

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:
Completing Officer's Name:
Completing Officer's Telephone Number:
Date Completed:

Single Use Plastics (SUP)
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X 6219
30 September 2018

Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

To reduce and eliminate the use of SUP

List the main activities & objectives or main policy areas of this strategy

Reduction in 'in house' use of SUP
Campaigns to raise awareness of negative impact of SUP.
Voluntary scheme for business and service providers to rate use of SUP.

Who are the main beneficiaries of this strategy?

Reduction in environmental harm caused by the use of SUP benefits all.

In what way are the main beneficiaries affected by this strategy?

Reduction in pollution. In particular, plastic contamination of the general environment. .

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

Tonnage of plastics collected and sent for recycling or disposal.
Governmental research into the harm caused by plastics in the general environment.

Are there any gaps in data that may require further research or consultation?

Ongoing data collection and research.

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- Publicity, including design, distribution and accessible communications issues
- Physical access
- Location, geography
- Poverty, deprivation and social exclusion issues
- Employment
- Safety
- Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> High	Lack of alternatives to SUP
	Younger people & children	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> High	Lack of alternatives to SUP
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> High	Lack of alternatives to SUP
	Sensory	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> High	Lack of alternatives to SUP
	Learning	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> High	
	Long-term Health	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> High	Lack of alternatives to SUP

	Impairment				
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Men	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Pregnancy and maternity	Mothers or women who are pregnant	<input type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Lack of alternatives to SUP
Race <i>These categories are those used in the 2001 census</i>	Asian	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Black	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

Intended? i.e. can be justified in terms of legislation
e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- *If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.*

- If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- Promoting equality
- Eliminating discrimination
- Achieving equality

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
Lack of suitable alternatives to SUP	Devise campaigns that only target SUP's that have suitable alternatives
	Clear communication that sets out justifiable continuing use of SUP.

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

N/A

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

How is this data used?

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

To develop campaigns cognisant of the potential for unintended impact on the protected groups identified.

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