About the service

1. Brief description of the service covered by this assessment.

The Public Realm Service has two major elements which are:

- Street Scene and Waste
- Parks and Open spaces

Street Scene and Waste covers the Council’s waste collection duties, road sweeping, fly-tip clearance, waste enforcement and litter collecting functions. This service covers every domestic dwelling in the Borough and all public adopted roads and footpaths.

Parks and Open spaces Borough wide are maintained by the service to provide opportunities for residents to enjoy green open spaces at whatever level they wish from organised sports matches through to a simple walk in fresh air. This also covers cemeteries and allotments.

2. Please list the main partners, council departments, organisations and service user or target groups for this service.

- Residents
- Local business
- Schools and Higher Education centres
- Managing Agents, Housing Associations and Landlords
- Keep Britain Tidy & Waste Watch
- North London Waste Authority (NLWA)
- London Waste & Recycling Board (LWARB)
- Department for Environment, Food and Rural Affairs (DEFRA)
- Recycling Officers Group (LROG)
3. If the service is provided by another organisation or agency please give their names and how you ensure they comply with the Council’s Equal Opportunities and Valuing Diversity policy

Household Waste Recycling Centre Management. Suez Ltd. Contract conditions:

3.12 “The Authority may, where necessary, require the Contractor to set up and maintain appropriate policies, rules, procedures and quality standards in relation to the employment of its own staff whilst carrying out their duties in relation to the Contract at the Location.”

45.1 “Contractor shall not unlawfully discriminate within the meaning and scope of the Equality Act 2010, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof (the “Discrimination Acts”) together with any guidance or codes of practice issued by the relevant government departments concerning the Discrimination Acts.”

Cemeteries Ground Maintenance and Grave Digging Contract. Ground Control Ltd. Contract conditions:

3.12 “The Authority may, where necessary, require the Contractor to set up and maintain appropriate policies, rules, procedures and quality standards in relation to the employment of its own staff whilst carrying out their duties in relation to the Contract at the Location.”

46.1 “The Contractor shall not unlawfully discriminate either directly or indirectly on such grounds as race, colour ethnic or national origin, disability, gender or sexual orientation, religion or belief, or age and without prejudice to the generality of the foregoing the Contractor shall not unlawfully discriminate within the meaning and scope of the Sex Discrimination Act 1975, the Equal Pay Acts 1970 and 1983, the Disability Discrimination Act 1995, the Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003, the Human Rights Act 1998 or other relevant legislation, or any statutory modification or re-enactment thereof (the “Discrimination Acts”).”
4. Please list any performance objectives / targets relating to equality that your service has / uses.

If as a result of this assessment you are going to introduce new targets, please detail these in your action plan at the end of this form.

- To make all communication clear and use symbols where appropriate.
- To use appropriate colours and font sizes to assist visually impaired.
- To collect household waste from all residents within the Borough.
- To ensure that all new fencing/footpath/playground installations in parks are DDA compliant.
- To provide the option of assisted waste collections to all residents where appropriate.

### Equalities data collection and monitoring

5. Does your service collect data from service users / applicants for equalities monitoring purposes? **YES**

If **YES** please detail below how and when this data is collected and where it is stored e.g. *equalities data is collected at application stage and entered into the SAP database.*

Equalities data is collected during consultations and at park consultation events e.g. “Have your Say” events and also regularly collected to monitor the impact of externally funded projects e.g. Forty Hall Project. All consultations are co-ordinated in partnership with the corporate consultation team.

6. Does your service carry out equalities monitoring to review the take up / accessibility of your service? **YES**

If **YES** please detail which aspects of your service are monitored and how frequently, then proceed to Q8. If **NO** please complete Q7.

Waste collection and street scene are universal services provided to every resident within the borough and consequently assessments are not conducted on the take up of the service. However, the Parks Service regularly undertakes monitoring via the “Have you Say” programme. Major parks were monitored annually with Forty Hall receiving a more thorough quarterly assessment due to funding conditions.

Equality monitoring and review is also carried out when significant service changes are implemented within the service area.

7. If your service does **NOT** monitor equalities, please detail how you comply with the Council’s Equal Opportunities and Valuing Diversity policy and how you achieve the council’s aim of ‘Fairness for all’ - serving the whole borough fairly and tackle inequality

As outlined above, the street scene and waste collection services are provided to every resident within the borough. The Council also offers an assisted collection for those residents who are unable to move their bin for collection.
8. Monitoring information:
Indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnerships</th>
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<tbody>
<tr>
<td>Yes</td>
<td>Yes</td>
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<td>Does monitoring enable you to profile service users / applicants by the following characteristics?*</td>
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Yes | Yes | Yes | Yes | No | No | No | No | No |
| Does monitoring enable you to profile the satisfaction of service users by the following characteristics?* |
Yes | Yes | Yes | Yes | No | No | No | No | No |
| Does a comparison against baseline demographic data show that service users are representative of the local population in relation to the following characteristics? |
N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Does monitoring show that there are any under-represented groups within the following characteristics? |
No | No | No | No | N/A | N/A | N/A | N/A | N/A |

IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO ADDRESS UNDER-REPRESENTATION OF PROTECTED GROUPS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.

