

**Gosport Borough Council**  
**Integrated Impact Assessment (IIA)**

**Completion Instructions for IIA Leads:**

Use this IIA **during development** to initially assess the likely impact, on both customers and staff, of a proposed new policy, strategy, function or service or a proposed change to an existing one. This IIA aims to provide an early warning of any potential issues that could adversely impact our customers or staff or result in costly errors in terms of financial or reputational management. Evaluating the proposed changes against our key considerations regarding equality & diversity and climate change allows us to modify or mitigate any adverse impacts **before** implementation. It also demonstrates transparency in the Council's decision making. It is a working document with named Subject Expert Officers (SEOs) who can support you - as the IIA Lead, through this process. Please do ask the SEOs for advice about potential impacts.

Impacts in the template are marked: +ve (positive) -ve (negative) or neutral. Once completed the IIA must be signed off by your Head of Service and a summary copy attached to the Board or Committee report. Officers have a Duty to ensure that Councillors/decision makers understand the impact of decisions before those decisions are made.

<b>Policy/Strategy/Function/ Project</b>	<b>New</b>	<b>Existing</b>	<b>IIA Lead</b>	<b>Contact Details</b>	<b>Date</b>
<b>Community skips</b>	<b>X</b>		<b>A. Wheeler</b>	<b>X5563</b>	<b>02.09.22</b>

<b>What is the aim of this policy/strategy/function/project? What will it change ?</b>
To introduce a community skip service

<b>Has any consultation been undertaken on this proposed change?</b>	<b>yes</b>	<b>✓no</b>
<b>If yes, summarise the methods used and results of the consultation:</b>		

<b>A. EQUALITY &amp; DIVERSITY</b>				
<p>The Public Sector Equality Duty is part of the Equality Act 2010. The Duty requires the Council to have due regard to the following three aims:</p> <ul style="list-style-type: none"> <li>• eliminate unlawful discrimination, harassment and victimisation;</li> <li>• advance equal opportunities between people from different groups</li> <li>• foster good relations between people from different groups.</li> </ul> <p>Having due regard means considering how this policy, strategy, project or function has or will advance equal opportunities for each of the protected groups below.</p> <p><b>Please note: If this proposal means a change in the availability, degree of provision or access to a service, benefit or facility for any group of people, then this Equality &amp; Diversity impact assessment must be completed to assess if this proposal could be deemed unlawfully discriminatory.</b></p> <p>SEO for support to complete this section- Mandy Baggaley, CPCS, x5695 <a href="mailto:mandy.baggaley@gosport.go.uk">mandy.baggaley@gosport.go.uk</a></p>				
Protected Characteristic	+ ive	- ive	Neutral	Explanation of Impact
Age			X	All households within the borough will have the opportunity to

Disability			X	benefit from the community skip service. However, any household unable to take their waste to a local collection point due to age or disability can contact StreetScene Services to arrange a doorstep collection for which a charge will be made. The service will be communicated in advance and through a range of clear and accessible formats so that residents understand how the service will work. Residents currently and will continue to have the opportunity to feedback about the service or to raise a complaint and have their issue fully investigated to help ensure a fair service and reduce potential for disadvantage or discrimination for any group.
Gender reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy			X	
Race (ethnicity, nationality, colour)			X	
Religion or Belief (and lack of belief)			X	
Sex			X	
Sexual Orientation			X	

**The Armed Forces Bill** places a new duty on public bodies to have due regard to ensure those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved. Please refer to these resources for more information about the needs and characteristics of the armed forces community and our commitment to the Covenant. [GBC Covenant Agreement 2020](#) [Local AFC Profile, needs assessment, resources](#)

Section of the Armed Forces Community	+ ive	- ive	Neutral	Explanation of Impact
All			X	The services listed above will apply to the armed forces who will receive the same communication.

**Are there any other groups which could be impacted (e.g. socially or financially excluded) by this item? If yes, identify below:**


**What actions will be taken to address/ mitigate potential negative impacts identified:**

Action	By whom	By when
Those residents unable to place out waste at	Streetscene Services	Residents can apply for a bulky collection at

their designated collection point due to disabilities or age are able to arrange a doorstep collection		any time.
Householder feedback and any complaints about the service or changes to the service will be captured and reviewed for scope for improvements and assessed to ensure no unfair treatment or disadvantage is taking place	<b>Streetscene - Environmental Enforcement Manager</b>	Customer complaints are investigated as service enquiries initially and if not able to be resolved are subject to the Council's Complaints Procedure.

