



South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Alex Snelling-Day
- 1.2 Team and Service:
Greater Cambridge Shared Waste
- 1.3 Title of proposal:
Waterbeach Renewable Energy Project (WREN)
- 1.4 EqIA start date:
31/08/2022
- 1.5 Proposal implementation date:
30/01/2023
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
WREN Project Team – Greater Cambridge Shared Waste

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Project
If other, please specify
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
N/A

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

GCSWS (Cambridge City and SCDC) have made commitments to decarbonising the refuse collection vehicle fleet. This will involve the transition of vehicles from diesel to electric. At the Depot, there is no further grid capacity / charging infrastructure to charge any further electric RCVs. WREN project looks to develop a local grid including solar pv array, battery storage, charging infrastructure and a power management system to maximise the solar generated electricity on site.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users
- Councillors
- External Stakeholders
- Other
- Employees

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

External stakeholders – the infrastructure will mean different supply chain / support services operating at the Depot for the local grid infrastructure. Employees –



during construction WREN will be delivered whilst Depot site is still operational so need to communicate works / plan to accommodate works on site at same time as BAU. During operation, WREN will result in changes to Depot configuration and operations.

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)

Procurement process will ensure chosen contractor meets equality and EDI within proposals. This will be checked in tender responses and will also look to ensure this applies to sub contractor/supply chain.

Section 3: Evidence and Data

3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups](#)? Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

None to date

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

Full business case has not been completed yet – not had full designs back to review.



Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

Age

Details: [Click or tap here to enter text.](#)

Disability

Details: [Click or tap here to enter text.](#)

Gender reassignment

Details: [Click or tap here to enter text.](#)

Marriage and Civil Partnership

Details: [Click or tap here to enter text.](#)

Pregnancy and maternity

Details: [Click or tap here to enter text.](#)

Race

Details: [Click or tap here to enter text.](#)

Religion and belief

Details: [Click or tap here to enter text.](#)

Sex

Details: [Click or tap here to enter text.](#)

Sexual orientation

Details: [Click or tap here to enter text.](#)

Other (socio economic, rural isolation, covid)

Details [Click or tap here to enter text.](#)

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Communication with colleagues about interim construction phase Depot layout – pedestrian/vehicle routes (accessibility/mobility) – prior to project start	WREN Project Team TBC
Communication with colleagues for final Depot layout – pedestrian/vehicle routes (accessibility/mobility) – prior to project completion	WREN Project Team TBC
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

[Ask for and check feedback on communication materials.](#)

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)
Changes to Depot layout / equipment for charging – with consideration and careful communication it does not require change to proposed project.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:

Alex Snelling-Day, Waste Policy, Climate and Environment Team Manager,
South Cambridgeshire District Council

6.2 Date of completion:

06/09/2022

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

September 2025



- 6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:
Dave Prinsep, Head of Property Services
- 6.5 Date of approval:
09/09/2022

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*