Equality Impact Assessment

Report title	**South Holland District Council: Waste Transformation**
Completed by	**David Reed**
Approved by	**Victoria Burgess, Assistant Director Neighbourhoods. SELCP**
Date	**TBC**

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)	**X**
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)	**X**
Does it relate to a service that previous engagement has identified as being important to people	**X**
Does it, or could it in the future, affect different groups of people differently	**X**
Does it relate to a policy or service where there is significant potential for reducing inequalities or improving outcomes	**X**
Have there been, or are there likely to be, any public concerns about the policy or proposal	**X**
Does it have an effect on how other organisations operate in terms of equality (i.e. commissioned services)	**X**

Section 3 Equality impacts	
Briefly explain what the policy/service/project aims to achieve	The Waste & Recycling Collection Policies set out how South Holland District Council will deliver an equitable, efficient and legally compliant waste service under the Environmental Protection Act 1990, Environment Act 2021 and related regulations. The policy covers bin provision and colours, frequency of collection (including weekly food waste), side-waste rules, assisted collections, presentations at curtilage, arrangements for unadopted roads/private drives, bag-collection exemptions, charging for bins and services, contamination handling and enforcement. The aim is to improve recycling quality and participation, reduce litter and fly-tipping, and ensure consistent, accessible services across urban and rural communities
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)**	The Council will publicise changes through a multi-channel campaign (web, social media, printed calendars, bin tags/stickers), and engage parish councils, community centres, disability and carers groups, and resident associations. Feedback from missed collection reports, contamination tags, and customer services will inform adjustments. Data gaps (e.g., translation needs, assisted-collection demand) will be monitored through service requests and targeted outreach
Is there any evidence or research that demonstrates why some individuals or groups are, or are not, affected	According to the latest profile for South Holland, the mid-2022 population is ~96,983, with a median age of ~46.4, around 64% of residents living in rural areas English as the main language for ~88.7% of residents; ~2.6% report poor English and ~0.3% speak no English. The district is predominantly White (~96%) and ~59% identify as Christian. ONS Census 2021 indicates ~17.6% of residents are disabled. Household deprivation (at least one dimension) affects ~37.4% of households. These factors shape how services must be communicated and delivered equitably, with particular consideration for older residents, disabled people, rural households, and those with limited English or lower incomes
What impacts are there for each of the following characteristics	

Characteristics	**Positive and negative impact**
Gender	**Positive**: Neutral service offer irrespective of gender. **Negative**: None identified. **Mitigation**: Ensure communications use inclusive language and imagery.
Age	**Positive**: Weekly food waste, clear schedules, assisted collections support older residents; nappy-related additional capacity supports families. **Negative:** Older residents may find bin movement/presentation difficult; families with young children may face capacity pressures between collections. **Mitigation**: Promote assisted collections; allow authorised extra capacity (nappies/health needs); provide clear, printed calendars and large-print formats.
Disability	**Positive:** Assisted collections for residents unable to present bins; exemptions to bag/communal systems where bins are unsuitable. **Negative**: Standard curtilage presentation may be a barrier for some; contamination notices need to be accessible. **Mitigation**: Proactive identification and periodic review of assisted-collection lists; accessible formats (large print, Easy Read) and staff training.
Race	**Positive**: Consistent service framework. **Negative**: Language barriers may hinder understanding of segregation rules and contamination tags for some minority ethnic residents. **Mitigation**: Provide pictorial guides and translated materials for the most-used local languages; community outreach via employers/parish networks.
Religion or belief	**Positive:** Neutral service; provision for places of worship to receive one set of bins. **Negative:** Collections on some religious festivals may require presentation adjustments. **Mitigation:** Publish holiday collection changes early; engage faith groups; ensure facilities at places of worship comply

	with policies.
Sexual orientation	**Positive:** Neutral. **Negative**: None identified. **Mitigation:** Maintain respectful customer service and zero tolerance for harassment.
Gender reassignment	**Positive:** Neutral. **Negative:** None identified. **Mitigation**: Inclusive communication and respectful customer service.
Pregnancy, maternity and paternity	**Positive:** Policy recognises authorised extra capacity for households with 3+ children in nappies. **Negative**: Fortnightly residual collections may be challenging for high-nappy households without authorised extra capacity. **Mitigation**: Streamlined process to request extra capacity; clear guidance on nappy disposal and hygiene.
Marriage and civil partnership	**Positive:** Neutral. **Negative**: None identified. **Mitigation**: N/A.
Rural isolation	**Positive**: Standardised service offer across geographies. **Negative**: Requirement to present at the nearest adopted highway for unadopted roads/long drives may disadvantage rural residents; limited transport/access to HWRCs. **Mitigation**: Clear, location-specific presentation guidance; review presentation points; targeted communications; explore community bring-sites where feasible.
Socio-economic factors	**Positive**: Free bin replacement when damaged by crews; education-first approach before enforcement. **Negative:** Charges for replacement bins/new-build bin sets and garden waste subscriptions may impact low-income households; side-waste restrictions may affect large families.

	Mitigation: Promote waste-reduction and recycling to manage capacity; clear hardship information routes; consider concessionary pricing review options (subject to policy).
Other ***(for example, those with dependents/caring responsibilities, asylum seeker and refugee communities, children in the care system, etc)***	**Positive**: Assisted collections support people with caring responsibilities; exemptions/bag schemes for properties without bin storage. **Negative**: New arrivals/refugees may have limited English or unfamiliarity with UK recycling systems. **Mitigation:** Partner with schools, landlords and community organisations to provide welcome packs and pictorial guides; monitor service requests to identify needs.
Overall, if there is a potential adverse impact after the mitigation, please state why and whether this is justifiable.	Mitigation will address any potential adverse impacts that have been identified
How will you monitor this to ensure there is no adverse effect in the future?	• Quarterly review of assisted collections and additional-capacity approvals; • analysis of missed collections and contamination rates; • tracking of complaints and customer contacts; • periodic equality review with stakeholder input; • publish annual summary of equality-related service metrics
Outcome of EIA:	Proceed with implementation of the Waste & Recycling Collection Policies with mitigations and monitoring outlined above. References: Varbes South Holland Demographics; ONS Census 2021; SHDC Waste Policy Dec 2025.

Formal Sign-Off

Role	Name	Job Title	Signature	Date
Author	David Reed	Programme Manager		23 Jan 26
Approver				