



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:	Joint Municipal Waste Management Strategy
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	This decision relates the Waste Management Service.
Description of the service/policy/project/project phase	This decision is seeking approval of the new Joint Municipal Waste Management Strategy for the Project Integra Partnership. Project Integra is a partnership of all of the local authorities in Hampshire, and Portsmouth and Southampton city councils.
New/changed service/policy/project	The Joint Municipal Waste Management Strategy sets out the strategic direction for the Project Integra partnership in the context of both the forthcoming legislative changes required through the Environment Bill as well as the financial pressures faced by local authorities. In particular the strategy sets out the proposed approach to the system for collection and processing of dry mixed recyclables using a twin stream system. This keeps 'fibre' products (card and paper) separate from a 'container' mix (plastic containers, tins and cans and glass) to increase the range of items that can be recycled at the kerbside as well as reducing the levels of contamination to maximise the quality of material going to market.

Engagement
<p>Consultation has been undertaken at both an Officer and Member level with all of the Waste Collection Authorities in Hampshire as well as the Unitary Authorities of Portsmouth and Southampton. The Strategy is being considered formally for approval at each Authority individually offering an opportunity for scrutiny as part of the formal decision making process.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Positive
Rationale	The strategy sets out the approach being taken with regard to the collection and processing of dry recyclables at the kerbside and will result in a wider range of materials being suitable to be placed in the kerbside recycling bin. This will reduce the need for residents who wish to recycle more having to transport material to other locations such as bring banks which can be less accessible, therefore having a positive impact on some groups with protected characteristics. For example some older residents, some with a disability or some experiencing pregnancy or maternity may be less able to transport items, and will instead be able to to some residents in some of the groups with protected characteristics who may be less able to transport and will instead be able to place them in the kerbside bin.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy sets out the approach being taken with regard to the collection and processing of dry recyclables at the kerbside and will result in a wider range of materials being suitable to be placed in the kerbside recycling bin. This will reduce the need for residents who wish to recycle more having to transport material to other locations such as bring banks which can be less accessible to disabled residents who may be less able to transport items as they can be placed in the kerbside bin.
Mitigation	

Gender Reassignment

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact residents who have or are going through gender reassignment as the strategy sets out an approach to managing waste in Hampshire that is equitable and accessible to those residents.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	The strategy sets out the approach being taken with regard to the collection and processing of dry recyclables at the kerbside and will result in a wider range of materials being suitable to be placed in the kerbside recycling bin. This will reduce the need for residents who wish to recycle more having to transport material to other locations such as bring banks which can be less accessible to pregnant / new parent residents who may be less able to transport items, as they can be placed in the kerbside bin.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	The strategy will have a neutral impact with respect to race as the strategy sets out an approach to managing waste in Hampshire that is equitable and accessible.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is neutral with respect to residents religion or belief as the strategy will not impact differently on any residents with a particular belief system and be equitable to all.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact residents of any sex as the strategy sets out an approach to managing waste in Hampshire that is equitable and accessible to those residents.
Mitigation	

Sexual Orientation

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact for residents regardless of sexual orientation as the strategy sets out an approach to managing waste in Hampshire that is equitable and accessible to all.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact in terms of marriage and civil partnership as the strategy sets out an approach to managing waste in Hampshire that is equitable and accessible to those residents.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy sets out the approach being taken with regard to the collection and processing of dry recyclables at the kerbside and will result in a wider range of materials being suitable

	to be placed in the kerbside recycling bin. This will reduce the need for residents who wish to recycle more having to transport material to other locations such as bring banks which can be less accessible to residents who due to their financial circumstances may not have access to private transport, as they can be placed in the kerbside bin.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy could have a small positive impact on residents who live in more rural areas as to the provision of a better kerbside recyclable service that is outlined could lead to the need to make less journeys to urban areas where recycling infrastructure tends to be located in order to recycle certain materials.
Mitigation	

Geographical Impact:All Hampshire

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: 00102

Date of production of EIA for publication: 17/09/2021