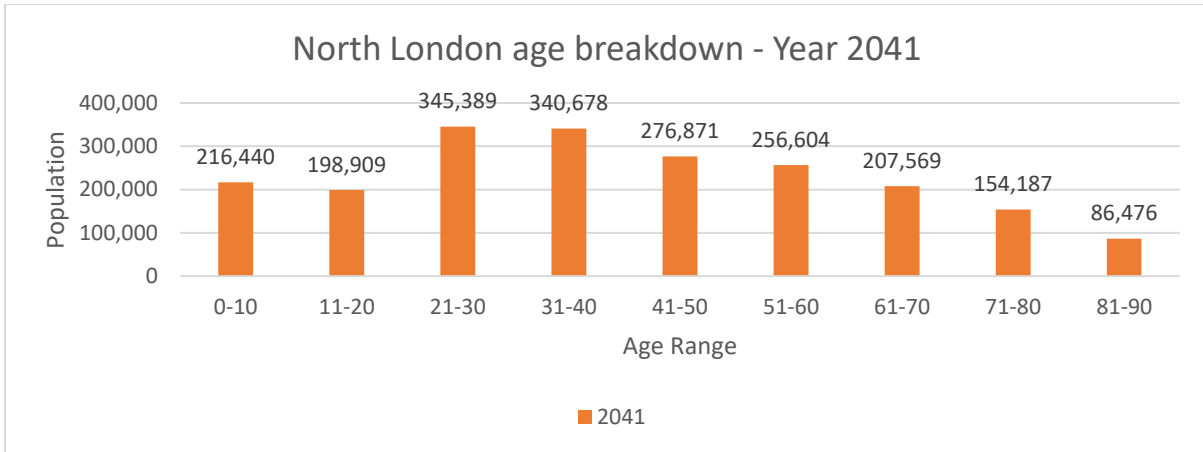


Figure 1. Predicted north London age breakdown for 2041

4.8 Employment

Between April 2022 and March 2023, the UK average employment rate was 75.6%¹⁰. During the same period the north London boroughs performed below this rate, except for Haringey and Islington with rates of 75.9% and 82.6% respectively. The UK unemployment rate for the same period was 3.8%, which is lower than any of the model-based estimates for the seven boroughs except for Camden and Islington (Table 3). On average, north London’s employment rate was 1.5% below the UK average, while the north London unemployment rate was 0.9% above the UK average.

Table 3: Employment statistics for the seven north London boroughs¹¹

Borough	Working age population	Employed (April 2022 – March 2023)	Unemployed (model based) April 2022 – March 2023)
North London Average	193,100	160,100 (74.1%)	8,029 (4.7%)
Barnet	252,400	192,900 (71.4%)	10,300 (5.1%)
Camden	153,200	141,000 (71.4%)	4,700 (3.2%)
Enfield	212,000	167,400 (72.3%)	10,200 (5.8%)
Hackney	189,500	169,400 (75.2%)	9,200 (5.2%)
Haringey	188,000	157,000 (75.9%)	8,100 (4.8%)
Islington	163,400	153,100 (82.6%)	4,800 (3.0%)
Waltham Forest	193,200	139,900 (69.6%)	8,900 (6.0%)

¹⁰ ONS (2023): Labour market overview, UK: July 2023

¹¹ Nomis Official Labour Market Statistics: <https://www.nomisweb.co.uk/reports/lmp/la/contents.aspx>

5 Benefits of the draft NLJWS

Everybody generates waste and it is something that has an impact on all individuals globally. Waste is produced by residents, communities and businesses and the draft NLJWS intends to produce a robust strategy for dealing with this waste. The draft NLJWS is a strategic level document that outlines the future waste management practices of north London in accordance with the waste hierarchy.

A key priority for the draft NLJWS is to provide waste services that meet the needs of the local community, in accordance with high environmental standards. If waste cannot be avoided through purchasing decisions or prevented via reuse or repair, then recycling should be used as the next best method. The strategy outlines that the boroughs will aim to reduce, reuse and recycle as much of north London's waste as possible, lowering the environmental impact of waste disposal. In addition, the strategy explores the potential for including new waste streams into kerbside recycling such as batteries and textiles to increase materials recycling. Increasing kerbside recycling opportunities can facilitate greater access to beneficial waste disposal methods for those who may not be able to reach Reuse and Recycling Centres (RCCs). Refuse collection for residual waste, dry mixed recycling and organic material (food and garden waste) will also be provided alongside street cleansing services. Collection frequencies are decided by the borough. There will also be a bulky waste service provided that boroughs can opt to charge for, but provides a waste disposal option for those who have limited vehicular access to RCCs. Each constituent borough has their own service in place.

