

# 2025/26 Budget Equality Impact Assessment



## 1. The Project

**Directorate:** Place  
**Theme or area:** Household Waste and Recycling Centres  
**Lead Officer:** Colin Russell  
**Date:** 6 December 2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reduction (£)	2027/28 Budget reduction (£)
PD25	Introduce booking system at Household Waste Recycling Centres (HWRCs) to realise future benefits	£55,000		

### Description of the project:

Introducing a booking system to the Household Waste Recycling Centres (HWRC's)

### Summary of changes:

At present residents can take recycling and waste to the HWRC's at any time during opening hours. The booking system will require residents to book a time for their visit either online or, if they have no access to the internet or unable to use it, they can phone to make a booking.

**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			X
Men or women (including those who are pregnant or on maternity leave)				X		
People who are LGBTQ+				X		
People on a low income			X			X
People in particular age groups			X			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:				X		

### 3. Explanation of customer impact

Disabled people could experience a positive or negative impact depending on their disability. Possibly positive as the booking system allows more time on site and it will be generally quieter with more time for interaction and help from site staff. For some the booking system will present accessibility issues.

People on low incomes, of different ethnic groups and certain age groups may not have access to or be able to use the online booking system due to digital exclusion or language barriers.

We will encourage online booking if appointments, but a telephone number will be available for those who are unable to book online.

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

Changes will be communicated on the web and social media. Prior to the change, leaflets will be provided at the HWRC's outlining the change and where to obtain further information.

North Somerset Life will contain information, and leaflets will be provided at libraries and available at Town and Parish Council's.

When implemented there will be a period of amnesty where the booking system isn't strictly enforced

### 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.

### 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.

No

## 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
Digital exclusion	Residents can phone contact centre to make a booking	Colin Russell	

## 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.

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

Service Manager: Colin Russell

Date: 5 December 2024