

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 1 - Implement an in-cab live feed data system
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users		✓
Staff	✓	
Wider community		✓
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	This initiative is to modernise service delivery and help facilitate improved monitoring for the benefit of all customers, with the availability of real time information on the refuse and recycling collection service
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above

Sex		✓			L	See above
Sexual orientation		✓			L	See above

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Digitisation of service information which is available in Welsh or English on the website
Treating the Welsh language no less favourably than English		✓			L	Digitisation of service information which is available in Welsh or English on the website

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		✓			L	Digital transformation of collection round information therefore no impact
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		✓			L	Digital transformation of collection round information therefore no impact

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		This initiative modernises the collection service to provide longer term accessibility of refuse and recycling round information to each individual household.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		The effective and sustainable management of waste is important for community wellbeing and improved quality of local environment
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Engaged with private sector, other local authorities and fleet services to assist with developing this initiative
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		We have worked in collaboration with different service areas such as the Contact Centre, IT, Communications & Marketing, Waste Supervisors, Operatives and Full Council via 2 All Member Seminar's.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Provision of reliable, cost effective collection at the kerbside helps ensures that waste is dealt with as high up the waste hierarchy as possible, reduces our carbon footprint and the continuity of service prevents instances of fly-tipping and helps protect the local environment.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	

Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the Welsh language. No personal information will be held as part of the database.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	20/2/23
Signed off by	Mike Roberts	Head of Streetcare	MR	20/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 2 - Employment of Recycling Officer
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	As an employer the Council is committed to equality, diversity and inclusion in both our recruitment processes and service delivery
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above

Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	All accessible information for the post will be bi-lingual. Any information produced as part of the role will also be available bilingually
Treating the Welsh language no less favourably than English		✓			L	All accessible information for the post will be bi-lingual. Any information produced as part of the role will also be available bilingually

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Awareness and education of recycling, which is an environmental issue and the importance it can play in the wider community and the positive impact it can have on maintaining biodiversity.
To promote the resilience of ecosystems, i.e.	✓				M	Awareness and education of recycling, which is an environmental issue and the importance it can play in the wider community.

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Awareness and education of recycling supports the long term well-being of people in that it helps make NPT a cleaner, greener, healthier place to live and work and the sustainable management of waste helps us achieve community wellbeing.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Same as above
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The role will have considerable involvement with local communities, education services, voluntary sector, local businesses.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The role will collaborate with WG, KWT, WLGA, Education Services, WRAP Cymru, local media as well as all Local Members and Corporate Communication team
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Better education and awareness on recycling encourages behaviour change from residents and the wider community to improve the way their waste is managed as we move towards a more circular economy and zero waste by 2050.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language and should improve local environmental quality.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	20/3/23
Signed off by	Mike Roberts	Head of Streetcare	MR	20/3/23



## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 3 - Introduction of free biodegradable dog bags
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff		✓
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	These bags would be free for any and all residents who require them
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above

Sexual orientation		✓			L	See above
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**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Information on the bags and website will be bilingual
Treating the Welsh language no less favourably than English		✓			L	English and Welsh information will be given equal priority

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Promotes cleaner streets therefore enhancing local environmental quality and biodiversity
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				M	Gives the Council the opportunity to easily separate dog waste and source local green energy outlets if available to prevent the waste being sent to landfill, therefore supporting protection of the wider environment

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Promotes cleaner streets therefore enhancing local environmental quality supporting the long term wellbeing objectives of making NPT a cleaner, greener, healthier place to live and work.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Same as above
<b>Involvement</b> - how people have been involved in developing the initiative	✓		We have worked in collaboration with different service areas such as the Contact Centre, IT, Waste Enforcement, Waste Supervisors, Operatives and Full Council via 2 All Member Seminar's.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		Same as above
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Collecting waste separately gives the Council the opportunity to source local green outlets for the disposal of dog waste helping Wales be a globally responsible country

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
These bags would be free for any and all residents who require them and therefore does not adversely affect upon any of the protected characteristics or on people's ability to use the Welsh Language and would enhance local biodiversity	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	20/2/23
Signed off by	Mike Roberts	Head of Streetcare	MR	20/3/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 4 - Employment of additional kit delivery driver
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Refuse and recycling equipment is available to all residents within the County Borough
Disability		✓			L	Same as above
Gender Reassignment		✓			L	Same as above
Marriage/Civil Partnership		✓			L	Same as above
Pregnancy/Maternity		✓			L	Same as above
Race		✓			L	Same as above
Religion/Belief		✓			L	Same as above
Sex		✓			L	Same as above

