



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:	Increased recycling at Household Waste Recycling Centres (HWRCs)
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - ETE - Unknown
Service affected	Waste and Environment Services
Description of the service/policy/project/project phase	HCC's statutory responsibility to provide the Household Waste Recycling Centre (HWRC) service.
New/changed service/policy/project	Additional pre-segregation methods to be introduced to reduce the amount of potentially reusable or recyclable waste that is brought to sites in black bags and sent to expensive disposal routes such as landfill or incineration. This includes requesting residents to bring their waste pre-sorted, or to empty their sacks on arrival if appropriate.

Engagement
Legal Services (Michelle Kington) has advised that a public consultation is not required in this instance as the proposed change is operational, not a policy change.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Elderly residents may have some difficulty bringing their waste pre-sorted or may find splitting a bag on request more challenging.

Mitigation	Site staff will offer assistance on request as per usual operating procedures.
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Disability

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Residents with a disability may have some difficulty bringing their waste pre-sorted or may find splitting a bag on request more challenging.
Mitigation	Site staff will offer assistance on request as per usual operating procedures.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Residents who are pregnant may have some difficulty bringing their waste pre-sorted or may find splitting a bag on request more challenging.
Mitigation	Site staff will offer assistance on request as per usual operating procedures.

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any impact would be expected to be neutral on this characteristic.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

It is expected that this operational change will be phased in from early summer 2023. Communications will be provided to customers and site staff to assist with the implementation.

Overview Statement:

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

EIA reference number: 00344

Date of production of EIA for publication: 21/12/2022