

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

Version	Author	Job title	Date
e.g. Version 1			

1. Details of the initiative

	Title of the Initiative: Use of Containers on small vehicle black bag waste collection rounds
1a	Service Area: Waste Services
1b	Directorate: Environment & Regeneration
1c	Summary of the initiative: This Policy relates to approximately 3,000 properties where the Council undertakes refuse collections using smaller caged tipper vehicles without bin lifts .
1d	Is this a 'strategic decision'? Yes, the initiative affects the medium and long term approach to service delivery
1e	Who will be directly affected by this initiative? Up to approximately 3,000 residential properties within the County Borough that makes use of the Council's collection service and collection personnel
1f	When and how were people consulted? Discussions were carried out with Operational staff, Trade Unions, Health and the Safety Section, along with other local authorities following issues being identified by our workforce arising from some residents on 'black bag' rounds using containers to present their waste for collection.

1g	What were the outcomes of the consultation? The presentation of a policy report to Members.
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2. Evidence

What evidence was used in assessing the initiative?
<p>Feedback from waste collection operations</p> <p>Discussions with Health and Safety section and other local authorities</p> <p>Complaints from members of the public</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			✓	The service provides an assisted collection service for elderly residents and/or residents with a disability, and the current policy will remain unchanged as part of this initiative. There are no changes proposed to kerbside recycling collections. In terms of collection personnel, implementing policy in relation to the use of containers by resident on bag collections will help ensure their health and safety at work.
Disability			✓	The service provides an assisted collection service for elderly residents and/or residents with a disability, and the current policy will remain unchanged as part of this initiative. There are no changes proposed to kerbside recycling collections. In terms of collection personnel, implementing policy in relation to the use of containers by resident on bag collections will help ensure their health and safety at work.
Gender reassignment			✓	No impact

Marriage & civil partnership			✓	No impact
Pregnancy and maternity			✓	No impact
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 will continue to work with all of our collection crews to ensure records of assisted collections are up to date. Introduction of the digital in-cab technology will improve information available to the collection crews, and Supervisors in real time, helping to improve the service.

We will continue to deliver black refuse bags to the properties on the black bag rounds and will continue to collect the residual waste presented in black bags.

Recycling collections will not change.

Whilst there is not believed to be any negative impact on people with protected characteristics, we will continue to assess feedback received from the small number of residents affected by the change and will continue to communicate directly with those residents on the associated rounds 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?
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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 it suits local needs, allowing every community and household access to the same service whether a valley community, urban, or in a rural areas, and our assisted collection service is available to all those that require one.

The proposed policy will provide for consistency across the county borough and ensure that refuse on rounds loaded by hand will be manageable for our employees' health and safety.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	-
Negative/Disadvantage	-

Neutral	<p>The proposal ensures a more consistent service is provided across the county borough as we do not provide both black bags and wheelie bins to other areas of the county borough and we do not require our collection crews to pull black bag waste out of wheelie bins on other collection rounds.</p> <p>We will continue to deliver black refuse bags to the properties on the black sack waste collection rounds and will continue to collect residual waste in black bags.</p> <p>Recycling collections will not change. We will continue to collect recycling, including food waste on a weekly basis. We will continue to provide recycling equipment free of charge (other than green garden waste bags)</p> <p>We will continue our commitment to deal with all service requests as necessary and will engage with all residents on the affected collection rounds as required.</p>
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What action will be taken to reduce inequality of outcome

We will continue our commitment to deal with all service requests as necessary and will engage with all residents on the affected collection rounds as required.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion			✓	The proposal ensures a more consistent service is provided across the county borough as we do not provide both black bags and wheelie bins to other areas of the

				<p>county borough and we do not require our collection crews to pull black bag waste out of wheelie bins on other collection rounds.</p> <p>We will continue to deliver black refuse bags to the properties on black sack collection rounds.</p> <p>We will continue our commitment to deal with all service requests and will engage with all residents on the affected collection rounds as required.</p> <p>Recycling collections will not change.</p>
Social Exclusion			✓	See above
Poverty			✓	See above

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

This policy largely confirms current long standing custom and practice. As well as continuing with refuse collections, the Council will continue to provide recycling equipment free of charge and we encourage all our residents to recycle as much of their waste as possible, including food waste, which can be presented for weekly collections in secure food waste containers.

