



Weekly food waste collections:

To:

Executive Councillor Rosy Moore, Climate Action and Environment
Environment and Community Scrutiny Committee

Report by:

Dee Wood, Waste Policy Officer
Tel: 01954 713641 Email: dee.wood@scamb.gov.uk

Wards affected:

All

1.	Recommendations
	<p>It is recommended that Environment and Community Scrutiny Committee:</p> <ul style="list-style-type: none"> 1.1 Endorses the proposed approach for implementing mandatory weekly food waste collections from 1st April 2026. 1.2 Notes the potential costs to implement the weekly collection of food waste including the current capital allocation shortfall of £464,000 approximately £200,000 and potential revenue shortfall (currently unknown.) 1.3 Notes that costs have been included within the 2025/2026 Budget Setting Report. 1.4 Delegates the decision to approve the use of The Department for Environment, Food and Rural Affairs (DEFRA) funding received to the Head of Finance so that Implementation can commence.
2.	Purpose and reason for the report
	<ul style="list-style-type: none"> 2.1 The Environment Act 2021 requires all councils to align their household waste and recycling services with new nationwide requirements known as 'Simpler Recycling', by 31 March 2026. 2.2 Greater Cambridge Shared Waste (GCSWS) already meets many of the requirements, but the most pressing task is to introduce a weekly collection for food waste, for domestic households by 1st April 2026. 2.3 Our ability to progress this task has been hampered by a lack of information on additional grant funding from DEFRA. This is still awaited, but due to the scale of the project, Environment and Climate Scrutiny Committee is being asked to approve the proposals and associated budget so that a start can be made on planning for the introduction of food waste weekly collections.

3.	Alternative options considered
	3.1 There are no alternative options to providing a food waste collection service. The requirement has been mandated by Government legislation which clearly sets-out the nature of the service and timescales for its introduction.
4.	Background and key issues
	<p>4.1 In December 2018 the Government published its Resources and Waste Strategy (RAWS). This was the first national review of waste policy for over 10 years and aims to reduce waste, improve recycling, and support the development of a 'circular economy'. A key element of the strategy is collection and packaging reform: providing nationwide consistency in recycling collections and driving reduction and improved recyclability of packaging through Extended Producer Responsibility (EPR).</p> <p>4.2 Government subsequently consulted on various RAWS policies in 2019 and 2021 and in November 2021, the Environment Act 2021 was passed providing the legislative framework through which the strategic waste reforms will be enacted.</p> <p>4.3 The Simpler Recycling policy published in October 2023 has nationwide requirements to improve recycling required by the Environment Act 2021. To comply with these requirements, the Council must introduce a weekly collection of food waste from domestic properties by 1st April 2026.</p> <p>4.4 To achieve the Government's requirements on time, it is vital that decisions relating to the introduction of a food waste collection service are taken as soon as possible in order to allow the procurement of required service assets (vehicles, bins, etc) to commence. Lead times for manufacture of food waste collection vehicles are currently 12-18 months and will likely increase as further councils nationwide place orders to introduce new services.</p> <p>4.5 GCSWS will require up to 22 new 12 tonne food waste collection vehicles and up to 70 additional staff to mobilise the service. (These figures are subject to results from a route planning exercise the service is undertaking.)</p> <p>4.6 The depot will require expansion to accommodate additional vehicle and staff parking and space for increased welfare facilities.</p> <p>4.7 Residents in houses will be provided with 5-litre indoor caddies and 23-litre kerbside caddies. Residents in flats and apartments will be provided with 5 litre caddies and share a 140-litre bin.</p> <p>4.8 Details of vehicles, caddies, bins and liners can be found at Appendix A.</p> <p>4.9 Collecting weekly food waste separately will enable residents to use all types of bags to line their 5-litre indoor caddies since the waste can be treated using Anaerobic Digestion. This disposal method is cheaper for the tax-payer than In-vessel Composting (IVC), at present, due to the revenue stream from generated electricity.</p> <p>4.10 Currently capital funding received is insufficient to deliver the new service and revenue funding is unknown. As such, decisions on this service change will need to be taken without full clarity on funding.</p>

