



Title of the assessment: Potential Changes to the Recycling/ Waste Service

Version	Date	Summary of the changes
1	28/07/2026	First Draft
2	13/08/2026	Retain 3 weekly collections using smaller bins

This is a working document and will be revised on a regular basis. There will be an opportunity for stakeholders as to contribute to the impact assessments.

Background

1. What is being assessed?

How potential change to the recycling/ waste collection service will impact the householder. The changes that's being considered are:

- Provide householders with an optional additional kerbside containers to recycle excess recycling.
- Changes to the trolley box configuration. To minimise sorting, Cardboard & Paper would be collected together.
- Reducing the average weekly available volume of 'black bag' waste from 80litres to 60litres by changing residual waste bins (black bins) from 240ltrs to 180ltrs. Collection frequency will be kept at 3 weekly.
- Significant additional infrastructure will be required at the Council's recycling/ waste reception sites in order to process additional recycling.
- Renew the current diesel collection fleet with electric vehicles to introduce a carbon neutral service.

The changes that would have a direct impact on the householder are having optional additional kerbside containers, changes to the trolley box configuration and changing the black bins from 240ltrs bins to 180ltr bins.

2. Is this a new or existing proposal?

New

3. What are the aims and purpose of this proposal?

The aim of the potential changes is to increase Anglesey's recycling rate to 70%+. Every Council must meet Welsh Government recycling targets of 70% or face monetary penalties.

There is a clear commitment in the Council Plan 2023-2028 to establish a waste recycling rate of 70% and Key Priority 2 of the Council's Resources and Recycling Strategic Plan commits to increase Anglesey's recycling rates.

Historical evidence has proven that providing householders with more opportunities to recycle, combined with limiting the available space for 'black bag' type waste has increased recycling rates significantly.

4. Who is responsible for the proposal being assessed?

Chief Waste Management Officer

5. Who is the lead officer for carrying out this assessment?

Principal Waste Management Officer

6. Who else is taking part in this assessment?

- Head of Service for Highways, Waste and Property.
- Service Strategy and Business Manager.
- Policy and Welsh Language Manager.
- A 6 week public consultation on a potential service change has taken place between January and March 2026. The result has shaped this EIA.

7. Is there a link between this proposal and other areas of work? For example, are there any other proposals or policies that you should take into account when assessing the impact?

Yes- this proposal is consistent with the Council Plan 2023-28 and the Resources and Recycling Strategic Plan 2024-29. The proposal also aligns with the Waste Hierarchy and Welsh Government's ambitions set out in Beyond Recycling Strategy.

8. Does the proposal relate to how the Council complies with the public sector general duty in relation to the groups protected by the Equality Act 2010? As a rule, any proposal that has an impact on people is likely to be relevant.

☒ Yes

☐ No

If you are of the opinion that the proposal is NOT relevant, it is important that you are able to justify the decision and record the reasons.

9. Is the proposal a strategic decision? If so, the socio-economic duty applies – more details on this can be found in [Appendix 1](#).

Yes

10. Who would be affected by the proposal, adversely or positively; directly or indirectly?

Householders, Council Staff, Biffa(Contractor).

The Welsh Language

To help you answer questions 11-14, the corporate impact assessment guidance lists a series of questions that you should consider when looking at how the proposal will have an impact on the Welsh language in general. The extent to which these questions apply will depend on the proposal in question. However, **a more**

comprehensive assessment of the impact on the Welsh language will need to be carried out if:

- you are looking at the Council's main policies, strategies, plans or guidance; or
- your initial response to the above questions raises any concerns or evidence suggesting that the proposal would treat the Welsh language less favourably than the English language or negatively affect people's opportunities to use the Welsh language.

A separate template and the Welsh Language Commissioner's good practice advice document are available on [MonITor](#).

11. Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?

Yes – all public communication and materials relating to the proposal will comply with Welsh language standards and the Council's Welsh language policy.

12. Is there an opportunity here to offer more opportunities for people to learn and/or use the Welsh language in their day to day lives?

No

13. Will this proposal proactively offer services in Welsh to users?

Yes – all public communication and materials relating to the proposal will comply with Welsh language standards and the Council's Welsh language policy.

