

Appendix 1 - Equality Impact Assessment (EIA):

Title of proposal	Household Waste Collections – Service Change
Name of division/service	NES - Waste Management
Name of lead officer completing this assessment	Debbie White
Date EIA assessment commenced	01/11/24
Date EIA assessment completed (<i>prior to decision being taken as the EIA may still be reviewed following a decision to monitor any changes</i>)	30/06/2025
Decision maker	City Mayor
Date decision taken	22/08/25

EIA sign off on completion:	Signature	Date
Lead officer	Debbie White	30/06/25
Equalities officer (has been consulted)	Sukhi Biring	10/07/25
Divisional director	Sean Atterbury	24/07/25

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay 'due regard' to the Public Sector Equality Duty (see below) and 'due regard' must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

Introduction

Local authorities have a statutory duty to arrange for the collection, management, treatment and disposal of household waste in their area. As a unitary authority, Leicester City Council is both a Waste Collection Authority and a Waste Disposal Authority, being responsible for end-to-end household waste management.

The majority of the council's waste management services are delivered by Biffa Leicester Ltd (Biffa) as part of a 25-year Private Finance Initiative (PFI) contract that commenced in 2003. The contract with Biffa combines waste collection and waste disposal services, and Biffa provides the following services under the current arrangement:

- Kerbside and communal collections of household residual waste
- Kerbside and communal collections of household dry mixed recycling (DMR)

- Garden waste collections (an optional and chargeable service)
- Household bulky waste collections on request
- Household clinical waste collections on demand
- Servicing a city-wide network of bring banks
- Operating two Household Waste Recycling Centres (HWRCs) at Freeman's Common and Gypsum Close
- The treatment and reprocessing and / or disposal of all of the above collected waste.

In addition, the council manages the collection of limited commercial waste, as well as a Reuse Shop and trade waste facility located at the Gypsum Close HWRC.

Household Waste and Recycling Collections Services

Biffa currently collects household residual waste and dry recycling on a weekly basis from all households in the City - around 143,000 households (143,680), of which c.20% are flats. Approximately 115,300 households have standard kerbside collections, with around 1,800 communal collection points serving the 28,400 flats.

Households present their residual waste in wheeled black bins, with mixed (co-mingled) dry recycling presented to the kerbside in single use orange sacks. Flats are provided with varying sizes of wheeled bins subject to suitability and capacity of communal bin stores.

An optional chargeable fortnightly collection of garden waste is also offered to households between the months of March and November, with garden waste presented to kerbside in wheeled green bins. There are currently just over 5,600 subscribers to the service.

Household bulky waste items and clinical waste are collected on request and free of charge. In addition, there are exception processes in place for qualifying households, e.g. those that receive an assisted collection service, or do not live in flats but present their residual waste in back bags rather than bins due to lack of outdoor space. The latter service is provided to 88 households – less than 1% of households.

Whilst separate food waste collections are not currently provided to households in Leicester, legislation has been introduced by government that requires local authorities to provide the necessary containers for households to segregate their food waste from other waste streams, and for food waste to be collected from all households on a weekly basis by April 2026.

Current Service Performance

- Biffa's household collections service consistently reports high levels of customer satisfaction.
- In 2023/24 the Biffa Leicester service processed c.134,000 tonnes of waste materials of which c.99,000 tonnes were residual waste (black bins) and recycling (orange bags) collected from households.

- Over the same period, Leicester achieved an annual recycling rate from household collections of 32% (more than 30,000 tonnes). It should be noted however that less than half of household recycling is presented at the kerbside, with the remainder being mechanically separated from black bin (residual) waste at the “ball mill” waste processing facility.
- Leicester’s overall annual recycling rate of 39.5% (from household collections, HWRCs, bring banks, etc.) compares well with other similar authorities providing waste collection services in a similar way.

