

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
Sam Horne	Head of WES Statutory Services Universal Services	sam.horne@hants.gov.uk

Title:	Food Waste Processing
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Waste and Resource Management
Description of the service/policy/project/project phase	This decision is seeking approval to put in place the necessary arrangements to manage separately collected food waste for processing via anaerobic digestion.
New/changed service/policy/project	Currently only two of the waste collection authorities in Hampshire provide a separate collection of food waste at the kerbside for their residents. From the 31 March 2026 it will be a requirement for all properties in Hampshire to be provided with a weekly collection service for source segregated food waste. This change is to ensure that, as the relevant waste disposal authority, the County Council has put in place the necessary arrangements to process this material via anaerobic digestion.

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

This decision is related to the provision of waste processing once the material has been collected by the relevant Waste Collection Authority (WCA) and then delivered to the County Council infrastructure. The requirement arises from legislation affecting the WCAs and it is the collection from households where there is potential for impacts to occur. Any potential impacts would be considered as part of the individual decisions of the WCAs related to the roll out of these collection services. As a result, this decision is considered to have a neutral impact on groups with protected characteristics because it is purely related to putting in place processing arrangements and therefore a full impact assessment has not been undertaken.

EIA reference number: 00885

Date of production of EIA for publication: 16/06/2025