

Title of policy / procedure / function / project / decision:	Change to kerbside waste and recycling collection times
--	--

Evidence based equality analysis

In response to the increase in extreme weather events residents will be asked to present their waste and recycling containers from 6am

To date, recycling and waste collections in the borough have taken place with advice for residents to present containers for emptying by 7am on their scheduled day of collection. Collection services by Cheshire West Recycling begin across the borough from this time. A change is now being made to this start time and residents will be asked to present their containers for emptying one hour earlier on their scheduled collection day.

What is happening

A permanent change to the collection start time is being made to allow Cheshire West Recycling to carry out a more efficient service for both staff and residents. Residents are currently advised to present containers on their scheduled day for 7am to ensure they are emptied. However, residents will be asked to present their waste and recycling containers one hour earlier at 6am on their collection day to reduce the risk of a missed collection.

Outcomes

This change will allow for greater flexibility during unforeseen circumstances or events. For example, the change supports any operational challenges, such as hot weather conditions where high temperatures during the day can be difficult for collection staff. The challenges of a high UV index for waste collections crews are sunburn and long-term skin damage. Persistent high temperatures can make working in PPE uncomfortable and heightens the risk of dehydration and heat stroke. Allowing an earlier start time during a hot weather spell will allow collections to take place during cooler working hours and minimise any negative effects hot weather might have on our service to residents and the well-being of CWR employees.

Other authorities across the county already have a start time of 6am so this change is nothing unusual for the kerbside collection service. The crews will still start at their usual time, unless the Council and CWR (Cheshire West Recycling) collectively agree to an earlier collection due to a weather warning or event where an earlier start means more residents can have their bins collected as scheduled before a service may have to be suspended for the day due to hot weather, storm warnings, snowfall and special events such as royal visits or sporting events affecting specific areas.

It is important that residents get used to the earlier start times as it will not be possible to communicate earlier start times at the time they are needed in an effective way.

Most residents put out their waste the night before and will be unaffected by the changes, although this practice is only tolerated if the waste is fully contained and the containers are presented in a way that they are not causing an obstruction.

It is recommended that the new start time be promoted ahead of the summer season, so people become accustomed to the changes. A full comms plans will be developed ahead of any changes. Information provided on the web site and self-service forms will be updated and will reflect the earlier collection time with guidance for residents to present waste and recycling containers by 6am. Social media messages and e-Newsletters will also be used as a channel to share this change with residents across the borough.

The Met Office advises:

- Hotter and drier summers are likely to become more common.
- The ten warmest years on record have occurred since 2002.
- We are experiencing higher maximum temperatures and longer warm spells in recent years.
- The likelihood of extremely hot days in the UK will continue to increase.

The HSE recommends the following mitigations:

- Reschedule work to cooler times of the day (please note this is the only advice currently not being adhered to by CWR)
- Provide more frequent rest breaks and introduce shading to rest areas.
- Provide free access to cool drinking water.
- Introduce shading in areas where people are working.
- Encourage workers to remove personal protective equipment when resting to help encourage heat loss.

- Make sure workers can recognise the early symptoms of heat stress.

Lead officer: Tara Dumas

Stakeholders:

- The public (Borough residents)
- CWR employees
- CW&C Executive Members
- CW&C Ward Members
- District advisory panels: Chester, Ellesmere Port, Northwich, Winsford and Rural
- Town and Parish Councils
- Current kerbside service provider (Cheshire West Recycling)
- Other interest groups (including disability groups, older people's groups, Youth Senate etc)
- Social media community groups
- Social landlords
- QWEST staff
- Media via news stories.

Commentary included below is an overview of impact on residents if the 6am start is implemented. It should be noted that a detailed Communications Plan would be developed to extensively promote the changes to stakeholders before any changes were implemented.

For each of the areas below, an assessment needs to be made on whether the policy has a positive, negative or neutral impact, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion			
	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (including Gypsies and Travellers, refugees, asylum seekers etc.)			Language barriers mean that residents who do not speak English as their main language may be less aware of any changes should the change to 6am be adopted. Consideration should be given to providing information in alternative languages. LOW after mitigations and extensive communications
Disability (as defined by the Equality Act - a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities)	Residents already receiving assisted service would continue to do so.		If individuals rely on support networks or caregivers who are not available at the earlier time, they might struggle with the new schedule. LOW – Assisted service available to residents who

			request the service and are eligible
Sex (male or female)	Any impact would be expected to be neutral on this characteristic		
Gender identity (gender reassignment)	Any impact would be expected to be neutral on this characteristic.		
Religion and belief (including lack of belief)	Any impact would be expected to be neutral on this characteristic.		
Sexual orientation (including heterosexual, lesbian, gay, bisexual and others)	Any impact would be expected to be neutral on this characteristic.		
Age (children and young people aged 0 – 24, adults 25 – 50, younger older people 51 – 75/80; older older people 81+. Age bands are for illustration only as overriding consideration should be given to needs)	Individuals might feel less safe taking out waste in the early hours due to potential harassment or violence, which can be more prevalent during less busy times.		<p>Older Adults: Early collection times might disrupt sleep patterns, especially for older adults who may have difficulty falling back asleep once awakened.</p> <p>May be some disturbance in terms of noise from the collection vehicles from 6am. This may affect</p>

