



Equality Impact Assessment [version 2.9]

Title: Bristol Waste Company Ltd - Business Plan 23/24	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [Business Plan]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Bristol Waste Company Ltd. is contracted to provide services by G&R Directorate	Lead Officer name: EQIA Completed BWC Officer Chris Holme and BCC Officer Helen Davis
Service Area: Waste Services	Lead Officer role: BWC Finance Director, 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.

BCC Wholly owned companies are 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 23-24.

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]
------------------------------	--	-----------------

Within the business plan, some groups of residents have been identified for specific engagement, including the student community, and young people at youth groups and school but in general engagement campaigns are

aimed at engaging all residents via a variety of generic mediums (web, print, media, events, kerbside and online webinars). It's ensured that these are accessible as Bristol Waste Pro-actively and intentionally improve equality and inclusion across the city by designing it into everything they do. They work to make sure that everyone in Bristol feels they belong, has a voice and an equal opportunity to succeed and thrive.

BWC's plan aims to pro-actively and intentionally improve equality and inclusion across the city by designing it into everything they do, and work to make sure that everyone in Bristol feels they belong, has a voice and an equal opportunity to succeed and thrive.

The plan also includes an aim to empower Bristol's communities to make their streets cleaner and promote waste reduction which includes building links and relationships with community networks, developing community training programmes and litter picks as well as continuing with the 'village' approach to street cleansing. As this engagement with the community continues BWC will continue to work with BCC's neighbourhood engagement teams and Voluntary and Community Sector partners in order to increase the diversity of the community partnerships it works with, and co-produces services with.

BWC have stated a commitment to building an inclusive and modern business culture that is representative of the communities they serve and have produced an Equality, Diversity and Inclusion strategy that supports this goal. BWC are embarking on internal programmes related to the continuous improvement of the workforce including focusing on productivity, and absence management, improving staff engagement, health and safety and improving internal communications including making improvements to HR management, as well as launching Colleague Led Groups.

Some of the changes outlined above, may require individual equality impact assessments at the point at which the plans are further developed.

On page 10 of the 23/24 business plan, a number of changes to fees and services are identified which have been agreed by the council and which are included in the council's budget. Separate EQIAS (found here, page 56: <file:///C:/Users/B1EDSB8/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/NLKBSIQ4/SupplementBudget202324EqualitiesImpactAssessments240120231600Cabinet.pdf>) have been done for each one linked to the council's budget and were submitted to Cabinet, this includes; garden waste service charge, bulky waste collection, replacement bin charge, charges for delivery of recycling containers, charges for DIY waste at recycling centres, charges for the collection of Christmas trees, and charges for property developers for waste and recycling containers.

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: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Tim O'Gara
Date: 15/02/2023	Date: 21/02/2023

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.