

Equality Impact Assessment

Please click on headings to find [general guidance](#) or section guidance with an example. You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. [What are you assessing?](#)

The second implementation of the source separated dry recycling collection service with Barry, Vale of Glamorgan to meet the changes in the EU Waste Framework Directive. From 1 January 2015, waste collection authorities must collect cardboard, paper, metal, plastic and glass separately.

2. [Who is responsible?](#)

Name	Bethan Thomas	Job Title	Waste Project Officer
Team	Neighbourhood Services: Operations	Directorate	Environment and Housing Services

3. [When is the assessment being carried out?](#)

Date of start of assessment	1 st September 2020
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4. [Describe the proposal?](#)

What is the purpose of the proposal?

Following on from the first phase of changes that were introduced to the Rural Vale in October 2019 we are now proposing changes to how residents within Barry place their recycling outside their property for it to be collected. Residents will be required to separate all dry recycling into the following bags/caddy before the collection crews will take it away.

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Orange bag: Card

White bag: Paper

Blue bag: Tin, Cans, Plastic and Tetrapaks.

Grey caddy: Glass

Why do you need to put it in place?

The Collections Blue Print is the Welsh Assembly Government's preferred service configuration for waste collection from households – in order to comply with the policies, outcomes and targets laid down in Towards Zero Waste, and in order to deliver key financial, economic, social and environmental outcomes. This Blueprint primarily enables local authorities to reduce costs, both through the adoption of the standard service configuration, and through the benefits that can accrue from a consistent approach that enables further costs savings in terms of procurement of boxes, bags, vehicles etc and in the promotion of common advice and instructions to householders.

Do we need to commit significant resources to it (such as money or staff time)?

It does not require significant resources in terms of money during the planning process but will require management resource (time) to assist with the implementation of the new service and to assist with managing change.

When implementing the required changes there will need to be a sizeable investment in our vehicle fleet. Current workforce levels will be utilised which resulted in no requirement for recruitment of new staff. There will also need to be an extensive education action to residents who don't comply with the new recycling collection procedures.

Due to previous procurement exercises undertaken during the first phase of the changes there will not be a requirement to invest in containers (bags and boxes) for residents to put their recycling into.

What are the intended outcomes of the proposal?

To ensure that the Council remains compliant with current legislation, and that future statutory recycling targets are achieved.

The source separated material will also be a higher quality which will allow the authority to secure sustainable UK markets where possible, when finding end destinations for the material received from the kerbside.

Who does the proposal affect?

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The proposal will affect all residents living within Barry, Vale of Glamorgan.

Our service we provide equally to all households throughout the Vale of Glamorgan, and although we do not specifically monitor disability, we will continue to provide an assisted collection service for residents who are unable to present their waste and recycling for collection.

For all residents unsure of the changes and how to present their waste, education and support will be offered to all residents that require it from Waste Wardens.

Will the proposal affect how other organisations work?

The proposal will not affect other organisations.

Will the proposal affect how you deliver services?

Yes, residents will have to comply in order to have their material picked up by our collection crews.

Will the proposal impact on other policies or practices?

No proposed impact upon other policies and practices.

Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?

We have not currently identified anything specific that further promotes equality of opportunity but we continue to regularly consider ways that could assist with identifying the above.

How will you achieve the proposed changes?

The proposed changes will be achieved via the use of effective planning and effective communication with all residents.

Who will deliver the proposal?

The Director of Environment and Housing Services and the Operational Manager of Neighbourhood Services: Operations will deliver the proposal with the assistance from the Waste Project Officer.

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How will you know whether you have achieved the proposal's purpose?

The authority will have met its statutory recycling targets of 64% in 2019/20 and 70% in 2024/25 and the service is proven to be economically and environmentally sustainable.

5. What evidence are you using?

Engagement (with internal and external stakeholders)

Due to Covid-19 the series of roadshows that were scheduled to be held in every ward throughout Barry were cancelled due to remaining compliant with Welsh Government guidelines and maintaining social distancing. Due to the roadshow being cancelled residents were given the opportunity to contact us via C1V, post or alternatively social media to express any concerns.

A number of online presentations were also undertaken with local councillors, and councils.

Consultation (with internal and external stakeholders)

Please see attached report from the 6 week consultation that was held during 17 April – 01 June 2018.



Changes to
Recycling and Waste

National data and research

Local data and research

6. How robust is the evidence?

Does it show what the impact will be (positive and negative)?

From evidence gathered from the first phase implemented in October 2019 we believe that the introduction of the Collections Blueprint in Barry will continue to have a positive impact. We anticipate that the material collected will be a higher quality and will reduce operating costs that are incurred by operating a co-mingled collection service.

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What are the gaps?

What will you do about this?

What monitoring data will you collect?

Information regarding the tonnage of kerbside material collected will be collected and monitored by the Neighbourhood Services: Healthy Living and Performance Team.

How often will you analyse and report on this?

The information collected will be analysed and reported on each quarter.

Where will you publish monitoring data and reports?

All monitoring data will be published via WasteDataFlow. This will allow government to monitor progress towards national and local targets, produce national statistics on municipal waste, and to provide evidence to guide government policy.

7. [Impact](#)

Is there an impact?

This will be monitored. There is no adverse impact at this stage, however we will continue to monitor this.

If there is no impact, what is the justification for thinking this? Provide evidence.

This will continue to be monitored and updated as the programme is rolled out.

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)

As an authority we will continue to offer an assisted collection to achieve equal outcomes when it comes to collecting residents waste and recycling.

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Will the impact be positive, negative or neutral?

Explain this for each of the relevant protected characteristics as identified above.

Neutral

8. Monitoring ongoing impact

Date you will monitor progress

Summer 2022 ahead of the recycling changes that are phased into the remaining areas of Penarth and Sully area of the Vale of Glamorgan.

Measures that you will monitor

We will use the data gathered from the introduction of the Collections Blueprint in the Rural Vale and Barry to evaluate what impact this policy is having.

Date you will review implemented proposal and its impact

Summer 2022.

9. Further action as a result of this equality impact assessment

Possible Outcomes	Say which applies
No major change	
Adjust the policy	
Continue the policy	X
Stop and remove the policy	

10. Outcomes and Actions

Recommend actions to senior management team

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Outcome following formal consideration of proposal by senior management team

11. Important Note

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

12. Publication

Where will you publish your approved proposal and equality impact assessment?

Vale of Glamorgan website.

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

13. Authorisation

Approved by (name)	Colin Smith
Job Title (senior manager)	Operational Manager – Neighbourhood Services & Operations
Date of approval	
Date of review	