We will continue our commitment to deal with all service requests and will engage and help all residents on the affected collection rounds as required.

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 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 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 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**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			✓	Provision of a reliable collection service helps protect the local environment and ensures the safe disposal/recycling of collected materials at licenced facilities.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓	As above
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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. Long term – 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 consistent collections policy across the county borough helps ensure longer term service resilience and promotes better community relationships and cohesion.
ii. Prevention – preventing problems occurring or getting worse	Provision of a consistent collections policy across the county borough ensures our services are universally the same as far as it meets local needs. The use of wheeled bin containers on ‘black bag’ collection rounds potentially presents health and safety issues and time pressures on our collection service and the proposed policy can address this.

iii. Collaboration – working with other services internal or external	We have consulted with the collection operatives, Supervisors, Health and Safety team and Trade Unions when developing the current Policy.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The proposal ensures a more consistent service is provided across the county borough. We will continue our commitment to deal with all service requests as necessary and will engage with all residents on the affected collection rounds as required.
v. Integration – making connections to maximise contribution to:	As above
Council’s well-being objectives	The council’s well-being objectives are considered at a service level in our Waste Service Delivery plan and Waste Strategy. The Waste Strategy and action plan ensures our services are considered and provided in a sustainable way. Our ‘kerb sort’ recycling service will remain the same under the policy and provides high quality material for recycling into new products. Our collection services employs more than 140 operatives helping Wales to become more prosperous and resilient.
Other public bodies objectives	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. Welsh Government (WG) – achievement of recycling targets helps WG achieve climate change ambitions and minimise impact on natural resources 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.

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.

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

Our Waste Strategy and the associated action plan will be updated periodically. 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.

The Waste Services Delivery Plan will be subject to monitoring.

10. Assessment Conclusions

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

	Conclusion
Equalities	No impacts. Provision of our assisted collection service for those that require one will continue. Black bags will continue to be delivered for non-recyclable residual waste and our kerbside recycling service will remain the same. There are no limits on the amount of recycling (including food waste) that can be presented for collection.
Socio Economic Disadvantage	No impacts. Our kerbside waste and recycling collection 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 areas and our assisted collection service is available to for all those that require one.
Community Cohesion/ Social Exclusion/Poverty	No impacts. This policy is concerned with the presentation of residual waste for collection only, not the storage of waste between collections within the confines of a property. Between collections, residents can store their bagged refuse in any way or container they see fit within the confines of their property. This policy does not propose any changes to collections of recyclable waste. Residents are encouraged to present all food waste in the 'lockable' food waste bin for the weekly collection service.

	<p>Recyclables shall be presented loose in the containers provided. There is no limit to the amount of recycling that can be presented for the weekly collection.</p> <p>The proposal ensures a more consistent service is provided across the county borough as we do not provide both black bags and wheelie bins to other areas of the county borough and we do not require our collection crews to pull black bag waste out of wheelie bins on other collection rounds.</p> <p>We will continue our commitment to deal with all service requests as necessary and will engage with all residents on the affected collection rounds as required.</p>
Welsh	Positive. All literature and online information will be produced bilingually
Biodiversity	Positive. Provision of a reliable collection service helps protect the local environment and ensures the safe disposal/recycling of collected materials at licenced facilities.
Well-being of Future Generations	There are no changes proposed to the kerbside recycling service. The initiative helps improve the collection service and helps towards achieving Zero Waste by 2050. The policy reduces potential health and safety issues to our crews. It 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.

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?
Continuous monitoring of complaints	Service Manager	Weekly	Monitored as part of Key Performance Indicators. Monitor incoming mail.
Continuous engagement with the small number of residents as necessary on the bag collection rounds	Service Manager	As required	Monitored as part of service management and provision of a more consistent collection service across the county borough
Review the Policy	Mike Roberts/Mike Jones	Twelve months after implementation	Policy reviewed

12. Sign off

	Name	Position	Signature	Date
Completed by	A Harvey	Principal Officer, Waste Mgt	AJH	8/1/25
Signed off by	M Roberts	Head of Service	MR	15/1/25

