

2025/26 Budget Equality Impact Assessment

1. The Project

Directorate:	Place
Theme or area:	Waste
Lead Officer:	Colin Russell
Date:	6 December 2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reduction (£)	2027/28 Budget reduction (£)
PD22	Implementation of 3 weekly waste collection frequency	£900,000		

Description of the project:

To introduce a 3-weekly waste collection frequency for households currently receiving a 2-weekly kerbside collection service alongside the introduction of a soft plastics recycling collection and an additional bag for plastic and metal household packaging. This would include a re-route of collection vehicles and a change to the majority of household's normal collection day.

Summary of changes:

To reduce the amount of waste in the residual bin and therefore increase recycling (which will reduce the cost of the service as well as having other environmental benefits), the black, non-recyclable waste bin will be collected every 3 weeks compared to the current 2 weekly frequency.

- A re-route of collection vehicles changing the normal day of collection for majority of householders as the service is made more efficient and routes revised to consider areas of significant growth in the district.
- A new kerbside collection for soft plastics will be introduced as well as an additional bag for recycling plastics and cans to increase capacity for recycling being diverted from the

residual bin. This will also improve separation of different materials to speed up collections and improve quality of the recycle.

- Initiatives aimed at ensuring that everyone has sufficient recycling solutions, waste education and support for those with different circumstances who may find reducing waste challenging.

Are any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

Budget Proposal	Year of assessment	Budget Reference

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)			X			X
People from different ethnic groups				X		
Men or women (including those who are pregnant or on maternity leave)			X			X
People who are LGBTQ+				X		
People on a low income				X		
People in particular age groups				X		
People in particular faith groups				X		
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify: Carers and Parents			X			X

3. Explanation of customer impact

Some disabled people, older residents and those who are pregnant may find that their residual waste bin is heavier on collection day due to waiting an additional week before collection and therefore struggle to present the bin on collection day. The impact level for

these residents is however low as this can be mitigated by offering our assisted waste service which provides collection of the containers from an agreed point. They would be required to complete an assessment form.

Households on low incomes are identified as typically purchasing more packaged and processed foods wrapped in soft plastics. The introduction of a soft plastics recycling collection would help these households to be able to reduce their residual waste and manage the change in residual waste collection frequency.

Parents and carers of young children may produce extra residual waste from disposable nappies which are not recyclable. A change in the collection frequency could mean their bin is full before their new collection is due. The impact level for these residents is however low as additional capacity could be provided to these residents through a larger bin or a second bin. They would be required to complete a form and receive a home visit by a waste minimisation officer to complete the assessment process.

Disabled residents that wear absorbent hygiene products and those with conditions which produce medical (not clinical) waste such as wound dressings will produce extra, unavoidable residual waste so a change in the collection frequency could mean their bin is full before their new collection is due. The impact level for these residents is however low as this can be mitigated by providing additional capacity through a larger bin or a second bin. They would be required to complete a form and a short telephone conversation with an officer to confirm the details.

Those who menstruate may produce additional non-recyclable waste during their period. This proposal should not affect them disproportionately however, as bin analysis shows there is capacity within the allowed for calculation for this type of waste. They will be advised if they have any concerns about smells and hygiene to double-wrap this type of waste.

Please describe how you will communicate these changes to those impacted.

The changes to service have been publicised on the web and social media. This includes FAQ's which covers how residents can obtain help and advice if this is required.

Part of the roll out of the service will include a letter to all households outlining the service change, revised day of collection and where help and advice is available.

Published articles in North Somerset Life and information available at libraries and Town & Parish Councils

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

Neutral. Additional temporary staff in both the waste minimisation team and contact centre will be required to manage the demand in resident contact.

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

For example are you moving the location of a service that may also be impacted upon by a change to public transport provision.

The ongoing communication about future changes to the service and support with waste minimisation could be impacted by the stopping of distribution of North Somerset Life.

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review
The need for ongoing communications and support with waste minimisation	Sending a letter to every household and ongoing communications such as articles	Colin Russell	April 2025

7. Review and Sign Off

Service Manager Review

Is a further detailed equality impact assessment needed? Yes No

Please note that if this assessment indicates a potential 'medium' or 'high' impact on any protected or significant group a further, more detailed assessment will be required.

Although this assessment shows that a detailed equality impact assessment is not required, this has been completed and was included in the Executive Report of 20 July.

[Detailed EIA](#)

If 'yes', when will the further assessment be completed?

Service Manager: Colin Russell

Date: 5 December 2024