5.	Corporate plan
	<p>5.1 The implementation of weekly food waste collections links to two Cambridge City Councils key priorities:</p> <ol style="list-style-type: none"> 1. Leading Cambridge’s response to the climate and biodiversity emergencies and creating a net zero council by 2030 by: <ul style="list-style-type: none"> • supporting Council services, residents and businesses to thrive and adapt to the impacts of the climate change emergency. • reducing consumption of resources, increase recycling and reduce waste. • promoting sustainable food and food justice. 2. Modernising the council to lead a greener city that is fair for all by: <ul style="list-style-type: none"> • continuously improving the services, we provide so that they best meet the needs of those who use them.
6.	Consultation, engagement and communication
	<p>6.1 Significant engagement has been undertaken within Government as these proposals have been developed through a number of consultations.</p> <p>6.2 GCSWS conducted a three-year trial of weekly food waste collections on 9,249 households (8,147 houses and 1,102 flats) between March 2020 and March 2023.</p> <p>6.3 Residents surveys were carried out on all households and the information gathered has formed the basis for the delivery model for full rollout. This includes vehicle types, bin sizes and caddy liner preferences.</p> <p>6.4 During the trial 54.7% of the 9,249 households used the service. This was above the national average for service use of 45%.</p> <p>6.5 On average each household put 1.70kg of food waste into their food caddies each week. This was above the national average of 1.47kg per household.</p> <p>6.6 Composition waste analysis showed 45% less food was placed in black bins in trial areas.</p> <p>6.7 As with the trial the residents’ communications will be based on the Waste and Resources Action Programme (WRAP) communication plan. A summary of the weekly food waste communications plan can be seen at Appendix B.</p> <p>6.8 Unions have been consulted and continue to be updated on progress at monthly meetings.</p>
7.	Anticipated outcomes, benefits or impact

	<p>7.1 The introduction of weekly food waste collections will help ensure that households are recycling the same materials in line with the 'simpler recycling' approach.</p> <p>7.2 Separate collections of food waste will prevent contamination of other waste which could be recycled, as well as ensuring that the waste can be sent to anaerobic digestion facilities rather than needlessly lost to landfill. Food waste added to landfill doesn't harmlessly rot away. It creates methane, a greenhouse gas 25 times stronger than carbon dioxide.</p> <p>7.3 Recycling food can help prevent food waste from happening in the first place, since it raises awareness of the amount being wasted and encourages behavioural change.</p> <p>7.4 Recycling food will support councils to achieve the government's target for recycling rates to rise to 65% by 2035.</p> <p>7.5 Resident's black bin capacity will be increased. Collecting less residual waste and more recycling will also increase our targets for percentage of waste recycled.</p>
	Implications
8	Relevant risks
	<p>8.1 There is a risk that if we don't progress the project in good time, we may not be able to meet our statutory duties within the specified timescales.</p> <p>8.2 Delay also increases the likelihood of higher costs for vehicles and bins which will be a seller's market given the unprecedented demand.</p> <p>8.3 Delay also increases the risk of recruiting sufficient staff to enable a staged roll-out programme so that the impact on the existing collection service can be minimised.</p> <p>8.4 The biggest risk is that government funding may not cover the full additional net cost of these services.</p>
9.	Financial Implications
	<p>9.1 Government has committed that additional service requirements will be funded by DEFRA under the New Burdens doctrine.</p> <p>Funding – Capital</p> <p>9.2 In February 2024 GCSWS was allocated a total of £2,612,378 under new burdens capital transitional funding for vehicles and food waste bins. The allocation was awarded to implement weekly food waste collections in South Cambridgeshire District Council and Cambridge City Council.</p> <p>9.3 Following award of the capital funding, GCSWS made a formal challenge to DEFRA because allocations were based on incorrect household numbers (124,000 vs 131,000) and did not make provision for any communal bins at flats. The outcome of this challenge is still unknown. GCSWS were notified on 4th March 2025 that additional capital funding of £584,721.18 will be awarded for both Councils as a result of this challenge.</p> <p>9.4 GCSWS are still waiting to hear whether their appeal on capital transitional funding has been</p>

successful. However, due to the amount of time the appeal is taking there is a real risk that the service has insufficient time to procure vehicles and bins to meet the deadline of 1st April 2026, and procurement therefore needs to be started as soon as possible.