Reason for Service Change

The current PFI arrangement with Biffa expires in May 2028. Whilst the contract expiry date was considered the primary driver for change, there are a range of other factors that have significant influence on the design of future waste management services, meaning that any future waste management contract will not be like for like. These factors include:

- Statutory requirements / legislative reform that require the Council to i) focus on reducing the volumes of waste produced by households; ii) work towards achieving enhanced national recycling (reuse and composting) targets; iii) significantly reduce waste that ends up in landfill, and iv) implement separate weekly food waste collections for all households by April 2026.
- The need for the Council to improve its kerbside recycling rate once the “ball mill” processing facility is no longer in operation to maintain good recycling rates and work towards national targets.
- Financial pressures and affordability of future waste services.
- Climate change and the need to reduce the environmental impact of waste.
- Anticipated growth of household and population numbers in the City, including the potential for expansion of the City boundary resulting from local government re-organisation.

Service Change to be Introduced from May 2028

On expiry of the current contract in 2028 new waste management arrangements will need to be put in place that introduce change in line with national policy and that prioritise affordability, environmental sustainability and household suitability.

An analysis of the composition of household waste was conducted in November / December 2023 to support improved understanding of what Leicester households put in their bins / bags, and how much of this is recyclable and non-recyclable material. Findings were reported in 2024.

Local waste and data analysis, supported by Waste and Resources Action Programme (WRAP) data, identifies that, on average, each household in Leicester puts almost 700kg of waste and recycling in their bins / bags each year and that almost 40% of this is food waste, with the majority of food waste being edible food (and drink) waste. The cost - of edible food waste - to an average Leicester household is in excess of £800 per annum.

It currently costs the council in the region of £133 per household per year to collect, treat and dispose of kerbside household waste and recycling, with more than three quarters of this cost relating to black bin (residual) waste that currently includes food waste.

Changing our approach to waste collections including collection frequency and how waste (including food) is segregated, supported by an ongoing programme of engagement, can reduce household waste, reduce the cost to the Council of collecting, processing and disposing of waste, and reduce carbon emissions from household waste.

In order to identify the most suitable household waste collections service for Leicester households in the future, a robust options appraisal / suitability assessment process was undertaken with a view to identifying the best-performing options based on weighted evaluation criteria that included cost, recycling performance, carbon emissions and impact on households.

Findings were compared with other similar local authorities using the industry benchmarking standard - alongside engagement with other authorities, the provider market and Leicester households - and waste capacity audits were also undertaken to understand the outside space available to households (including communal bin stores) for storing additional waste containers / bins.

Based on the outcomes of the options appraisal modelling and evaluation work, and the suitability assessment and engagement findings, the Council is proposing to procure a revised household waste and recycling collections service to commence on expiry of the existing contract in May 2028. The revised service will provide alternate weekly residual waste and dry mixed (co-mingled) recycling collections in a bin, along with separate weekly food waste collections - with an external food waste bin and a small food waste caddy (for indoor use) to be provided to all households. The cost-effectiveness of replacing bring banks with kerbside collections for textiles and small electrical equipment will also be explored.

For more information about the options appraisal please see the decision document and Options Appraisal Appendix 4.

This EIA is focussed on assessing and mitigating the impact of **proposed changes to the kerbside and communal collections of household residual waste and recycling**. Providing separate weekly food waste collections to households is a legislative requirement from 2026.

Whilst no changes are currently proposed to bulky waste collections, clinical waste collections, garden waste collections, and / or HWRCs as part of this proposal, this does not mean that these services and policies will not be reviewed in future to ensure that they are financially and technically cost-efficient and practical to use. Any future reviews will however require a separate and service-specific Equality Impact Assessment.

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment and victimisation

- How does the proposal/service aim to remove barriers or disproportionate impacts for anyone with a particular protected characteristics compared with someone who does not share the same protected characteristics?
- Is this a relevant consideration? What issues could arise?

The household waste and recycling collections service is provided for all households in the city of Leicester and, as such, the Council has policies and procedures in place that support the provision of standard kerbside and communal collections, assisted collection services, and exceptional collection processes as required. This ensures that someone in a household with protected characteristics is not disproportionately impacted by provision of a standard service, including i) the frequency of household waste collections; ii) the type of waste collected; and iii) the need to present household waste at the kerbside or in communal bins / communal bin stores for collection.

