

# Equality Impact Assessment

Please refer to the *How to Make an Equality Impact Assessment* sheet for support to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or [DelythGadlysWilliams@gwynedd.llyw.cymru](mailto:DelythGadlysWilliams@gwynedd.llyw.cymru), for further assistance.

The Council is required (under the Equality Act 2010) to consider the impact that changes in any policy or procedure (or the creation of a new policy or procedure), will have on people with protected equality characteristics. The Council also has additional general duties to ensure fairness and to foster good relationships. Therefore, a timely Equality Impact Assessment must be completed before a decision is taken on any relevant change (i.e. that affects people with protected characteristics).

## I Details

### I.1 What is the name of the policy / service in question?

Waste and Recycling Strategy

### I.2 What is the purpose of the policy/service that is being created or amended? What changes are being considered?

Six main objectives have been identified in the Strategy.

- How we communicate and engage – one of our main strategic objectives is to ensure that residents, businesses and the wider community understand and engage with our objectives. It is impossible for us to achieve our objectives in isolation as Cyngor Gwynedd, and we will need the help and dedication of every resident and business in Gwynedd to support us in achieving the vision. We will lead the way by putting in place a communication and engagement plan, and assess the effectiveness of our campaigns and adapt following feedback and data analysis. We will also empower crews to identify properties that are struggling to recycle, improve accessibility and train site workers at our Recycling Centres, reinforce our Commercial Waste business, and consider enforcement under the powers of the Environmental Protection Act.
- Reduce waste, reuse and repair – we need to manage our waste in line with the waste hierarchy, reducing the waste we generate and moving towards a circular economy mindset. We will use our Recycling Centres as a hub to promote the reuse and repair of materials.
- Increasing Recycling – we must meet the national target of recycling 70% of our waste. There is a threat that we could face fines for missing the target, but a recent analysis has

shown that 57% of the waste in the green bin can be recycled. The recyclable materials in the green bin are costly to incinerate but they also contain fossil-based materials that release unnecessary carbon emissions. We will be looking at reducing the weekly capacity of the green bin [collection frequency] in order to encourage more recycling and we will consider offering facilities to be able to recycle more materials. We will work with businesses through the Commercial Waste side to maximise recycling from the workplace and businesses in general.

- Providing a high-quality service – we are passionate that we want to provide the best possible service for our residents and businesses here in Gwynedd and subsequently achieve a high level of satisfaction. We will protect the core services, but we will not be afraid to venture and take opportunities to stimulate progress in this area, such as using the latest technology.
- Achieving net zero – in line with the Council's strategic objectives we will actively reduce our carbon emissions and work towards creating a net zero service. This will mean switching our fleet to zero/low carbon (ULEV), improving the efficiency of our routes, looking for opportunities to install renewable energy at our sites and continuing to invest in the ecology of the old landfill sites.
- Ensuring an infrastructure that is fit for the future – another of our primary objectives for the short term is to improve the quality of our recyclables for the market, and this involves significant investment in our materials handling and processing sites in Harlech and Caernarfon. We will be looking for opportunities to process more of the materials ourselves rather than being too dependent on the private sector and we will improve the accessibility of our Recycling Centres.

### **1.3 Who is responsible for this assessment?**

Roland Thomas, Assistant Head of Department – Environment Department

### **1.4 When did you commence the assessment? Which version is this?**

Equality considerations have been taken into account during the development of the proposals. These have been incorporated into this assessment, which was first prepared in May 2025 and subsequently updated following the public consultation.

## 2) Implementation

### 2.1 Who are the partners it will be necessary to work with to undertake this assessment?

Waste and Recycling Service

### 2.2 What steps have you taken to engage with people with protected characteristics, regarding the Welsh language or with communities (either due to location or due to need), who are living with a socio-economic disadvantage?

Public consultation during October and November 2025

### 2.3 What was the outcome of the engagement?

Approval was granted by the Cabinet on 10/06/2025 to proceed to public consultation on the Strategy. The consultation was held between October and November 2025 and received 1,266 responses.

The survey could be completed on paper or online, with easy-read versions also provided. The consultation was promoted through press releases, prominent messages on the Council's website on relevant pages, and a series of posts on the corporate social media accounts. Cards were distributed to users of the recycling centres to promote the survey, information was cascaded to key stakeholders, and several drop-in sessions were held in community venues (libraries and leisure centres) to encourage participation.