Due to the amount of time the appeal on capital transitional funding has taken procurement needs to commence as soon as possible to meet the deadline of 1st April 2026.

9.5 Currently DEFRA's capital allocation for the two councils has resulted in a significant financial shortfall to deliver the service. Quotes for vehicles and bins show a shortfall of £928,000.

Following the additional capital award, Initial reviews show there remains a shortfall, however further work is needed to establish the full financial position. This cost shortfall will be shared between Cambridge City Council and South Cambridgeshire District Council based on property numbers and cost share arrangements laid down within the GCSWS Memorandum of Understanding.

At present, for budgeting and planning purposes, the required **following** capital contributions from each council are as follows:

- Cambridge City Council: £464,000
- South Cambridgeshire District Council: £464,000

These contributions have been budgeted for, and finance teams will adjust the actual budget release to reflect the additional DEFRA awards, once final costs and awards are established. This is currently estimated to be circa £100,000 per Council.

Funding - Revenue

9.6 One-off transitional new burdens revenue funding is expected around April 2025 to support the introduction of food waste services. ~~but at present no further detail is available.~~ **On 4th March 2025 GCSWS were notified that they will receive £821,209.206 for this funding. Further work is needed to establish whether this funding is sufficient.**

9.7 Ongoing new burdens revenue funding is also due from April 2026 to support all councils' ongoing costs of operating food waste services. At present no further detail is available.

9.8 DEFRA initially stated that depot expansions, where required, would not be funded. The requirement to expand the depot emanates from the additional vehicles and private employee cars to get to work. GCSWS have also challenged DEFRA on this decision and provided evidence that shows an expansion is essential.

Several other UK councils are in a similar position of needing to expand their depot. After much pressure from Local Authorities and the Local Government Association, DEFRA has since indicated that depot expansions may be funded where sufficient evidence of costs and plans can be demonstrated. Costs for full expansion of the depot have been quoted as £90,000 - £100,000 rent increase per annum.

9.9 Appendix C shows aerial photographs of the GCSWS depot highlighting that there is insufficient capacity to accommodate vehicle parking for the new service.

9.10 Additional revenue costs for residents' communications, caddy liners and delivery of bins and caddy liners would be approximately £700,000. Some of these costs e.g. caddy liners may be one-off or ongoing dependant on whether we decide to provide them to residents on an ongoing basis. **On 4th March 2025 DEFRA confirmed that funding will not be provided for caddy liners.**

	<p>At present, for budgeting and planning purposes, the required revenue contributions from each council (not considering the expected contributions from DEFRA, which are not fully defined at present) are as follows:</p> <ul style="list-style-type: none"> • Cambridge City Council: £2.14m • South Cambridgeshire District Council: £2.14m <p>A financial summary showing the DEFRA allocations, actual requirement and current shortfall is attached at Appendix D.</p> <p>Other financial considerations</p> <p>Disposal costs – the impact on the county council</p> <p>9.11 As the Waste Disposal Authority (WDA), Cambridgeshire County Council will be responsible for procuring and meeting the costs for treating the weekly collected food waste. However, ultimately costs will be met by taxpayers and therefore do need to be carefully considered and justified.</p> <p>9.12 The proposed service would allow waste to be disposed of using Anaerobic Digestion (AD) which is cheaper than In-vessel Composting (IVC) which is the current disposal method for garden and food waste. Disposal costs for AD are cheaper than IVC due to the revenue stream from generated electricity. The costs for disposing of food raise using AD are in the region of 240,000 pa. If the food was disposed of using IVC this would cost in the region of £800,000pa.</p>
10	Legal Implications
	<p>10.1 The introduction of a food waste collection service is a statutory requirement so failure to do so will be a breach of our statutory duties.</p> <p>10.2 Procurement activity will need to be compliant with our local policy and current national legal requirements.</p>
11	Equalities and socio-economic Implications
	<p>11.1 GCSWS will need to work with Human Resources teams to review the impact the new service has on Collection crews musculoskeletal injuries. Food waste caddies are quite small and therefore crews will be required to undertake repetitive bending and lifting in order to empty food waste into the vehicle.</p> <p>11.2 Levels of injuries will be monitored through existing Human Resources information and staff rotated if problems are identified.</p> <p>11.3 Residents that require it will be able to access the GCSWS 'Assisted Collection' service in the usual way.</p>
12	Net Zero Carbon, Climate Change and Environmental implications