The Council's Waste Collections Policy 2018 sets out both the standard arrangements and bespoke arrangements in place, including:

- Bulky waste collections – collecting large waste items that cannot be put into the black bin or orange recycling bag. This service is provided to all residents, and particularly supports the 33% of Leicester households that have no access to a car or van.
- Clinical waste collections – collecting clinical waste separately from other household waste and recycling - where someone in a household has a special medical requirement.
- Assisted collection services – bins and bags will be collected from the rear of properties where a householder may have restricted mobility or disability and is unable to take their bin to the kerbside.
- Provision of larger or additional bins – for large and / or multiple family households or those with special waste requirements (potentially due to medical conditions).
- Bag collections - where bins are not suitable due to outdoor space constraints.
- Provision of bring banks across the City – for householders to drop a range of recyclable materials including glass and textiles.
- Additional collections, i.e. more than weekly – for flats where the standard collection frequency is unsuitable due insufficient communal waste capacity.

Some of the potential barriers relating to both the current and future service may relate to:

- Customer access to information about the changes;
- How information is communicated to users;
- The ease of use of information provided;
- Availability in different language formats;
- Information provided on rights and /or entitlements;

- Physical access to services;
- Monitoring of potential adverse impact on particular groups.

To mitigate potential barriers, a communications and engagement plan has been developed (in draft form). The plan sets out a detailed programme of engagement and the requirements to deliver the programme and support residents for the next five years 2025 – 2030, i.e. before, during and after the changes are introduced in 2028.

Outside of Waste Management, the Council's Climate Ready Residents' Guide 2024 has tips on food choices, smart shopping, waste and recycling. Future changes to waste collection services along with supporting guidance and targeted communication campaigns will be focussed on addressing potential barriers to participation in food waste segregation and supporting waste reduction, including food waste – helping households to save money.

b. Advance equality of opportunity between different groups

- Does the proposal/service advance equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

The revised service from 2028 (described in section 1) will maintain the additional services described in section 2a) above, whilst reviewing the cost-benefit of bring bank provision. In addition, ahead of implementation, suitable exception policies and processes will be developed to ensure that the introduction of separate weekly food waste collections does not create barriers or inequality for those with specific protected characteristics.

c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?
- Is this a relevant consideration? What issues could arise?

Not relevant to this service.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service. Where possible include data to support this.

All households in Leicester currently receive a weekly household waste and recycling collection service, i.e. two separate waste streams collected per week. The new service will provide alternate weekly collections of household waste and recycling and a separate food waste collection every week, i.e. two separate household collections per week.

Non-standard / bespoke collections for households with special requirements will remain in place. These services are generally used by householders with limited mobility, a disability and / or medical conditions.

No group will be disproportionately impacted by this proposal.

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?
- Describe how you have got your information and what it tells you
- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

Based on the waste service data provided by Biffa Leicester the Council produces an annual waste data return detailing household numbers, waste and recycling volumes collected and processed, and the cost of collecting and processing waste and recycling collected from households. This, along with the analysis of household waste composition completed at the end of 2023, tells the Council how much of each type of waste material an average household puts out for collection each year.

The same data is provided annually to WRAP by Waste Authorities, allowing authorities to benchmark their household waste outputs and the cost efficiency of their household waste collection services against other authorities and other approaches to household waste collections.

WRAP also utilises data from the census to establish the socio-economic and demographic profiles of each Waste Authority to allow waste service providers to benchmark their cost, volume and household data against similar authorities, thus ensuring that local and national policy are accurately informed.

In addition to the waste and household data captured locally and nationally, the Council have completed i) a Waste Composition Analysis, ii) an options modelling and evaluation process (against the established baseline) of costs, recycling rates, carbon emissions and impact on households, iii) an assessment of Leicester property types and a series of waste capacity audits to assess space (and other potential issues) related to the introduction of additional bins for recycling and food waste collections, and iv) engagement with Leicester residents.