The responses were analysed by CRS/WRAP using a systematic approach to identify key themes, levels of support, and areas of concern or improvement. The sample provided good representation of the population in terms of location and demographics, although some age and gender differences were noted.

### 2.4 On the basis of what other evidence are you acting?

A report on the progress made on the work at the Waste and Recycling Service was submitted to the Communities Scrutiny Committee on 12/09/2024. The summary of the presentation was that "the Department has acted on a number of matters and has seen progress on various projects in the past two years. The Department has produced a detailed programme of work to enable us to further review some areas and propose solutions to ensure that the Waste and Recycling field offers efficient, high-quality and safe services, and that we continue to meet the Welsh Government's ambitious recycling targets over the coming years. We are quietly confident that we are heading in the right direction and that we can demonstrate improvement in the services.

### 2.5 Are there any gaps in the evidence that needs to be gathered?

No

### 3) Identifying the Impact

**3.1 The Council must give due regard to the impact that any changes will have on people with the following equality characteristics. What impact will the new policy/service or the proposed changes have on people with these characteristics? You are welcome to add other characteristics if you wish.**

<b>Characteristics</b>	<b>What type of impact? *</b>	<b>In what way? What is the evidence?</b>
<b>Race (including nationality)</b>	None	<p>We do not anticipate any specific impact from any of the changes recommended. However, we will make sure that our correspondence and messages are clear enough (and include enough images) to ensure that our messages are understood by our residents for whom Welsh or English is not their first language.</p> <p>Some people of different nationalities naturally live within properties that house extended families. There are 3,143 (6.1%) residents living in households with 5 or more people. We will assess these homes to ensure that the number and volume of the equipment is adequate. This applies to houses in multiple occupation (HMOs).</p>
<b>The Welsh language</b>	None	<p>We do not anticipate any specific impact from any of the changes recommended. We will continue to ensure that signage, messages and any new software are bilingual.</p>
<b>Disability</b>	None	<p>We do not anticipate any specific impact from any of the changes recommended.</p> <p>We will continue to provide an Absorbent Hygiene Products (AHP) collection service and continue to offer back-door collections. In addition, the bulky waste collection service exists.</p> <p>We will take account of the fact that our population is ageing and may develop conditions that define them as disabled (e.g. dementia). We will try to ensure that our messages are as easy as possible to follow, and that our recycling system also remains straightforward.</p> <p>We will listen if a larger bin or additional equipment is needed for paper and cardboard for medical waste that may be produced.</p> <p>While it is our wish that our residents use hessian sacks for recycling, we will continue to offer the trolley system to those who are unable to carry or use the sacks.</p>

		<p>Different collection days may cause complexity for people who have memory problems or who are suffering with their mental health, and we will do our best to try to alleviate this through consistent and clear communication.</p> <p>People who are blind, partially sighted, or colour-blind may have problems distinguishing between hessian sacks, and we will consult with this group before choosing colours and ensure that there are clear images on the sack to distinguish between types of waste.</p> <p>We will consider enforcement if bins are left on the pavement for a long time after the collection has taken place. We do not want our equipment to be an obstruction for people in wheelchairs or blind people using pavements.</p> <p>We will consider a "quiet hour" at our recycling centres where older people or people with disabilities will be able to come to our sites without having to book a slot.</p> <p>There is a risk that disabled people may struggle to separate their waste for recycling and may therefore generate excessive waste. If a resident is identified as unable to separate their waste, additional support will be provided.</p>
<b>Sex</b>	None	<p>We do not anticipate any specific impact from any of the changes recommended.</p> <p>Our communication and engagement activities will use inclusive language, avoiding discrimination on the basis of gender identity</p>
<b>Age</b>	None	<p>We do not anticipate any specific impact from any of the changes recommended.</p> <p>We will continue to provide an Absorbent Hygiene Products (AHP) collection service and continue to offer back-door collections. In addition, the bulky waste collection service exists.</p> <p>We know that 11% of the population of Gwynedd is over the age of 75 today and so we will try to ensure that our messages are as easy as possible to follow, and that our recycling system also remains straightforward</p> <p>We will listen if a larger bin or additional equipment is needed for paper and cardboard for medical waste that may be produced.</p> <p>While it is our wish that our residents use hessian sacks for recycling, we will continue to offer the trolley system to those who are unable to carry or use the sacks.</p>

