

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Procurement of a Commercial Waste Transfer and Disposal Contract.
Brief Service Profile (including number of customers)	
<p>The Environmental Protection Act 1990 allows Southampton City Council to collect commercial waste from businesses from within the city, and a charge may be levied for this service. The council’s Commercial Waste Service was established in the early 2000s. The council must have a solution in place which is compliant with the council’s contract procedure rules, to enable disposal of the commercial waste collected. The current commercial waste transfer and disposal contract expires on 31 March 2025. This report seeks approval to commence a formal procurement exercise to secure a contract from 1 April 2025 under contract to receive and dispose of waste collected via the Commercial Waste Service.</p>	
Summary of Impact and Issues	
<p>The council’s City Services Commercial Waste Service wishes to undertake a formal and compliant procurement process for its waste transfer and disposal requirements in advance of the end of the current waste transfer and disposal contract which expires on 31 March 2025.</p> <p>Undertaking the procurement to appoint a supplier to deliver services from 1 April 2025 will avoid any service disruption to the council’s Commercial Waste Services.</p> <p>Due consideration will be given to the impact any arrangements may have from an equalities perspective when it comes to service delivery, however the re-procurement of the commercial waste transfer and disposal services contract is only relevant to business customers which pay for their commercial waste to be collected and disposed of by the council.</p> <p>Businesses are free to choose their commercial waste collection and disposal supplier from a range of certified suppliers within the area other than the council if they so wish.</p>	
Potential Positive Impacts	
<p>Under Simpler Recycling from 31 March 2025 businesses with 10 or more full time equivalent employees will have a legal requirement to separate their waste and have at least a further Dry Mixed Recycling bin and a Food Recycling bin as they must recycle their food waste, glass, metal, plastic and cardboard in addition to disposal of their general waste.</p>	
Responsible Service Manager	David Tyrie - Head of City Services
Date	16 September 2024
Approved by Senior Manager	Ian Collins - Director- Environment
Date	16 September 2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	It is expected there will be no impacts arising to age related to the re-procurement of the contract.	
Disability	It is expected there will be no impacts arising to disability related to the re-procurement of the contract.	
Gender Reassignment	It is expected there will be no impacts arising to Gender Reassignment related to the re-procurement of the contract.	
Care Experienced	It is expected there will be no impacts arising to Care Experienced related to the re-procurement of the contract.	
Marriage and Civil Partnership	It is expected there will be no impacts arising to Marriage and Civil Partnership related to the re-procurement of the contract.	
Pregnancy and Maternity	It is expected there will be no impacts arising to Pregnancy and Maternity related to the re-procurement of the contract.	
Race	It is expected there will be no impacts arising to race related to the re-procurement of the contract.	
Religion or Belief	It is expected there will be no impacts arising to Religion or Belief related to the re-procurement of the contract.	
Sex	It is expected there will be no impacts arising to sex related to the re-procurement of contract.	
Sexual Orientation	It is expected there will be no impacts arising to Sexual Orientation related to the re-procurement of the contract.	
Community Safety	It is expected there will be no impacts arising to Community Safety related to the re-procurement of the contract.	
Poverty	It is expected there will be no impacts arising to Poverty related to the re-procurement of the contract.	
Health & Wellbeing	It is expected there will be no impacts arising to Health & Wellbeing related to the re-procurement of the contract.	
Other Significant Impacts	The re-procurement of the commercial waste transfer and disposal services contract is only relevant to business customers which pay for their waste to be collected from their businesses in the city.	Businesses are free to choose their commercial waste collection and disposal supplier from a range of certified suppliers within the area, other than the council, if they so wish.