	<p>12.1 Climate change tool ratings are low positive.</p> <p>12.2 Weekly food waste collections will decrease the amount of food waste going to landfill and increase recycling rates in order to move towards the government target of 65% recycling by 2035.</p> <p>12.3 However the service will require approximately up to 22 more waste collection vehicles, approximately 20 new rounds, and up to 70 additional staff commuting to and from work.</p> <p>12.4 Route optimisation will be used to keep vehicle mileage to a minimum. The market for electric waste collection vehicles is still in its infancy and prohibitively expensive so new vehicles will be of the latest internal combustion engine type.</p> <p>12.5 The proposed delivery model would allow food waste to be treated using Anaerobic Digestion. Anaerobic Digestion is environmentally superior for energy generation and carbon emissions reduction, especially for wet and high-moisture food waste. The model allows any type of liner to be used in the 5-litre indoor caddy making it more convenient and cost effective for residents.</p> <p>12.6 This is a high impact project as it involves delivering national legislation. It will require capital assets with a lifetime of more than 6 years. It may increase corporate performance by more than 10% but that is dependent on residents' participation levels.</p>
13.	Procurement Implications
	<p>13.1 Procurement exercises will be required to purchase vehicles, bins and liners.</p> <p>13.2 Procurement activity will need to be compliant with our local policy and current national legal requirements.</p> <p>13.3 GCSWS is working with RECAP partners and WRAP to explore joint procurement opportunities in order to keep costs to a minimum.</p>
14	Community Safety Implications
	<i>Not applicable</i>
15	Human Resources
	<p>15.1 The new food waste collection service will require up to 70 66 additional frontline staff, including Drivers, Loaders a Team Leader and Fleet Manager.</p> <p>15.2 Recruitment for these types of roles is already challenging so officers will work with Human Resources to look at potentially different approaches to recruitment and training to ensure we have the staff required to deliver the services from 1st April 2026.</p>
16.	Background documents

	Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985
	Climate Rating Tool
17.	Appendices
	<p>Appendix A: vehicles, bins and caddy liners.</p> <p>Appendix B: Weekly food waste collections communications plan.</p> <p>Appendix C: Aerial photographs of GCSWS Depot.</p> <p>Appendix D: Financial summary.</p> <p>Revised Appendix D: DEFRA financial allocations</p> <p>Appendix E: Equality Impact Assessment (EQIA)</p>
	<p>To inspect the background papers or if you have a query on the report please contact,</p> <p>Dee Wood, Waste Policy Officer, tel:01954 713641, email: dee.wood@scambs.gov.uk</p>

Appendix A: Vehicles bins and caddy liners

WRAP recommended food waste service



Waste & Resources Action Programme

- 12-Tonne Vehicle
- 5-Litre indoor caddy
- 23-Litre outdoor caddy for houses
- Lockable communal bin for flats
- Caddy-liners



Roll of liners



5L indoor caddy



23L outdoor caddy



140 litre (smaller) wheelie bin in bin stores for flats

Appendix B: Weekly food waste collections communications plan.

Communication Campaign Plan

Communications approach:

The service will be rolled out in phases. The phasing sequence and proportion of households in each phase will be finalised as part of the programme design by Spring 2025. The communications plan will be mirrored during each phase.

The **communication to residents** will be the same that we used in our trial (2020) which is also recommended by WRAP:

- Introduction letter and four-page leaflet four weeks prior to go-live. Mailed 2nd class.
- Delivery of 'pack' one week before. Pack contains a letter, 5L indoor caddy, 23L outdoor caddy, six-page instruction leaflet, liners. Pack to be delivered by the crew that will service that round.

Budget:

- **'Must have'**: embossed indoor caddy, introduction letter and leaflet, instruction letter and leaflet, "do not use" deterrent sticker (for black bin), contamination cards.
- **'Business as usual'**: website, PR, social media, crew training, council magazine articles, member briefings/webinars, intranet posts.
- **'Nice to have'**. If there is sufficient budget these can be helpful to raise awareness including: posters, vehicle livery, liners.