The above data, along with other census data and feedback from the recent engagement, has been used to identify requirements for specific types of services. For example, the Council currently provides a free-of-charge bulky waste collection service for householders on request. Understanding that around 30% of Leicester households do not have access to a car or van - and are therefore unable to take their bulky waste to the HWRC - helps the Council to understand the likely demand for the service.

5. Consultation

Have you undertaken consultation about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

With service change proposed to take place in 2028, a communications and engagement plan has been developed (in draft form). The plan sets out a detailed programme of engagement and the requirements to deliver the programme and support residents for the next five years 2025 – 2030, i.e. before, during and after the changes are introduced in 2028.

The first step in the communications plan was to provide for early engagement with the public as follows:

- To further understand what influences how households currently manage their waste.
- To inform the public about the reasons for change to future household waste collection services, and when this will need to happen.
- To seek views on the barriers and support required to i) maximise recycling and reuse, ii) make food waste segregation simple and clean in future, and iii) recycling containers.
- To seek views on other services including use of bring banks, the bulky waste service and HWRCs.
- To inform the Council's approach to future household waste collection services.

An on-line engagement survey was developed and publicised via local media, on the Council's website, and via social media, to encourage households to have their say. Elected Members were emailed with the survey link and asked to encourage residents to take part.

Residents were able to request paper copies of the survey and had the option to return them either by post, to City Hall or to a library. Surveys handed out by Housing could also be returned to Housing.

The survey opened on 07 April 2025 and closed after 6 weeks on 19 May 2025. Bin hangers were placed on all bins mid-way through the survey period as a reminder to residents, and to provide further encouragement for residents to participate.

The Council received 5390 responses to the survey over the 6-week period. The response rate of 4% of households is considered an excellent response compared to other City-wide engagements and consultations and provides a vital piece of early evidence in shaping future services.

As the survey was available to all household / residents, and publicised wide via a range of media, respondents were self-selecting and, although not wholly representative of the demography of the City, respondents present a good representation of households / house types that is in alignment with the City housing type make up.

- Although the 2021 Census identifies that Leicester is a young City, with more than 50% of residents under the age of 35, 62% of respondents were over the age of 45. The proportionately lower response rate from the under 35s could be accounted for by a large student population not living in a single household and therefore unlikely / not anticipated to engage in the survey. 9% of respondents did not disclose their age.
- Comparing the ethnic background of survey respondents to that of the Leicester population shows that the demographic profile is over-representative of residents from a White background (including White British, White European, White Irish and White Other). However, the proportion of respondents from ethnic backgrounds other than White is in line with other all-resident surveys and consultations conducted by the Council. 14% of respondents did not disclose their ethnicity.
- Disabled residents were proportionately represented by the findings of the engagement survey.

Whilst findings were wide-ranging, in relation to food waste collections, of key importance was the feedback that 76% of households would prefer to use caddy liners in their food waste caddies, with 53% concerned about the cost of purchasing caddy liners. Outdoor space for bin storage was another concern that was raised by households living in flush-fronted terraces, with indoor space a concern for a number of households.

For more information on the findings from the public engagement see Appendix 2.

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a) Age

Indicate which age group/s is/ are most affected, either specify general age group (children, young people, working aged people or older people) or specific age bands.

What is the impact of the proposal on age?

None

What is the risk of disproportionate negative impact on age?

None

What are the mitigating actions?

Not applicable

b) Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness, or health condition.

What is the impact of the proposal on disability?

All households in Leicester currently receive a weekly household waste and recycling collection service, i.e. two separate waste streams collected per week. The new service will provide alternate weekly collections household waste and recycling and a separate food waste collection every week, i.e. two separate household collections per week.

What is the risk of disproportionate negative impact on disability?

The household waste and recycling collections service is provided for all households in the city of Leicester and, as such, the Council has policies and procedures in place that support the provision of standard kerbside and communal collections, assisted collection services and exceptional collection processes, as required.

Bespoke services are generally used by householders with limited mobility, a disability and / or medical conditions.

What are the mitigating actions?

Non-standard / bespoke collections for households with special requirements will remain in place and will be reviewed regularly to ensure that they remain relevant.

