

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	<i>Food waste collections from households</i>
Lead officer:	<i>Jacki Ager Waste and External Contracts Manager Public Realm, Environment.</i>
Approved by:	<i>Please insert the name, job title, service and directorate of your manager/Director as appropriate for the level of activity</i>
Version Number	V0.1
Date and Key Changes Made	
Scheduled date for next review:	<i>Following completion of public consultation exercise. Following that, as this relates to a one-off service change, the assessment is to be reviewed if there is either a change in law or further proposed service change.</i>

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Did you seek advice from the Public Health team?	Yes
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website? See Publishing Checklist.	No

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact READI@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to [this Guidance](#) on how to complete this form.

About your activity

1	Title of activity	<i>Provision of food waste collections to all households in Havering</i>			
2	Type of activity	<i>Statutory change in service provision.</i>			
3	Scope of activity	<p><i>To provide every household in Havering with a weekly separate collection of food waste, in line with the Environment Act 2021. The proposal is to provide a service that is commonly seen throughout the UK, however the EQHIA will assess whether there are any impacts on those members of the community, as well as collection staff, with protected characteristics, and how these might be mitigated by adapting the service accordingly.</i></p> <p><i>The service will involve provision of a small “kitchen caddy” (typically 5L or 7L) to every household, then a larger external caddy (typically 23L) to all domestic properties with a kerbside waste collection. This caddy will have a simple locking mechanism to protect it from wildlife. Flatted properties will be provided with a communal bin, and flats above commercial premises will be assessed on a case-by-case basis to either provide external caddies, a bin, or a wall-mounted container where appropriate. A full property survey will be carried out to aid in this assessment of properties.</i></p> <p><i>Residents currently receiving an assisted general waste and recycling collection will also be eligible to receive a comparable service for their food waste collections.</i></p>			
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	<p>If the answer to either of these questions is ‘YES’, please continue to question 5.</p> <p>If the answer to <u>all</u> of the questions (4a, 4b & 4c) is ‘NO’, please go to question 6.</p>		
4b	Does this activity have the potential to impact (either positively or negatively) upon people from different backgrounds?	Yes			
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people’s health and wellbeing?	Yes			
			<p>Please use the Screening tool before you</p>	<p>If you answer ‘YES’, please continue to</p>	

			answer this question.	question 5.	
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.			
6	If you answered NO:	<p><i>Please provide an explanation on why your activity does not require an EqHIA. This is essential, in case the activity is challenged under the Equality Act 2010.</i></p> <p><i>Please keep this checklist for your audit trail.</i></p>			

Completed by:	Jacki Ager, Waste and External Contracts Manager, Environment, Public Realm
Date:	22/07/2024

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p><i>Havering Council is legally obliged to provide every household in Havering with a weekly separate collection of food waste, in line with the Environment Act 2021. 30 to 40% of household black bag waste is food waste that could otherwise be recycled, and of this, it might be expected that 30% of that food waste could be captured for recycling, or around 6,000 tonnes per year in Havering.</i></p> <p><i>(https://moderngov.harrow.gov.uk/documents/s180745/Food%20Waste%20Report.docx?CT=2)</i></p> <p><i>Defra's 2023/24 impact assessment to support its consultation on Simpler Recycling stated that, in 218 it was estimated that 9.5 million tonnes of food waste, with an estimated sale value of £19 billion is produced every year, and is associated with more than 25 million tonnes of greenhouse gas emissions. It is estimated that 70% of food waste comes from households. The government has made a commitment to work towards no food waste entering landfill by 2030.</i></p> <p><i>The proposal is to provide a service that is commonly seen throughout the UK, however the EQHIA will assess whether there are any impacts on those members of the community with protected characteristics, and how these might be mitigated by adapting the service accordingly.</i></p> <p><i>The service will involve provision of a small "kitchen caddy" (typically 5L or 7L) to every household, then a larger external caddy (typically 23L) to all domestic properties with a kerbside waste collection. This caddy will have a simple locking mechanism to protect it from wildlife. Flatted properties will be provided with a communal bin, and flats above commercial premises will be assessed on a case-by-case basis to either provide external caddies, a bin, or a wall-mounted container where appropriate. A full property survey will be carried out to aid in this assessment of properties.</i></p> <p><i>The external caddy or bin will be emptied by Havering's waste collection contractor, FCC, on a weekly basis using a dedicated fleet of collection vehicles, with the caddy returned to the doorstep. The food waste will then be sent for appropriate reprocessing, most likely anaerobic</i></p>

digestion, arranged through the East London Waste Authority. This will produce organic fertiliser and biogas, which can be used to generate electricity.

