

Dungate Consultancy



Simpler Recycling & The Charity Sector

Dawn Dungate, Specialist Consultant in
Sustainability, H&S, Transport, and
Operational Efficiency

Who am I?

Dawn Dungate

Independent Sustainability Expert in Waste

My consultancy specialises in sustainability and waste solutions designed for the charity and not-for-profit sector. With over 17 years' experience in recycling, compliance, and operational waste management, I support organisations to improve efficiency, reduce risk, and embed sustainable practices across their operations — from retail and warehousing to offices and clinical environments.

Working with charities, local authorities, and reuse partners globally, my goal is to help organisations understand their waste flows, stay compliant with new regulations such as Simpler Recycling and Duty of Care, and develop practical, cost-effective systems that protect both the environment and the organisation's reputation.

In today's operational landscape, sustainability and safety go hand in hand. Effective waste management reduces environmental impact, prevents workplace hazards, and drives measurable cost savings. By aligning compliance, health and safety, and sustainability, charities can lead by example — creating safer, cleaner, and more responsible operations for the future.



Key Message for Today:

Working together is manageable solution, when charity departments pull together with a common goal you can achieve environmental and financial targets



Challenges we Face in Waste Management:

Every charity/business will have areas to monitor in waste but so many don't, and they just think it will happen, but the chances of high costs and even fines are increasing, so monitoring will solve this and allow the following to be monitored:

- Rising waste disposal costs every year.
- Environmental impact of landfill contributions.
- Complex compliance regulations, such as:
 - Waste hierarchy ranks waste management on their environmental impact.
 - Simpler Recycling reforms 2025
 - Duty of Care, safely and properly disposal of waste
 - Waste Collections
 - Waste Reporting
- Environmental responsibilities are under increasing scrutiny.
- Navigating regulations for waste segregation and reporting is challenging without guidance.



Government Recycling Reforms



The UK government has outlined the next steps in the Simpler Recycling reforms, facilitating local authorities and waste collectors in implementing a straightforward and efficient recycling approach.

On Thursday 9th May 2024, Defra released two government responses detailing decisions regarding the Simpler Recycling reforms.

As previously announced in October 2024, Simpler Recycling in England requires that all non-household municipal premises, including businesses, hospitals, and schools, must start collecting the same materials by 31st March 2025. Households must comply by 31st March 2026, while micro-firms (with fewer than 10 full-time employees) have until 31st March 2027, to meet the requirements.

Simpler Recycling will be implemented as follows:

- By **31st March 2025**, businesses, and non-domestic premises (except micro-firms), will be required to recycle all recyclable waste streams: metal, glass, plastic, paper, card, food waste, (Excluding garden waste and plastic film).
- By **31st March 2026**, local authorities will be required to collect all six recyclable waste streams (excluding plastic film), from all households. Local authorities must collect food waste weekly
- By **31st March 2027**, micro-firms (businesses and non-domestic premises with less than 10 full-time equivalent employees) will be required to recycle all recyclable waste streams (excluding garden waste). Plastic film collections from all households, businesses and non-domestic premises will also begin.

Waste management companies will soon have to report non-compliance to the Environment Agency.

Businesses could face fines and sanctions if they fail to comply with Simpler Recycling reforms.

RIGHT BIN? PUT IT IN

GENERAL WASTE

All household waste (rubbish) that cannot be recycled.

PAPER AND CARDBOARD

Paper
Newspaper
Cardboard
Junk Mail
Magazines
Catalogues
Telephone Directories

PLASTIC, GLASS AND CANS

Glass jars
Glass bottles
Aerosol cans
Food tins
Drink cans
Tin foil
Plastic bags
Plastic bottles
Plastic trays
Plastic pots
Plastic tubs

GARDEN WASTE

Flowers
Plants
Grass cuttings
Shrub/Hedge clippings
Leaves
Weeds (not invasive plants like Japanese Knotweed)
Twigs/Branches
Straw or animal bedding

FOOD WASTE

ALL food waste
Cooked food
Raw food
Bones
Shells
No liquids



But
what's
missing
?



