

## Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Refuse and Garden Waste Round Efficiencies			
Growth or Savings/Income?	Savings	FTE Reduction/Increase		3
Brief Description and Aim (no more than 100 words)	<p>Currently, refuse, recycling, and garden waste collections for residents are scheduled on the same day. Since not all households use the paid garden waste service, having collections on the same day causes uneven workloads during the week in urban areas, making some days busier than others. This scheduling can lead to increased disruptions during periods of high demand, such as in the summer.</p> <p>By reorganising the district’s collection zones, the service aims to improve overall efficiency. The proposed changes would result in more evenly distributed routes and balanced workloads, while still ensuring that all residents receive their refuse, recycling, and garden waste collections on the same day in 26/27. Any changes to collection days would be clearly communicated in advance.</p>			
Budget Reduction / Growth Value (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	170		

<b>Directorate/Service area and Cabinet Portfolio</b>	Sustainable Communities – Chris Major Place Management / Mark Elliot
<b>Impacts to Service Delivery</b> <i>(no more than 100 words)</i>	Clear communication with residents on day changes, and website / IT form updates would be required.
<b>Delivery Risk Rating (High/Medium/Low)</b> <i>(Please detail reasons and actions to reduce risk)</i>	Low – with clear communications to residents on their revised collection days, this would make services more reliable for customers.
<b>Do the aims of this proposal link to any other budget proposals?</b> <i>(no more than 100 words)</i>	Re-organisation and optimisation of the recycling collection rounds.
<b>Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail</b> <i>(no more than 100 words)</i>	

### Assessment of impact: ‘Equality analysis’

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	<b>All equality areas/characteristics</b>	<b>How this proposal might advance equality</b>	<b>Potential negative or adverse impacts - and what steps can be taken to mitigate this</b>	<b>Potential knock-on impacts for other service areas/other proposals</b>
<b>1</b>	<b>Sex</b>	No specific impact identified on basis of sex	No negative impact identified on basis of this characteristic	None identified
<b>2</b>	<b>Pregnancy &amp; maternity</b>	No specific impact identified on basis of pregnancy	No negative impact identified on basis of this characteristic	None identified
<b>3</b>	<b>Gender reassignment</b>	No specific impact identified on basis of gender reassignment.	No negative impact identified on basis of this characteristic	None identified
<b>4</b>	<b>Disability</b>	Collection day changes	<p>Disabled residents may find the change of routine challenging to navigate (Dementia/ Learning differences, Neurodivergent differences). Clear communication will be provided prior to the changes being implemented.</p> <p>All disabled residents can request assisted collections:  <a href="https://www.bathnes.gov.uk/request-help-putting-your-rubbish-or-recycling-out">https://www.bathnes.gov.uk/request-help-putting-your-rubbish-or-recycling-out</a> </p>	Clear communication with all residents receiving existing assisted collection service
<b>5</b>	<b>Race</b>	No specific impact identified on basis of race	No negative impact identified on basis of this characteristic	There will be a clear and comprehensive communications plan once the decisions have been made. This will be available in a variety of formats (on request or where a need is already known) to meet the needs of people who have English as an additional language. Non-biased language and graphics to be used throughout.

6	<b>Sexual orientation</b>	No specific impact identified on basis of Sexual orientation	No negative impact identified on basis of this characteristic	None identified
7	<b>Marriage and civil partnership</b>	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
8	<b>Religion/belief</b>	No specific impact identified	Residents of faith will need to be considered when implementing collection changes to consider key religious/faith dates.	None identified
9	<b>Age</b>	Collection day changes	Older residents may experience digital exclusion; communication methods should consider this. People with dementia may find the change or routine difficult to navigate.	Clear communication with all residents receiving existing assisted collection service
	<b>B&amp;NES Local Priority</b>			
10	<b>Socio-economically disadvantaged</b>	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
11	<b>Rural communities</b>	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
12	<b>Armed Forces Community</b>	No specific impact identified	No negative impact identified on basis of this characteristic	None identified
13	<b>Care Experienced</b>	No specific impact identified	Care leavers may require additional support to follow guidance of collection expectations.	

**Name of officer(s) conducting equality analysis:** Simon Porter, Head of Waste & Fleet

**Signed off by:** Chris Major, Director of Place Management

**Date:** 4<sup>th</sup> December 2025