The weekly collection of food waste will lead to a reduction in the amount of organic material presented in black sacks, and will be contained in a caddy, resulting in improved hygiene and a reduction in wildlife interference and odours.

Residents currently receiving an assisted general waste and recycling collection will also be eligible to receive a comparable service for their food waste collections.

Who will be affected by the activity?

All Havering residents, businesses located adjacent to domestic properties, collection staff.

Protected Characteristic - Age: Consider the full range of age groups

*Please tick (✓)
the relevant box:*

Positive

☐

Neutral

☒

Negative

☐

Overall impact:

Neutral – Havering will continue to offer assisted collections to any resident with restricted mobility, as is currently provided for all other household waste collection types.

Evidence:

Age can be a contributing factor when it comes to mobility, and with Havering's median age increasing in the decade between 2011 and 2021 (the last census), it is important to assess where different age groups may be impacted by a service change.

Havering currently offers an assisted waste collection to approximately 1,900 households in the borough. Assisted collections are provided for a variety of mobility-related reasons, some of which are naturally related to age. These collections are provided upon request, and are designed in a bespoke way to allow the resident to present their waste in a location of their choosing. This will also apply to food waste collections, with the kitchen caddy returned to the presentation spot. The caddies are light weight, with a top handle that can be, for example, placed over a person's arm if need be, rather than gripped in the hand.

All collection staff are expected to undergo appropriate manual handling and hygiene training to set them up for carrying out their role in a safe manner. Training records are periodically reviewed by Havering staff as part of regular health and safety audits. Where manual handling starts to be impacted by age-related issues, staff are expected to raise

this accordingly with their supervisor, HR advisor or similar to ensure reasonable adjustments are made.

Sources used:

Internal statistics regarding households receiving assisted collections, as well as demographic information from 2021 census.

<https://www.haveringdata.net/wp-content/uploads/2023/01/Census-2021-Topic-Summary-Demography-and-Migration.pdf>

Protected Characteristic - Disability: Consider the full range of disabilities; including physical, mental, sensory, progressive conditions and learning difficulties. Also consider neurodivergent conditions e.g. dyslexia and autism.

*Please tick (✓)
the relevant box:*

Positive

Neutral

Negative

Overall impact:

Neutral – Havering will continue to offer assisted collections to any resident with restricted mobility, as is currently provided for all other household waste collection types. Information will be provided in a variety of forms, and public consultation will help to inform this assessment further.

Evidence:

15.3% of residents in Havering are reported to have a disability. It is important to note that not all of these disabilities will be impacted by the introduction of a food waste collection.

Havering currently offers an assisted waste collection to approximately 1,900 households in the borough. Assisted collections are provided for a variety of mobility-related reasons. These collections are provided upon request, and are designed in a bespoke way to allow the resident to present their waste in a location of their choosing. This will also apply to food waste collections, with the kitchen caddy returned to the presentation spot. The caddies are light weight, with a top handle that can be, for example, placed over a person's arm if need be, rather than gripped in the hand.

All collection staff are expected to undergo appropriate manual handling and hygiene training to set them up for carrying out their role in a safe manner. Training records are periodically reviewed by Havering staff as part of regular health and safety audits. Where

manual handling starts is likely to be impacted by a disability, staff are expected to raise this accordingly with their supervisor, HR advisor or similar to ensure reasonable adjustments are made.

The consultation to households will include hard copies and in-person events to try to combat digital exclusion and allow for different forms of contact with residents, and subsequent communications on the roll out of a food waste service will be provided in a variety of different forms of online and offline media, including leaflets provided to all households, with particular methods such as large print provided on request. Love Food Hate Waste workshops are already provided upon request, and are regularly provided to groups with particular learning needs. This work is ongoing, and will incorporate information on food waste collections in future.

