

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Roger Waters

Service Director: Steve Owen

Service Area: Waste Services

Date: 12/01/2023

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

Revised Waste Management Strategy

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The proposal seeks to outline suggested revisions to the Council’s operational waste management processes with a view to considering future arrangements for the collection of household waster designed to aid an increase in the rate of recycling across RCT which will also deliver financial efficiencies.

The proposal recommends the following service changes:

1. That the collection of residual household waste changes from being a fortnightly service, with collections moving to 3-weekly.
2. To trial of the use of reusable recycling sacks for the collection of dry mixed recycling.

Regarding the move to 3-weekly collections, it is proposed that this move is accompanied by strict volume control measures, namely:

- (a) a maximum of 3 black bags per household, (for those properties with existing black bag waste collections),
- (b) The “no side waste” rule continues for those households with large 240L wheelie bin collections, (but 1 bag of side waste, no larger than 70L, is allowed for the standard 120L bins).

In relation to the trial of reusable recycling sacks, an initial assessment of the potential to move to using reusable sacks has been undertaken and there are many examples of Councils across the UK using reusable sacks for the collection of recyclable materials, as reusable bags are considered to be a more sustainable option than single-use plastic bags. Nevertheless, further investigations are required and so a trial, likely in 3 different areas across RCT, is proposed. The results of this trial would then inform a decision as to a way forward.

Following feedback from residents during a 5-week public consultation exercise, it is proposed to revise the Council’s operational waste management processes regarding future arrangements for the collection of household waste accordingly, plus conduct a trial of reusable recycling sacks.

Such revisions to the Council’s waste management strategy, including a trial of reusable recycling sacks, will take advantage of the annual Council tax reminder letters in order to promote the changes amongst residents and time will be set aside to prepare a clear and comprehensive communications campaign to introduce the service changes.

Moreover, once the changes have been introduced, recycling rates will continue to be monitored and evaluated to inform an ongoing strategy for waste and recycling collections.

- 1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

The Council, as a designated Waste Collection Authority, has a duty to collect household waste, under section 45 of the Environmental Protection Act 1990, as amended (EPA 1990).

All Welsh Local Authorities work towards recycling targets set by Welsh Government and the next milestone target is for 2025 where 70% of waste collected must be recyclable. (Failure to reach these targets will result in the Council being issued with heavy financial penalties).

Additionally, the Council strategy; Making Rhondda Cynon Taf Carbon Neutral by 2030, contains an aspiration that the Council will go beyond the Welsh Government target of 70% and actually work towards achieving a recycling target of 80%.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community

SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?

Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.

Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Negative	The proposal to move to 3-weekly refuse collections may mean that in areas with wheelie bin collections, the bins will be heavier to move containing 3 black bags, rather than 2.	As of the 2021 Census results published in January 2023, 47.3% of the population of RCT is resident in terraced housing.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>In a similar vein, in areas where refuse is presented for collection in black bags without wheelie bins, carrying an additional bag to the kerbside may prove problematic for some.</p> <p>However, the Service will continue to support any affected residents with assisted bin collections and predict that this assistance may also be required with reuseable recycling sacks.</p> <p>Furthermore, awareness raising action will be undertaken by the Council with regards to the importance of recycling. This will benefit those worried about heavy or greater volumes of bags as a recent study by WRAP, (The Waste and Resources Action Programme), Cymru, highlighted that 39% of all black bag waste was organic material. If residents can be encouraged and educated to recycle more, it won't only benefit the</p>	<p>Population % by residence type: Terraced: 47.3% Semi-detached: 27.8% Detached: 16.5% Flats, part of converted building, commercial building or temporary structure: 8.4%</p> <p>In addition, with an increasing ageing population, more than 1 in 5 of all residents in RCT are aged 65 or over.</p> <p>The Service are aware of residents who require an assisted collection because of their age, mobility and other conditions that make it harder for them to take their waste to the kerbside or bin collection point, (and there are no relatives or neighbours who can help).</p> <p>Residents can also apply for an Absorbant Hygenie</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		environment but it will also mean less black bag waste, thus limiting any adverse impact of these service changes.	<p>Product, (AHP), collection or an additional black bag allowance if medical needs result in them needing to produce extra waste i.e stoma bags, absorbent bed sheets etc.</p> <p>The Council is proactively carrying out an "Up your Recycling Game" media campaign containing many different facets including Council Tax inserts, roadside banners, trailers, cinema adverts, etc.</p>
<p>Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	Negative	<p>The proposal to move to 3-weekly refuse collections may mean that in areas with wheelie bin collections, the bins will be heavier to move containing 3 black bags, rather than 2.</p> <p>In a similar vein, in areas where refuse is presented for collection in black bags without wheelie bins,</p>	<p>as of the 2021 Census results published in January 2023, 47.3% of the population of RCT is resident in terraced housing.</p> <p>Population % by residence type: Terraced: 47.3% Semi-detached: 27.8%</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>carrying an additional bag to the kerbside may prove problematic for some residents as they could find it difficult to move waste from their home to their bin collection point. This may be due to the weight of the bin / bag or the route may present physical and or sensory challenges to the resident.</p> <p>However, the Service will continue to support any affected residents with assisted bin collections and predict that this assistance may also be required with reuseable recycling sacks.</p> <p>Furthermore, awareness raising action will be undertaken by the Council with regards to the importance of recycling. This will benefit those worried about heavy or greater volumes of bags as a recent study by WRAP, (The Waste and Resources Action Programme), Cymru, highlighted that 39% of all black bag waste was organic</p>	<p>Detached: 16.5% Flats, part of converted building, commercial building or temporary structure: 8.4%.</p> <p>We do not yet have 2021 Census results for population health, but in the 2011 census 14.5% of the over-16 population of RCT declared disability or long-term illness that affected their daily life a lot, with a further 11.4% declaring disability or long-term illness that affected their daily life a little. In the 2019-20 National Survey for Wales, as reported through StatsWales, 35% of the 16+ population of RCT reported some form of long-term illness that limits their activities to some extent, with 20% reporting illness that limits their daily activity a lot.</p> <p>The Service are aware of residents who require an</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>material. If residents can be encouraged and educated to recycle more, it won't only benefit the environment but it will also mean less black bag waste, thus limiting any adverse impact of these service changes.</p>	<p>assisted collection because of their age, mobility and other conditions that make it harder for them to take their waste to the kerbside or bin collection point, (and there are no relatives or neighbours who can help).</p> <p>Residents can also apply for an Absorbant Hygienic Product, (AHP), collection or an additional black bag allowance if medical needs result in them needing to produce extra waste i.e stoma bags, absorbent bed sheets etc.</p> <p>The Council is proactively carrying out an "Up your Recycling Game" media campaign containing many different facets including Council Tax inserts, roadside banners, trailers, cinema adverts, etc.</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i>	Neutral	No impact	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of gender.
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral	No impact	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of marital status.
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Neutral	No impact.	The Council offers weekly nappy collections with approximately 4,000

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			households currently registered for this service. This proposal does not affect the nappy collection service, which will remain weekly and open to anyone who registers for it and regularly presents nappies, baby wipes, etc for waste collection.
Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of race.
Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of religion or belief.
Sex <i>(women and men, girls and boys)</i>	Negative	Women / Girls. Disposed sanitary products will not be collected as frequently as previously.	By reducing household refuse collections from 26 collections per year to 18, waste products which cannot be recycled, such as sanitary products, will have to be stored in black bags for an additional week.
Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of sexual orientation.

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p>Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i></p>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of whether a member of the Armed Forces Community or not.
<p>Carers <i>(anyone of any age who provides unpaid care)</i></p>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of whether a Carer or not.

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

N/A

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Alistair Critchlow

Position: Head of Streetcare Services

Date: 12/01/2023

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the [Preparing for the Commencement of the Socio-economic Duty](#) Welsh Government Guidance.

SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)

The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Neutral	No impact	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of level of household income.
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Neutral	No impact	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of level of household wealth.
<u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken</i>	Neutral	No impact.	The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>electrical goods, warm home, hobbies etc.)</i>			recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies, regardless of any household material deprivation.

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<p><u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Neutral</p>	<p>No impact.</p>	<p>The proposal outlines revisions to the Council's operational waste management processes for the collection of refuse and recycling designed to aid an increase in the rate of recycling across RCT, which will also deliver financial efficiencies.</p> <p>The move to 3-weekly refuse collections will be applicable across all areas with existing fortnightly refuse collections, regardless of area deprivation.</p> <p>Additionally, the Council's Waste contractor, Amgen Cymru, will continue to operate Community Recycling Centres across RCT, open 7 days a week at:</p> <ul style="list-style-type: none"> - Ty Amgen Community Recycling Centre, Llwydcoed, Aberdare, CF44 0BX - Ferndale Community Recycling Centre, North Road, Ferndale, CF43 4RS

			<ul style="list-style-type: none"> - Dinas Community Recycling Centre, Cymmer Road, Dinas, CF39 9BL - Treforest Community Recycling Centre, Taffs Fall Road, Treforest Industrial Estate, CF37 5TT - Llantrisant 100% Recycling Centre, Pant-Y-Brad Road off Heol-Y-Sarn, Llantrisant Industrial Estate, CF72 8YT - Treherbert Community Recycling Centre, Treherbert Industrial Estate, Treherbert, CF42 5HZ <p>There are also 3 Council re-use shops in operation across RCT, which provide additional recycling and re-use facilities to residents.</p>
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	Negative	<p>Concerns have been expressed that decreasing the frequency of refuse collections negatively impacts larger households.</p> <p>Additionally, residents living in dwellings such as flats and small terraced housing may find the storage of refuse for an extra to be problematic.</p>	<p>Refuse is currently collected every 2 weeks with those residents living in black bag collection areas being permitted a maximum of 2 bags per collection. Moreover, residents living in areas with wheelie bin collections either have 240L bins or standard 120L bins with a "no side waste rule" in place.</p>