Sexual orientation		✓			L	Same as above
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**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Residents can make arrangements for delivery of equipment online or by telephone in both English and Welsh
Treating the Welsh language no less favourably than English		✓			L	Residents can make arrangements for delivery of equipment online or by telephone in both English and Welsh

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				L	Provision of a reliable delivery service enables residents to recycle more and reduce wind blown litter and flytipping which would otherwise have a negative impact on biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				L	Provision of a reliable delivery service enables residents to recycle more and reduce wind blown litter and flytipping which supports protection of the wider environment

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		The introduction of an additional delivery driver provides a more reliable service to residents, encouraging more recycling and therefore promoting cleaner streets, enhancing the local environmental quality supporting the long term wellbeing objectives of making NPT a cleaner, greener, healthier place to live and work
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Working closely with the WG guidance documentation and strategies to achieve their statutory recycling targets.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		We have worked in collaboration with different service areas such as the Contact Centre, Waste Enforcement, Neighbourhood cleansing teams and waste supervisors in developing this initiative
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		Same as above
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Provision of a reliable service helps ensure that waste is dealt with as high up the waste hierarchy as possible and the continuity of service prevents instances of fly tipping and helps protect the local environment

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
<p>Equipment is available to all residents across the County Borough and therefore the service does not adversely affect upon any of the protected characteristics. The ordering system is bilingual and therefore does not impact on people's ability to use the Welsh language. Also, the initiative would help enhance local biodiversity and the wider community.</p>	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	21/2/23
Signed off by	Mike Roberts	Head of Streetcare	MR	21/1/23



## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 5 - Amended AHP Scheme
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff		✓
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	The scheme is available to all residents who require it, free of charge. An 'assisted collection' can be provided for the elderly or disabled upon request, where Council operatives would collect the waste from inside the boundary of a property where necessary.
Disability		✓			L	Same as above
Gender Reassignment		✓			L	Same as above
Marriage/Civil Partnership		✓			L	Same as above
Pregnancy/Maternity		✓			L	Same as above
Race		✓			L	Same as above

Religion/Belief		✓			L	Same as above
Sex		✓			L	Same as above
Sexual orientation		✓			L	Same as above

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	The ordering facility for both the purple bags and the new storage bins is available in both English and Welsh
Treating the Welsh language no less favourably than English		✓			L	The ordering facility for both the purple bags and the new storage bins is available in both English and Welsh

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				L	The introduction of storage bins will reduce the possibility of bags been torn by animals and therefore less litter enhancing biodiversity and protecting the wider environment
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,	✓				L	The introduction of storage bins will reduce the possibility of bags been torn by animals and therefore less litter enhancing biodiversity and protecting the wider environment

such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Promotes greater participation in recycling therefore enhancing local environmental quality supporting the long term wellbeing objectives of making NPT a cleaner, healthier place to live and work
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Same as above
<b>Involvement</b> - how people have been involved in developing the initiative	✓		We have assessed feedback provided from residents and local members on the current pilot as well as consulted with the Contact Centre on the feedback they have received. Our collection crews have also provided feedback on the pilot scheme to help in developing this initiative
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		Same as above
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Collecting waste separately gives the Council the opportunity to source local outlets for recycling of this waste, helping Wales be a globally responsible country and contributes towards a more circular economy.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
The initiative would not have an adverse affect on any of the protected characteristics. It does not impact on people's ability to use the welsh language and would also enhance local biodiversity.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	22/2/23
Signed off by	Mike Roberts	Head of Streetcare	MR	22/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 6 - Review of the Side Waste Exemption Policy as well as Litter Enforcement Policy
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff		✓
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	The review of these policies will adhere to the relevant legislation such as the Equalities Act and will promote a proportionate and consistent approach.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above

Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	All policies and related correspondence will be available in both English and Welsh, with both languages being given equal priority
Treating the Welsh language no less favourably than English		✓			L	As above

