

**Integrated Impact Assessment (IIA)**

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

**Version Control**

<b>Version</b>	<b>Author</b>	<b>Job title</b>	<b>Date</b>
e.g. Version 1			

**1. Details of the initiative**

	<b>Title of the Initiative:</b> Improving Recycling Performance and budget delivery
<b>1a</b>	<b>Service Area:</b> Waste Services
<b>1b</b>	<b>Directorate:</b> Environment & Regeneration
<b>1c</b>	<b>Summary of the initiative:</b> The aim of the initiative is the Improve recycling performance by enhancing the weekly recycling collection service whilst restricting the refuse collection service and introducing green waste collection charges, whilst at the same time meeting the corporate request for 5% financial savings.
<b>1d</b>	<b>Is this a 'strategic decision'?</b> Yes – the initiative affects the medium to long term approach to service delivery
<b>1e</b>	<b>Who will be directly affected by this initiative?</b> Everyone who lives within Neath Port Talbot or who owns/runs a business within the County Borough and makes use of the Council's collection services

<p><b>1f</b></p>	<p><b>When and how were people consulted?</b> Public consultation was held between 6<sup>th</sup> May 2024 and 21<sup>st</sup> June 2024 through an online consultation questionnaire with feedback boxes being placed at venues across the County Borough including libraries, community centres, civic centres for those residents who are unable to complete online.</p>
<p><b>1g</b></p>	<p><b>What were the outcomes of the consultation?</b> A response was received from 3740 residents, representing approximately 5% of the County Borough, and the majority were shown to be in favour of improving recycling services. Most respondents did not expect the proposals to improve recycling to impact them or their family because of protected characteristics. However, some were concerned due to their age, disability, or because of pregnancy/maternity. A copy of the results is included as Appendix **.</p>

**2. Evidence**

<p><b>What evidence was used in assessing the initiative?</b></p>
<p>Evidence is acquired from numerous sources, including, but not limited to: Towards Zero Waste One Wales: One Planet Waste Strategy for Wales Municipal Sector Plan &amp; WG ‘Collections Blueprint’ Applying the waste hierarchy: Guidance The Controlled Waste (England and Wales) Regulations 2012 The Waste Separation Requirements (Wales) Regulations 2023 Neath Port Talbot Waste Strategies 2018 and 2023 Public consultation as part of 2024/25 budget proposals Public consultation with local residents, local business, Waste Services workforce and Trade Unions Household recycling participation surveys WRAP residual waste analysis</p>

### 3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	+			<p>24% of respondents to the consultation believed the proposals could impact them because of their age and those that responded were more likely to be aged over 60. (see report appendices for consultation details).</p> <p>The 3 weekly collection service will be provided throughout the county borough to all households. However, a <u>comprehensive weekly collection service of recyclables will continue</u> and include items such as, batteries, paper &amp; card, glass, plastic &amp; tins &amp; cans and food waste and there are <u>no limits</u> on the amount of recyclable material that can be presented for collection. A revised 'Side Waste Policy' will be available for residents with any additional non-recyclable residual waste.</p> <p>A separate hygiene collection service will continue for adult incontinence waste and an 'assisted collection' service will be provided for the elderly. The proposal also includes an option to increase the collection of garden waste and AHPs (nappies) from fortnightly as current to weekly plus a trial collection of small electrical waste.</p>
Disability	+			<p>Of the 20% of respondents that considered themselves to have a disability, 51% said that the potential measures to improve recycling rates could impact them because of their disability. (see report appendices for consultation details).</p> <p>The 3 weekly collection service will be provided throughout the county borough to all households. However, a <u>comprehensive weekly collection service of recyclables will continue</u> and include items such as, batteries, paper &amp; card, glass, plastic &amp; tins &amp; cans and food waste and there are <u>no limits</u> on the amount of recyclable material that can be presented for collection. A revised 'Side Waste Policy' will be available for residents with any additional non-recyclable residual waste.</p>