Scheduling campaign activities:

To fill in detail

Internal:

Member briefings / webinars. Dates/content

Webteams – webform integrations

Regular updates on progress to Members

Final version of address list for each phase. Distinguish between flats/houses

External:

Dedicated website / FAQs

Design social media artwork/copy

Press release

5L caddy artwork – design and coordinate with ordering

'No food waste' residual bin sticker

Contamination cards

Design introduction letter

Design four-page leaflet. Coordinate dispatch lead times with printer

Design instruction letter

Design six-page instruction leaflet. Coordinate with crews

Design bin store posters

Design wheeled bin sticker (food waste in here) for flats

Monitoring and evaluation mechanisms

Residual/Organic tonnages and waste composition analysis (2023) will provide a baseline tonnage of food waste prior to the new service.

Key measures	Communication measures
<ul style="list-style-type: none">• Changes in residual waste tonnage collected pre-and post-rollout• Changes in garden waste tonnage pre and post rollout• Tonnage of food waste collected and impact on recycling rates• Participation rates (where possible)	<ul style="list-style-type: none">• Were the communication materials produced and delivered on time• Number of calls to customer service/contact centre• Food waste recycling service webpage and social media analytics (reach/engagement)• Press coverage - volume and reach• Number of contamination cards issued

Appendix C: Aerial photographs of Greater Cambridge Shared Waste Service Depot



Existing Refuse Trucks parking area



Existing staff car parking



Existing overflow car parking

Appendix D: Financial summary

Capital costs		
Quote for 23 litre bins	£	342,612
Quote for 5 litre bins	£	249,743
Quote for 140 litre bins	£	66,402
12 tonne vehicles (x22)	£	2,882,000
Revenue costs		
Team leader	£	63,709
Fleet manager	£	63,709
Comms, liners etc	£	700,000
12 tonne vehicle (x22)	£	3,350,050
Depot expansion	£	100,000
Capital costs	£	3,540,757
DEFRA capital allocation	£	2,612,378
Net capital	-£	928,379
Revenue costs	£	4,277,468
DEFRA revenue allocation		
Net revenue		
Disposal costs	£	240,000

Revised Appendix D: DEFRA financial allocations

On 4th March 2025 DEFRA wrote to South Cambridgeshire District Council and Cambridge City Council to update them about New Burdens funding for weekly food waste collections.

Capital Funding:

1. Following an appeal against the previous award, additional capital funding of £584,721.18 has been allocated to both Councils.
2. The total capital allocation for both Councils is now £3,197,098.98.
3. Capital allocations are to cover the costs of:
 - internal kitchen caddies
 - external kerbside caddies
 - communal bins
 - waste collection vehicles.

Revenue funding (Transitional):

4. A Transitional Revenue Grant of £821,209.26 has been allocated to both Councils.
5. Transitional Revenue is to cover the following costs:
 - Officer time for procuring food waste containers and vehicles
 - Communicating service changes with residents
 - Distributing food waste containers to households
 - Developing and optimising new food waste collection rounds
 - Project management tasks associated with a service change of this nature
6. DEFRA have confirmed that funding will not be awarded to purchase Caddy Liners.

Revenue funding (ongoing):

7. Ongoing revenue funding is expected in April 2026. Councils do not know what allocations will be for this or exactly what is being funded.
8. DEFRA have not updated on whether funding will be available to expand the depot.

Appendix E: Equality Impact Assessment

Cambridge City Council Equality Impact Assessment (EqIA)

1. Title of strategy, policy, plan, project, contract or major change to your service
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Weekly food waste collections

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
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The Committee paper alongside this EqIA will be published here: Agenda for Environment and Community Scrutiny Committee on Thursday, 20th March, 2025, 5.30 pm - Cambridge Council
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3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

The Environment Act 2021 requires all councils to align their household waste and recycling services with new nationwide requirements known as 'Simpler Recycling', by 31 March 2026.

Greater Cambridge Shared Waste (GCSWS) already meets many of the requirements, but the most pressing task is to introduce a weekly collection for food waste, for domestic households by 1st April 2026.
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There are no alternative options to providing a food waste collection service. The requirement has been mandated by Government legislation which clearly sets-out the nature of the service and timescales for its introduction

4. Responsible Team and Group

Greater Cambridge Shared Waste Service
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5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick all that apply)	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff
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Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

The new service is being implemented across the entire country and therefore it will affect everybody with existing bin collections.