5.1 Strategy benefits and priorities

One of the key priorities for the draft NLJWS is to reduce waste overall in line with the waste hierarchy, promoting waste reduction, reuse, repair and recycling, diverting materials away from disposal and reducing the use of virgin material in manufacturing. This lowers the environmental impact of waste management services by reducing residual waste.

Another key priority for London is to improve air quality. Impacts of waste management activity on air quality occur primarily from waste transport, treatment and disposal. To achieve London's carbon goals by 2040, fossil fuels use will be reduced where possible in the boroughs, in order to tackle the climate emergency, in line with residents' priorities. In addition, the North London Heat and Power Project energy recovery facility diverts waste from greenhouse gas (methane) producing landfills, and provides low carbon energy, and heat¹² for the local and national networks. The energy recovery facility will use the latest technologies to ensure low environmental impact regarding air quality and emissions.

Good waste management practices can have many positive impacts on local communities including:

- **Environmental protection:** by reducing waste sent to landfill, through reuse, repair and recycling, greenhouse gas emissions can be minimised and pollutants such as landfill leachate can be reduced. This reduces contamination of soil, water bodies, and air, protecting ecosystems and human health.
- **Economic gain:** efficient waste management systems can stimulate economic growth and create employment opportunities. Activities, including collection, sorting, refurbishment, recycling, and disposal can generate jobs across many sectors.
- **Resource conservation and recovery:** Efficient waste management can conserve valuable resources. Through recycling and resource recovery, dependence on virgin

¹² The heat network is an important part of climate change mitigations for the energy recovery facility

raw materials can be reduced and environmental impacts associated with resource extraction can be mitigated.

- **Cost savings:** efficient waste management practices can lead to cost savings for governments, businesses, and households. By reducing waste generation, costs can be saved on waste collection, transportation and disposal. Revenue can also be generated through the sale of recycled materials and refurbished goods.
- **Public health:** having sustainable waste management practices in place contributes to improved public health, helping to prevent exposure to hazardous substances, minimising odours, pests and pollution.¹³

5.2 Groups who will benefit from the draft NLJWS

The following groups/individuals are likely to benefit from the NLJWS, based on the positive impacts of sustainable waste management outlined above:

- Local communities living within the seven north London boroughs as producers of waste will gain access to efficient and effective provision of waste management services, including reuse and repair opportunities and recycling;
- Local communities living outside the seven north London boroughs through protection of the local environment and through improvements to the wider environment. The environment will benefit from the low carbon energy mix, reduced greenhouse gas emissions and reduced residual waste from using energy recovery facilities;
- Local economy/ businesses can benefit from enhanced reuse and recycling practices which stimulates the local economy via job creation in repair, recycling, sorting and collection, moving towards an advanced circular economy. This will benefit local businesses which can work with the wider waste management service to utilise circular approaches to waste management.

5.3 Factors affecting the success of the draft NLJWS

There are many risk factors that can impact the success of the draft NLJWS that are beyond the control of NLWA and its constituent boroughs, these include:

- **Economy:** If there is a significant improvement in the economy, more waste may be produced. For example, if the economy strengthens and individuals have more money to spend on products/ items / food, this could lead to increased levels of waste i.e. from packaging, or the products themselves as people may choose to buy again, rather than repair, or may be more inclined to change/ upgrade items more freely. Recession may also impact levels of waste as with less funds, individuals may buy less, slowing down buying rates. As a result, fewer waste services may be required leading to potential financial cuts in this area. Both improvement and decline in the economy can put pressure on the strategy if these potential fluctuations have not been taken into account.

¹³ <https://www.hilarispublisher.com/open-access/the-economic-and-environmental-benefits-of-efficient-waste-management.pdf>

- **Politics:** political changes can also impact outcomes as new governments may reverse measures or introduce new measures that are not covered by the draft NLJWS, therefore changes may be required for implementation.
- **Global Issues:** pandemics, natural disasters, wars and national/global emergencies etc. that cannot be foreseen may also impact implementation. These factors move focus away from waste management, increase costs and lead to service changes.

6 Impact screening and existing mitigation measures

To the extent possible with a qualitative assessment, Table 4 summarises step 1A and 1B of the screening process, identifying the significance of any impacts on the protected characteristic groups, both before and after existing mitigation is applied.

