

EQUALITY IMPACT ASSESSMENT

Reduction in Neighbourhood Enforcement

Reference: EIA000305



EIA Form – About your EIA

Reference number	EIA000305
Date Submitted	26/01/2024
Subject of the EIA	Reduction in Neighbourhood Enforcement
Brief description of the policy, service or function covered by the EIA	Proposal to save £130k for the Waste Enforcement Team budget (general fund) The team are "boots on the ground" enforcement officers tasked with inspecting business trade waste arrangements, investigating fly tipping, waste on land and making local connections (Neighbourhood Watch, West Midlands Police, Councillors etc.) to try and build confidence in Birmingham City Council and to attempt to influence a culture change with regard to waste. There is an additional savings proposal of £130k (£260k total) by asking posts to try and support their own salaries (self-funding) through enforcement receipts (fines from non-compliance)
Equality Assessment is in support of...	["Amended function", "Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-07-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Street Scene
Service area	Waste Enforcement
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Paul Pritchett
What is the accountable officer's email address?	Robert Edmondson

Data Sources

Data sources	["Birmingham City Observatory data and insight"]
--------------	--



Data source details	<p>Ward profiles for: Alum Rock, Aston, Bordesley Green, Small Heath, Soho and Jewellery Quarter, Sparkbrook and Balsall Heath East - it is these specific wards where the service is being amended because the Neighbourhood Enforcement Officer project only operates within those six wards, being previously identified as the "priority wards" where there has been the largest impact of flytipping. Therefore reducing this service will equally only affect those wards.</p> <p>Considering the impact on people in these wards is challenging as, to some extent, a reduction in the street quality is likely to affect everyone equally. Therefore it is the makeup of these areas that will most determine if particular groups are disproportionately affected across the city. However, the wards are also already receiving a service that benefits them above the rest of the city, so a reduction of that service across those wards is still an additional service compared to the rest of the city. However I am attempting to discern how a change from the current service might have an adverse impact on residents in those areas compared with the status quo.</p>
---------------------	---

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>A reduction in street scene quality due to reduced enforcement and engagement in these wards will have an impact on residents of all ages due to increased waste on street giving rise to trip hazards, some waste is hazardous (asbestos/insulating materials) and the officers in question also address burning of waste, less enforcement capacity can lead to increased incidences of burning which causes a risk. The risk is deemed higher to those that are vulnerable by way of age (infants and older citizens) although there is a risk to all.</p> <p>There is no impact on the Unit as these are vacant posts.</p>



How will you mitigate against any negative impact to the age characteristic?	The steps taken to mitigate any impact will be the same across the different characteristics, by regularly monitoring the reports of flytipping in the affected wards and the levels of compliance with interventions, will allow officers to dedicate their time more effectively to those areas being most affected. For example, hazardous waste and burning of waste will be prioritised and the remaining resource (officer time) can be targeted toward such interventions to tackle those higher risk activities.
--	--

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	<p>According to the Observatory data, across the 6 wards, 35% of the households have one or more people who are considered to be disabled.</p> <p>The impact to disabled people in the areas stemming from a reduction in enforcement capability within areas might include more waste on the streets which may impact people with particular disabilities, for example wheelchair access due to obstructions, trip hazards for people with visual impairment etc. It may be noted that the observatory data shows that, compared to Birmingham as a whole, these areas have lower reported percentages of the population with disability, however that may be linked to levels of identification of disability.</p>
How will you mitigate against any negative impact to the disability characteristic?	As with other characteristics, by utilising resource as effectively and efficiently as possible including managing the time spent in areas based upon levels of offending, we hope to reduce the negative impact. However, a reduction of this nature will lead to less investigation of waste crime, more waste in the environment and lower levels of community engagement.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Female"]



Please describe the impact to the sex characteristic	<p>Females are still recognised as the main care givers in society, therefore the increased waste on street will increase trip hazards and potential exposure to hazardous waste/needles etc. when navigating with pushchairs/small children. It is recognised that this is a risk across genders.</p> <p>There are no direct impacts on staff as the posts to be removed are vacant.</p>
How will you mitigate against any negative impact to the sex characteristic?	<p>In line with other steps, prioritisation of resource (officer time) toward the higher risk activities (deposited hazardous waste etc.) will help to reduce negative impact. This is done through profile mapping utilising PowerBI data and local intelligence from city council operatives to identify those areas where there is a higher occurrence of hazardous waste.</p>

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Pregnant people are recognised as being at increased risk when exposed to biological agents in hazard group 2, 3 or 4 as categorised by Advisory Committee on dangerous Pathogens, chemical agents or trip hazards as a result of increased waste in the environment.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Such items are prevalent in particular waste streams, waste from animal processing sites, food premises and domestic premises. There will be modelling to identify and prioritise resources (officer time) to be targeted to such offending.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["Other Asian", "Pakistani", "Indian", "Chinese", "Bangladeshi", "African", "Caribbean", "Black British", "Other Black"]
Please describe the impact to the ethnicity and race characteristic	<p>In the 6 wards, there is a higher percentage population of Asian/Asian British (63% vs 31%), Black/African/Caribbean/Black British (14% vs 11%) and Other (7.2% vs 4.5%)</p> <p>As a result it is considered that by reducing service in the 6 wards there is a larger impact on those groups who are more represented within the wards.</p> <p>The impact will be on risk to health and reduction in amenity of the area caused by a reduction in street scene quality linked with increased waste in the environment and prevalence of Environmental Crime.</p>



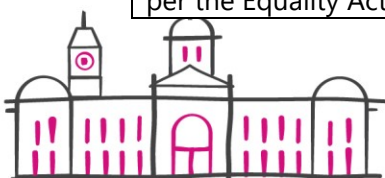
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Whilst the reduced service in these areas will impact those groups, the reduced service is still only offered in those 6 wards. We expect there to be less engagement and enforcement in each of the 6 priority wards. To help mitigate this, we will prioritise officer time into the areas most impacted by waste crime as measured through reports of waste crime via the contact centre and referrals from Waste Management Operatives.
---	---

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Muslim", "Christian", "No religion"]
Please describe the impact to the religion or beliefs characteristic	<p>The largest religion within the area is Muslim (70%) followed by Christian (12.9%) and no religion (7.2%) with other religions represented at lower levels.</p> <p>Whilst the effect of reducing these services is not directly targeting these groups, it is recognised that, by way of having a larger representation of these groups within the wards, the reduction of service indirectly affects these groups more so than the population of Birmingham as a whole.</p> <p>The risk to the residents is in line with those around ethnic group as the increased risk to health and the detriment to the amenity of the area with less capacity to intervene in waste crime may lead to increased waste in the environment and other environmental crimes such as graffiti, abandoned vehicles, burning of waste etc.</p>
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Whilst the reduced service in these areas will impact those groups, the reduced service is still only offered in those 6 wards. We expect there to be less engagement and enforcement in each of the 6 priority wards. To help mitigate this, we will prioritise officer time into the areas most impacted by waste crime as measured through reports of waste crime via the contact centre and referrals from Waste Management Operatives.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
---	----



What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	We will monitor reports of flytipping in the wards, this is the metric for which we have access to determine the impacts of the reduction in service over time. This is the main indicator that was used to determine the 6 wards as a priority so is an appropriate tool to determine whether the reduced service might lead to an increase in reports of flytipping within the area which would indicate a reduction in the street scene condition. Within this data lies the type of waste, location of waste and other waste crime statistics.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Paul Pritchett

