Equalities Comprehensive Impact Assessment

Executive Summary

Title of policy/decision
Enter the title as it appears on the decision paperwork

ECL Direct Award contract for Reablement In-Reach Service

Date
Enter date submitted to Equalities & Partnerships Team

12th January 2024

Policy/decision type
Delete as applicable

Cabinet Member Action (CMA)

Overview of policy/decision
Summarise here the purpose and aims of the policy / decision (e.g. the proposed issue or change that you are equality impact assessing). Provide brief relevant contextual information, e.g. if the decision is to create a new service, describe the aims of the service and why it is being proposed; Or, similarly, if the proposal is to cease a service or buy a product, explain why this is.

To agree to ECL entering into a direct award contract with Essex County Council for the provision of In-Reach Reablement services in residential care homes in North East and West Essex.

What outcomes is the policy/decision hoping to achieve
Describe what difference the decision will make on people, communities, localities.

To improve people's health and wellbeing by helping them to regain their independence in a care home setting and enabling them to return home as soon as it is safe to do so.

Executive Director responsible for policy/decision

Peter Fairley, ECL Managing Director

Cabinet Member responsible for policy/decision

Cllr Kevin Bentley, Leader of Essex County Council

Is this a new policy/decision or a change to an existing one?
Delete as applicable

Yes.

How will the impact of the policy/decision be monitored and evaluated?
Factors to consider include the systems set up to monitor any resulting Impact; timetable for action; how the findings will influence policy, practice and delivery; and how you intend to measure any proposed benefit(s) to health and wellbeing

The service will be closely monitored by measuring KPIs agreed with ASC commissioners and in regular meetings to discuss the outcomes of the service.

Will this policy/decision impact on: *Tick as appropriate*	Yes	No
Service Users	X	
Employees		X
Wider community or groups of users		X

If the policy decision impacts on employees, provide details below and include potential impacts on identified groups later in the form

What strategic priorities will this policy/decision support?
Delete as applicable

Health, wellbeing and independence for all ages.

What geographical areas of Essex will the policy/decision affect?
Tick as appropriate

All Essex		Epping Forest	
Basildon		Harlow	X
Braintree		Maldon	
Brentwood		Rochford	
Castle Point		Tendring	X
Chelmsford		Uttlesford	
Colchester			

Digital Accessibility
Accessibility regulations mean public sector organisations have a legal duty to make sure their websites and mobile applications meet accessibility requirements. Further guidance can be found in the council's Digital Accessibility Policy
Is the new or revised policy / decision linked to a digital service (website, system or application)?   *Delete as applicable*
No
(If yes) What steps have you taken to meet the accessibility requirements?   *Outline the specific actions taken to meet the digital accessibility requirements – for further information visit https://accessibility.campaign.gov.uk/or contact accessibility@essex.gov.uk*
N/A
(If yes) How have you tested accessibility?   *Outline the actions taken to test accessibility.*
N/A
(If yes) How will you monitor and maintain accessibility once it has gone live   *Outline how accessibility will be monitored and maintained*
N/A

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Equalities - Groups With Protected Characteristics

For more information on protected characteristics *https://www.equalityhumanrights.com/en/equality-act/protected-characteristics*

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Too early for impact to be known. You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Characteristic	Positive	Negative	None	Too early for impact to be known
Age				X
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)				X
Gender reassignment				X
Marriage / Civil Partnership				X
Pregnancy / maternity				X
Race				X
Religion / belief				X
Sex				X
Sexual orientation				X

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If 'no impact' identified above, select N/A for that characteristic.

Characteristic	High	Medium	Low	N/A	Too early for impact to be known
Age					X
Disability (including learning disability, mental health issues, physical impairment and sensory impairment)					X
Gender reassignment					X
Marriage / Civil Partnership					X
Pregnancy / maternity					X
Race					X
Religion / belief					X
Sex					X
Sexual orientation					X

Rationale for assessment, including data used to assess the impact
Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting 'Too early for impact to be known' explain how impacts will be understood at a later point.

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Too early for impact to be known. The Reablement In-Reach service will be closely monitored and evaluated to measure how effective it is in improving people's independence and enabling them to return home.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

By extending the duration of the service and rolling it out to other areas of Essex.

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Levelling Up - Priority Areas & Cohorts

For more information on Levelling Up Plans and strategies [click here](#).

Nature of impact
*Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select '**Too early for impact to be known**' You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).*

Cohort / Area	Positive	Negative	None	Too early for impact to be known
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)				
Children on Free School Meals			X	
Working families			X	
Young adults (16-25 who have not been in education, training or employment for around 6-12 months)			X	
Harlow				X
Jaywick and Clacton				X
Harwich			X	
Basildon (Town) housing estates			X	
Canvey Island			X	
Colchester (Town) - Housing Estates			X	
Rural North of the Braintree District			X	

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?
If no impact identified above, select N/A.

