

Equality Impact Assessment
Corporate Assessment Template



Policy/Strategy/Project/Procedure/Service/Function Title: Recycling Strategy 2022-2025

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Claire Cutforth | Job Title: OM Strategy and Performance

Service Team: Waste Strategy | Service Area: Recycling Services

Assessment Date: 14.9.22

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

The science is clear that we will soon be facing a point of irreversible and catastrophic climate change, unless we take drastic action now. Nowhere is this more apparent than in the amount of waste we produce. It is, perhaps, the most visual example of our climate footprint and driving up recycling will make a major contribution to the planet as it conserves natural resources, reduces demand for raw material, saves energy and cuts emissions.

Wales is currently the third best nation for recycling worldwide with Cardiff performing well in relation to other core cities in the UK. However, we lag behind other authorities in Wales in terms of our recycling performance. The Welsh Government has set a statutory target to recycle 64% of all municipal waste by 2019/20, and 70% by 2024/25. Cardiff fell significantly short of the 64% recycling target in 2019/20, achieving only 58% recycling.

The main objective of the Recycling Strategy is to set out how Cardiff will meet and exceed the recycling targets and move towards more sustainable resource management. The strategy focuses on three key areas of intervention:

1. Improving the recycling performance of the Council's Trade waste service.
2. Expanding the residential recycling service to include new segregation streams.
3. Diverting recyclable materials from the residual (non-recyclable) waste stream through waste restriction.

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For residents the main impacts will be changes to the kerbside recycling and waste collections, with a potential reduction in residual waste collection frequency and recycling being segregated into 3 containers:

- Caddies for glass
- Reusable sack for fibres (paper and card)
- Reusable sack for containers (plastics and cans)

This document assesses the impacts of the proposed changes and identifies mitigations.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Glass caddies have previously been trialled, as part of the glass bottled and jars trial and there is an EQIA associated with this.

Similar schemes are in operation in neighbouring authorities – The Vale, Monmouth, Swansea, Newport.

In developing the Waste Strategy, and the proposed collection model, Cardiff has worked very closely with WRAP Cymru and other Welsh Authorities.

The Strategy has been out for public consultation via Cardiff Research Centre.

- The survey was promoted via the council's corporate Facebook, Twitter and Instagram accounts throughout the consultation period, receiving a total of 783 clicks
- There was also a paid-for social media ad campaign targeting all areas of the city, with added focus on areas of the city with traditionally low-response rates to consultations. The ads generated 2,917 clicks through to the consultation site and the ads were viewed 244,569 times (impressions).
- The survey was hosted on the Council website, and promoted to Council employees via DigiGov, Intranet and Staff Information.
- The survey was sent to the Citizens Panel which is made up of over 6,000 Cardiff residents.

A Pilot commenced in February 2021 to test the 3 stream recycling service. Participants were surveyed to obtain feedback on the scheme. Whilst on the whole residents adapted well to the scheme, some feedback was received relating to the reusable sacks, which will be taken into account before expanding the service city wide.

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3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

These changes will impact people of all ages.

They will now have to segregate their recycling rather than place it all in one bag. This could be confusing for some residents. Some residents may find caddies or sacks more problematic to manage than green bags.

Collection frequencies may change, which could be confusing for some residents.

Larger households may struggle to manage residual waste volumes.

What action(s) can you take to address the differential impact?

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

Additional capacity is available for larger households.

The Waste Strategy team can arrange visits for those struggling to manage their waste.

Information will be pictorial wherever possible to accommodate for different languages. Officers will also undertake outreach in the community to understand any requirements for translation.

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3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

These changes will impact all people. Whilst there will be 3 recycling streams, rather than 1, residents can place out more than 1 green bag, so it does not follow that there will be more recycling containers on the streets. However, this risk must be considered and planned for.

What action(s) can you take to address the differential impact?

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

Caddies/bins can offer a preferred method of containing waste for the visually impaired as they contain waste more securely and are more easily detected.

