

# Equality Impact Assessment

**Service Area:** Environmental Enhancement

**Head of Service:** Mark Kentell

**Lead Officer:** Paul Burton

**Date of Assessment:** 13/06/2025

**Name of policy/function/project/service area to be assessed:** MRFI

**Brief description of proposal to be assessed:** To update the structure of the depot to include a new baling system.

**Proposed implementation date of project/proposal:** Summer 2025

## Brief description of the anticipated outcomes of the proposal:

Proposal	Current Arrangement	Proposed Arrangement	Comment
Drainage changes to depot	Not EA compliant	Updated drainage. Bunding and Penstock fitting	EA signed off
New Glass Shed	Not EA compliant	Now compliant	EA signed off
New Weighbridge	1 weighbridge in operation, H&S issues in yard	2 weighbridges in place, reduced H&S risk.	Smoother/safer operation
New WU Office	Old cabin leaking/unstable floor	New Modular building	Fit for purpose building for office staff/service.
Process Hall cleaned/painted	Dirt and cobwebs causing fire hazard	Cleaned and refreshed paintwork	Safer, reduced risk, better appearance
New pathway to rear of depot	Staff having to walk in road to get to rear of site.	Designated walkway / pavement	Reduced H&S risk
Replace baling system	Old baler slow and unreliable	Faster/ efficient baler	Future proof machine to cope with NDC material
New fire suppression system	Not EA compliant, no system in place	Top of the range system, efficient suppression.	In situ, working well.

**Consultation:**

**Brief description of any consultation undertaken with stakeholders and summarise the results and how it has influenced the proposal or not. Please attach a summary of consultation results or other relevant reports:**

Operational staff consulted, suggestions requested/given. Continued communication.

**Demographic Data by protected characteristic:**

**Please detail the Census 2021 data for protected characteristics for North Devon (as detailed in the EIA Guidance for Managers and on NDC website):**

NA – All works would not affect protected characteristics. Works improve the performance of Council services.

**Equality Data by protected characteristic from consultation:**

**Please detail the equality data obtained as part of the consultation and compare this data to the Census 2021 data (as detailed in the EIA Guidance for Managers and on NDC website) and identify where this data does not reflect the demographics for North Devon and any disparities in outcomes by characteristic:**

NA – INTERNAL CHANGES ONLY, NO NEGATIVE EFFECTS ON SERVICE PROVISION

**Other Data:**

**Please detail any other data that has been obtained and taken into consideration (for example, Council service areas data, other Census 2021 data which is not related to protected characteristics such as no household members having English as main language, vulnerable groups, education, economy, housing, access to transport etc, Public Health and NHS data, deprived neighbourhoods, workforce profile data):**

NA – Customer should not notice any change in service following these improvements.

**Impact:**

**Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence/data you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the EIA Guidance for Managers**

or Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:

There are not considered to be any impacts on any of the protected characteristics, given this is swapping one vehicle type for the same/similar with a different powertrain. Automatic transmission on electric vehicles can protect eg knee joints of older drivers by limiting leg movement whilst changing gear.

<b>Characteristic</b>	<b>Impact</b> (what information was used to assess impact? Data/feedback etc. Describe whether this is positive, negative or neutral)	<b>Scale of Impact</b> (High/Med/Low)	<b>Can it be mitigated?</b> (what needs to be done to reduce/remove the impact? Have service users been involved in providing this insight?)
AGE	POSITIVE: less manual handling intervention by staff, no longer required to wire tie bales manually.	Medium	NA

NOTE: The protected characteristics are: Age, Disability, Gender reassignment, marriage and civil partnership (employment only), pregnancy and maternity, race, religion or belief, sex, sexual orientation)

### **Consideration of Alternatives:**

**Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence to appropriate data, reports, etc):**

N/A

### **Funding Considerations:**

N/A

### **Monitoring Arrangements:**

**Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.**

Daily / monthly yard checks to ensure efficiency

**Date on which you will be re-considering the project/report and submitting a further EIA if applicable.**

N/A

EIA's should be further reviewed for significant changes or projects within 12 months or as part of a project close down. If after completing a review material changes are identified, these should be reported to the Senior Management Team for consideration. This is to assess the true impact in the delivery.

**Reporting and Publication:**

**As part of the democratic decision making process, Equality Impact Assessments will be published on North Devon Council's website as an appendix to committee reports.**

**For Equality Impact Assessments that are produced which are not part of the democratic decision making process, please forward to [equality@northdevongov.uk](mailto:equality@northdevongov.uk) for publication on North Devon Council's website.**

**Corporate and Community Services Use Only:** Date of publication to NDC Website: 24/06/2025