

## EQUALITY IMPACT ASSESSMENT

**Care Group/Directorate:**

Estates and Facilities

**Name of Service/Title of Policy or Strategy, Name of Event:**

Waste Policy

**Service:**

**Policy:**

**Event:**

**Strategy:**

**Equality Impact Assessment Undertaken by:**

Mark Swift- Head of Estates and Facilities

**Date undertaken:**

19/07/2022

### Questions

**1. What are the main aims and purposes of the Policy/Service/Event or strategy**

The purpose of the policy is to give an overview of how the trust handles waste and remains compliant with legislation.

**2. Who is involved in delivering the service, implementing the policy or strategy/organising the event (i.e., partnerships, stakeholders or agencies)**

All Trust staff.

**3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy/ service/Event or strategy?**

The policy is consistent in its approach regardless of protected characteristics.

*Please use the following table to indicate the impact for the policy for the protected characteristics*

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of age.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of disability.
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of gender.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of relationships.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of maternity.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of race.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of religion.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sex.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sexual orientation.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of disadvantaged groups.

**4. What positive impacts are there for this service to better meet the needs of people with protected characteristics?**

None.

**5. What action would be needed to ensure the service overcomes:**

- Discriminatory negative impacts
- Exclusion
- Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

No action is required.

**6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:**

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

**7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.**

**For services / events please include the following:**

- How the equality impact of the service will be monitored

No further action is required

- Frequency of monitoring

Not applicable

- How the monitoring results will be used and where they will be published;  
Not applicable

- Who will be responsible for reviewing monitoring results and initiating further action where required

Not applicable

- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?

Not applicable

- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.

Not applicable

**Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.**

Yes

No

This policy has no impact on equality issues.

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

**Name: Mark Swift**

**Designation: Head of Estates and Facilities**

**Signature: Mark Swift**

**Date: 19.07.2022**

