

Equality Impact Assessment

Date written

05/02/2025

Date of most recent update:

05/02/2025

Owner(s):

Mike Kearley, Waste & Recycling Manager

Title of work being assessed:

Waste Management

Background

Brief outline of the work including purpose/aims:

There are a number of pieces of legislation, both under health and safety and environmental law, relating to the control of waste which are relevant to activities carried out at the University of Warwick. The legal framework sets minimum standards for the protection of organisations, individuals and the environment from risks related to waste materials.

Waste can be designated as hazardous or non-hazardous. Hazardous waste streams may include asbestos, certain chemicals (including solvents, brake fluid and print toner), pesticides, mineral oils, batteries, equipment containing 'ozone depleting substances' (such as fridges), biological waste, electrical equipment and components.

Non-hazardous waste streams are split into recyclable and non-recyclable.

Waste should be prevented or minimised wherever possible.

- a. Sustainable procurement principles should apply to minimise generation of waste in the first instance.
- b. opportunities for reuse should be enabled when appropriate.

If waste cannot be avoided, the waste hierarchy should be applied:

- c. Recycling
- d. Recovery
- e. Disposal as a last resort.

Who does this work affect?

This Policy applies to and within all operations across the University. This Policy is supported by arrangements, instructions, and guidance, which are available on the University's web pages. Responsibilities for each category of waste are detailed within the Waste Management Code of Practice.

Impact

What has been done to check if there are implications of this work for different groups, and what was found?

Consultation with the development of the new overarching waste management policy and code of practice has taken place over the past 18 months, during its development with specialist staff within Estates, Health and Safety Services, University Health and Safety Committee and internal Estates Waste Management SCD meetings, the work processes have been considered along with roles and responsibilities. Previous to this was an existing Hazardous Waste Policy, that will be incorporated into this overarching waste management policy. No implications have been highlighted.

Are there aspects of this work that contribute to our social inclusion aims?

Our aims are to increase staff and student diversity, develop an inclusive culture, and increase Warwick's regional and national leadership in social inclusion.

Not in this case

Mitigation

If negative implications are found, what changes will you make to the work and/or what mitigation will you put in place?

N/A

If it is not possible to change or mitigate as there are no other proportionate means to achieve the aims, supply a justification for why this is the case:

N/A

Review

Date for the EIA to be reviewed:

05/02/2028

Person responsible for the review:

Mike Kearley, Waste & Recycling Manager