

Equality Impact Assessment



Assessment Of: Recycling Collection Service Improvements	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other:	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Environmental Services	Assessment carried out by: Chris Braines
Service Area: Waste & Cleansing	Job Role: Environmental Manager
Version / Date of Sign Off by Director:	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

In 2023, the UK Government introduced Simpler Recycling, aimed at standardising recycling services across England by improving consistency in the materials collected from households and businesses.

Legislation introduced through the Environment Act 2021 was brought into force in May 2024. As a result, waste collection authorities are now legally required to provide kerbside recycling collections for a defined set of core materials.

Teignbridge District Council's current recycling service already meets most of these statutory requirements, but to achieve full compliance the following service enhancements are required:

- Cartons to be added to the kerbside collection service by March 2026
- Plastic bags and wrapping to be added to the kerbside collection service by March 2027

Cartons will be added to the list of items that can be recycled via the kerbside recycling service from March 2026 and all householders will be able to participate.

From March 2027, households using kerbside recycling boxes will receive indoor collection bags to help contain loose plastic bags and wrapping. This measure is intended to make recycling easier for all residents and operational staff by supporting efficient collection, separation, and consolidation of materials. For households that share communal recycling bins, the council recognises that collections can be more complex. Bespoke solutions will be developed to ensure residents in communal properties have equal opportunities to recycle cartons and plastic bags and wrapping. collection bags to contain loose plastic bags and wrapping.

In addition, the removal of battery collections from the household recycling collection

service is proposed from April 2027. This is due to the increase in battery fires in waste vehicles and sites across the UK which create a significant safety risk to our collection crews, vehicles and at our Waste Transfer Station

A comprehensive communications strategy will be implemented to ensure all residents understand how to use the enhanced kerbside recycling service. This will include accessible and timely information through multiple channels, such as an introductory flyer, clear instruction leaflet, a dedicated webpage, and engagement with key stakeholders. Materials will be designed in plain language and available in alternative formats where needed to support inclusion.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community	<input checked="" type="checkbox"/> Teignbridge workforce
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1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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The planned expansion of materials collected through the council's recycling service may influence levels of participation. It is important to assess and address any potential barriers to ensure all residents can access and benefit from the enhanced service equally.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation for age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Please see: [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk).

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
Staff- Employee profile data- Statistics from staff survey 2024- Equality, Diversity and Inclusion	Breakdown of staff workforce by protected characteristics
Devon Census 2021 Data Census 2021 - Facts and Figures	Population statistics
LG Inform Teignbridge Profile Home LG Inform	Basic district statistics including population and demographics

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

No

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

Trials have taken place to test how best to meet the new Simpler Recycling requirements and establish the most efficient way to add cartons, plastic bags and wrapping to our household recycling service.

A 6-month carton collection trial to 5000 properties began in March 2025. The focus of the trial was to identify the potential volumes of cartons in the waste stream and inform

decisions around the impact of collection and handling and sorting at the waste transfer station.

In September 2025 a 10-week trial to 500 properties to collect both cartons and plastic bags and wrapping provided feedback on the following

- the use of indoor collection bags to separate plastic bags and wrapping from other waste materials
- whether the new materials could be added to the existing recycling service without additional containers,
- whether separating card and glass could improve collection efficiency.

Residents participating in both trials were invited to share their experiences through an online survey on the Council's website. Trial areas were selected to reflect a mix of demographics and housing types, including private, social, and rented properties. Households receiving assisted collections were also included to ensure accessibility considerations were addressed. In addition, informal discussions were held with operational staff to gather feedback on how different collection processes affected their ability to work safely and efficiently.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Relevant updates to operational staff and residents will be provided as appropriate during the roll out of the new recycling service. Councillors will be updated through relevant committees and Executive member briefings.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS *(highlight any potential issues that might impact **all or many groups**)*

Some householders may have physical barriers to participating in the new recycling collection service.

PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Some older householders may have physical barriers to participating in the new recycling collection service and these will be considered where advised.
Mitigations:	Different containers could be offered or an assisted collection where appropriate
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Some householders may have physical barriers to participating in the new recycling collection service and these will be considered where advised.
Mitigations:	Different containers could be offered or an assisted collection where appropriate
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	No significant implications

Mitigations:	
Other group(s) Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	None identified
Potential impacts:	No significant implications
Mitigations:	

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Not relevant

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Continue the proposal as the assessment shows no potential for discrimination
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
Continue the proposal as the assessment shows no potential for discrimination

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Review EIA after all improvements have been implemented in March 2027	Chris Braines	18 months

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

When all new service changes have been implemented in March 2027 using feedback received from residents and operational staff.

4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

Not relevant

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: A Pujol
Date: 08/12/2025	Date: 5/1/2026