

Equality Impact Assessment (EqIA) - Stage One

What is the proposed decision that you are asking the Executive to make:	Public Consultation: Reduction of HWRC (Household Waste Recycling Centre) Opening Hours
Summary of relevant legislation:	Not applicable. The relevant legislation including EPA (Environmental Protection Act) 1990 requires waste disposal authorities to provide places for the disposal of household waste. However, there is no specification of the required opening days or hours.
Does the proposed decision conflict with any of the Council's priorities for improvement? <ul style="list-style-type: none"> • Services we are proud of • A fairer West Berkshire with opportunities for all • Tackling the climate and ecological emergency • A prosperous and resilient West Berkshire • Thriving communities with a strong local voice 	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If yes, please indicate which priority and
Name of Budget Holder:	Daniel Warne
Name of Service/Directorate:	Environment Department
Name of assessor:	Kofi Adu-Gyamfi
Date of assessment:	16 November 2023
Version and release date (if applicable):	N/A

Is this a ?		Is this policy, strategy, function or service ... ?	
Policy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	New or proposed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Strategy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Already exists and is being reviewed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Function	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Is changing	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Service	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

(1) What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?

Aims:	Reduction in Household Waste Recycling Centres (HWRCs) opening hours
Objectives:	We are proposing to reduce the opening times of both HWRCs by two hours per weekday from 9am to 6pm to 11am to 6pm Monday to Friday (excluding bank holiday Mondays). Weekend opening and bank holidays hours would remain the same at 9am to 6pm. We are also proposing to remove the late-night opening hours during the summer months at Newtown Road. This will create an estimated annual saving of £59,000.
Outcomes:	Reduced opening hours at the Council's two HWRCs.
Benefits:	This will create an estimated annual saving of £59,000.

(2) Which groups might be affected and how? Is it positively or negatively and what sources of information have been used to determine this?		
Group Affected	What might be the effect?	Information to support this
Age	Not applicable.	
Disability	Not applicable.	
Gender Reassignment	Not applicable.	
Marriage and Civil Partnership	Not applicable.	
Pregnancy and Maternity	Not applicable.	
Race	Not applicable.	
Religion or Belief	Not applicable.	
Sex	Not applicable.	
Sexual Orientation	Not applicable.	
Further Comments:		
The proposed service change is not expected to specifically affect any of the groups listed above. There are no group-specific impacts expected that are relevant to Equality Act 2010 considerations. However, if any adverse impact in relation to any of the groups listed above should arise from the upcoming public consultation exercise, the service will review this assessment.		

(3) Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
The proposed reduction in hours is not significant enough to adversely impact employees and service users. It is worth noting that some contractor staff will see a reduction in the working hours and earnings.	

(4) Identify next steps as appropriate:	
EqIA Stage 2 required	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Owner of EqIA Stage Two:	
Timescale for EqIA Stage Two:	

Name: Kofi Adu-Gyamfi

Date: 17 November 2023