

EQUALITY IMPACT ASSESSMENT

Move to fortnightly residual waste (non-recyclable)
collection and amend early starts

Reference: EIA000349



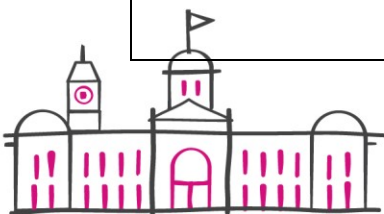
EIA Form – About your EIA

Reference number	EIA000349
Date Submitted	05/02/2024
Subject of the EIA	Move to fortnightly residual waste (non-recyclable) collection and amend early starts



Brief description of the policy, service or function covered by the EIA

This saving is changing our collection model from a weekly to fortnightly residual collection service. This approach will align to the frequency of our recycling collections. An initial adjustment to standardise residual collections to fortnightly would see a reduction of approximately 25 residual crews (30 crews including the 20% built in resilience arrangements), giving a new total of 55 residual crews which would then mirror the 55 recycling crews. This proposal will provide a total net saving of c£4.5m year on year from implementation. Alongside the c£3m staff savings in the proposal there is also c£1.5m worth of additional savings from the reduced fleet requirements. However, it needs to be noted that this proposal is a significant service change and will need dedicated resources to deliver it effectively. Part of the planned redesign of the service we will be looking at bin sizes to ensure the residual waste being presented can be contained within to meet the change to the service. It will also consider residents that live in HMOs or have large or extended families that we can offer larger bins to account for this in line with the fortnightly collections and in line with the environmental bill which sets out to increase recycling to help reduce the carbon footprint of the council and adding to the climate change portfolios of the city. We will also look at the service with a view of rolling out weekly food waste collections, it is noted through research that the contents of a residual bin contain up 30% of organic waste the weekly food waste will significantly reduce the amount of waste within the residual bin thus allowing further capacity for the residual waste. The final part of the redesign looks at recyclable waste that is presented within the residual bin, the redesign will look to identify how this can be captured and recycled again reducing the contents of the residual bin. All redesign changes will go through a thorough testing regime so that the best possible service to the citizen can be offered to help all embrace the importance of recycling and to give the best possible chance of ensuring the residual waste in the residual bin doesn't carry any recycling or food waste. The proposal and savings don't affect any full-time positions and will be met by a reduction in agency workers, this will be a cross section of agency workers and doesn't add to any potential specific protected characteristics of the agency workers. The redesign of the service and bringing the new services online, to meet the environmental bill we are still in the redesigning stage. For the new service and the changes to collections and service



	<p>provision may generate governmental funding that meets the changes highlighted within the bill however it is too early to quantify this currently. Any job losses in general will be a cross section of agency workers and will not be linked to any specific characteristic. The removal of early starts allows staff to be more transparent with the general public and the crews go around their daily task, this will allow all crews will have the ability to help and support residents with queries around recycling etc. and will also be able to sign post residents to other services should they have any issues with the types of waste that they need to dispose of, the department sees this as a key transformational objective to communicate and work with our citizens. With the service being driven more towards household recycling the potential for excessive waste will be minimised this negates the potentials for vermin increases as the residual bin will be able to better cope with less waste due to the additional capacity within the residual bin with the recycling and food waste removed. This will also have an impact on any odours as the food waste collection service will take away any organics that may cause odours on a weekly basis. The general rollout to the redesign we would consider the best way to do this previo</p>
Equality Assessment is in support of...	["New policy", "New strategy", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2025-07-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Street Scene and Collections
Service area	Refuse Collection
Budget Saving	Yes

Officers

Responsible officer	Leslie Williams
Accountable officer	Andy Vaughan



Data Sources

Data sources	["Birmingham City Observatory data and insight", "Quantitative data (please specify in the box below)"]
Data source details	["Birmingham City Observatory data and insight", "Quantitative data (please specify in the box below)", "Relevant research"]

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["20-29 years"]
Please describe the impact to the age characteristic	There maybe some impact on younger residents studying within Birmingham at its universities. this may be felt in the size of bins at houses of multiple occupation HMOs with a move to fortnightly collections
How will you mitigate against any negative impact to the age characteristic?	During the planning stages we will assess bins and capacity and look to ensure that bins for residual waste where we have HMOs have larger bins to reflect the users at the HMOs. This will help reduce any accumulations of waste. It would also be worth noting that with a move to capture as much recycling as possible we will look to increase recycling bin capacity to allow for more recycling to take place

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	Birmingham has a number of residents that have disabilities that fortnightly collections may affect. this may be that they have an assisted collection provided by the City council to help these citizens to remove their wastes. Larger bins to some that are able to still put their bins out for collection may pose an issue to some, who may find the extra weight within the bin a physical problem.



How will you mitigate against any negative impact to the disability characteristic?	Part of our planning and communication to move to Fortnightly collections we would engage with all residents that may struggle if they are larger bins or the bins they have pose a problem with advancing their bins prior to collection.. We would take all requests forward to establish if additional support would be required in the form of an assisted collection to ensure these citizens are captured so that we can alter the collections to offer an assisted collection to support these citizens.
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Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
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What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	Residents that are heavily pregnant who may struggle with larger or heavier bins may have issues with manual handling of bins whilst pregnant.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	We would look to support this in every instance for women that are heavily pregnant and home alone we would look to offer a short term assisted collection to help support with any manual handling issues that they have until the pregnancy is over.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["Bangladeshi", "Chinese", "Indian", "Pakistani", "African", "Arab"]
Please describe the impact to the ethnicity and race characteristic	Some areas of Birmingham have properties with extended multiple family generations living these areas. We do account for this by supplying larger bins to larger families. to move to fortnightly collections may exceed the bin capacities for these groups. It is also worth noting that some of these groups consume a lot more fresh food and this does generate addition organic waste with in the residual bins.



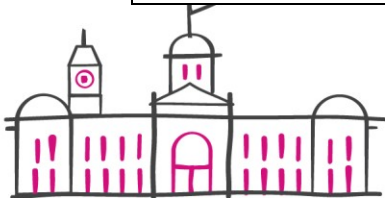
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>We would consider larger bins if possible, however there would be a drive to reduce the contents of the residual bin of recycling so far as possible. The changes to the service provision includes a weekly food waste collection and it is expected that this will significantly reduce the amounts of organic waste within the bins estimated 30% of contents. We would also engage with all citizens to put a lot of focus on recycling in general this coupled with the food waste collections we envisage to allow enough room within the residual bin to cope with collection frequencies. trials in in all of the demographical areas will give us valuable intelligence as to what type of collection service meets all however it is not completely ruled out at this point that in certain areas of Birmingham, that fortnightly collections would not be the preferred option and we may adjust the planning to meet this objective to potentially offer weekly collections in specific areas. We may also consider the option of larger bins as another method to meet the capacity needs in certain areas of Birmingham as a second option.</p>
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Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>No</p>
<p>What religions could be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>N/A</p>

Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>No</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>N/A</p>



How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A
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Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	As part of the Division's performance management framework, trials to find the best possible solutions will be sought for fortnightly collections this will take place in good advance of the 2025 rollout to the citizens of Birmingham. this will give us strong information for planning. following the change within the service we will monitor regularly to establish if there is anything else we can consider if the new service needs adjusting in any area of Birmingham considering the demographics and protected characteristics.
Officer responsible for monitoring impact and mitigation	Andy Vaughan

