

Equality Impact Assessment [version 2.12]



Title: Bristol Waste Company Limited Business Plan - 2025/26 – 27/28	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Bristol Waste Company Ltd. (contracted to provide services by Growth & Regeneration Directorate)	Lead Officer name: EQIA Completed by BWC Officer Nina Skubala and BCC Officer Claire Jeffwitz
Service Area: Waste Services	Lead Officer role: BCC Shareholder Liaison Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Equality and Inclusion Team early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Bristol City Council’s wholly owned companies are typically required to annually refresh their business plans and submit to the Council for approval. The purpose of this proposal is to approve the Bristol Waste Company Business Plan for 2025/26 – 27/28

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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The Bristol Waste Company Business Plan includes a strong focus on the principles of equality and demonstrates a commitment to developing a culture that celebrates diversity and inclusion. The plan will be available on request in accessible formats.

The plan recognises the importance of increasing diversity in leadership, supporting underrepresented groups through bespoke recruitment programmes, and the significance of promoting inclusivity across the workforce to reflect the communities BWC serves.

The company is committed to the One City principles, and they guide the company on how it engages with communities and commitments it makes, such as working with government and local charities to provide employment opportunities, improve their recruitment and increase the diversity of their workforce.

The plan highlights the economic, environmental and social value the company delivers. In 2024/25 the company expected to deliver £21.6m of social value to Bristol, with 90% of the workforce being Bristol residents, several key local supply chains and environmental and social initiatives.

In 2025 the company will launch a new Social Value strategy which amongst other things will support people who traditionally find it hard to enter the workforce through bespoke recruitment programmes, the provision of affordable computers to local community organisations and vulnerable citizens and supporting offenders to get involved with environmental clean ups.

The company utilises a Social Value Portal, the leading standard used by government and businesses and designed to provide a robust and standardised approach to measuring positive impact. The company social value approach is driven by four key themes: providing work opportunities, driving inclusive economic growth, empowering communities and developing environmental stewardship.

The company is currently in the process of developing an Equality, Diversity and Inclusion Strategy (2025-27), the strategy sets out the value of embracing different perspectives for innovation, prioritising psychological and physical safety of colleagues. The strategy will focus on the creation of an accepting culture where colleagues, including women on frontline services, feel confident and able to fulfil their potential.

The company has engaged with the Ashley Community & Housing programme 'Bridge to Employment' which supports refugees and migrants to secure local employment, particularly in sectors which provide a positive difference in their local communities. To date the company has welcomed two refugees to the team as refuse and recycling loaders.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review:	Director Sign-Off:
<i>Reviewed by Equality and Inclusion Team</i>	Tim O'Gara
Date: 19.02.2025	Date: 24/02/2025

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.