

Appendix 1 Equality Impact Assessment (EQIA)

Title of EQIA	Mixed recycling model and frequency of residual waste collection
Date	06/03/2025
Officer carrying out screening	Chris Taylor – Head of Waste & Fleet
Project Sponsor	Hannah Leys – Assistant Director Operations

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief**

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document

1. Project/Proposal/ Service changes

<p>What is proposed?</p>	<p>Under Simpler Recycling legislation changes Ipswich Borough Council will need to either provide new services or alter existing services to collect: food waste (weekly), glass bottles and jars, cartons from April 2026 and plastic film by April 2027. This introduction will improve the recycling product and increase recycle rates in line with national changes.</p> <p>A mixed recycling model is being considered taking an approach of either Twin Stream or Co-mingling.</p> <p><u>Twin Stream</u> A Twin Stream recycling model will introduce an additional recycling wheeled bin (Green). This will mean residents will separate their recycling into 2 bins rather than the current co-mingled operation. This will also see the introduction of glass recycling in the plastic and glass (Green) bin. This approach based upon a fortnightly residual waste collection would see the collection schedule in a 4-week cycle as follows:</p> <p>Mixed recycling model and frequency of residual waste collection Week 1 Residual (Black) Week 2 Recycling Paper and Card (Blue) Week 3 Residual (Black) Week 4 Recycling Plastics and Glass (Green)</p> <p><u>Co-mingle</u> A Co-mingle model would be the collection of the new full range of recyclable materials in one recycling bin, for subsequent sorting. This is the model currently in place.</p> <p><u>Residual Collections</u></p> <p>In addition, Government guidance published in November 2024 states that waste collection authorities should continue to decide collection frequency and methodology for collecting the residual (non-recyclable waste). Currently residual waste collections are scheduled to be every 2 weeks however a 3-week option is available.</p> <p>At this point the EQIA is based on the potential decisions as the specific choices have not yet been made so this document will be updated specifically based on the option and any changes to frequency which are made. This is not proposed to be the final document but show a reflection of equality considerations to date.</p>
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Why are the changes being introduced?	<p>Simpler Recycling legislation comes into effect for domestic households in April 2026 and these changes will ensure Ipswich Borough council is compliant to the changes. The changes are being introduced to improve recycling rates across the country and to introduce a level of consistency in collection operations. This is a national policy change with limited room for bespoke options so any options considered must fall within legislative guidelines.</p>
What evidence is being used to support this Equality Impact Assessment, and how is it being used?	<p>No specific information on current service users is utilised in the development of this EQIA.</p> <p>With the national legislative changes impacting all residents, and the decision not yet specific about the option chosen to comply with this legislation, the impact on any one group of individuals is not possible to measure.</p> <p>For the purposes of demonstrating our recognition of our equality duty, in this document we have considered where there may be potential impacts on a characteristic and when the decision is made to implement a specific model, these will be revisited to ensure any mitigations can be made where possible.</p>
How will this change be implemented?	<p>The changes will go through a communication plan to the residents updating of the relevant change including all advice on how to use the bins. If a Twin Stream model is adopted, then additional bins will be ordered and supplied to the residents prior to the go live date for the collections which will include advise on how to use the bins.</p> <p>The website and relevant waste guides will be updated online to supply all the information around the mixed recycling options with the customer service team also trained on how to support residents through the changes.</p> <p>The bin collection calendar which is available to residents online and able to print will also reflect the specific collection days for each bin.</p> <p>Due to this being national legislation, there is only a limited scope for the Council to define the services in order to comply with the changes.</p>

2. Equality Impact Analysis

Summary

The impact of implementation of changes to this service will be universal to all residents, but the specific impact may vary where there is a need based on housing type to vary the delivery model (e.g. communal bins for flat blocks) which at this stage is not known.

There is no reason to anticipate that the users of these services fall predominantly into any one category below in a way which increases the impact on that community of people or in a way which discriminates against them give the universal service. The Council has noted that due to the type of waste which is generated by households with specific medical conditions or very young children, there may be an impact on people who are permanently or temporarily in these positions. Until the exact nature of the changes have been determined, the scope of the impact is not yet know, so this document will highlight the potential impacts, and will be updated with more specific detail when the decision has been taken.