Sources used:

Internal statistics regarding households receiving assisted collections, as well as demographic information from 2021 census.

<https://www.haveringdata.net/wp-content/uploads/2023/02/Census-2021-Topic-Summary-Health-Disability-and-Unpaid-Care.pdf>

Protected Characteristic – Sex / gender: Consider both men and women

Please tick (✓)
the relevant box:

Positive

Neutral

Negative

☐
☒
☐

Overall impact:

Waste collections are universally provided and as such there should be an equal impact on all sexes and genders. Use of the service may boil down to gender norms or arrangements within individual households, i.e. if one member of the household carries out more of the meal prep than others, or if one member of the household has taken on the task of putting waste out for collection. However, this is a matter for individual households to decide upon.

Evidence:

N/A

<p>Sources used:</p> <p>N/A</p>

<p>Protected Characteristic – Ethnicity / race / nationalities: Consider the impact on different minority ethnic groups and nationalities</p>
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<p><i>Please tick (✓) the relevant box:</i></p>		<p>Overall impact:</p>
<p>Positive</p>	<input type="checkbox"/>	<p>Waste collections are universally provided, however the production of food waste can be influenced by culture or nationality, particularly where culturally a household may be more likely to create meals from scratch, for example, or at certain times of year produce more food (for example Christmas or Ramadan).</p> <p>On average, Havering households would be expected to present around 1kg of food waste per week, which may fluctuate throughout the year and be dependent upon property type and household size. This amount may reduce in communal blocks of flats, where participation in food waste schemes is typically lower.</p> <p>It is likely that the participation rate for the scheme will be around 45%, and of these households not all food waste will be recycled. The normal service provision of a 23L caddy is likely to be adequate for the vast majority of households. Whilst Havering households produce above-average amounts of household waste (around 1000kg per year compared to the national average of 547kg), separate food waste collections are proven to help to reduce overall waste as householders start to recognise where the wastage is occurring, thus reducing wastage in the home, and likely saving money in the process. Additionally, Havering operates a programme of activities and communications relating to the national “Love Food Hate Waste” campaign, so a combination of good comms and a reliable weekly separate collection of food waste will likely help to reduce food waste levels over time.</p> <p>For high waste producing households, Havering may consult on whether to provide additional caddies, however the preference would be to educate households in order to reduce their waste in the first instance.</p>
<p>Neutral</p>	<input checked="" type="checkbox"/>	
<p>Negative</p>	<input type="checkbox"/>	

<p>Evidence:</p> <p>Havering waste statistics 2023/24 116,573 tonnes of household waste produced by approximately 110,000 households. 60,000 tonnes of residual waste – of this, 30% food waste, and of that, 30% will likely be recycled through a food waste collection service. This works out at 6000 tonnes, totaling 49kg per year per household, or just under 1kg per week.</p>
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<p>Sources used:</p> <p>ELWA monthly waste data received by Havering.</p>

Protected Characteristic – Religion / faith: Consider people from different religions or beliefs, including those with no religion or belief							
Please tick (✓) the relevant box:	Overall impact:						
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">Positive</td> <td style="width: 50%;"></td> </tr> <tr> <td style="padding: 5px;">Neutral</td> <td style="padding: 5px; text-align: center;">✓</td> </tr> <tr> <td style="padding: 5px;">Negative</td> <td></td> </tr> </table>	Positive		Neutral	✓	Negative		<p>Waste collections are universally provided, however the production of food waste can be influenced by religion/faith, particularly where culturally a household may be more likely to create meals from scratch, for example, or at certain times of year produce more food (for example Christmas or Ramadan).</p> <p>On average, Havering households would be expected to present around 1kg of food waste per week, which may fluctuate throughout the year and be dependent upon property type and household size. This amount may reduce in communal blocks of flats, where participation in food waste schemes is typically lower.</p> <p>It is likely that the participation rate for the scheme will be around 45%, and of these households not all food waste will be recycled. The normal service provision of a 23L caddy is likely to be adequate for the vast majority of households. Whilst Havering households produce above-average amounts of household waste (around 1000kg per year compared to the national average of 547kg), separate food waste collections are proven to help to reduce overall waste as householders start to recognise where the wastage is occurring, thus reducing wastage in the home, and likely saving money in the process. Additionally, Havering operates a programme of activities and communications relating to the national “Love Food Hate Waste” campaign, so a combination of good comms and a reliable weekly separate collection of food waste will likely help to reduce food waste levels over time.</p> <p>For high waste producing households, Havering may consult on whether to provide additional caddies, however the preference would be to educate households in order to reduce their waste in the first instance.</p>
Positive							
Neutral	✓						
Negative							