Cohort / Area	High	Medium	Low	N/A	Too early for impact to be known
Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)				X	
Children on Free School Meals				X	
Working families				X	
Young adults (16-25 who have not been in education, training or employment for around 6-12 months)				X	
Harlow					X
Jaywick and Clacton					X
Harwich				X	
Basildon (Town) housing estates				X	
Canvey Island				X	
Colchester (Town) - Housing Estates				X	

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Rural North of the Braintree District					X	

Rationale for assessment, including data used to assess the impact

*Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting '**Too early for impact to be known'** explain how impacts will be understood at a later point.*

Too early for impact to be known. The Reablement In-Reach service will be closely monitored and evaluated to measure how effective it is in improving people's independence and enabling them to return home.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?

For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

By extending the duration of the service and rolling it out to other areas of Essex.

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Equalities - Inclusion Health Groups and Other Priority Groups

For more information on health inequalities and health inclusion groups see ECIA guidance and NHS England » Inclusion health groups

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Too early for impact to be known'. You should consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).

Group	Positive	Negative	None	Too early for impact to be known
Refugees / asylum seekers			X	
Homeless / rough sleepers			X	
People who experience drug and alcohol dependence			X	
Offenders / ex-offenders			X	
Victims of modern slavery			X	
Carers			X	
Looked after children / care leavers			X	
The armed forces community (serving personnel and their families, veterans, reservists and cadets)			X	
People who are unemployed / economically inactive			X	
People on low income			X	
Sex workers			X	
Ethnic minorities			X	
Gypsy, Roma, and Traveller communities			X	
People with multiple complex needs or multi-morbidities			X	

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?
If no impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
Refugees / asylum seekers				X	
Homeless / rough sleepers				X	
People who experience drug and alcohol dependence				X	
Offenders / ex-offenders				X	
Victims of modern slavery				X	
Looked after children / care leavers				X	
The armed forces community (serving personnel and their families, veterans, reservists and cadets)				X	
People who are unemployed / economically inactive				X	

People on low income				X	
Sex workers				X	
Ethnic minorities				X	
Gypsy, Roma and Traveller communities				X	
People with multiple complex needs or multi-morbidities				X	

Rationale for assessment, including data used to assess the impact
*Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting '**Too early for impact to be known**' explain how impacts will be understood at a later point.*

N/A

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

N/A

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Equalities - Geographical Groups

Deprivation: The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation in England and is part of a suite of outputs that form the Indices of Deprivation (IoD). It follows an established methodological framework in broadly defining deprivation to encompass a wide range of an individual's living conditions. People may be considered to be living in poverty if they lack the financial resources to meet their needs, whereas people can be regarded as deprived if they lack any kind of resources, not just income. Across Essex an estimated 123,640 residents live in the most deprived quintile (20%) nationally, equivalent to 8.6% of the total population. Health outcomes among residents of the most deprived areas are significantly worse than in the least deprived areas and there is, on average, a 12-year gap in life expectancy between the most and least deprived areas of the county https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report.

Rural/Urban: The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village or hamlet, and dispersed. https://www.gov.uk/government/statistics/the-rural-urban-definition

Coastal: ONS provides the following definition: Seaside towns are those with a tourist beach and associated visitor attractions while the other coastal towns include those focused on other activities such as being a port town or industrial town. For further information
https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales
https://data.essex.gov.uk/dataset/e1kmd/essex-economic-commission-dealing-with-challenges-of-coastal-communities-in-greater-essex

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select **'Impacts not yet known'.** *You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).*

Group	Positive	Negative	None	Too early for impact to be known
People living in areas of high deprivation				X
People living in rural or isolated areas				X
People living in coastal areas				X
People living in urban areas				X

Extent of impactX
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives? - Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage? If not impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
People living in areas of high deprivation					X
People living in rural or isolated areas					X
People living in coastal areas					X
People living in urban areas					X

Rationale for assessment, including data used to assess the impact
Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence people's health and wellbeing, particularly socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting **'Too early for impact to be known'** *explain how impacts will be understood at a later point.*

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Too early for impact to be known. The Reablement In-Reach service will be closely monitored and evaluated to measure how effective it is in improving people's independence and enabling them to return home.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

How could you strengthen any positive impact(s)?

By extending the duration of the service and rolling it out to other areas of Essex.