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				L	Stricter policies in relation to excess waste and littering 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,	✓				L	See above

such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Improved management of excess waste and littering supports the long term well-being of people in that it helps make NPT a cleaner, greener, healthier place to live and work and the sustainable management of environmental crime helps us achieve community wellbeing and promotes cohesive communities.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Same as above
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The initiative has been developed in consultation with the Waste Enforcement and street cleansing sections
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		There will be further collaboration with waste enforcement and street cleansing as well as Legal services and Members as this initiative develops
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		This initiative should encourage behaviour change from residents and the wider community to improve the environmental quality across the County Borough.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language and should improve local environmental quality and enhance biodiversity.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	2/3/23
Signed off by	Mike Roberts	Head of Streetcare	MR	2/3/23



## **Measure 7 – IIA Not Required**

## **Measure 8 – IIA Not Required**

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 9 - Additional Recycling Awareness and Compliance Officers
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	As an employer the Council is committed to equality, diversity and inclusion in both our recruitment processes and service delivery
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above

Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	All accessible information for the posts will be bi-lingual. Any information produced as part of the role will also be available bilingually
Treating the Welsh language no less favourably than English		✓			L	Same as above

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Awareness and education of recycling, which is an environmental issue and the importance it can play in the wider community and the positive impact it can have on maintaining biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,	✓				M	Awareness and education of recycling, which is an environmental issue and the importance it can play in the wider community

such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Awareness and education of recycling supports the long term well-being of people in that it helps make NPT a cleaner, greener, healthier place to live and work and the sustainable management of waste helps us achieve community wellbeing and promotes cohesive communities.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Same as above
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The role will have considerable involvement within the local communities and with local members
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The role will collaborate with other service areas such as waste enforcement and neighbourhood street cleansing teams as well as Local Members
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Better education and awareness on recycling encourages behaviour change from residents and the wider community to improve the way their waste is managed as we move towards a more circular economy and zero waste by 2050.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
<p>Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language and should improve local environmental quality and enhance biodiversity.</p>	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	
<p> </p>	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Nicola Thomas	Senior Waste Management Officer	NLT	22/2/23
Signed off by	Mike Roberts	Head of Streetcare	MR	22/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 10 - Pilot Stepped Enforcement Programme for Food Waste Participation
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Food waste collection service is available to all residents on a weekly basis, with assisted collections available on request. Enforcement action will take a proportionate and consistent approach based on legal guidance.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above

Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	All correspondence and promotional materials are provided bilingually with both languages given equal priority
Treating the Welsh language no less favourably than English		✓			L	See above

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		✓			L	The initiative is effectively requiring residents to put food waste in the food waste bin as opposed to their black bin/bag.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				L	The diversion of food waste out of the residual waste stream means the Council can send it for appropriate treatment to produce green energy whilst reducing the need for disposal.



**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		The initiative helps promote recycling therefore decreasing the Council's residual waste stream and associated disposal which helps the Council sustainably manage its waste i.e. moves the management of food waste higher up the waste hierarchy from disposal to recycling.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		We are complying as far as possible with WG Blueprint requirements as far as it meets local needs, providing a weekly collection service for recyclable materials including food waste.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Local Members have been involved in developing this initiative. Members of the public will be fully informed of the proposal before any implementation.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The service has collaborated with Resource Futures on producing compositional analysis of household waste. Work closely with the WG on steps required to achieve their targets and goals in their related strategies such as Beyond Recycling. Waste Supervisors and operatives and enforcement team have been consulted and guidance provided by Legal Services.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Collecting waste separately helps make Wales a globally responsible and more resilient country with increased sustainability. The collection is provided on a weekly basis ensuring all our communities are treated equally promoting cohesive communities.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
The initiative would not have an adverse affect on any of the protected characteristics. It does not impact on people's ability to use the welsh language.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Alan Harvey	Principal Waste Management Officer	AH	2/3/23
Signed off by	Mike Roberts	Head of Streetcare	MR	2/3/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 11 - Three weekly collections of refuse at the kerbside
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Provision of waste collection services is a statutory duty placed on all local authorities. A 3 weekly collection service will be provided throughout the county borough to all households without exception. A comprehensive weekly collection service of recyclables will continue and include items such as AHPs (nappies), batteries, small electrical waste in addition to card, paper, glass, food waste etc. An 'assisted collection' service will be provided for the elderly and residents with a disability. A revised side waste exemption policy will be available for residents with any additional non-recyclable residual waste and a revised missed collections policy.

Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Welsh and English languages are available on line. All our literature and agreement forms will be produced in Welsh and English.
Treating the Welsh language no less favourably than English		✓			L	Welsh and English languages are available on line. All our literature and agreement forms will be produced in Welsh and English.

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Provision of a reliable collection service helps protect the local environment and ensures the safe disposal/recycling of collected items at licenced facilities.

To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				M	See above
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		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
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		We have followed Welsh Government's preferred options for collections of waste and recycling in Wales as far as it suits local needs. We will consult with other local authorities and public bodies that have already introduced 3 weekly collections as part of our strategy to achieve the next statutory recycling target of 70%.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The proposal will be subject to a full consultation process which will include all stake holders, including residents and business of Neath Port Talbot, council workforce and Senior Management team.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		We have consulted with Welsh Government, WLGA and local Members regarding the proposals. We will also collaborate with our Customer

			Services section, Fleet Services and our re-processors used for the recycling and waste collected.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Providing source segregated weekly recycling and a regular 3 weekly waste services 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

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Alan Harvey	Principal Waste Management Officer	AH	22/02/23
Signed off by	Mike Roberts	Head of Streetcare	NLT	22/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 12 - Continue with booking system at HWRCs
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community		✓
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Appointments can be made via the contact Centre or on-line. 'Walk in' appointments can be arranged if necessary. Sites are open 7 days a week except Christmas Day, Boxing Day and New Years Day Help is available from site operatives if required when on site.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above

Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Welsh language options are available when appointments are made.
Treating the Welsh language no less favourably than English		✓			L	All signage at the HWRC is bilingual (Welsh/English), with Welsh given equal priority to English

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		✓			L	Booking system is to prevent waste entering the HWRCs from outside the County Borough and to allow ease of access to residents without queuing at the HWRC.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment,		✓			L	See above



such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Provision of reliable, cost efficient HWRC service allows all residents of the county borough access to recycling and disposal facilities and helps prevent instances of fly-tipping and ensures the safe disposal or recycling of items deposited.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Continuity of service provision of our HWRCs ensures waste is managed as high up the waste hierarchy as possible. The service was subject to a competitive tendering exercise which included the submission of detailed method statements from contractors on service provision and solutions to improve user experience .
<b>Involvement</b> - how people have been involved in developing the initiative	✓		On-line feedback forms have been investigated for comments from site users. Views also taken from Contact Centre, Site Contractor and IT to make improvements to the booking system.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		The service was subject to a competitive tendering exercise which included the submission of detailed method statements from contractors on service provision and solutions to improve user experience. Other sections of the council including Health & Safety, Finance, and Procurement assessed the tender submissions.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Provision of reliable, cost efficient HWRC services ensures that waste is dealt with as high up the waste hierarchy as possible, by creating greater diversion of items to reuse and recycling before disposal. It helps reduce carbon footprint (Site Contractor has started to use EV vans and cars) and

			helps prevents instances of fly-tipping and helps protect the local environment.
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**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language. No personal information will be held as part of the database.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Alan Harvey	Principal Waste Management Officer	AH	21/02/23
Signed off by	Mike Roberts	Head of Streetcare	MR	21/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 13 - Improved recovery of recycling from litter waste
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Initiative is to assess recyclability of litter picking and litter bin waste to help assess impacts of forth coming legislation and inform on future arrangements to recycle litter waste.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above
Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above

Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Initiative will not be public facing. The initiative is to understand the composition of litter picking and litter bin waste. Analysis will be carried out at our depot in Crymlyn Burrows
Treating the Welsh language no less favourably than English		✓			L	Should any media work, leaflets/signage etc. be required as part of the exercise, all will be bilingual (Welsh/English), with Welsh given equal priority to English

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Analysis of litter waste will provide information on how we can prevent the accumulation of litter in our local environment and better manage litter collected. Provision of reliable collections of litter ensures the safe disposal/recycling of collected items at licenced facilities.
To promote the resilience of	✓				M	Analysis of litter waste will provide information on how we can prevent the accumulation of litter in our local environment

ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.						and better manage litter collected. Provision of litter recycling bins may be considered as part of future management of litter waste.
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		The analysis will help us understand the longer term impacts of forthcoming legislation regarding litter waste the impacts for the council and wider community and local economy.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Understanding the composition of litter will help us design services to deal with litter collection and help Neath Port Talbot become a healthier, cleaner and enjoyable place to live and work.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Any impacts of the forthcoming legislation upon the council will be shared with all relevant service providers, work force, local members, and community groups as information becomes available.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		We will continue to consult with Welsh Government, DEFRA, CIWM, KWT, WLGA etc. as the legislation develops.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Prevention and better management of litter will help Neath Port Talbot become a healthier, cleaner and enjoyable place to live and work. Recycling more of the litter waste collected helps improve the quality of the local environment and helps Wales become a healthier place, create a Wales of cohesive communities and help Wales become a more globally responsible nation.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language. No personal information will be held as part of the database.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Alan Harvey	Principal Waste Management Officer	AH	21/02/23
Signed off by	Mike Roberts	Head of Streetcare	MR	21/2/23

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 14 - Collection of small items of electronic waste at the kerbside
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment and Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	Householders already have possession of a re-usable battery bag for the collection of household batteries. Smaller items of electrical waste that will fit into the bag will be added to the service. Our webpages will be updated and the service will be promoted on our social media channels. If a resident already has an 'assisted collection' the electrical waste will also be collected. The service is free of charge.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above

Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

#### 4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Re-usable collection bags are bilingual, any promotional information/ website amendments will be available in Welsh/English.
Treating the Welsh language no less favourably than English		✓			L	Welsh will be given equal priority to English on any information produced.

#### 5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				M	Provision of a reliable collection service for more difficult items of household waste such as electronic waste reduces the instances of fly-tipping and ensures the safe disposal/recycling of collected items at licenced facilities.
To promote the resilience of		✓			L	



ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Provision of reliable, cost effective collection services of smaller items of electrical waste helps prevent instances of fly-tipping and ensures the safe disposal or recycling of items collected
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		The effective and sustainable management of waste is important for community wellbeing
<b>Involvement</b> - how people have been involved in developing the initiative	✓		We will work with our Contact Centre, Communication & Marketing team, IT and workforce as part of service implementation
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		We have worked in collaboration with Full Council via 2 All Member Seminars, consulted Welsh Government regarding their policy on collection of electronic waste and our 'off-takers' to ensure the material can be collected and recycled
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Provision of reliable, cost effective collection at the kerbside helps ensures that waste is dealt with as high up the waste hierarchy as possible, helps prevents instances of fly-tipping and protects the local environment. Existing re-usable battery bags will be used for collection.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the Welsh language.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Alan Harvey	Principal Waste Management Officer	AH	21/02/23
Signed off by	Mike Roberts	Head of Streetcare	MR	21/2/23

## **Measure 15 – IIA Not Required**

## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 16 - Feasibility study for provision of a 'Repair/Re-Use' Shops
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	The first step study is to assess feasibility of the provision of Repair/Reuse Shops in the town centre areas of Neath, Port Talbot and Pontardawe. The Council is committed to equality, diversity and inclusion and the shops will be fully accessible to all.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above

Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Welsh language options will be made available as necessary.
Treating the Welsh language no less favourably than English		✓			L	Any signage/literature/media information provided will be bilingual (Welsh/English), with Welsh given equal priority to English

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				L	The provision of Repair/Reuse Shops in our town centres provide opportunities to purchase/lease or donate useful items that may otherwise be disposed of. There will also be opportunities for some items to be repaired and reused. The shops help us better manage waste generated in the county

						borough further up the waste hierarchy and helps us achieve our recycling targets.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				L	See above

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Provision of Reuse/Repair Shops allows all residents of the county borough access to facilities where items can be donated, purchased/leased/repared. The proposal helps the third sector economy and prolongs the useful life of items otherwise destined for the waste stream. The proposal will help promote community cohesion and help residents closer to the poverty line access to items otherwise unaffordable.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		Provision of Reuse/Repair Shops ensures waste is managed at the higher end of the waste hierarchy. It will provide upskilling and training opportunities for working in the third sector and local economy.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		The proposal will provide opportunities for Waste Services to work with colleagues in Social Services, community groups and charitable organisations such as the Enfys Foundation.

