

Equality Impact Assessment Form Appendix D Food Waste Collection

For a policy, project, strategy, staff or service change, or other decision that is new, changing or under review

What is being assessed?		Pricing for commercial food waste collections			
Lead Assessor	Daud Latif			Assessment team	Nadia Capuano Sarah Lyn Kris White
Start date	16/11/2024	End date	02/12/2024		
When will the EqlA be reviewed? (Typically every 2 years)		01/12/26			

Who may be affected by the proposed project?	Business with more than 10 full time employees (FTE) and schools by 1 st April 2025 before being rolled out to all businesses by 1 st April 2027.
What are the key aims of the proposed project?	To introduce commercial food waste collections to businesses as mandated by government legislation. To ensure the Council covers all costs from commercial food waste collection. To introduce a fee of £13 per lift for a 240L commercial food waste bin.

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	As legislated by the government from 1 st April 2025, the Council will provide commercial food waste collections for businesses with more than 10 FTE and schools. On 1 st	Promote equal opportunities	The Trade Waste Officer is discussing options with schools to see how the Council can tailor a service as required for their needs.	Encourage good relations	The Trade Waste officer is providing a consultative service to businesses and schools to establish the best options for their needs.

	April 2027 this will be expanded to include all organisations.				
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What sources of data / information are you using to inform your assessment?	<p>Benchmarking the fees of private competitors and other local authorities for food waste collections.</p> <p>Food waste disposal costs (per tonne).</p> <p>Cost to Stevenage Council per food waste lift.</p>
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In assessing the potential impact on people, are there any overall comments that you would like to make?	The £13 fee per lift will only impact private businesses and schools (and only those with more than 10 FTE from April 2025). The fee does not impact members of the public. The organisations may choose to offset the collection of a general waste bin with the collection of a food waste bin instead.
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Evidence and Impact Assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information	Impact not expected. Whilst this change affects schools, this cost to schools is typically budgeted for outside of educational requirements, so an impact on younger people is not predicted.				

you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Gender Reassignment					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Marriage or Civil Partnership					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Pregnancy & Maternity					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Race					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information	Impact not expected.				

you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Religion or Belief					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sex					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sexual Orientation e.g., straight, lesbian / gay, bisexual					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Impact not expected.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Socio-economic¹					
e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact		Negative impact		Unequal impact	X
Please evidence the data and information you used to support this assessment	The cost to businesses will vary depending on their requirements. For example, if a business only requires one food waste bin or lift per week, their costs will be less than a business that requires 2 or more food bins or collections per week. The more food waste bins or collections required, the higher the cost to businesses. However, this can be offset by reducing the number of general waste bins or collections. Different types of businesses have different requirements, for example a restaurant will generate more food waste than an office, therefore it is anticipated that this fee will generate an unequal impact.				

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

What opportunities are there to promote equality and inclusion?	Trade waste officer providing consultancy services	What do you still need to find out? Include in actions (last page)	
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Additional Considerations					
Please outline any other potential impact on people in any other contexts					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	Finance Business Partner (SDS), SDS Operations Manager, Trade Waste Officer	Residents?	Not consulted with
Voluntary & community sector?	Not consulted with	Partners?	Not consulted with
Other stakeholders?	External businesses and schools		

Overall Conclusion & Future Activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :	
1. No inequality, inclusion issues or opportunities to further improve have been identified	Continue as planned, to ensure that the Council's costs are covered for the service
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made
	2b. Continue as planned
	2c. Stop and remove
	Continue as planned, expand to other organisations as and when necessary, which is dictated by central government legislation.

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Monitor council cost of providing the service to ensure Council costs are covered and the service is not subsidised	Promote equal opportunities	Nadia Capuano	September 2025	Review every year during the fees and charges process.
Monitor private competitors, we ensure the Council charges a competitive and fair price.	Encourage good relations	Daud Latif	September 2025	Monitor every year during the fees and charges process

Approved by Assistant Director: Steve Dupoy

Date: 04.12.24

Please send this EqlA to equalities@stevenage.gov.uk for critical friend feedback and for final submittance with the associated project.