

Implementation of a food waste collection and recycling service Equality Impact Assessment (EIA)

Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the service you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the service been consulted, and given the opportunity to raise concerns about the way the service will be implemented?	Yes	Regular team, project and board meetings are held where officers can share knowledge and raise any concerns about the implementation of the new service.
3	Have previous consultations highlighted any concerns about the service from an equality impact perspective?	No	<p>In Autumn 2023 the council conducted an online survey which asked residents about their household waste and recycling habits. We received over 8,500 responses from across the district. 58% of residents are receptive to a recycling system that would allow them to recycle food waste. Of the 20% who were not keen to recycle food waste their key issues where concerns around:</p> <ul style="list-style-type: none"> • Space – not having enough space for another bin/ no room in the kitchen of an inside bin. • Mess and smell. • It will attract pests/vermin. • No need for the service – already have minimal food waste or compost already. <p>The council has commissioned a bin store survey of communal properties across the district which will help to inform implementation for these residents.</p>

		Yes/No	Please provide details
			No issues or concerns were highlighted about the service from an equality impact perspective.
4	Do you have any concerns regarding the implementation of this service?	No	The service will be made all available to all residents. Communal properties/ flats represent more of a challenge in terms of implementation, but the communal bin store survey will help inform this process and a targeted communications strategy to help such residents is being planned.
5	Does any accessible data regarding the area which your service will address identify any areas of concern or potential problems which may impact on your work?	No	<p>Race: Most Winchester residents describe themselves as white British. 6.4% of the district population defined themselves as belonging to other ethnic groups. Language barriers could impact on communicating the service change to some groups.</p> <p>Disability: 19,566 (15%) residents' day-to-day activities are limited a little or a lot due to physical or mental health conditions.</p> <p>Age: 13,123 (10.3%) residents are aged 75+.</p> <p>(source – Census 2021)</p>
6	Do you have any past experience delivering a similar service which may inform the implementation of your scheme from an equality impact point of view?	Yes	<ul style="list-style-type: none"> • Green Waste collection. • Glass recycling. <p>Officers are also talking to other local authorities which have implemented a food waste collection service.</p>
7	Are there any other issues that you think will be relevant?	Yes	Some understanding of the scheme from a language perspective may be an issue. Our communications programme will consider and seek to address this.

Section 2 - Your EIA form

Directorate: Council-wide	Service Area: Place	Team: Future of Waste and Recycling	Responsible officers: Andy Hickman Campbell Williams Kirstin Shaw	Date of assessment: September 2024
-------------------------------------	-------------------------------	---	---	--

	Question	Please provide details
1	What is the name of the service that is being assessed?	Implementation of weekly food waste collections.
2	Is this a new or existing service?	New.
3	Briefly describe the aim and purpose of this work.	The Environment Act was passed into UK law in 2021 which set out the mandatory requirement to introduce separate, weekly food waste collections by 31 March 2026. The council intends to implement weekly food waste collections from October 2025.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • Meet the government's directive for 'Simpler Recycling' by 31 March 2026. • Reduce the impact of food waste on climate change ie carbon reduction. • Prevent contamination of waste that could otherwise be recycled. • Reduce the amount of residual waste.
5	Who is intended to benefit from this service and in what way?	Everyone who lives, works, visits and studies in the district will be able to recycle more and contribute to the circular economy and climate emergency mitigation.
6	Who are the key individuals and organisations responsible for the implementation of this service?	<ul style="list-style-type: none"> • The future of waste and recycling project team • Environmental services team • Biffa • ELB • The Leader/Cabinet • Finance • Procurement • Legal • Estates/assets management

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	
10b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of race or ethnicity. There is limited potential for adverse impact in implementation of the service if residents are less aware of the process and / or have language issues which prevent them understanding the changes required.		
11a	Could the policy have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of sex.		
12a	Could the policy have the potential to affect individuals or communities on the basis of disability differently in a negative way?	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The new food waste collection service will not affect individuals or communities on the basis of disability.</p> <p>There is limited potential for adverse impact on residents with a disability but there already exists a range of service dispensations by way of reasonable adjustments, such as assisted collection, to ensure that collection services remain accessible to those that are less able and as such that they are not disadvantaged.</p> <p>Food waste caddies are smaller than the waste and recycling bins used for the existing collections. The extra container placed out for collection on the pavement, alongside the smaller sized caddy which may make them more difficult to see and present a limited impact for people with visual impairments and wheelchair users when using the pavement. It is proposed that kerbside caddies are of a light colour</p>		

		to make them easier to see. This document will continue to be regularly monitored and updated, any incidents relating to the above will be recorded and assessed.		
13a	Could the policy have the potential to affect individuals or communities on the basis of <u>sexual orientation</u> differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of sexual orientation.		
14a	Could the policy have the potential to affect individuals on the basis of <u>age</u> differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The new food waste collection service will not affect individuals or communities on the basis of age. The service will be provided to all age groups. There is a limited potential for adverse impact on older people but there already exists a range of service dispensations, such as assisted collection to ensure that collection services remain accessible to older people and that they are not disadvantaged.</p> <p>There is a limited potential for adverse impact on older people who have poor digital literacy. There will be ongoing communication using a variety of channels/ different media which will be accessible to all age groups.</p>		
15a	Could the policy have the potential to affect individuals or communities on the basis of <u>religious belief</u> differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of religious belief.		
16a	Could this policy have the potential to affect individuals on the basis of <u>gender reassignment</u> differently in a negative way?	Y	N	

16b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of gender reassignment.		
17a	Could this policy have the potential to affect individuals on the basis of <u>marriage and civil partnership</u> differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of marriage and civil partnership.		
18a	Could this policy have the potential to affect individuals on the basis of <u>pregnancy and maternity</u> differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?	The new food waste collection service will not affect individuals or communities on the basis of pregnancy and maternity.		

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the service to discriminate against certain groups on the basis of protected characteristics?	Y	N	
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race:
				Sex:
				Disability:
				Sexual orientation:
				Age:
				Gender reassignment:
				Pregnancy and maternity:
Marriage and civil partnership:				
Religious belief:				
21	How will you mitigate any potential discrimination that may be brought about by your policy that you have identified above?	An extensive communications programme will be implemented to inform and educate everyone that will be affected by the new service. Different communication methods will be employed to assist those who have poor literacy skills, and who do not wish to use or have access to digital media. If language is identified as a barrier		

		<p>to participation, a translation of relevant information can be made available as required.</p> <p>Additional engagement with communal properties will mitigate the challenges they may experience in implementing these changes, such as limited space for additional bins in communal bin stores. Additionally, engagement with younger people (18-24) living in university halls/ HMOs will seek to encourage participation in the new service.</p>		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Nadine Fox Project Manager
Signed by Corporate Head of Service	Andy Hickman