



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Project Appraisal: Hampshire Recycling Infrastructure Development
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - ETE - E01 Waste Contract
Service affected	Waste management service - kerbside dry recycling processing.
Description of the service/policy/project/project phase	Hampshire County Council as part of the Project Integra waste partnership provided infrastructure to process dry mixed recycling that is collected from households. This material is currently processed at one of two materials recovery facilities located in Alton and Portsmouth where material streams are separated and bulked for onward movement to markets for recycling.
New/changed service/policy/project	In order to be compliant with the forthcoming Environment Bill investment is required in new recycling processing infrastructure. It is not possible to expand the existing facilities nor is it financially viable to do so and this project appraisal seeks approval to develop a new Materials Recovery Facility on the site off Chickenhall Lane in Eastleigh.

Engagement
Whilst no public consultation has taken place yet the proposal will be subject to a planning application which will be subject to consultation as part of the formal planning process.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral

Rationale	This decision is related to the construction of new recycling infrastructure and the development has no direct impact on older residents. However, this decision will facilitate a significant change to kerbside recycling services and therefore indirectly there will be a positive impact for older residents who will be able to recycle more items at the kerbside and avoid the need to make journeys to other places to recycle certain items like pots, tubs, trays and cartons.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	This decision is related to the construction of new recycling infrastructure and the development has no direct impact on those with a disability. However, this decision will facilitate a significant change to kerbside recycling services and therefore indirectly there will be a positive impact for disabled residents who will be able to recycle more items at the kerbside and avoid the need to make journeys to other places to recycle certain items like pots, tubs, trays and cartons.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact on residents with this protected characteristic, the service will be equally available to all.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	This decision is related to the construction of new recycling infrastructure and the development has no direct impact on this protected characteristic. However, this decision will facilitate a significant change to kerbside recycling services and therefore indirectly there will be a positive impact for expectant or new parents who will be able to recycle more items at the kerbside and avoid the need to make journeys to other places to recycle certain items like pots, tubs, trays and cartons.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact of any race, the service will be equally available to all.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact on residents regardless of their religion or belief, the service will be equally available to all.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact regardless of sex, the service will be equally available to all.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact regardless of sexual orientation, the service will be equally available to all.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision relates to the construction of new recycling infrastructure and has a neutral impact on residents with this protected characteristic, the service will be equally available to all.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	This decision is related to the construction of new recycling infrastructure and the development has no direct impact on this protected characteristic. However, this decision will facilitate a significant change to kerbside recycling services and therefore indirectly there will be a positive impact for residents who live in poverty as they will be able to recycle more items at the kerbside and avoid the need to make journeys to other places to recycle certain items like pots, tubs, trays and cartons.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This decision is related to the construction of new recycling infrastructure and the development has no direct impact on residents who live in rural areas. However, this decision will facilitate a significant change to kerbside recycling services and therefore indirectly there will be a positive impact for residents who live in rural areas who will be able to recycle more items at the kerbside and avoid the need to make journeys to places where they can recycle certain items like pots, tubs, trays and cartons.</p>
Mitigation	

Geographical Impact:Eastleigh

Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00198

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