		Magnitude		
		Low	Medium	High
Likelihood and scale of impact	Low	Low	Low	Medium
	Medium	Low	Medium	High
	High	Medium	High	High

Magnitude: the size of the potential impact on the protected characteristic groups. Impacts may be short term and considered low magnitude or high magnitude long term impacts with a considerable negative impact on quality of life.

Likelihood and scale: This relates to both the likelihood of the impact taking place throughout the protected characteristic group and includes the scale of the impact across the boroughs i.e. the extent of the impact.

Equalities Impact Assessment

Table 4. (Stage 1A and 1B) Identification of any impacts on the protected characteristics of protected groups before and after mitigation

Protected Characteristic ¹	Without mitigation		With Existing Mitigation	Step 2 assessment needed? ⁴
	Potential Differential Impact	Justification and significance ²	Justification and residual significance ³	
Age	Yes, negative	<p>There is no evidence of the draft NLJWS causing differential impacts on young people.</p> <p>Negative impacts are for older people, related to potential physical disability associated with aging. These are covered below in Disability.</p> <p>There is the potential for greater clinical waste generation from an aging population.</p>	<p>Consideration of disability / mobility issues are covered below.</p> <p>Clinical waste collections are available from the Borough Councils, an action for the Strategy is to review these collections and qualifying conditions to ensure they are appropriate and where necessary aligned.</p>	No
Disability	Yes, negative	<p>Medium.</p> <p>Physical ability to access services includes setting out waste at the kerbside including bulky wastes, and using RRCs. Accessing waste and waste reduction related information could be limited by sight impairment. The majority of housing in the NLWA area is flats (63%) which do not use kerbside collections for household waste.</p> <p>People with disabilities and health conditions may also be more reliant on packaged items and deliveries due to mobility, fatigue, illness etc. which may limit their ability to reduce waste.</p>	<p>Low.</p> <p>Suitable training for RRC staff and support should be provided / maintained at RRCs to assist those with mobility issues. Assisted collections are available for residents requiring assistance. Boroughs have previously engaged disability support organisations i.e. Haringey has engaged with the Haringey Physical Disabilities Reference Group regarding waste services engagement to ensure appropriate support is provided which can be applied to waste reduction initiatives.</p> <p>General support for all services including waste is given, e.g. Camden operates a The Sensory Needs Service for adults which helps people to access services.</p> <p>Waltham Forest also provides assisted collections for those who are unable to physically present their bins for collection. This can be on a temporary or permanent basis.</p>	No

Equalities Impact Assessment

Protected Characteristic ¹	Without mitigation		With Existing Mitigation	Step 2 assessment needed? ⁴
	Potential Differential Impact	Justification and significance ²	Justification and residual significance ³	
			<p>The websites of NLWA and the boroughs include accessibility features, in line with their Accessibility Statements, which include features such as the ability to use speech recognition software and a screen reader. Some content is also available in alternative formats e.g. large print or braille.</p> <p>These support mechanisms or mitigation measures as assessed having a low overall impact on the protected characteristic.</p>	
Gender reassignment	Yes, negative	Low The intersectionality of LGBTQIA+ communities is an important point to consider for strategy implementation. LGBTQIA+ communities may face impacts as members of other protected characteristic groups and so therefore may face additional challenges.	Low Embedding an understanding of intersectionality and LGBTQIA+ awareness into service implementation is essential e.g. Hackney’s LGBTQIA+ Strategic Framework	No
Marriage and civil partnership	No impact	There is no evidence of the draft NLJWS causing differential impacts because of a person’s marriage or civil partnership status.	N/a	No
Pregnancy and maternity	Yes, negative	Low. Potential impacts arise from physical limitations arising in late stage pregnancy, this includes setting out waste at the kerbside including bulky wastes, and using RRCs. The majority of housing in the NLWA area is flats (63%) which do not use kerbside collections for household	Low. Suitable training for RRC staff and support should be provided / maintained at RRCs to assist those in need of support. Assisted Collections are available in the boroughs e.g. Camden, which includes support during pregnancy. The boroughs are able to increase bin capacity to	No

