

# DRAFT Initial Budget Equality Impact Assessment



## 1. The Project

<b>Directorate:</b>	Environment, Assets and Transport
<b>Theme or area:</b>	Waste
<b>Lead Officer:</b>	Colin Russell
<b>Date:</b>	3 December 2025

		Budget reduction (£)		
Budget Reference	Budget Proposal	2026/27	2027/28	2028/29
EATS16	Waste - Change clinical waste procedures	30,000		

### Description of the project:

Clinical waste is presently collected by a dedicated crew and vehicle either on a regular or ad-hoc basis. Residents who use the service contain this waste in yellow clinical waste sacks and place these out on the morning of collection.

Residents who have needle collection use sharps boxes and these are collected by the same crew.

New bags and sharps boxes are delivered to residents by the same crew

### Summary of changes:

Clinical waste can be contained within the normal household waste bins, providing it doesn't make up more than 70% of the content, so rather than requiring a specialist service, can be collected by the regular collection crew who service the area.

A survey has been carried out of clinical waste collections and many can be converted from a specialist collection to a normal household collection if we provide a larger household waste bin. The standard bin size is 180 litre and a larger 240 or 360 litre bin could be provided. For residents who produce in excess of this amount, the existing arrangement will continue and be part of a further review.

A number of Sharps containers are 1 litre in size and collected weekly. A larger sharps container will be provided and the collection frequency reduced.

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?

<<Text here>>

## 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		
People who are LGBTQ+				X		
People on a low income				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: Carers			x			X

## 3. Explanation of customer impact

The conversion from a sack collection to using a standard household waste bin should have a low impact and, in some cases, a positive one as yellow sacks will not

need to be placed out, waste will be more securely contained and bags not subjected to splitting. Other passer by/neighbours will also not see the yellow sacks.

There may be concerns regarding smells and capacity. Waste can be bagged and secured to prevent the escape of smells. For this project, it is only proposed to convert to bins where capacity can be contained within 240 or 360 litre bins.

Sharps box size will increase to allow reduction in frequency of collection. Initially this will be for residents who have a 1 litre box collected weekly. A larger 2 litre box will halve collection requirements and increased in container size is negligible.

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

Via letter or email to those residents impacted

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes

### 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.

NSEC carry out these collections and a reduction in number of collections could result in fewer collection days being required. There is a relatively high churn rate of staff and any impact would be absorbed into the general turnover with staff being employed on other work.

## 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
Complete assessment of additional bin capacity required	Carry out assessment and write/email residents impacted and next steps	John Carson	31 January 2026

## 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?** << date >>

**Service Manager:** Colin Russell

**Date:** 5 December 2025