Evidence: Havering waste statistics 2023/24 116,573 tonnes of household waste produced by approximately 110,000 households. 60,000 tonnes of residual waste – of this, 30% food waste, and of that, 30% will likely be recycled through a food waste collection service. This works out at 6000 tonnes, totaling 49kg per year per household, or just under 1kg per week.		
Sources used: ELWA monthly waste data received by Havering.		

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual		
Please tick (✓) the relevant box:		Overall impact: Waste collections are universally provided and as such there should be an equal impact on all householders, regardless of sexual orientation.
Positive		
Neutral	✓	
Negative		
Evidence: N/A		
Sources used: 1.95% of Havering residents responding to the 2021 national census identified as LGB+ orientation ("Gay or Lesbian", "Bisexual", or "Other sexual orientation"). https://www.haveringdata.net/wp-content/uploads/2023/03/Topic-Summary-Sexual-orientation-and-gender-identity.pdf		

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose
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gender identity is different from their gender at birth		
Please tick (✓) the relevant box:		Overall impact:
Positive		<p>Waste collections are universally provided and as such there should be an equal impact on all gender identities. Use of the service may boil down to gender norms or arrangements within individual households, i.e. if one member of the household carries out more of the meal prep than others, or if one member of the household has taken on the task of putting waste out for collection. However, this is a matter for individual households to decide upon.</p> <p>Where a resident has recently had surgery which is limiting their mobility, they would be eligible to receive an assisted waste collection. Havering currently offers an assisted waste collection to approximately 1,900 households in the borough. Assisted collections are provided for a variety of mobility-related reasons. These collections are provided upon request, and are designed in a bespoke way to allow the resident to present their waste in a location of their choosing. This will also apply to food waste collections, with the kitchen caddy returned to the presentation spot. The caddies are light weight, with a top handle that can be, for example, placed over a person's arm if need be, rather than gripped in the hand.</p>
Neutral	✓	
Negative		
Evidence: N/A		
Sources used: 0.51% of Havering residents responding to the 2021 national census reported to have a gender identify different from their sex registered at birth. https://www.haveringdata.net/wp-content/uploads/2023/03/Topic-Summary-Sexual-orientation-and-gender-identity.pdf Internal statistics regarding households receiving assisted collections.		

Protected Characteristic – Marriage / civil partnership: Consider people in a marriage or civil partnership		
Please tick (✓) the relevant box:		Overall impact:
Positive		<p>Waste collections are universally provided and as such there should be an equal impact on households regardless of marriage or civil partnerships. Use of the service may boil down to gender norms or arrangements within individual households, i.e. if one member of the</p>
Neutral	✓	

Negative	household carries out more of the meal prep than others, or if one member of the household has taken on the task of putting waste out for collection. However, this is a matter for individual households to decide upon.
Evidence: N/A	
Sources used: N/A	

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are taking maternity or paternity leave	
<i>Please tick (✓) the relevant box:</i>	Overall impact:
Positive	<p>Havering currently offers an assisted waste collection to approximately 1,900 households in the borough. Assisted collections are provided for a variety of mobility-related reasons, which may include pregnancy-and post-pregnancy- related issues. These collections are provided upon request, and are designed in a bespoke way to allow the resident to present their waste in a location of their choosing. This will also apply to food waste collections, with the kitchen caddy returned to the presentation spot. The caddies are light weight, with a top handle that can be, for example, placed over a person's arm if need be, rather than gripped in the hand.</p> <p>Waste collections are universally provided and as such there should be an equal impact on households regardless of maternity or paternity leave. Use of the service may boil down to gender norms or arrangements within individual households, i.e. if one member of the household carries out more of the meal prep than others, or if one member of the household has taken on the task of putting waste out for collection. However, this is a matter for individual households to decide upon.</p> <p>All collection staff are expected to undergo appropriate manual handling and hygiene training to set them up for carrying out their role in a safe manner. Training records are periodically reviewed by Havering staff as part of regular health and safety audits. Where manual handling starts is likely to be impacted by pregnancy, staff are expected to raise this accordingly with their supervisor, HR advisor or similar to ensure reasonable adjustments are made.</p>
Neutral	
Negative	

Evidence: N/A		
Sources used: Internal statistics regarding households receiving assisted collections.		