				A separate hygiene collection service will continue for adult incontinence waste and an 'assisted collection' service will be provided for residents with a disability. The proposal also includes an option to increase the collection of garden waste and AHPs (nappies) from fortnightly as current to weekly plus a trial collection of small electrical waste.
Gender reassignment			+/-	No impact
Marriage & civil partnership			+/-	No impact
Pregnancy and maternity		+		<p>Of the 6% of respondents that identified as pregnant or on maternity leave, 11% said that the potential measures to improve recycling rates would impact them because of their pregnancy or maternity.</p> <p>The 3 weekly collection service will be provided throughout the county borough to all households. However, a <u>comprehensive weekly collection service of recyclables will continue</u> and include items such as, batteries, paper &amp; card, glass, plastic &amp; tins &amp; cans and food waste and there are <u>no limits</u> on the amount of recyclable material that can be presented for collection.</p> <p>The proposal also includes an option to increase the collection of garden waste and AHPs (nappies) from fortnightly as current to weekly plus a trial collection of small electrical waste. Small bins for the storage of the purple nappy bags in between collections can be provided if requested. This will make accessing bags easier whereby bags can be left untied until bin is full.</p> <p>A revised 'Side Waste Policy' will be available for residents with any additional non-recyclable residual waste and a separate hygiene collection service will continue for adult incontinence waste.</p>

Race			+/-	No impact
Religion or belief			+/-	No impact
Sex			+/-	No impact
Sexual orientation			+/-	No impact

**What action will be taken to improve positive or mitigate negative impacts?**

We continue to work with all our collection crews to ensure records of assisted collections are up to date. Introduction of digital 'in-cab' information will improve information available to all Supervisors and collection crews in real time, helping us to improve performance.

Whilst there is a no impact on other protected characteristics, we will continue to assess feedback received from the consultation process and continue to raise awareness of the importance of recycling directly with residents and on our website and social media channels and deal with any service requests and queries as required.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation			+/-	See below
To advance equality of opportunity between different groups			+/-	See below
To foster good relations between different groups			+/-	See below

**What action will be taken to improve positive or mitigate negative impacts?**

Our kerbside waste and recycling collection services are universally the same across the county borough as far as meets local needs, whilst there are assisted collections for those that need them. This allows every community and household access to the same service whether a valley community, urban, or in a rural area.

We will continue our commitment to raise awareness of the importance of recycling and our Recycling Awareness and Compliance Officers will engage with all communities and residents in person and using available media to provide help and advice.

#### 4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	Provides local employment
Negative/Disadvantage	Collection charges introduced for non-statutory garden waste collections
Neutral	

#### What action will be taken to reduce inequality of outcome

All our collection crews will be provided with the same employment opportunities and there will be no job losses as a result of the introduction of 3 weekly collections, albeit some collection staff will be redeployed to other collection duties. Provision of uniform separate recycling collection services provides high quality materials for recycling, generating income and helps promote the transition to a circular economy and supports local recycling outlets when possible.

Garden waste collection charges are based on a 'mid range' rate compared to other local authorities in Wales and a higher rate is only applicable to households with larger gardens that may produce a larger quantity of garden waste and therefore is considered to represent value for money when compared to all charges in Wales.

The proposal allows for the collection frequency of garden and nappy waste to increase to weekly making storage of garden waste less of an issue for householders, therefore allowing more households to sign up to the lower rate.

Our HWRCs are open 7 days a week (except for Christmas day, Boxing day and New Year's day) and householders can dispose of their garden waste free of charge at these facilities. Our shared facility in Lower Cwmtwrch operated by Powys council is open 5 days a week.

## 5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			<p>Our kerbside waste and recycling collections services are universally the same across the county borough, as far as it suits local needs allowing every community and household access to the same service whether a valley community, urban, or in a rural area and our 'assisted collection' service is available for all those that require one.</p> <p>We will continue our commitment to raise awareness of the importance of recycling and our Recycling Awareness and Compliance Officers will engage with all communities and residents in person and using available media to provide help and advice and will deal with service requests/queries as required.</p>
Social Exclusion	+			As above
Poverty			+/-	<p>Our proposal provides a commitment to protect front line service employment opportunities. All our collection crews will be provided with the same employment opportunities and there will be no job losses as a result of the introduction of 3 weekly collections, albeit some collection staff will be redeployed to other collection duties. Provision of uniform separate recycling collection services provides high quality materials for recycling, generating income and helps promote the transition to a circular economy and supports local recycling outlets when possible.</p> <p>Garden waste collection charges are based on a 'mid range' rate compared to other local authorities in Wales and a higher rate is only applicable to households with larger gardens that may produce a larger quantity of garden waste and therefore represents value for money when compared to all charges in Wales. The proposal</p>



				allows for the collection frequency of garden and nappy waste not to increase, and potentially decrease, so there is no increase in storage issues for householders, therefore allowing more households to sign up to the lower rate. Our HWRCs are open 7 days a week (except for Christmas day, Boxing day and New Year's day) and householders can recycle their garden waste free of charge at these facilities. Our shared facility in Lower Cwmtwrch operated by Powys council is open 5 days a week.
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**What action will be taken to improve positive or mitigate negative impacts?**