Infectious Waste



Medical waste
Sharps Bins
Sanitary Bins
Nappy Bins

Books
Textiles
Bric a Brac
Electrical Waste



Where It Impacts the Charity Sector

- **Hospices & Healthcare Sites**
 - Food waste in kitchens and staff areas
 - Clinical waste separation from recyclables
 - Sanitary & hygiene bin compliance
- **Retail Shops**
 - Cardboard, plastic, and general waste from donations & deliveries
 - Textile waste separation (reuse vs recycling vs disposal)
 - Staff training and signage needs
- **Offices & Admin Centres**
 - Paper, toner, and IT waste (WEEE)
 - Canteen waste segregation
 - Cleaning teams must follow new bin separation rules
- **On the Road (Collections & Transport)**
 - Drivers must understand what waste is being collected and where it's going
 - Duty of Care paperwork must match separated waste streams



Current Reality in the Charity Sector

- Many sites are **not yet compliant** — mixed waste still common.
- Some waste contractors **don't yet offer full separation** services.
- Staff confusion is a major issue — recycling systems differ between sites.
- Health & safety often missed — bins placed poorly, contamination risks, lifting hazards.

Waste management companies will soon have to report non-compliance to the Environment Agency.



What's Coming Up

March 2025

Simpler
Recycling
mandatory (10+
FTE)

2025 - 2026

EA enforcement
begins, waste
companies report
non-compliance

March 2027

Micro-businesses
included

Plastic films
collections

2028

ETS (UK Emissions
Trading Scheme)
expands to
include
incineration —
higher costs for
non-recycled
waste

2030

Full Compliance
Expected

EPR funding begins
to flow —
opportunities for
reuse and recycling
infrastructure





Good for the Planet, Good for Your Charity

- Reduced waste-to-landfill → lower disposal costs
- Easier **carbon reporting** (Scope 3 emissions from waste)
- Supports **CSR and ESG reporting** – measurable sustainability impact
- Opportunity to show supporters, donors, and regulators you're leading on responsibility





Practical Steps to Take Now

- ✓ **Audit** – Review current waste streams and contractor services
- ✓ **Plan** – Identify what bins, signage, and storage changes are needed
- ✓ **Train** – Staff, volunteers, cleaners, and drivers must know what goes where
- ✓ **Engage Suppliers** – Ensure waste contractors provide compliant collections
- ✓ **Monitor** – Keep records and use waste transfer notes as evidence

Health, Safety & Compliance Risks

- Contamination (food waste in recycling → attracts pests)
- Overflowing bins → fire risk or manual handling issues
- Lack of signage or PPE in waste areas
- Misclassification of waste → fines and reputation damage

Action:

Incorporate waste management into H&S audits



From Compliance to Opportunity

Waste isn't just a cost — it's an opportunity to strengthen your charity's reputation, attract supporters, and prove your environmental leadership.

 **Simpler Recycling drives a circular economy** — turning compliance into a positive story about responsibility and innovation.

 **Better waste data = smarter decisions** — identify cost savings, improve logistics, and unlock funding through *EPR* and *carbon reduction* schemes.

 **Charities are now judged by their total impact** — donors, supporters, and corporate partners increasingly expect environmental accountability alongside social purpose.

 **Use your sustainability story** — share your recycling and reuse achievements in fundraising, marketing, and volunteer engagement to build trust and inspire action.

 **Retail is key in the waste hierarchy** — shop teams are the front line of circularity: reuse first, recycle second, and minimise residual waste.

 **Looking ahead** — prepare for reuse targets, textile-specific reporting, and emerging fibre-to-fibre recycling opportunities.



Any Questions & Let's Talk

Key Takeaways:

- *The regulations are coming fast — plan early.*
- *It's a compliance issue and a sustainability opportunity.*
- *Waste management touches H&S, finance, and reputation.*
- *Dungate Consultancy can help you review, plan, and train for success.*



Dawn Dungate

Specialist Consultant in
Sustainability, H&S, Transport, and
Operational Efficiency

07548 840568

dawn@dungateconsultancy.co.uk



Dungate Consultancy Service Overview



Consultant Services Provided

- **Waste Management Optimization:** Streamlining waste processes to reduce costs and increase recycling rates.
- **Sustainability Consulting:** Implementing practical strategies to achieve environmental goals and compliance.
- **Health & Safety Compliance:** Ensuring business operations meet regulatory standards and mitigate risks.
- **Transport & Logistics Management:** Overseeing efficient and compliant transport operations, including waste collection.
- **Business Compliance Solutions:** Navigating legal requirements across operations, including waste, HR, and environmental laws.
- **Cost Efficiency Strategies:** Identifying opportunities to save costs across waste, logistics, and operational practices.
- **Training & Staff Development:** Equipping teams with the tools to implement effective waste and sustainability practices.
- **Data Analysis & Reporting:** Providing insights and metrics to track progress and inform strategic decisions.
- **Industry-Specific Knowledge:** Tailored solutions for charity retail, commercial businesses, and the recycling sector.
- **Partnership Building:** Collaborating with service providers and stakeholders to create mutually beneficial solutions.