			<p>Under the proposals for a move to 3-weekly collections, the ratio of black bags per week remains the same, moving to a maximum of 3 bags per collection. However for areas with wheelie bin collections, those with standard 120L bins will be permitted 1 additional side waste bag.</p> <p>In addition, the majority of waste, (DMR, food waste, AHP/Nappies, green waste, bulky collections, etc.), will continue to be collected at current frequencies as set out below, so the storing of black bags will be minimal as most household waste is collected weekly. Awareness raising initiatives will be undertaken as part of the roll-out of the proposals to aid in residents' understanding of those items household waste can be recycled, (i.e. the majority of household waste).</p> <ul style="list-style-type: none">• Dry Mixed Recycling – weekly collections
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			<ul style="list-style-type: none"> • Food Waste – weekly collections • Green Waste – weekly (reduced collections during winter months) • AHP/Nappies – residents can register for regular collections • Bulky Waste – by appointment (chargeable). <p>Further, the Council also offers an Additional Bag Allowance option for residents who are struggling with the waste allowances, i.e. those that produce a lot of daily waste that cannot be recycled, and this process is currently under review.</p>
<p>Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Negative</p>	<p>Some residents without access to private vehicles or the ability to drive may already feel socio-economically disadvantaged, with a consequence of this meaning they may have difficulty in being able to readily access the Council's Community Recycling Centres.</p>	<p>The Council's Waste contractor, Amgen Cymru, operate Community Recycling Centres spread right across RCT , open 7 days a week, to be as easily accessible and in close a proximity to as many communities as possible. CRCs are located at:</p>

		<ul style="list-style-type: none">- Ty Amgen Community Recycling Centre, Llwydcoed, Aberdare, CF44 0BX- Ferndale Community Recycling Centre, North Road, Ferndale, CF43 4RS- Dinas Community Recycling Centre, Cymmer Road, Dinas, CF39 9BL- Treforest Community Recycling Centre, Taffs Fall Road, Treforest Industrial Estate, CF37 5TT- Llantrisant 100% Recycling Centre, Pant-Y-Brad Road off Heol-Y-Sarn, Llantrisant Industrial Estate, CF72 8YT- Treherbert Community Recycling Centre, Treherbert Industrial Estate, Treherbert, CF42 5HZ <p>Such an extensive provision of these facilities compares very favourably with the provision of such sites in neighbouring Local Authorities with existing fortnightly collections, moving to 3-weekly collections.</p> <p>There are also 3 Council re-use shops in operation across RCT, which provide additional</p>
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			recycling and re-use facilities to residents, in Aberdare, Llantrisant and Treherbert.
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SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**

Protected Characteristics - Sex, (Women and girls).

Disposed sanitary products will not be collected as frequently as previously - no impact mitigation or reduction.

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

It is not currently possible to recycle such waste. Therefore, disposed sanitary products should continue to be placed in the household refuse waste stream, which the Council is proposing to move to collect 3 weekly in due course.

- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.

- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.

The Let's Talks Waste consultation was conducted in-house and ran from the 5th December 2022 and ended on the 9th January 2023.

An online Let's Talk project was developed, which included background information, helpful links, videos and a survey to enable people to be informed and give their views.

The project was promoted online through social media; an email was also sent to key stakeholders to promote the project and encourage participation and a telephone consultation option was in place, through the Council's contact centre. Overall, approximately 4,000 responses were received to the consultation.

1) Respondents were informed that the projected budget savings for this change would be £800,000 in running costs per year and significantly reduce its annual carbon footprint. Such savings could then be diverted to safeguard other key Council services such as social care or education.

People were asked if they would support a change in black bag/wheelie bin collection frequency if it safeguarded other key services: would you support a change in black bag/wheelie bin collection frequency, if it safeguarded other key services?

2) Respondents were asked if they supported the proposed change in frequency of black bag/wheelie bin waste collections across the County Borough to three weekly: the Council is proposing to change the frequency of black bag/wheelie bin waste collections to 3 weekly (saving £800,000 per year). Do you agree with the proposal?

In order to increase recycling rates to the 70% target, a move to 3 weekly collections will need to be supported by the continuation of the existing waste limits which is currently 2 black bags per fortnight, (the equivalent of 1 black bag per week) and would move to 3 black bags or a closed wheeled bin every 3 weeks.