See above

**6. Welsh**

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: - people's opportunities to use the Welsh language			+/-	Welsh and English Languages are available online. All our literature and agreement forms will be produced in Welsh and English, with each language given equal priority
- treating the Welsh and English languages equally			+/-	Welsh and English Languages are available online. All our literature and agreement forms will be produced in Welsh and English, with each language given equal priority

**What action will be taken to improve positive or mitigate negative impacts?**

The council's Welsh Translation Unit will be used to carry out all Welsh language translations and will comply with the council's Welsh Language Promotion Strategy 2023/27

**7. Biodiversity**

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

<b>Biodiversity Duty</b>	<b>+</b>	<b>-</b>	<b>+/-</b>	<b>Why will it have this impact?</b>
To maintain and enhance biodiversity	+			Provision of a reliable collection service helps protect the local environment and ensures the safe disposal/recycling of collected items at licenced facilities. Stricter policies in relation to excess waste enforcement will act as a deterrent against environmental crimes which should have a positive impact on biodiversity locally and within the wider community.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			+/-	As above

**What action will be taken to improve positive or mitigate negative impacts?**

Not applicable

## 8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. <b>Long term</b> – looking at least 10 years (and up to 25 years) ahead	Provision of reliable waste and recycling kerbside collection services ensures the safe disposal of waste and recycling in the longer term and helps protect the local environment. Provision of a single, uniform collection service for waste and recyclables across the county borough helps ensure longer term service resilience and promotes better community relationships and cohesion. The introduction of green waste charges complies with Welsh Governments' 'Collections Blueprint, and restricting refuse disposal through three-weekly collections has been demonstrated to drive up recycling performance in line with the goals of zero waste by 2050 and 'one planet living' in terms of resource use;
ii. <b>Prevention</b> – preventing problems occurring or getting worse	Providing source segregated weekly recycling and a regular 3 weekly waste service helps the Council meet its statutory recycling targets and helps promote a circular economy and protects the local environment. It promotes a more prosperous Wales, a healthier Wales and a globally responsible Wales.
iii. <b>Collaboration</b> – working with other services internal or external	We have consulted with Welsh Government, WLGA and Local Members regarding proposals. We will also collaborate with our Customer Services section, Fleet Services and our re-processors used for the recycling and waste collected.
iv. <b>Involvement</b> – involving people, ensuring they	The proposal has been subject to a full consultation process which included all stake holders, including residents and businesses of Neath Port Talbot, council workforce and senior management team

<p>reflect the diversity of the population</p>	
<p><b>v. Integration</b> – making connections to maximise contribution to:</p>	<p>We have followed the Welsh Government’s preferred options for collections of waste and recycling in Wales as far as suits local needs. We have consulted with other local authorities and public bodies that have already introduced 3 weekly collections as part of our approved Waste Strategy Action plan to achieve the next statutory recycling target of 70%. We have worked with Welsh Government, Natural Resources Wales (NRW) and our trade waste customers following the introduction of the Workplace Recycling Regulations.</p>
<p><b>Council’s well-being objectives</b></p>	<p>The council’s well-being objectives are considered at a service level in our Streetcare Business Plan 2024/25; our Service Recovery Plan 2022/25 and our Waste Strategy.</p> <p>The Waste Strategy and action plan ensures our services are considered and provided in a sustainable way. Wider environmental benefits and impact on local employment are also taken into account and our ‘kerb sort’ recycling service provides high quality material for recycling into new products and our collection services employs more than 140 operatives helping Wales to become more prosperous and resilient. The strategy follows the principle of the waste hierarchy promoting reuse and recycling. The collection of high-quality recycling material helps the transition to a circular economy, using local recycling outlets where possible and promotes local economic growth. We also work with organisations such as the Enfys Foundation placing items destined for disposal back on the market at affordable prices which also creates employment and training opportunities in the third sector economy.</p>
<p><b>Other public bodies objectives</b></p>	<p>NHS/Social Services – Waste collection services undertake a function of public health and the provision of services for proper disposal and recycling of waste minimises risk to health. Helping Neath Port Talbot to become a healthier place to live and work.</p> <p>Volunteer (Third Sector) Economy – our links with the Enfys Foundation provides opportunities to volunteer/train and a provides items for resale and affordable prices at our Reuse in Briton Ferry.</p>