**B. CLIMATE CHANGE & ENVIRONMENT**

Consider how this change will have an impact with regard to

- Greenhouse gas emissions
- Ability to adapt to the impacts of climate change
- Waste Management
- Air Quality
- Natural Environment

SEOs for support to complete this section- Tim Pratt, CPCS, x5573 [tim.pratt@gosport.gov.uk](mailto:tim.pratt@gosport.gov.uk)

Greenhouse Gas Emissions	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Emissions from buildings	Gas or electricity use and provision of renewable electricity, by GBC or others				N/A

Emissions from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC or others			X	Transportation of skip/items to the collection and disposal point will be required. There may be a reduction of travel as a result householders disposing of items locally. The overall impact cannot be predicted but it is likely that additional emissions from skip transportation and avoided emissions from reduced travel will be roughly similar.
Emissions from agriculture and land use	Creation or removal of carbon sinks in Gosport, and changes to food consumption				N/A
Embedded emissions	Emissions from manufacturing goods and materials used by GBC or others		X		By promoting disposal of items above repair, refurbishment and reuse, the introduction of community skips may result in increased consumption of new goods, although the extent of this cannot be predicted.
<b>Climate Change Adaptation</b>	<b>Things to consider</b>	<b>+ ive</b>	<b>- ive</b>	<b>Neutral</b>	<b>Explanation of Impact</b>
Vulnerability to storms	Flood prevention and extent to which buildings, habitats and species would be affected by flooding and high winds				N/A
Vulnerability to heat waves	Provision of shading, ventilation and insulation in buildings, and extent to which habitats and species would be affected by heat				N/A
Vulnerability to drought	Water use in buildings, agriculture, and industrial processes, and extent to which habitats and species would be affected by drought				N/A
Vulnerability to food insecurity	Opportunity for local food production				N/A

<b>Waste Management</b>	<b>Things to consider</b>	<b>+ ive</b>	<b>- ive</b>	<b>Neutral</b>	<b>Explanation of Impact</b>
Amount of waste generated	This would be an additional disposal service for Gosport's residents, as such additional waste may not be recycled		X		By promoting disposal of items above repair, refurbishment and reuse, the introduction of community skips may result in more bulky waste tonnages, waste that could be re-used, or donated, although the extent of this cannot be predicted.
Proportion of waste recycled	Recyclability of materials used by GBC, households and businesses, and provision of recycling services			X	Recyclability of materials presented for collection will continue as the present bulky collection service
<b>Air Quality</b>	<b>Things to consider</b>	<b>+ ive</b>	<b>- ive</b>	<b>Neutral</b>	<b>Explanation of Impact</b>
Emissions of key pollutants from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC and others; impacts on congestion and amount of idling of more vehicles			X	Transportation of skip/items to the collection and disposal point will be required. There may be a reduction of travel as a result householders disposing of items locally. The overall impact cannot be predicted but it is likely that additional emissions from skip transportation and avoided emissions from reduced travel will be roughly similar.
Emissions of key pollutants from industrial processes	Emissions from chemical processes				N/A
Emissions of key pollutants from other sources	Domestic and other fires				N/A
Impact of key pollutants	Rate at which pollutants are absorbed or dispersed				N/A
<b>Natural Environment</b>	<b>Things to consider</b>	<b>+ ive</b>	<b>- ive</b>	<b>Neutral</b>	<b>Explanation of Impact</b>
Sustainability of public spaces	Amount of vegetation and maintenance				N/A
Biodiversity and quality of habitats	General impacts on habitats and direct impacts on species of concern				N/A

<b>What actions will be taken to address/ mitigate potential negative impacts identified:</b>		
<b>Action</b>	<b>By whom</b>	<b>By when</b>
Council Officers will be on site giving recycling advice. Invite local reuse charities to collection days and or promote such charities and the waste hierarchy	StreetScene	
Wherever possible Officers will encourage re-use of items brought for disposal in line with the Waste Hierarchy	StreetScene	

<b>C. IIA SUMMARY</b>				
<b>Have any positive or negative impacts been identified in sections A and B?</b>				
<b>Subject</b>	<b>+ ive</b>	<b>- ive</b>	<b>Explanation</b>	
A. Equality & Diversity	X		All households will have access to this service or existing collection services that will remain.	
B. Climate Change & Environment	X		Additional collections will be required to fulfil the service. However, local collection point may mitigate this additional service. The introduction of community skips may undermine other efforts to reduce consumption and waste generation, although the extent of this cannot be predicted.	
<b>Can any negative impacts be mitigated?</b>				
<b>Subject</b>	<b>Yes</b>	<b>No</b>	<b>N/A</b>	<b>Explanation</b>
A. Equality & Diversity	x			All households will have access to this service or existing collection services, which will remain.
B. Climate Change & Environment	x			Promoting the waste hierarchy and local reuse charities alongside the skips may partly or wholly mitigate likely negative impacts on consumption and waste generation, although the impact of this cannot be predicted.

<b>Is further assessment in either subject area necessary to conclude this assessment?</b>			
<b>Subject</b>	<b>Yes</b>	<b>No</b>	<b>If yes, timetable for completion</b>
A. Equality & Diversity		x	
B. Climate Change & Environment		x	

<b>D. IIA CONCLUSION</b>
<input type="checkbox"/> <b>This IIA is complete. No further assessment is required if identified actions are undertaken. This summary can be included with Board or Committee reports.</b>
<input type="checkbox"/> <b>This IIA identified further assessment should be undertaken in the identified areas before implementation of this proposed change.</b>
<b>Signed by Head of Service:</b>
<b>Date:</b>