

DRAFT Initial Budget Equality Impact Assessment

1. The Project

Directorate: Environment, Assets and Transport

Theme or area: Fees and Charges – Directorate Wide

Lead Officer: Mickey Green

Date: 3 December 2025

Budget Reference	Budget Proposal	Budget reduction (£)		
		2026/27	2027/28	2028/29
EATS02	<p>Comprehensive review of all fees & charges within the EA&Ts directorate to ensure full cost recovery. This will include the following (this is not a full list):</p> <ul style="list-style-type: none"> - Increase to garden waste fee - Implementation of a delivery charge for waste containers 	300,000	150,000	

Description of the project:

Garden waste charges will increase from £65 to £70 per bin

Charges for DIY at the Household Waste Recycling Centres will increase depending on the material. This will be above inflation but will be in a similar range to those charged by neighbouring councils. For DIY materials, there is a free allowance before charges apply.

Charging for the delivery of residual waste bins is a new project and is successfully carried out by some other councils.

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

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?

N/A

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		
People from different ethnic groups				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		
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

Impact will mainly be for residents on low income as there will be an increase in charges for garden waste and DIY waste or the introduction of a new charge for the

delivery of residual waste bins. Residual bins are designed to last in excess of 10 years. The introduction of 3-weekly waste collection reduces the amount of times a bin is emptied from 26 to 17 times per year.

For garden waste and residual waste container delivery, there will be a reduction in charge for residents on council tax support.

At the recycling centres, there's a free allowance prior to the application of charges

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

Depending on the proposals, changes will be communicated through the web, social media, press releases and the App.

For garden waste customers this will, additionally, be via email

At the Recycling Centres, new charges will also be displayed on boards

4. Staff equality impact summary

Are there any staffing implications for this proposal?

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.

N/A

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.

N/A

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
Communications to residents	Use social media, eLife, App, web for general update and use email for garden waste customers	CR	For garden waste by 31 January 2026. For

			others, this will be following approval of increases and new charges

7. Review and Sign Off

Service Manager Review

Insert any service manager comments here.

<<Text here>>

Is a further detailed equality impact assessment needed? 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? N/A

Service Manager: Colin Russell

Date: 5 December 2025