



Appendix 3 Equalities Impact Assessment

Service Area: Environmental Development	Section: n/a	Key person responsible for the assessment: Mai Nielsen	Date of Assessment: September 2013	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2013?				No
Name of the Service/Policy to be assessed: CEB: Waste and Recycling Strategy 2013-2020			Is this a new or existing policy	New
1. Briefly describe the aims, objectives and purpose of the policy	The Waste and Recycling Strategy draws together work that is already underway within the Council. The aim of the strategy is to deliver the most sustainable option for managing Oxford's waste and recycling. The objectives are: reduce residual household waste in Oxford; maximise the amount of resources re-used in Oxford; maximise the amount of waste recycled in Oxford.			
2. Are there any associated objectives of the policy, please explain	N/A.			

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3. Who is intended to benefit from the policy and in what way	The Council, its staff and Members, in terms of running as a more effective and efficient organisation, reducing the council's carbon footprint and mitigating energy price increases. The citizens of Oxford, community groups and other stakeholders in terms of its contribution to building a world class city and being an exemplar in this field		
4. What outcomes are wanted from this policy? To achieve the council's recycling target. To identify key areas and resources required to achieve the targets. To provide a basis for action on new and emerging issues.			
5. What factors/forces could contribute/detract from the outcomes?	The introduction of government legislation that conflicts with the targets. Loss of staff/budget to implement energy saving technologies and approaches		
6. Who are the key people in relation to the policy?	Residents, business and visitors to Oxford.	7. Who implements the policy and who is responsible for the policy?	Jo Colwell – implementing officer John Copley – responsible officer
8. Could the policy have a differential impact on racial groups?		No	
What existing evidence (either presumed or otherwise) do you have for this?			

9. Could the policy have a differential impact on people due to their gender?		No	
What existing evidence (either presumed or otherwise) do you have for this?			
10. Could the policy have a differential impact on people due to their disability?		No	
What existing evidence (either presumed or otherwise) do you have for this?			
11. Could the policy have a differential impact on people due to their sexual orientation?		No	
What existing evidence (either presumed or otherwise) do you have for this?			
12. Could the policy have a differential impact on people due to their age?		No	
What existing evidence (either presumed or otherwise) do you have for this?			

13. Could the policy have a differential impact on people due to their religious belief?		No				
What existing evidence (either presumed or otherwise) do you have for this?						
14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?		n/a	Please explain No negative impact. The aims and progress of the Council's waste and recycling strategy are communicated regularly to staff, citizens, community groups and businesses through various media such as the intranet, Your Oxford, regular press releases.			
15. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason		n/a	Please explain for each equality heading (question 8-13) on a separate piece of paper No, no adverse impact identified.			
16. Should the policy proceed to a partial impact assessment		No	If Yes, is there enough evidence to proceed to a full EIA		N	
			Date on which Partial or Full impact assessment to be completed by			September 2013
17. Are there implications for the Service Plans?		No	18. Date the Service Plan will be updated		19. Date copy sent to Equalities Officer in Policy, Performance and Communication September 2013	

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20. Date reported to Equalities Board:	N/A		Date to Scrutiny and CEB	November 2013	21. Date published	
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Signed (completing officer): Ian Halliday Signed (Lead Officer) Mai Neilsen

Please list the team members and service areas that were involved in this process:

Ian Halliday, Environmental Sustainability Projects Officer
 Mai Nielsen, Environmental Policy Team Leader
 Jo Colwell, Environmental Sustainability Manager

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