		<p>Different collection days may cause complexity for older people who have memory problems, and we will do our best to try to alleviate this through consistent and clear communication.</p> <p>We will consider a "quiet hour" at our recycling centres where older people will be able to come to our sites without having to book a slot.</p> <p>There is a risk that some elderly people may struggle to separate their waste for recycling and therefore may produce excessive waste. If a resident is identified as unable to separate their waste, additional support will be provided.</p> <p>We will ensure that our communication strategy is aimed at residents of all ages in our society, including targeting schools – 20% of Gwynedd residents today are under the age of 18.</p> <p>There is a risk of "<i>wishcycling</i>" by our young people unless we put out clear messages about what can be recycled by Cyngor Gwynedd.</p>
<b>Sexual orientation</b>	None	We do not anticipate any specific impact from any of the changes recommended.
<b>Religion or belief (or non-belief)</b>	None	We do not anticipate any specific impact from any of the changes recommended.
<b>Gender reassignment</b>	None	We do not anticipate any specific impact from any of the changes recommended.
<b>Pregnancy and maternity</b>	None	We do not anticipate any specific impact from any of the changes recommended. There are no plans to end the nappy collection service. More waste can be produced by children and we may need to consider if there are requests for additional equipment on this basis. We will continue to promote cloth nappies.
<b>Marriage and civil partnership</b>	None	We do not anticipate any specific impact from any of the changes recommended.
<b>People without a car</b>	None	We do not anticipate a specific impact from any of the recommended changes, but obviously due to the locations of many of our recycling centres, it is impractical for them to reach the site. We will continue to offer the bulky collections service.

**3.2 The Council, under the Equality Act 2010, has a duty to contribute positively to a fairer society through promoting equality and good relationships in its activities in the areas of age, sex, sexual orientation, religion, race, gender reassignment, disability and pregnancy and**

maternity. The Council must duly address the way any change impacts on these duties.

<b>General Duties of the Equality Act</b>	<b>Does it have an impact?*</b>	<b>In what way? What is the evidence?</b>
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	Maybe	If there is a decision to consider reducing the capacity of the residual bin some families will find it difficult to reduce their waste to a capacity of 60 litres per week. This was raised by some respondents during the consultation. But we will work with these families to educate them about recycling and we will be able to offer a larger bin to 'big' families.
<b>Promote equal opportunities</b>	Not relevant	
<b>Building good relationships</b>	Yes	One of the main objectives of the Strategy is <b>to provide a high-quality service</b> . We are passionate that we want to provide the best possible service for our residents and businesses here in Gwynedd and subsequently achieve a high level of satisfaction. We will protect the core services but we will not be afraid to venture and take opportunities to stimulate progress in this area, such as using the latest technology.

#### 4) Analysing the results

##### 4.1 Is the policy therefore likely to have a significantly positive impact on any of the equality characteristics or the General Duty? What is the reason for this?

Realising the Strategy will have a positive impact on the residents and visitors of Gwynedd by:

- Providing a high-quality service to all Gwynedd residents and businesses
- Achieving the objectives of Green Gwynedd and improving the quality of and protecting the local environment
- Playing a leading role in creating a circular economy locally, where goods will be reused and repaired. Evidence shows that this can offer skills and experience to employees who may be at a disadvantage in a conventional workplace, and it can certainly add social value.
- Improving ecology within the area of our former rubbish tips
- Reducing costs so that more can be invested in other Council services

##### 4.2 Is the policy therefore likely to have a significantly negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

No.

##### 4.3 What should be done?

Please select one of the following:

Continue with the policy / service as it is robust	✓
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	

##### 4.4 If you continue with the plan, what steps will you take to reduce or mitigate any negative impacts?

Not applicable.

**4.5 If you are not taking any further action to remove or reduce the negative impacts, please explain why here.**

Not applicable.

**5) Monitoring**

**5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?**

The team responsible for raising awareness and engaging will be out in the field assessing any impact of changing the collection arrangements. We will use data from a complaints and enquiry system to monitor impact.