14. Is this proposal likely to protect and promote the Welsh language within communities?

No

Human Rights

The 16 fundamental rights are listed in [Appendix 2](#).

15. Are there any human rights issues that need to be considered? If so, what are they? For example, would the proposal result in a failure to safeguard the right to privacy?

No human rights issues have been identified.

Well-being of future generations

Descriptions of the well-being goals are listed in [Appendix 3](#).

16. Does the proposal achieve any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015?

- ☒ A prosperous Wales
- ☒ A resilient Wales
- ☒ A healthier Wales
- ☒ A more equal Wales
- ☒ A Wales of cohesive communities
- ☒ A Wales of vibrant culture and thriving Welsh language
- ☒ A globally responsible Wales

The armed forces

Councils must pay due regard to the impact of their proposals on those who serve or have served in the armed forces, along with their families. Some examples of issues to consider are available in [Appendix 4](#).

17. Is this proposal likely to have an impact on those who serve or have served in the armed forces? If so, what is the impact and can it be mitigated?

No

Engagement, consultation and evidence

A pre-engagement and [consultation checklist](#) is available on MonITor.

18. What has been done so far in terms of engagement and consultation in relation to this proposal?

A consultation to gather views of householders took place for 6 weeks during January- February 2026. An EIA on the impact of a 4 weekly black bin collection was completed in January 2026. This is an alteration of the previous EIA as the proposed change is now to exchange the current black bins for a smaller bins and keep the collection frequency at every 3 weeks.

To meet the requirements of the Welsh language standards, when publishing consultation documents, the document must consider and seek an opinion regarding the impact of the proposal on the Welsh language. Standard wording is available in the guidance accompanying this template.

19. Have you, or do you intend to, ask questions about the Welsh language as part of the consultation?

- ☒ Yes
- ☐ No

20. What other information have you used as part of your assessment? List any reports, websites etc used.

You can set out your findings under the relevant groups when answering question 21 below.

Consulted with other local authorities
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21. Are there any gaps in the information gathered so far? If so, how will these be addressed?

None identified

The likely impact and mitigating actions

22. Please note below any likely impact on the individual groups and what steps can be taken to reduce negative impacts or reinforce positive impacts.

Age: ☐ Negative ☒ Positive ☒ No impact

Children's rights – The United Nations Convention on the Rights of the Child is an international treaty that protects the human rights of children under the age of 18. If your proposal applies to children, you are advised to give due regard to these rights as part of your impact assessment. More information can be found in the guidance document accompanying this template (available on [MonITor](#) - page 10).

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

Changes to the trolleybox configuration could have a positive impact on older householders as collecting the Cardboard & Paper together in the top box will make participating easier as less sorting is required.

The additional kerbside container for excess recycling is optional and if the householder does not generate a lot of additional recycling, then they will not need to place an additional container out for collection.

Potential difficulties in accessing information e.g. people with visual impairments or lack of understanding of information around service changes. Communication plan would be completed and consideration to older householders will be given i.e. drop-in session would be arranged to ensure that householders with reduced IT knowledge/ access are informed of the changes.

As the collection frequency is kept the same the “on the ground” impact to the public is minimal as no significant change to the collection round will be made.

Disability: ☒ Negative ☒ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

Changes to the trolleybox configuration could have a positive impact on householders with disabilities as collecting the Cardboard & Paper together in the top box will make participating easier as less sorting is required.

The additional kerbside container for excess recycling is likely to be a weighted sack which some with physical disabilities may find difficult to carry. However, these additional containers are optional and if the householder does not generate a lot of recycling, then they will not need to place an additional container out for collection. Having an optional additional container for recycling could also benefit anyone who has large quantities of medical waste delivered in recyclable packaging (e.g. home dialysis equipment). Householders with a physical disability may be eligible for an assisted collection service which could negate the requirement to carry the additional container.

Potential difficulties in accessing information e.g. people with visual impairments or lack of understanding of information around service changes. Communication plan would be completed and consideration to householders with disabilities will be given i.e. drop-in session would be arranged to ensure that householders with reduced IT knowledge/ access are informed of the changes and paper information leaflet will be posted to households on Anglesey.

As the collection frequency is kept the same the “on the ground” impact to the public is minimal as no significant change to the collection round will be made.