* If you do not include all protected characteristics in your equalities monitoring please explain why below:

The “Have your Say” surveys in Parks have only used 4 of the protected characteristics as the other ones didn’t seem that necessary to the use of a park. This can be reviewed for future work in this area though.

9. Equalities impact

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<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
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<tr>
<td>Yes</td>
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<td>Do satisfaction levels identify any concerns arising from vulnerable groups within the following characteristics?</td>
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Yes | No | No | No | No | No | No | No | No |
| Does your evidence show an adverse impact on any group/s within the following characteristics? |
Yes | No | No | No | No | No | No | No | No |
Are there known or potential barriers to participation for any group/s within the following characteristics?

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**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO MITIGATE ADVERSE IMPACTS / BARRIERS / CONCERNS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

10. **Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions?**
    - **NO**

    If **YES**, please set out how it is justifiable under legislation in the box below.

    n/a

11. **Could the service or policy have an adverse impact on relations between different groups / community cohesion?**
    - **NO**

    If **YES**, describe below and add any actions to mitigate this impact in your action plan.

12. **Have you received any complaints about your service in respect of equality issues?**
    - **Yes**

    If **YES**, please give a brief description and what action has been taken as a result.

    Lack of appropriate play provision for those with disabilities. Since this complaint has been lodged with the Parks Service, a stakeholder group has been created to look at provision within the borough and this has led to the Albany Park project securing £150,000 for the installation of a fully accessible play facility.

13. **How does the service contribute to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups in the community?**

    Waste collections are equal for all residents of the Borough. An Assisted collection is provided to those residents who are unable to move their bins, and all bins have braille information to aid those who are partially sighted.

    Parks have worked very closely with the Cheviots children’s centre in an attempt to overcome access issues for disabled children and disabled parents when using traditional play areas. This relationship is very strong and has managed to secure £150k of external funding already for a fully accessible play area that offers the same access to play as all other children.
14. Please give specific examples of success / best practice your service can evidence in terms of ‘narrowing’ the gap through improved outcomes / reduced inequality for service users

The most recent success would be the disabled access to children’s play areas. This will support improved outcome of having a destination children’s play area with exciting equipment for all.

15. Does your service or policy provide financial support for the protected groups? NO

If YES, please list below and the value of the financial support.

n/a

16. Socio-economic equalities impact:

Indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th>Communities living in deprived wards/areas</th>
<th>People with low academic qualifications</th>
<th>People living in social housing</th>
<th>Lone parents</th>
<th>People on low incomes</th>
<th>People in poor health</th>
<th>Any other socio-economic factor please state:</th>
</tr>
</thead>
<tbody>
<tr>
<td>n/a</td>
<td>n/a</td>
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</tbody>
</table>

17. If YES answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable

Parks are free and available to all groups listed to be used how they wish. The bins are also collected from all residents regardless of any of these socio-economic impacts.

Consultation and engagement
18. Please list any recent consultation activity on your service, any specific equalities groups that were targeted, how the results have been publicised and what action has been taken in response to the results. (Please state the source of data)
   (If more information is needed to understand the views of disadvantaged groups please add this to your action plan)

Staff training and development

19. Please set out below the staff training undertaken on equalities.
   If there is a need for additional staff training please detail this in your action plan.

Review and publicity

20. Please set out in your action plan when you will review this assessment and how it will be publicised
   (Note: all EQIAs sent to the Performance Management Team are published on the Council’s website)

This assessment will be reviewed annually.
Enfield Council – Retrospective Equality Impact Assessment / Analysis

Action plan template for existing services

Name of service/policy: Public Realm ..........................................................................................................................................................................................

Team: Parks and Waste............................................................................................. Department: Environment and Regen..........................................................................................

Service manager: Jonathan Stephenson..............................................................

<table>
<thead>
<tr>
<th>Identified Issue</th>
<th>Action Required</th>
<th>Lead Officer</th>
<th>Timescale/By When</th>
<th>Costs</th>
<th>Review Date/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publicity of this assessment and when it will be reviewed</td>
<td>Annual review</td>
<td>Matt Watts</td>
<td>Summer 2017</td>
<td>Staff time</td>
<td>Half year review in December 2016</td>
</tr>
<tr>
<td>Disabled access to children’s play areas A inclusive new play area in Albany Park</td>
<td>Annual review</td>
<td>Matt Watts</td>
<td>Summer 2017</td>
<td>£200k</td>
<td>November 2016</td>
</tr>
</tbody>
</table>

Please insert additional rows if needed

Date to be reviewed: ..........................................

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Nicky Fiedler........... SIGNATURE: .................................................................