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Families

Nature of impact

*Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select '**Too early for impact to be known'.** You should also consider impacts on health and wellbeing as part of this, including socio-economic impacts (see ECIA guidance for more information).*

Group	Positive	Negative	None	Too early for impact to be known
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)			X	
Families going through key transitions (e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition)			X	
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)			X	
Families before, during and after couple separation			X	
Families most at risk of deterioration of relationship quality and breakdown			X	

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A	Too early for impact to be known
Family formation (e.g. becoming or living as a couple, the ability to live with or apart from children)				X	
Families going through key transitions (e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition)				X	
Family members' ability to play a full role in family life (e.g. fulfilling parenting and other caring responsibilities)				X	
Families before, during and after couple separation				X	
Families most at risk of deterioration of relationship quality and breakdown				X	

Rationale for assessment, including data used to assess the impact

*Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence family health and wellbeing, including socio-economic factors (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting '**Too early for impact to be known**' explain how impacts will be understood at a later point.*

N/A

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(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales *If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.*
N/A
What actions have already been taken to mitigate any negative impacts? *For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.*
N/A
How could you strengthen any positive impact(s)?
N/A

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Crime & Disorder

The council has a duty under the Crime & Disorder Act 1998 to do all that it reasonably can to prevent:
- Crime and disorder (including anti-social and other behaviour adversely affecting the local environment)
- The misuse of drugs, alcohol and other substances
- Re-offending
- Serious violence in its area (prevent people from becoming involved in serious violence in its area, and reduce instances of serious violence in its area.)

Nature of impact

Select whether the policy / decision will have a positive (i.e. will actively prevent/reduce crime or offending behaviour) or negative (i.e. could increase crime or offending behaviour) impact, or if there is no expected impact. If you are unsure what the nature of the impact will be at this stage select 'Too early for impact to be known.

	Positive	Negative	None	Too early for impact to be known
Crime and disorder			X	
The misuse of drugs, alcohol and other substances			X	
Re-offending			X	
Serious violence			X	

Extent of impact

Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a greater risk?

If 'no impact' identified above, select N/A for that characteristic.

	High	Medium	Low	N/A	Too early for impact to be known
Crime and disorder				X	
The misuse of drugs, alcohol and other substances				X	
Re-offending				X	
Serious violence				X	

Rationale for assessment, including data used to assess the impact

Outline how the assessments relating to impact were made. This should include how you assessed impacts on factors that influence behaviours that may put people at greater risk of becoming a victim of crime or increase offending behaviour/the misuse of drugs/alcohol (see ECIA guidance for more information). What data / insight was used to assess identified impacts? What does the evidence tell you about the people that the policy / decision is aimed at? If selecting 'Too early for impact to be known' explain how impacts will be understood at a later point.

N/A

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales

If any negative impacts have been identified, it is important to outline the steps that have been put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change

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N/A
What actions have already been taken to mitigate any negative impacts? *For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.*
N/A
How could you strengthen any positive impact(s)?
N/A

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Climate
For more information on Energy, Climate and the Environment visit https://www.essex.gov.uk/topic/energy-climate-environment
SECTION 1: Does your decision/policy involve development or re-development of buildings or infrastructure?   *Delete as applicable*
No
(If yes) Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development/infrastructure/building? *Delete as applicable*
N/A
➢ **(If yes) Please provide details**
N/A
➢ **(If no) Please carry out an evaluation of energy and carbon and revise your proposal in light of the questions below**
(If yes) Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC? The definition of this can be found in the ECIA guidance.
➢ **(If yes) Please provide details. This would include:**   • calculations of predicted operational energy demand and consumption   • carbon dioxide emissions based on the final design and specification of the development   • calculation of annual renewable energy generation   • outline measures to be taken that will minimise energy demand and mitigate against any residual carbon impact   • Steps to increase energy efficiency   • Renewable energy sources for heating
N/A
➢ **(If no) Please revise specification of your proposal and refer to the Essex Design Guide for advice on how to design buildings and developments to be net zero carbon in operation**
(If yes) Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions? For example this could include setting targets as per the LETI Climate Emergency Design Guide, or setting targets to align with the RIBA 2030 Climate Challenge.
➢ **(If yes)** please provide details. This would include: • calculation of embodied carbon emissions using a RICS recognised tool e.g. e.g. one click tool   • measures taken to reduce embodied carbon emissions.
N/A
➢ **(If no) please revise your specification of your proposal to include an assessment of embodied carbon and measures to reduce the carbon impact**
(If yes) Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this**?**   You need to consider: •   Risks from coastal erosion   •   Risks from flooding and steps to counter these e.g. green infrastructure and sustainable drainage   •   Steps to counter water scarcity such as water efficient taps, toilets and appliances & water butts   •   Steps to counter overheating such as build orientation, window shading, green walls and roofs

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Please provide details below:
N/A

SECTION 2: Does your decision/policy take place in, or make use of, existing buildings or infrastructure? Delete as applicable
Yes, but ECL will be delivering the service in the properties of residential care home providers, not ECL properties.
(If yes) The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact – you may wish to consider the following points: • What is the current EPC rating of the building you're using? • Can you measure current energy usage in a bid to manage the energy efficiency of a building – such as heating times/turning off lights • Can you improve the energy efficiency of the building? This may include insulation such as cavity wall, loft or external wall, upgrades to heating systems (e.g. heat pumps and/or heating controls), LED bulbs or introducing renewable generation e.g. solar panels • Can you use water efficiency measures such as low-pressure taps and water butts? • Do you know how your energy is supplied? Do you know who your energy supplier is? Is it a green or renewable source? Consider on-site renewable sources where applicable