Policies will continue to ensure that someone in a household with protected characteristics is not disproportionately impacted by provision of a standard service, including i) the frequency of household waste collections; ii) the type of waste collected; and iii) the need to present household waste at the kerbside or in communal bins / communal bin stores for collection.

c) Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected. a trans person is someone who proposes to, starts, or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected.

What is the impact of the proposal on gender reassignment?

None

What is the risk of disproportionate negative impact on gender reassignment?

None

What are the mitigating actions?

Not applicable

d) Marriage and civil partnership

Please note that the under the Public Sector Equality Duty this protected characteristic applies to the first general duty of the Act, eliminating unlawful discrimination, only. The focus within this is eliminating discrimination against people that are married or in a civil partnership with regard specifically to employment.

What is the impact of the proposal on marriage and civil partnership?

None

What is the risk of disproportionate negative impact on marriage and civil partnership?

None

What are the mitigating actions?

Not applicable

e) Pregnancy and maternity

Does the proposal treat someone unfairly because they're pregnant, breastfeeding or because they've recently given birth.

What is the impact of the proposal on pregnancy and maternity?

None

What is the risk of disproportionate negative impact on pregnancy and maternity?

None

What are the mitigating actions?

Not applicable

f) Race

Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A racial group can be made up of two or more distinct racial groups, for example Black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

What is the impact of the proposal on race?

None

What is the risk of disproportionate negative impact on race?

None

What are the mitigating actions?

Not applicable

g) Religion or belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. This must be a belief and not just an opinion or viewpoint based on the present state of information available and;

- be about a weighty and substantial aspect of human life and behaviour
- attain a certain level of cogency, seriousness, cohesion, and importance, and
- be worthy of respect in a democratic society, not incompatible with human dignity and not in conflict with fundamental rights of others. For example, Holocaust denial, or the belief in racial superiority are not protected.

Are your services sensitive to different religious requirements e.g., times a customer may want to access a service, religious days and festivals and dietary requirements

What is the impact of the proposal on religion or belief?

None

What is the risk of disproportionate negative impact on religion or belief?

None

What are the mitigating actions?

Not applicable

h) Sex

Indicate whether this has potential impact on either males or females.

What is the impact of the proposal on sex?

None

What is the risk of disproportionate negative impact on sex?

None

What are the mitigating actions?

Not applicable

i) Sexual orientation

Indicate if there is a potential impact on people based on their sexual orientation. The Act protects heterosexual, gay, lesbian or bisexual people.

What is the impact of the proposal on sexual orientation?

None

What is the risk of disproportionate negative impact on sexual orientation?

None

What are the mitigating actions?

Not applicable

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

All households in Leicester currently receive a weekly household waste and recycling collection service, i.e. two separate waste streams collected per week. The preferred approach to the new service would provide alternate weekly collections household waste and recycling and a separate food waste collection every week, i.e. two separate household collections per week.

Non-standard / bespoke collections for households with special requirements will remain in place. These services are generally used by householders with limited mobility, a disability and / or medical conditions.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

The household waste collections service is provided to all households in the City, with a standard kerbside or communal collections service provided to all. The revised approach to collections in 2028 will affect all households, with bespoke arrangements remaining in place for households requiring a non-standard waste and / or recycling collection service.

To mitigate potential barriers a communications and engagement plan has been developed (in draft form). The plan sets out a detailed programme of engagement and the requirements to deliver the programme and support residents for the next five years 2025 – 2030, i.e. before, during and after the changes are introduced in 2028.

8. Armed Forces Covenant Duty

The Covenant Duty is a legal obligation on certain public bodies to 'have due regard' to the principles of the Covenant and requires decisions about the development and delivery of certain services to be made with conscious consideration of the needs of the Armed Forces community.