Sex: ☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Gender reassignment: ☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Pregnancy and maternity: ☒ Negative ☒ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The additional kerbside container for excess recycling is likely to be a weighted sack which some pregnant or new mothers may find difficult to carry. However, these additional containers are optional and if the householder does not generate a lot of recycling, then they will not need to place an additional container out for collection.

Smaller 180l bins will be lighter and should make it easier for pregnant and new mothers to move the bins than the current larger bins.

Race (including ethnicity and nationality):

☒ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The additional kerbside container for excess recycling is likely to be a weighted sack which some pregnant or new mothers may find difficult to carry. However, these additional containers are optional and if the householder does not generate a lot of recycling, then they will not need to place an additional container out for collection.

Smaller 180l bins will be lighter and should make it easier for pregnant and new mothers to move the bins than the current larger bins.

Religion or belief: ☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Sexual orientation: ☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Marriage or civil partnership:

☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

The Welsh language:

☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Human rights:

☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The ability to access and use the proposed new services should not adversely affect this protected characteristic.

Any other relevant issue:

☐ Negative ☐ Positive ☒ No impact

Please give reasons (including evidence to support the findings) and set out any further action that can be taken:

The Socio-Economic Duty: Please complete the section below if the proposal is a strategic issue (more details about the duty can be found in [Appendix 1](#))

Is the proposal likely to cause inequalities of outcome resulting in socio-economic disadvantage?

☐ Yes ☒ No

Please give reasons (including evidence to support the findings) and set out any steps to mitigate any negative impact):

NB: There are clear links between discrimination and social disadvantage. If any such issues come to light in the assessment of non-strategic proposals, you should give them due regard and record them above under the relevant protected group, or under 'any other relevant issue'.

Conclusions

23. Identify the main negative impacts that have been identified and how they are intended to be mitigated (ie a summary of the relevant answers to question 21).

Evidence of negative impact could make the proposal illegal. If you have identified a significant negative impact, you should consider whether the proposal can be taken forward at this time.

No significant negative impact identified in this EIA as the on the ground change to the public is minimal. The changes to collection rounds and collection dates will be minimal and the changes to the recycling collection has highlighted that the change will be positive.

Access to information about possible changes to service may be more difficult for people with visual and mental impairments and those for whom English or Welsh is not their first language (protected characteristics of disability and race). This impact may be mitigated through a clear Communication Plan.

24. Describe any steps taken, or intended to take, to maximise promotion of:

- equality
- the Welsh language,
- the well-being of future generations

and, if applicable, any action to improve outcomes for those facing socio-economic disadvantage (ie a summary of the relevant answers to question 21).

All materials and services relating to the proposal will comply with relevant legislation and policy requirements.

25. Would any element of the proposal be contrary to the well-being aims of the Well-being of Future Generations (Wales) Act 2015? (These are listed in [Appendix 3](#))

No

26. Is it necessary to look at what could be done differently, or reconsider the proposal entirely?

27. Is there a strategy for dealing with any impacts that are not illegal but cannot be avoided or mitigated?

N/A

Outcome of the assessment

There are four possible outcomes (more details are available in our [guidance](#) document) :

☐ **No major change:**

The assessment shows that the proposal is robust. The evidence shows no potential for discrimination or adverse impact. All opportunities to promote equality and foster good relations have been taken, subject to continuing monitoring and review.

☐ **Adjust the proposal:**

The assessment highlights potential problems or missed opportunities. The proposal has been adjusted to remove barriers and/or better promote equality.

☒ **Continue the proposal:**

The assessment highlights the potential for adverse impact or missed opportunities to promote equality. You have clearly set out the justification for continuing it. You have included the justification in the assessment and the justification is in accordance with the duty to have due regard.

☐ **Stop and remove the proposal:**

The proposal shows actual or potential unlawful discrimination. The proposal will be removed or changed.

Approval of the proposal

The ultimate decision-maker must have sufficient information about the outcome of the assessment and must take this information fully into account throughout the decision-making process.

28. Will the proposal be adopted/forwarded for approval? Who will make the decision?

Full Council

29. Are there monitoring arrangements in place? What are those arrangements?

The decision will be subject to scrutiny by the Council's Scrutiny Committee.