Different sacks will be trialled as part of the pilot to see whether smaller/dual material sacks are beneficial in high density areas (i.e. reducing volume of sacks/waste on streets).

The Waste Strategy team can arrange visits for those struggling to manage their waste.

Alternative communication formats will be considered where necessary to ensure all disabled people are informed of the proposed changes.

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3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our service.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

What action(s) can you take to address the differential impact?

No differential impact identified at this time. No action necessary.

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our service.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

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What action(s) can you take to address the differential impact?
No differential impact identified at this time. No action necessary.

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		X	
Maternity	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
Waste capacity could be an issued for families with nappies.
What action(s) can you take to address the differential impact?
Hygiene service is available.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			X
Mixed / Multiple Ethnic Groups			X
Asian / Asian British			X
Black / African / Caribbean / Black British			X
Other Ethnic Groups			X

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our service.

Information will be pictorial wherever possible to accommodate for different languages. Officers will also undertake outreach in the community to understand any requirements for translation.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

Additional capacity is available for larger households.

What action(s) can you take to address the differential impact?

No differential impact identified at this time. No action necessary.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our service.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available

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via telephone or email for residents or their carers.

Additional capacity is available for larger households.

What action(s) can you take to address the differential impact?

No differential impact identified at this time. No action necessary.

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			x
Women			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our waste service.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

What action(s) can you take to address the differential impact?

No differential impact identified at this time. No action necessary.

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3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			X
Gay Men			X
Gay Women/Lesbians			X
Heterosexual/Straight			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The changes will apply to everyone using our service.

We offer an assisted collection service.

Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.

What action(s) can you take to address the differential impact?

No differential impact identified at this time. No action necessary.

3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	X	X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

There are no foreseen socio-economic impacts.

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What action(s) can you take to address the differential impact?
No differential impact identified at this time. No action necessary.

3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A
			x

Please give details/ consequences of the differential impact, and provide supporting evidence, if any.
There are no foreseen impacts based on the Welsh Language. We offer an assisted collection service. Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.
What action(s) can you take to address the differential impact?
All services will be provided bi-lingually.

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4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

The strategy was out for public consultation for 6 weeks in Spring 2022.

After data cleansing and validation, there were 3,305 responses to the consultation.

At least 80% of respondents within each demographic and geographic group agreed that Cardiff needs to improve the quality of material collected.

Almost half (48.8%) of respondents agreed that a three stream recycling system proposal was appropriate, and one in five (19.2%) felt that that a full kerbside sort collection should be considered. Based on this feedback, the expansion will include a 3 stream system, using a kerbside sort methodology.

Around one in three (32.0%) felt there should be different options for different areas of the City, and this will be reflected in a phased approach to expanding the service, giving specific consideration to the needs of HMO's and flats.

Some concerns were raised regarding container types (the reusable sacks used in the trial area), and different receptacles will be researched and tested prior to full roll out of the service.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	We offer an assisted collection service. Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.
Disability	We offer an assisted collection service. Education literature will be provided, and support and advice will be available via telephone or email for residents or their carers.
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	

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Sex	
Sexual Orientation	
Socio-economic Duty	
Welsh Language	All services will be provided bi-lingually.
Generic Over-Arching [applicable to all the above groups]	<p>Promote the changes to service clearly and bi-lingually. Ensure engagement with community groups and ward Councillors to help explain changes to harder to reach groups.</p> <p>Information will be pictorial wherever possible to accommodate for different languages. Officers will also undertake outreach in the community to understand any requirements for translation. Ensure translation into common languages.</p> <p>Additional capacity is offered to larger households.</p>

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Claire Cutforth	Date: 14/09/22
Designation: OM – Strategy and Performance	
Approved By: Matthew Wakelam	
Designation: Assistant Director Street Scene	
Service Area: Recycling and Neighbourhood Services	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email equalityteam@cardiff.gov.uk