	<p>Welsh Government (WG) – achievement of recycling targets helps WG achieve climate change ambitions and minimise impact on natural resources</p> <p>South Wales Police and NRW – our collection services allows for the safe disposal and recycling of collected waste and helps reduce the opportunities to commit environmental crime.</p>
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## 9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

Our Waste Strategy and the associated action plan will be updated at regular intervals. Any specific actions and activities that are proposed to our services are subject to an Integrated Impact Assessment (IIA) to assist the decision-making process and will consider the impact on all our communities.

Our Waste Services Delivery Plan will be updated regularly and will consider the council’s well-being objectives and the 5 ways of working when designing and improving our services.

Our recycling and waste tonnages are reported to NRW on a quarterly basis and provide reliable data on our recycling performance compared to the latest recycling targets

Monitoring of our collection services will continue, and we will deal with service requests and queries as required. Service specific indicators will be reported every quarter as part of our Key Performance Measures.

## 10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
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<b>Equalities</b>	No impacts. Provision of our assisted collection service for those that require one and a comprehensive weekly collection service of recyclables will continue. Separate hygiene waste collections will continue and storage bins can be provided for nappy waste.
<b>Socio Economic Disadvantage</b>	Limited impacts. The proposal has a positive impact on local employment. Garden waste collection charges proposed are an average price when compared to an all Wales basis and therefore is considered to provide value for money. Restricting collection service costs reduces pressure on council tax.
<b>Community Cohesion/ Social Exclusion/Poverty</b>	<p>Some impacts. Our kerbside waste and recycling collections services are universally the same across the county borough, as far as it meets local needs allowing every community and household access to the same service whether a valley community, urban, or in a rural area and our 'assisted collection' service is available for all those that require one.</p> <p>We will continue our commitment to raise awareness of the importance of recycling and our Recycling and Compliance Officers will engage with all communities and residents in person and using available media to provide help and advice.</p> <p>Garden waste collection charges are to be introduced at an average price when compared on an all Wales basis and therefore is considered to represent value for money. The proposal allows for the collection frequency of garden and nappy waste not to increase, and potentially decrease, so there is no increase in storage issues for householders, therefore allowing more households to sign up to the lower rate. Our HWRCs are open 7 days a week (except for Christmas day, Boxing Day and New Year's Day) and householders can recycle their garden waste free of charge at these facilities. Our shared facility in Lower Cwmtwrch operated by Powys council is open 5 days a week.</p>
<b>Welsh</b>	Positive. All literature will be produced bi-lingually (Welsh/English)
<b>Biodiversity</b>	No impact
<b>Well-being of Future Generations</b>	Our service proposal helps Wales become more resilient, healthier, globally responsible, more equal and a place of cohesive communities while promoting the Welsh language.

## Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

Continue as planned.

It is noted the majority of Councils in Wales are now on three-weekly or longer collections and many also charge for non-statutory green waste collection.

## 11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Review and update Waste Strategy	Mike Roberts/Mike Jones	As required	Report to Cabinet Board
IAs to be completed as part of introduction of new services or service improvements	Mike Roberts/Mike Jones	As required	Report to Cabinet Board

Continuous monitoring of service requests/queries and complaints	Mike Roberts/Mike Jones	Reviewed and monitored on a daily/weekly basis	Waste Services Key Performance Indicators (KPIs) are reported every quarter
Submission of information to Waste Data Flow	Mike Roberts/Mike Jones	Every quarter	Key Performance Indicators (KPIs) are reported every quarter
Consider further consultation/feedback exercise following implementation of proposal	Mike Roberts/Mike Jones	As required	Report to Cabinet Board

## 12. Sign off

	Name	Position	Signature	Date
Completed by	Michael Jones	Acting Service Manager	MDJ	7/10/24
Signed off by	Michael Roberts	Head of Service	MR	25/10/24