Socio-economic status: Consider those who are from low income or financially excluded backgrounds		
Please tick (✓) the relevant box:		Overall impact: Waste collections are universally provided and as such there should be an equal impact on households regardless of financial status. There may be some benefits to all households (but particularly those on low incomes) where food waste collections are concerned, as they are proven to reduce overall waste and may therefore present a monetary saving to the household if more diligence is applied to wasting less food. Havering Council's Love Food Hate Waste campaign activities will also help to support this notion, with free activities offered to all households in the borough. The consultation to households will include hard copies and in-person events to try to combat digital exclusion, and subsequent communications on the roll out of a food waste service will be provided in a variety of different forms of online and offline media, including leaflets provided to all households. Love Food Hate Waste workshops are already provided upon request, and are regularly provided to a variety of different demographic groups. This work is ongoing, and will incorporate information on food waste collections in future.
Positive		
Neutral	✓	
Negative		
Evidence: N/A		

Sources used:

N/A

Health & Wellbeing Impact: Please use the Health and Wellbeing Impact Tool on the next page to help you answer this question.

Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity?

Please tick (✓) all the relevant boxes that apply:

Positive**Neutral**

✓

Negative**Overall impact:**

Health and wellbeing can be positively promoted as part of Havering's wider Love Food Hate Waste campaign, which involves elements of smart shopping, cooking from fresh, etc. This has the ability to have a positive impact on the health of borough residents. The introduction of a food waste recycling collection may also improve the mental health of participants who may feel they are having a more positive impact on the environment. Furthermore, moving food waste from the residual waste stream (black bags) into a secure caddy will reduce the likelihood of wildlife interference, which has traditionally led to waste spillages around the borough and a deterioration of the street scene, with loose waste spilling onto the streets. This will have a positive impact on the local environment and environmental health.

Havering currently offers an assisted waste collection to approximately 1,900 households in the borough. Assisted collections are provided for a variety of mobility-related reasons, to support those living independently or with carers. These collections are provided upon request, and are designed in a bespoke way to allow the resident to present their waste in a location of their choosing. This will also apply to food waste collections, with the kitchen caddy returned to the presentation spot. The caddies are light weight, with a top handle that can be, for example, placed over a person's arm if need be, rather than gripped in the hand.

Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box

Yes

☐

No

☒**Evidence:**

N/A

*Expand box as required

Sources used:

Internal statistics regarding households receiving assisted collections, as well as demographic information from 2021 census.

<https://www.haveringdata.net/population-intelligence-briefings/>

**Expand box as required*

3. Health & Wellbeing Screening Tool

Will the activity / service / policy / procedure affect any of the following characteristics? Please tick/check the boxes below




The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Access to services/facilities/amenities YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
<input checked="" type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input checked="" type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Environmental Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input checked="" type="checkbox"/> Social support <input checked="" type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input checked="" type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input checked="" type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input checked="" type="checkbox"/> Fear of discrimination <input type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input type="checkbox"/> Landscape, including green and open spaces <input checked="" type="checkbox"/> Townscape, including civic areas and public realm <input checked="" type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input checked="" type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure

4. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EqHIA.</p> <p>2. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p>Proceed with implementation of your activity</p>
	<p>3. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u></p>		<p>COMPLETE SECTION 5: Complete action plan with measures to mitigate the and finalise the EqHIA</p>
	<p>4. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level</p>		<p>Stop and remove the activity or revise the activity thoroughly. Complete an EqHIA on the revised proposal.</p>

5. Action Plan

The real value of completing an EqHIA comes from identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts.

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

6. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review:

Scheduled date of review:

Lead Officer conducting the review:

**Expand box as required*

Please submit the completed form via e-mail to READI@haverling.gov.uk thank you.