			Families with Young Children and could disturb young children's sleep, impacting their well-being and the routines of their caregivers.
Care Experienced (all young people and adults who have been in the care of Cheshire West and Chester Council - for a period of 13 weeks or more - from the age of 14 years. This includes those children/young people for whom the Council currently or have previously held corporate parenting responsibilities)			<p>May be an impact for those who care for others if they assist with putting containers out for collection or arranging for access to bins.</p> <p>LOW - Containers can be placed out for collection the night before if necessary.</p> <p>Assisted service is available to all households who qualify and any issues with residents currently receiving assisted service can be mitigated on a case-by-case basis.</p>
Carers (people who care for others, informally or formally)		The Council will be able to signpost carers to the application process for	May be an impact for those who care for others if they assist with putting containers out for collection

		additional assistance with collections.	<p>or arranging for access to bins where crew members need access to the property e.g. unlocking a gate</p> <p>Containers can be placed out for collection the night before if necessary.</p> <p>Assisted service is available to all households who qualify.</p>
Rural communities	No negative impacts have been identified for this characteristic.		
Areas of deprivation (include any impact on people living in poverty who may not live in areas identified as deprived)			<p>Low-Income Households:</p> <p>Residents in low-income areas might have less flexibility to adapt to changes in collection times, potentially leading to missed collections and increased waste accumulation.</p>
Human rights (see guidance note for key areas to consider)	As a waste collection authority, we have a statutory duty under the provisions of the		

	<p>Environmental Protection Act 1990, in particular Section 45 of the Act, to arrange for the collection of household waste in its area.</p> <p>To avoid any missed collections due to an earlier start time this needs to be publicised through all available channels.</p>		
<p>Health and wellbeing and Health Inequalities (consider the wider determinants of health such as education, housing, employment, environment, crime and transport, plus impacts on lifestyles and effects on health and care services)</p>		<p>The impact of severe weather has the potential to cause danger to life or widespread disruption. They were brought in after consultations with Public Health England (PHE) and other UK health agencies to highlight the negative impact of very hot weather on people's health, daily lives and infrastructure. This change could positively impact upon the waste collections crews from are sunburn and long-term skin damage.</p>	<p>Presenting bins earlier or the night before may leave containers more at risk of being stolen.</p> <p>Shift Workers: Those who work night shifts might be adversely affected by the noise, as it could interfere with their rest during the day.</p>

		<p>Persistent high temperatures can make working in PPE uncomfortable and heightens the risk of dehydration and heat stroke.</p> <p>The Met Office issue weather warnings through the National Severe Weather Warning Service (NSWWS) when conditions are likely to have an adverse impact on people's health and/or the possibility of widespread disruption.</p> <p>By considering both variables, we can protect employees from potential harm whilst also ensuring disruption to residential collections is minimised.</p>	
<p>Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)</p>		<p>Extensive communications in different formats</p>	

Evidence:

Action plan:

Actions required	Priority	Outcomes required	Officer responsible	Review date
Ensure that engagement activity is inclusive and is undertaken with the diverse communities. Provision of information in alternative format such as easy read, hard copies and other languages.	High	All residents aware of changes and present containers at 6am	Sue Davies	3 months after launch
Use E & D group feedback to establish whether there could be any adverse impact on any group - Address any identified issues	High	Equity in service provision for all the borough's communities	Emma Harrison	1 week after feedback
Notification and Education: Provide clear communication about the change well in advance, along with tips on how to manage waste effectively under the new schedule.	High	All residents aware of changes and present containers at 6am	Sue Davies	3 months after launch
Offer assistance to vulnerable groups, such as older adults and people with disabilities, to help them adapt to the new collection time.	High	All residents aware of changes and present containers at 6am	Sue Davies/Waste Team	3 months after launch

Sign off	
Lead officer:	Tara Dumas
Approved by Tier 4 Manager:	Mark Brazil
Moderation and/or Scrutiny	
Date: 27 May 2025	Virtual Moderation
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	