When Leicester City Council exercises a relevant function, within the fields of healthcare, education, and housing services it must have due regard to the aims set out below:

a. The unique obligations of, and sacrifices made by, the Armed Forces

These include danger; geographical mobility; separation; Service law and rights; unfamiliarity with civilian life; hours of work; and stress.

b. The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces

A disadvantage is when the level of access a member of the Armed Forces Community has to goods and services, or the support they receive, is comparatively lower than that of someone in a similar position who is not a member of the Armed Forces Community, and this difference arises from one (or more) of the unique obligations and sacrifices of Service life.

c. The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces

Special provision is the taking of actions that go beyond the support provided to reduce or remove disadvantage. Special provision may be justified by the effects of the unique obligations and sacrifices of Service life, especially for those that have sacrificed the most, such as the bereaved and the injured (whether that injury is physical or mental).

Does the service/issue under consideration fall within the scope of a function covered by the Duty (healthcare, education, housing)? Which aims of the Duty are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes. Are members of the Armed Forces specifically disadvantaged or further disadvantaged by the proposal/service? Identify any mitigations including where appropriate possible special provision.

Not applicable

9. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, care leavers, people living in poverty, care experienced young people, carers, those who are digitally excluded. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Care Experienced People

This is someone who was looked after by children's services for a period of 13 weeks after the age of 14', but without any limit on age, recognising older people may still be impacted from care experience into later life.

What is the impact of the proposal on Care Experienced People?

None

What is the risk of negative impact on Care Experienced People?

None

What are the mitigating actions?

Not applicable

b. Children in poverty

What is the impact of the proposal on children in poverty?

None

What is the risk of negative impact on children in poverty?

None

What are the mitigating actions?

Not applicable

c. Other (describe)

What is the impact of the proposal on any other groups?

None

What is the risk of negative impact on any other groups?

None

What are the mitigating actions?

Not applicable

10. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

In the coming years it is anticipated that other non-mandatory waste service provision will be reviewed with a view to reducing costs. A review of the provision of free of charge bulky waste collections is being given early consideration, and a draft EIA is underway.

Should this be the case, the impact would create a financial burden for householders who are unable to transport bulky items to HWRCs, either due to disability or lack of transport options.

11. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so, please outline the implications and how they will be addressed below:

None

12. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

Delivering a programme of communications and engagement (2025-2030) is recommended. As the service change is proposed to take place in May 2028, and as the communications and engagement plan develops and is delivered, this Equality Impact Assessment will be updated and the action plan completed.

13. EIA action plan

Please list all the equality objectives, actions and targets that result from this assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Maintaining bespoke services appropriate to needs to ensure that all households continue to have equal access to waste and recycling collection services.	Early engagement with the public to understand their views on the current service and what is important to them about future services.	<ul style="list-style-type: none"> • Programme Manager • Service Development Officer (Waste Management team) 	<ul style="list-style-type: none"> • Complete - End May 2025
Maintaining bespoke services appropriate to needs to ensure that all households continue to have equal access to waste and recycling collection services.	Review waste collection policies to ensure that they remain relevant to service changes introduced.	<ul style="list-style-type: none"> • Head of Waste Services 	<ul style="list-style-type: none"> • End 2026 (food waste) • End 2027 (mobilisation of new arrangements)
Minimising barriers / access to services, ensuring that all households are supported in understanding: <ul style="list-style-type: none"> • How the new arrangements will work; • Their eligibility for and how to access bespoke services. 	Development, approval and implementation of a programme of comms and engagement to support households and reduce barriers to effective waste management.	<ul style="list-style-type: none"> • Comms Lead • Service Development Officer (Waste Management team) 	<ul style="list-style-type: none"> • Approval by 4Q 2025 • Implementation to commence from summer 2025 through to 2030

Human rights articles:

Part 1: The convention rights and freedoms

Article 2: Right to Life

Article 3: Right not to be tortured or treated in an inhuman or degrading way

Article 4: Right not to be subjected to slavery/forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Right to freedom of thought, conscience and religion

Article 10: Right to freedom of expression

Article 11: Right to freedom of assembly and association

Article 12: Right to marry

Article 14: Right not to be discriminated against

Part 2: First protocol

Article 1: Protection of property/peaceful enjoyment

Article 2: Right to education

Article 3: Right to free elections