6. What type of strategy, policy, plan, project, contract or major change to your service is this?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Major change <input type="checkbox"/> Minor change
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7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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- This will impact on customer services teams due to customer enquiries.
- Webteams will be required to update online forms
- Communications teams will support with communicating with residents and Councillors
- Councillors may need to manage residents enquiries

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Due to go to Environment and Climate Scrutiny Committee on 20th March 2025

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?
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Between March 2020 and March 2023 we ran a weekly food waste trial for 9000 residents in order to gain insight data and lessons learned regarding the best way to roll out the new service.

We have referred to the industry recognised body 'Waste and Resources Action Programme' (WRAP) for guidance on the recommended approach to deliver this mandatory service.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

Age profiles will need to be considered in view of the potential risk of Musculoskeletal injuries due to the repetitive bending and lifting of bins. This will be the case for both new and existing staff. Levels of injuries will be monitored through existing Human Resources processes.

(b) Disability

CGCSWS will need to review the impact that the service has on Collection crews musculoskeletal injuries. Food waste caddies are quite small and therefore collection crews will be required to undertake repetitive bending and lifting in order to empty the contents into the vehicle. Levels of injuries will be monitored through existing Human Resources information and staff rotated if problems are identified.

The new food waste collection will adhere to the same policies as existing collections and Residents that require it will be able to access GCSWS Assisted Collection service in the usual way. This will be explained in residents communication.

Communications can be provided in different formats as a reasonable adjustment for some disabilities.

(c) Gender reassignment

No Impact has been identified specific to this protected characteristic

(d) Marriage and civil partnership

No Impact has been identified specific to this protected characteristic

(e) Pregnancy and maternity

No impact has been identified specific to this protected characteristic

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

We will need to consider whether any ethnic groups are at greater risk of musculoskeletal injuries and ensure that where necessary injury levels are monitored as per existing HR policies.

As this is a service change for all residents we will need to consider if providing residents leaflets in alternative languages or reaching out to support groups is necessary.

(g) Religion or belief

No Impact has been identified specific to this protected characteristic

(h) Sex

The majority of collection crew are male therefore there is a greater risk that males will experience issues with musculoskeletal injuries.

(i) Sexual orientation

No Impact has been identified specific to this protected characteristic

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:

- **Low-income groups or those experiencing the impacts of poverty.**
- **People of any age with care experience – this refers to individuals who spent part of their childhood in the care system due to situations beyond their control, primarily arising from abuse and neglect within their families. The term “Care experience” is a description of a definition in law, it includes anyone that had the state as its corporate parent by virtue of a care order in accordance with the Children Act 1989 and amendments.**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: https://media.ed.ac.uk/media/1_159kt25q).**

No Impacts have been identified in relation to low-income/poverty or care experience. Relating to intersectionality, the council is aware, as mentioned above, that risk to injury (which may in turn lead to a long-term disability) increases with age.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

Action and timescale	Officer
Review of staff surveys by protected characteristics (where available) to assess any adverse issues arising from the new service.	HR, October 2026 onwards.
Review of Musco-skeletal related injuries, length of absence and absence data and rotation of staff where necessary.	HR, April 2026 onwards.
Updating of policies and procedures to ensure food waste service falls in line with other collection services e.g assisted collections.	GCSWS waste policy team April 2026

12. Do you have any additional comments?

This is a mandatory service required for in law so an equality impact assessment on general impacts for residents has not been carried out for this EqlA as this would have been undertaken at government level. The council has undertaken an assessment of impact on staff here because it has discretion around how to staff this (whether to rotate staff or keep same staff on weekly food waste collections) with regards to risk to injury.

The Council will also consider whether different modes of communication are required due to residents disabilities or for those that have English as a second language.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Dee Wood, Waste Policy Officer

Names and job titles of other assessment team members and people consulted: Bode Esan, Head of Climate, Environment and Waste. Helen Crowther, Equality and Anti-Poverty Officer. Rebecca Weymouth-Wood, Waste Policy and Climate Manager

Date of EqIA sign off: 14.02.25

Date of next review of the equalities impact assessment: 14.02.27

Date to be published on Cambridge City Council website: 05.03.25

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