Who is affected?	Impact e.g., Positive/ Negative/ No Impact	Explanation of Impact	Actions to mitigate any adverse impact or further promote positive impact
Age	Potentially negative	Assisted bin collections currently in place to support with bin collections for those who are frail due to old age or health conditions This is a free service and can be requested by any resident meeting the criteria even with an increase in the number of bins.	Assisted bin collections will continue to mitigate this impact.

Who is affected?	Impact e.g., Positive/ Negative/ No Impact	Explanation of Impact	Actions to mitigate any adverse impact or further promote positive impact
		<p>Movement to 3 weekly may cause concerns from families with additional waste from nappy or from adult hygiene or medical waste which may be more likely due to age but is also covered by disability below.</p> <p>Access to any material online where users may be digitally excluded which is more likely for those residents who are older based on data.</p>	<p>This would be monitored if applied and actions including review of bin sizes or collections would be explored. It is not known at this time whether this will be an impact but we will seek to engage users to identify if it becomes an issue.</p> <p>Ensure that various media outlets are utilised in order to reach all audiences. Relay the messaging through trusted networks such as local community and voluntary groups where we know of high older or digitally excluded populations.</p>
Disability	Potentially negative	<p>Assisted bin collections currently in place to support with bin collections for those who have a need due to disability, This is a free service and can be requested by any resident meeting the criteria even with an increase in the number of bins.</p> <p>Movement to 3 weekly may cause concerns from families with additional medical waste or hygiene products linked to their disability either for volume or time spent in the bin.</p>	<p>Assisted bin collections will continue to mitigate this impact.</p> <p>This would be monitored if applied and actions including review of bin sizes or collections would be explored. It is not known at this time whether this will be an impact but we will seek to engage users to identify if it becomes an issue.</p>

Who is affected?	Impact e.g., Positive/ Negative/ No Impact	Explanation of Impact	Actions to mitigate any adverse impact or further promote positive impact
		Access to any material online where users may be digitally excluded or use accessibility tools.	Ensure that various media outlets are utilised in order to reach all audiences. Relay the messaging through trusted networks such as local community and voluntary groups where we know of digitally excluded populations.
Gender reassignment	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts
Pregnancy and maternity	Potentially negative	Movement to 3 weekly may cause concerns from families with additional waste from nappy	This would be monitored if applied and actions including review of bin sizes or collections would be explored. It is not known at this time whether this will be an impact, but we will seek to engage users to identify if it becomes an issue.
Race	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts
Religion or belief	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts
Sex/Gender	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts
Sexual orientation	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts
Marriage and civil partnership	No anticipated impact	No impact has been identified under this characteristic	Will be monitored for any unanticipated impacts

3. Equality Objectives

<p>Does the report/process meet Ipswich Borough Council's equality objectives:</p>	<p>The three potentially affected groups who could be negatively impacted have been identified as Age, Disability and Pregnancy in its link to very young children in households.</p> <p>Mitigations have been suggested for each of these and the impact is only likely to exist if there is a movement to 3 weekly refuse collection based on this being linked to the type and volume of waste in their refuse bins which cannot be recycled. It is not anticipated that there would be an impact on people with any protected characteristic if the Council stays with 2 weekly collections.</p> <p>As this decision is still to be made, this EQIA will be revisited when that has happened.</p>
<p>The report will help us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):</p>	<p>Mitigations put forward will mitigate any potential impact on key characteristics, but this change is not expected to have any relation to harassment or victimisation.</p>
<p>The report helps us to 'advance equality of opportunity...' in the following way(s):</p>	<p>The impact is neutral in this respect – mixed recycling changes and residual collections would have no positive or negative impact in this regard.</p>
<p>The policy helps us to 'foster good relations...' in the following way(s):</p>	<p>The impact is neutral – mixed recycling changes and residual collections would have no positive or negative impact in this regard.</p>
<p>The new provisions will be reviewed in the following way(s):</p>	<p>Should any disproportionate impact be noted which should be mitigated under the Equality Duty, this would be investigated.</p> <p>This EQIA will be reviewed in light of the decision being taken.</p>

	Should anyone report a detrimental impact, this will be investigated and any reasonable additional mitigations will be explored. If that happens, this EQIA will be updated accordingly.
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4. Sign Off

Assessment Author:	Chris Taylor	Date: 06/03/2025
Project Sponsor:	Hannah Leys	Date: 06/03/2025

Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/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.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)