<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions	✓		We will work with Welsh Government, WRAP Cymru and organisations such as Repair Café Wales, Benthg Cymru and the Enfys Foundation and will provide 'green' employment opportunities.
<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	✓		Provision of Re-Use/Repair Shops ensures that waste is dealt with as high up the waste hierarchy as possible and gives waste items a second life which would otherwise be destined for the waste stream. It makes a contribution to the circular economy and helps reduce our carbon footprint. It promotes cohesive communities and creates more opportunities for volunteers/charities and the public and private sectors to work together to reduce the amount of waste generated in the county borough.

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	✓
Reasons for this conclusion	
Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language. No personal information will be held as part of the database.	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Alan Harvey	Principal Waste Management Officer	AH	23/02/23
Signed off by	Mike Roberts	Head of Streetcare	MR	23/02/23



## Impact Assessment - First Stage

### 1. Details of the initiative

<b>Initiative description and summary:</b> Measure 17 - Feasibility study for provision of new HWRC in Port Talbot/lower Afan Valley Area
<b>Service Area:</b> Waste Services
<b>Directorate:</b> Environment & Regeneration

### 2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

### 3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓			L	The first step study is to assess the feasibility of the provision of new modern designed HWRC in the Port Talbot/lower Afan Valley area. The Council is committed to equality, diversity and inclusion and the proposed HWRC will be fully accessible to all.
Disability		✓			L	See above
Gender Reassignment		✓			L	See above
Marriage/Civil Partnership		✓			L	See above

Pregnancy/Maternity		✓			L	See above
Race		✓			L	See above
Religion/Belief		✓			L	See above
Sex		✓			L	See above
Sexual orientation		✓			L	See above

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		✓			L	Welsh language options will be made available as necessary.
Treating the Welsh language no less favourably than English		✓			L	Any signage/literature/media information provided will be bilingual (Welsh/English), with Welsh given equal priority to English

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	✓				L	The provision of a new HWRC will provide a modern facility in the Port Talbot area for waste to be reused, recycled and composted. The HWRC will help us divert more waste from landfill help us better manage waste generated in the county borough further up the waste hierarchy and helps us achieve

						our recycling targets. The proposal will help prevent fly-tipping and will help protect the local environment.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓				L	See above

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	✓		Provision of a new purpose designed HWRC allows more residents of the county borough access to a facility where items can be donated, recycled and disposed. The proposal will provide a more sustainable longer term facility to deal with bulkier items of waste. It can also offer outlets for local business to recycle their waste. The proposal will help reduce fly-tipping, help protect the local environment and make Neath Port Talbot a cleaner and greener place to work and live. It will create employment opportunities in the 'green' or environment sector.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	✓		The proposal will provide opportunities for Waste Services to work with colleagues in Planning Services, Highways and Engineering section and charitable organisations such as the Enfys Foundation to ensure the project is sustainable in the longer term.
<b>Involvement</b> - how people have been involved in developing the initiative	✓		Should any facility be proposed following the feasibility study, the proposal will be subject to any public consultation exercises as part of any planning procedures and help achieve our well-being goals.

<p><b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions</p>	✓		<p>Any new HWRC will be subject to a competitive tendering exercise and we will collaborate with our Legal department to procure service solutions from the private/public sector. The process will also include our Health and Safety and Finance departments. We will work with organisations such as the Enfys Foundation to provide 'green' employment opportunities at the facility wherever possible.</p>
<p><b>Prevention</b> - how the initiative will prevent problems occurring or getting worse</p>	✓		<p>Provision of a new HWRC ensures that more of our waste is dealt with as high up the waste hierarchy as possible. It will reduce our reliance on landfill and helps prevent fly-tipping and protects the local environment whilst making a contribution to the circular economy and helps reduce our carbon footprint.</p>

**7. Declaration - based on above assessment (tick as appropriate):**

<p>A full impact assessment (second stage) <b>is not</b> required</p>	✓
<p>Reasons for this conclusion</p>	
<p>Initial screening indicates that this initiative would not impact adversely upon any of the protected characteristics under the Equality Act 2010 or on people's ability to use the welsh language. No personal information will be held as part of the database.</p>	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Alan Harvey	Principal Waste Management Officer	AH	23/02/23
Signed off by	Mike Roberts	Head of Streetcare	MR	23/2/23

## **Measure 18 – IIA Not Required**