Equalities Impact Assessment

Protected Characteristic ¹	Potential Differential Impact	Without mitigation Justification and significance ²	With Existing Mitigation Justification and residual significance ³	Step 2 assessment needed? ⁴
		waste. The impacts are short term on a relatively small number of residents	accommodate a growing household e.g. in Hackney, following an assessment of household needs. In addition, services can be provided for waste reduction i.e. reusable nappy services e.g. reusable nappy vouchers can be applied for through Real Nappies London via all north London councils.	
Race	Yes, negative	Medium. Potential inequalities in accessing and knowledge of services through language ability, often associated with race. This could prevent changes to services being communicated to service users. Over 77% of north London residents report English to be their main language. There may also be implications for large families living in smaller houses, therefore waste reduction measures may be difficult to implement due to household numbers.	Low. Leaflets and other materials are designed to be accessible to residents who are non-English speakers, e.g. through using images. Translations of materials are available on request. For example, Camden through its waste collection contractor, designs communications for people with ‘English to Speakers of Other Languages’ needs. The diversity of languages spoken within the boroughs is accommodated for formally e.g. Haringey Translation and Interpretation (T&I) Policy sets out the council’s approach to communicating with the 30% of residents who do not use spoken or written English as their main language and have a standard ‘translation panel’ in printed materials.	No
Religion and belief	Yes, negative	Medium. There may be potential differential impacts caused by a person's religion or beliefs in relation to the draft NLJWS strategy. Potential inequality implications relate to aspects such as the tendency to produce more waste around	Low. Increased communications during times of religious festivals are utilised in order to reduce impacts. These are available in various formats to account for a lack of online presence and low engagement e.g. in Hackney, Haringey and Barnet	No

Equalities Impact Assessment

	Without mitigation		With Existing Mitigation	Step 2
Protected Characteristic ¹	Potential Differential Impact	Justification and significance ²	Justification and residual significance ³	assessment needed? ⁴
		<p>religious festivals e.g. the Sabbath and the use of disposable items, Ramadan etc.</p> <p>Aligning cultural differences, often mean that larger families may live in small houses, creating increased volumes of waste. There may also lower levels of engagement with the council, limited online presence and independent school systems.</p> <p>Often, there are larger numbers of children within religious communities which can lead to increased use of items such as nappies. Therefore, waste reduction strategies could be difficult to implement.</p>		
Sex	No impact	There is no evidence of the draft NLJWS causing differential impacts because of a person's sex.	N/a	No
Sexual orientation	Yes, negative	Low It is important to note the intersectionality of LGBTQIA+ communities and the impacts that they may face as members of other protected characteristic groups and how this might impact strategy implementation.	Low Embedding an understanding of intersectionality and LGBTQIA+ awareness into service implementation is essential e.g. Hackney's LGBTQIA+ Strategic Framework.	No
Socio-economic status	Yes, positive	Medium. There are relatively high levels of deprivation within north London. Some services are chargeable e.g. garden waste and people of lower socio-economic status are less likely to have access to a car for moving larger waste items. The positive impacts will increase as the draft NLJWS ambition, to create more hubs for circularity which	Low. The draft NLJWS includes a focus on reuse and repair, which can support economically disadvantaged households. Reuse and repair gives opportunities to generate affordable items including toys, household items, sports equipment and furniture. Other initiatives within the draft NLJWS include a Reusable Nappy Fund Scheme providing vouchers to use against reusable nappies or a nappy laundry service.	No

Equalities Impact Assessment

Protected Characteristic ¹	Potential Differential Impact	Without mitigation Justification and significance ²	With Existing Mitigation Justification and residual significance ³	Step 2 assessment needed? ⁴
		divert materials that can be reused or repurposed locally, is realised	<p>For residents without access to car transport, the boroughs and NLWA will work together to improve RRC infrastructure for pedestrians and cyclists.</p> <p>Some boroughs e.g. Islington offer concessionary rates subject to economic criteria, for specific chargeable services such as garden waste and bulky waste collections. Some boroughs, e.g. Camden and Enfield, offer free bulky waste collections for certain households. Some boroughs e.g. Barnet offer reduced charges for specific services, for people receiving council tax support.</p> <p>Schemes such as reusable nappies employed as a waste reduction strategy should consider how to function within smaller living spaces with less storage. For example, there may be families in temporary accommodation or shared housing.</p> <p>Overall the draft NLJWS recognises the third sector has a role to play in waste reuse, helping to realise social benefits.</p>	

Screening notes:

1. Protected characteristic as defined by the Equality Act (2010) as amended. Socio-economic status is not specified under the Act but the boroughs recognise that this is a driver for inequality.
2. Evidence, including consultation responses for both the justification and the significance based on no mitigation being in place, indicating the worst case scenario has been provided. 'High' is assigned if there is significant evidence of a likely negative impact. 'Low' is assigned if there is little evidence of a likely negative impact.
3. Evidence, including consultation responses for both the justification and the significance based on any existing mitigation being in place which gives a residual (after mitigation) impact significance.
4. A detailed assessment, Step 2 is required for any residual impacts determined to be significant for the protected characteristic, or if further assessment is needed to gather additional information and knowledge.