It is unlikely that any change to the waste and recycling collection service that will impact householders for around 3 years after the decision has been taken.

Suitable monitoring of the role out and impact it has will be developed and implemented before the changes impact householders.

Action plan

Please provide details here of any actions planned following completion of the assessment. Any changes made to reduce or eliminate a likely or actual negative impact should be included, together with any arrangements to collect data or carry out further research.

Ref	Action	Lead officer	Timetable

Appendix 1 - Socio-economic duty

What is the Duty?

The overall goal is to achieve better outcomes for those who suffer socio-economic disadvantage. In making strategic decisions such as deciding on priorities and setting objectives, due regard must be paid to the need to reduce inequalities in outcomes associated with socio-economic disadvantage.

Who is likely to experience socio-economic disadvantages?

Socio-economic disadvantage can be disproportionate in 'communities of interest' and also in 'communities of place', leading to increased inequality, and a cross-section of the two can exacerbate this:

Communities of interest – groups with common experience, eg being homeless or people with the same identity, eg single parents, carers. Also people who share one or more of the protected characteristics listed in the Equality Act 2010.

Communities of place – people who are connected to each other because of where they live, work, visit or spend a significant amount of their time there.

Intersectionality – essentially, intersectionality is about understanding how characteristics such as sex, race or class can interact and lead to a unique disadvantage in a particular situation. Certain types of discrimination cannot, and should not, be understood separately from each other. Adopting a truly intersectional approach ensures that this doesn't happen.

When will the Duty apply?

When making **strategic decisions**. The Welsh Government has provided some examples of strategic decisions (the list is not exhaustive):

- Strategic direction and intent
- Strategies developed in regional partnership boards and public service boards that affect the functions of public bodies
- Medium to long-term plans (for example, corporate plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Changing and developing public services
- Strategic financial planning
- Procurement and commissioning decisions
- Developing strategic policies.

More detailed guidance on this Duty is available on [MonITor](#).

Appendix 2 – Human rights

Human rights are rights and freedoms for all individuals, regardless of their nationality or citizenship. There are 16 fundamental rights in the Human Rights Act 1998 – all taken from the European Convention on Human Rights. For the purpose of the Act, they are referred to as 'Convention Rights':

(Article 1 is an introduction – it is not incorporated into the Human Rights Act)

Article 2: The right to life

Article 3: Prohibition of torture

Article 4: Prohibition of slavery and forced labour

Article 5: The right to liberty and security

Article 6: The right to a fair trial

Article 7: No punishment without law

Article 8: The right to respect for private and family life

Article 9: Freedom of thought, conscience and religion

Article 10: Freedom of expression

Article 11: Freedom of association and assembly

Article 12: The right to marry

Article 14: Prohibition of discrimination

Article 1 of Protocol 1: Protection of property

Article 2 of Protocol 1: The right to education

Article 3 of Protocol 1: The right to free elections

Article 1 of Protocol 13: Abolition of the death penalty

Appendix 3 – Well-being of Future Generations (Wales) Act 2015

This act is about improving the social, economic, environmental and cultural well-being of Wales. Public bodies need to make sure that they consider the impact their decisions will have on people living their lives in Wales in the future. The act sets out seven well-being goals:

A prosperous Wales:

An innovative, productive, low-carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

A resilient Wales:

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A healthier Wales:

A society where people's physical and mental wellbeing is maximised and where choices and behaviours that benefit future health are understood.

A more equal Wales:

A society that enables people to achieve their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

A Wales of cohesive communities:

Attractive, viable, safe and well-connected communities.

A Wales with a vibrant culture where the Welsh language is thriving:

A society that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts and sport and leisure activities.

A globally responsible Wales:

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing so could positively contribute to global well-being.

Appendix 4 – Armed Forces Act 2021

Councils must pay due regard to the impact of their proposals on those who are serving or have been serving in the armed forces, as well as their families.

Here are some examples of the types of issues to consider when answering question 17:

- Would the individual be considered local if they had not been in the armed forces?
- Has the individual or family had to move because of the armed forces and therefore had to go to the bottom of a waiting list?
- Does the child or children need extra support because they have moved school frequently or their parent is abroad?