SECTION 3: Does your decision/policy involve elements connected to transport, travel or vehicles? This includes travel needs/requirements of both service users and staff (including staff you're planning to recruit) *Delete as applicable*
No
(If yes) Where are staff or service users coming from and how are they travelling? *Consider using local staff to reduce travel needs. Are you enabling staff to use public transport or active travel options (cycling or walking)? Where car journeys are essential, can staff or service users be incentivised to car share?*
N/A
(If car travel is unavoidable) Are you specifying electric cars and vehicles? *If not, what is your transition plan to introduce electric vehicles?*
N/A

SECTION 4: Are you undertaking a procurement exercise?			
No			
(If yes) Please confirm for purchases over £100k that you have a carbon reduction plan as part of your procurement			
N/A			
(If yes) Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given			
N/A			
Does your decision/policy involve procurement of goods or materials?			
No			
(If yes) Do you know what products or materials you will be using and where these come from? *Materials and products all have different greenhouse gas impacts it is therefore important we consider the environmental performance when taking decisions.*			
	Yes	**No**	**N/A**

Have you considered making use of goods/materials that already exist in the organisation, or using second-hand equipment?			X
Will you purchase goods that are durable and long lasting, and can be easily maintained or repaired?			X
Will you source goods/materials from a local provider where possible?			X
Will you use goods or materials made with recycled content and/or recyclable at the end of their life?			X

SECTION 5: Will any waste be generated by this decision? This includes waste from construction, waste generated by service users/staff, and waste generated by replacing existing products/materials with new.

No

(If yes) Most of our activities will generate waste so it is important that this waste is managed properly. Generally, the more waste produced the greater the greenhouse gas impact. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision? Please specify how you are:
- Measuring the amount of waste being generated and setting targets to reduce, for example setting reuse requirements
- Requiring recycling – such as setting targets for waste recycled, or providing facilities to recycle
- Operating the service in a digital way to reduce use of material resources
- Sharing goods and services with others to reduce resource use
- Donating or selling materials and products that are no longer required to keep them in use elsewhere
- Avoiding over-packaged or difficult to recycle goods.
- Avoid single-use items, in particular single use plastic
- Recycling and composting waste where applicable.

N/A

Where will waste be treated and disposed of? This includes general rubbish and recycling.

N/A

Nature of impact
Select whether the policy / decision will have a positive or negative impact, or if there is no expected impact

Group	Positive	Negative	None
Built Environment / Energy			X
Sustainable Transport / Travel			X
Waste			X
Other			X

Extent of impact
Select whether the extent of impact of the policy / decision will be high, medium or low e.g.
- Scale of the activity - does it affect a large number of the population?
- Scale of the impact - does it affect people in one or more important aspects of their lives?
- Severity of the impact (even if it affects only a small number of people) - can it put some people in the community at a severe disadvantage?

If no impact identified above, select N/A.

Group	High	Medium	Low	N/A
Built Environment / Energy				X
Sustainable Transport / Travel				X
Waste				X
Other				X

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Rationale for assessment, including data used to assess the impact
Outline how the assessments relating to impact were made. Describe the approach to the consultation and research: the methods used; who was consulted, why and how; and sources of data/evidence collected. What does the data tell you?

N/A

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales
If any negative impacts have been identified, it is important to outline the steps that been have put in place to mitigate against these impacts. If no mitigation is practicable and the changed policy /decision will inevitably affect some group(s) more than the population in general, you must seek advice on the legality of the change.

N/A

What actions have already been taken to mitigate any negative impacts?
For certain decisions, activity will have been taken prior to this assessment being undertaken to address any immediate issues. It's important to capture all actions taken to mitigate negative impacts.

N/A

	Equalities Comprehensive Impact Assessment

Sign Off	
ECIA Author	
Name	Wendy Thomas
Job Title	Interim Director of Corporate Development
Team	ECL Corporate Services
Function *Delete as applicable*	Adult Social Care / Chief Executive's Office / Children, Families & Education / Climate, Environment & Customer Services / Corporate Services / Economy, Investment & Public Health /People and Transformation /
ECIA Approver *The ECIA approver needs to be a different person to the CIA author, ideally someone in a more senior position*	
Name	
Job Title	
Team	
Function *Delete as applicable*	Adult Social Care / Chief Executive's Office / Children, Families & Education / Climate, Environment & Customer Services Corporate Services / Economy, Investment & Public Health /People and Transformation /