3) Respondents were asked if they supported this approach: is this something your household could support?

4) Furthermore, respondents who said that they had a pet were asked how they dispose of their waste: if you have a pet, how do you dispose of their waste?

5) Finally, respondents were informed that the Council purchases 30.2 million single use bags during a year at a cost of £867k. This is despite the Green Waste recycling service now utilising a re-usable Green sack and saving around 3 million bags per annum. We all know that we must reduce the use of single-use plastic wherever possible in our daily lives for the sake of our

People were asked if they would support a change to a reusable recycling sack and if their household would be able to store and use reusable sacks.

Having collated feedback to the 5 areas listed above, the following themes became apparent:

- Existing wheelie-bins not being sufficient in size to store waste for up to 3 weeks.
- The potential for increased fly-tipping due to longer waits between collections.

- Concerns over possible increases in vermin due to the smell and hygiene issues if waste is left for 3 weeks.
- Queries around the storage and disposal of hutch waste and cat litter.
- The collection of clinical waste.
- A feel that the moving to 3-weekly refuse collections represented a reduction in service, which should mean reduced Council tax.

4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?

Yes

No

SECTION 5 – MONITORING AND REVIEW

5a) Please outline below how the implementation of the proposal will be monitored:

The proposals will be monitored by conducting regular operational reviews of how any change to refuse collection frequency is working in practice.

The Streetcare Communications group as well as the Cabinet Member for Environment & Leisure will also review the proposals to ensure residents receive all the information they require to continue to recycle their waste.

5b) When is the evaluation of the proposal due to be reviewed?

The proposals will be reviewed in conjunction with a communications campaign in the lead-up to a proposed launch date of the changes, and the proposals will continue to be reviewed thereafter.

5c) Who is responsible for the monitoring and review of the proposal?

The Streetcare Communications Group monitor and report significant findings to the Director of Frontline Services.

5d) How will the results of the monitoring be used to develop future proposals?

Findings from the public consultation have been used to inform a way forward with respect to changing the frequency of refuse collections and trials of reusable recycling sacks and whether communications are relevant and helpful.

SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to Councilbusiness@rctcbc.gov.uk for a Review Panel to be organised to discuss your proposal. The EqIA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<ul style="list-style-type: none">• Section 7 of the Cabinet report noted that there’s limited negative impacts but given the consultation responses, there are various negative impacts which need to be highlighted.• Section 9 of the Cabinet report doesn’t relate to responses to protected characteristics and needs to highlight and mitigate the negative/neutral impacts.• Age & Disability are highlighted as a neutral impact. There is a need for authenticity/transparency and to recognise that these are negative impacts and that there are mitigations in place.	12/01/2023	Section 7 of Cabinet Report amended. Section 9 of Cabinet Report amended. Age & Disability protected characteristics element of EIA amended. Census 2021 information about health etc to be added. Sections 6 and 7 of EIA completed Impact upon larger families and small terraced housing and flats referenced in Section 3 of the EIA re: Socio-Economic Duty.

<ul style="list-style-type: none"> • Page 76 of Review Panel bundle – There’s no longer a register of disability. There is an opportunity to reflect what the census asks about ill health etc. • Page 94 of Review Panel bundle – There is a need to complete Sections 6 (this needs to be reflected in the Cabinet report) and 7. • It was noted that the impact on flats/small terraces and larger families may not have been addressed, which was a recurring theme in the consultation responses and particularly links with Socio-Economic Duty. 		
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
<ul style="list-style-type: none"> • It was recognised that the consultation report was not finalised but noted the lack of information under protected characteristics and the need to recognise and mitigate the negative impacts. • It was noted that the Waste proposals had the biggest Let’s Talk Survey response in two years. Officers were encouraged to read through all consultation comments to ensure each has been addressed, as individuals could pick this up. 	12/01/2023	<p>Consultation Report to be finalised</p> <p>Consultation Comments duly considered with feedback themes addressed in draft Cabinet Report and EIA</p>

SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

The Equality Impact Assessment has been reviewed and updated to include mitigated risks following the conclusion of the public consultation period.

There are 5 negative and 12 neutral equality and diversity implications associated with this report.

The 5 negative impacts relate to the protected characteristics of Age, Disability and Sex, plus Socio-economic background and Socio-economic disadvantage.

These negative impacts will be mitigated by a range of actions as detailed in the impact assessment above.

SECTION 7 – AUTHORISATIONS

Lead Officer: S Owen

Name: Steve Owen

Position: Service Director - Streetcare

Date: 16/01/2023

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval: R J Waters

Name: Roger Waters

Position: Director - Frontline Services

Date: 16/01/2023

Please submit this impact assessment with any SLT/Cabinet Reports.