

APPENDIX 3

Equality Impact Assessment

Report title	EQIA for Waste Services Delivery Model (SHDC)
Completed by	Victoria Burgess
Approved by	Jason King
Date	13th June 2025/ 17th June 2025 (Review and approval.)

The following statements will help you decide whether an EIA is necessary:	Tick all that apply
Does it affect customers, colleagues or the wider community, and therefore potentially have an effect in terms of equality (for example, removing a service, workforce restructure, employment practices)	<input checked="" type="checkbox"/>
Could it result in a decision being made that would significantly affect how functions and services are delivered (for example, reducing a service or introducing a charge for a service)	<input checked="" type="checkbox"/>
Does it relate to a service that previous engagement has identified as being important to people	<input checked="" type="checkbox"/>
Does it, or could it in the future, affect different groups of people differently	<input checked="" type="checkbox"/>
Does it relate to a policy or service where there is significant potential for reducing inequalities or improving outcomes	<input checked="" type="checkbox"/>
Have there been, or are there likely to be, any public concerns about the policy or proposal	<input checked="" type="checkbox"/>
Does it have an effect on how other organisations operate in terms of equality (i.e. commissioned services)	<input type="checkbox"/>

Section 3 Equality impacts

Briefly explain what the policy/service/project aims to achieve	The proposal is to change the current waste service at SHDC from a weekly unlimited collection of residual waste in sacks, to one where waste and recycling is required to be presented in wheeled bins.
Have you undertaken consultation or involved people who are most likely to be affected or interested? Please include: data or community feedback, gaps in data, and how you intend to fill these gaps (where possible)	Yes, but not on this specific change. The consultation was on the broader views of residents around preference for wheeled bins, a separate weekly food waste collection, and increasing recycling. Consultees were also asked for information on their housing type and demographic. They were also asked to provide any thoughts they had regarding the waste collection service provided by the Council. 88% of respondents lived in a semi-detached or detached, house or bungalow, and there were some comments showing concern regarding moving a wheeled bin.
Is there any evidence or research that demonstrates why some individuals or groups are, or are not, affected	All Councils that are Waste Collection Authorities have a statutory duty to provide a waste and recycling collection to all households unless the property is inaccessible. In discharging that duty, an assisted collection is offered to those residents that are unable to present their waste due to mobility.
What impacts are there for each of the following characteristics	
Characteristics	Positive and negative impact
Gender	Positive: None noted. Negative: None noted. Any mitigation required: N/A.
Age	Positive: Some residents with restricted mobility through age can cope better with a wheeled bin to contain their waste, and to pull it rather than lifting a sack. Negative: Some residents with restricted mobility through age will find a wheeled bin harder to move than lifting a sack.

	<p>Any mitigation required: All residents will be asked to make the Council aware of any mobility concerns and we will assess their needs accordingly to ensure that their waste and recycling is collected.</p>
Disability	<p>Positive: Some residents with restricted mobility through disability can cope better with a wheeled bin to contain their waste, and to pull it rather than lifting a sack. Communications materials will be provided in braille where requested.</p> <p>Negative: Some residents with restricted mobility through disability will find a wheeled bin harder to move than lifting a sack.</p> <p>Any mitigation required: All residents will be asked to make the Council aware of any mobility concerns, or disabilities, and we will assess their needs accordingly to ensure that their waste and recycling is collected.</p>
Race	<p>Positive:</p> <p>Negative:</p> <p>Any mitigation required: n/a</p>
Religion or belief	<p>Positive: None noted.</p> <p>Negative: None noted.</p> <p>Any mitigation required: N/A.</p>
Sexual orientation	<p>Positive: None noted.</p> <p>Negative: None noted.</p> <p>Any mitigation required: N/A.</p>

Gender reassignment	<p>Positive: None noted.</p> <p>Negative: None noted.</p> <p>Any mitigation required: N/A.</p>
Pregnancy, maternity and paternity	<p>Positive: Policies will accommodate those households with greater capacity requirements for larger families or children with nappies.</p> <p>Negative: Households will be required to notify the Council, otherwise standards provisions will apply.</p> <p>Any mitigation required: All residents will be asked to make the council aware of any waste capacity concerns, and we will assess their needs accordingly to ensure that their waste and recycling is collected.</p>
Marriage and civil partnership	<p>Positive: None noted.</p> <p>Negative: None noted.</p> <p>Any mitigation required: N/A.</p>
Rural isolation	<p>Positive: None noted.</p> <p>Negative: None noted.</p> <p>Any mitigation required: N/A.</p>
Socio-economic factors	<p>Positive: None noted.</p> <p>Negative: None noted.</p>

	Any mitigation required: N/A.
Other <i>Residents for whom English is not their first language.</i>	<p>Positive: Communications materials will be illustrated wherever possible and will also be translated into the most common languages spoken in the district.</p> <p>Negative: None noted.</p> <p>Any mitigation required: Detailed Communications Plan to be developed to address issues identified.</p>
Overall, if there is a potential adverse impact after the mitigation, please state why and whether this is justifiable.	There may be some adverse impacts on the minority of residents, but the Council will work with these households to ensure they are able to take part in the Council's waste and recycling collection service and deliver its statutory duty.
How will you monitor this to ensure there is no adverse effect in the future?	Residents will be given the opportunity to inform the Council of any changes to their circumstances via the website and customer services.
Outcome of EIA:	There is some adverse impact on residents, however mitigation is in place to ensure that the service is accessible to them.