6.1 Housing type considerations

Accommodation type is not a protected characteristic; however the boroughs recognise that many of their residents live in flats either in high rise buildings, houses divided into separate accommodation and flats above shops which poses additional challenges for waste service access. Challenges can include moving waste to communal collection locations and having enough space for storage of separate waste streams. Although the ease of waste management for residents is partly dependent on the design of the accommodation, the boroughs support residents with waste services to the extent possible. For example, Camden Council advises people in houses divided into flats, that help to put waste out can be provided, and for those in high rise accommodation, advice is available on the website and through Camden Care Choices.

6.2 Consultation responses

TO BE COMPLETED

6.3 EqIA Influence on the draft NLJWS

Taking into account the available evidence, including consultation responses, it has been concluded that no significant negative impacts of the strategy have been identified, therefore the EqIA has not influenced any changes on the draft NLJWS. The strategy aims to provide an efficient service delivery for all residents regardless of their protected characteristics.

6.4 EqIA Actions (if any) for business planning and wider review process

As a result of EqIA assessment, no negative impacts were identified that require business planning actions for the NLWA. Individual boroughs will be responsible for ensuring that locally delivered services are maintained without differential negative impacts to groups with protected characteristics.

7 Equalities monitoring

Legal duties set out under the Equality Act 2010 and the public sector equality duty 2011 require councils to monitor their policies for any adverse impacts on those with protected characteristics. To ensure transparency and enhance performance, public authorities are required to publish their equality objectives at least every four years and demonstrate their compliance with the public sector equality duty. Individual boroughs will monitor any equality impacts via community engagement reporting.

7.1 Monitoring systems to measure impacts on relevant groups

The north London boroughs have a range of engagement approaches to reach those with protected characteristics and provide effective monitoring systems. Engagement approaches include faith aligned community outreach (e.g. in Islington) that can act as a conduit for monitoring the impacts of borough wide services, including waste services, on protected characteristic groups. Other boroughs (e.g. Haringey) also provide outreach via their communications plan, engaging with religious and community groups where all protected characteristics are included. These groups are used if there is a proposed borough wide service change.

Translation and Interpretation Policies (e.g. in Haringey) are in place due to the language diversity within the area. Best practice case studies and data are also used to ensure that all language needs are met across the borough for services including waste. Other approaches to provide outreach, e.g. in Enfield include partnering with other departments, schools and provide outreach in low income areas to obtain feedback. Communications Plans (e.g. in Barnet) are used to increase borough wide engagement in services.

All boroughs have systems in place for monitoring impacts via their grievance and complaints procedures. Residents are able to contact council staff to complain or give feedback via a range of online forms, telephone contacts or email services. These processes help the boroughs to collect data on waste services more generally that may also facilitate the monitoring of the impacts that services have on those with protected characteristics.

No specific performance indicators will be used to monitor the impact of the draft NLJWS on relevant groups with protected characteristics, because no significant negative impacts were identified. Instead, the impact of the draft NLJWS will be monitored through existing channels, described above. This will ensure that any unanticipated negative impacts are identified, and can be mitigated promptly.

7.2 Publishing the monitoring results

The outcomes of monitoring will be set out within the individual borough's annual monitoring report which are published and placed on the individual council's website.

8 Conclusion

To evaluate potential differential impacts on groups with protected characteristics under the Equality Act 2010 and those who are socioeconomically disadvantaged, this EqlA used all available data, including consultation findings. The assessment finds that the draft NLJWS will not cause any potentially significant differential impacts.

The assessment confirms that the NLWA and constituent Boroughs already have actions and measures in place to mitigate identified impacts to acceptable levels. This includes physical support for bulky waste movements and assisted collections, review of clinical waste collections, considering information accessibility, suitable training of RRC staff and opportunities to buy pre-used household goods. The NLWA will work to improve RRC infrastructure for pedestrians and cyclists, which supports people without a car to access wider services.

It is acknowledged that ongoing monitoring is necessary to ensure that any unexpected differential impacts are controlled when the NLJWS is implemented. The NLWA boroughs will continue their engagement with communities over the lifetime of the NLJWS to monitor its impacts and identify if any improvements or changes are required.