



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:	Recycling Infrastructure Planning Application
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - ETE - Recycling Infrastructure Planning Application - 2021/09/23
Service affected	Waste and Resource Management - dry mixed recycling processing infrastructure.
Description of the service/policy/project/project phase	Kerbside recyclable waste is currently processed at one of two Materials Recovery Facilities (MRFs) in Hampshire at Alton and Portsmouth. Currently card, paper, plastic bottles, tins and cans are collected co-mingled and then sorted at one of the two MRFs before being transported to market.
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 therefore it is proposed to seek an alternative site for new infrastructure. This decision seeks approval to submit an outline planning application for the site to understand the implications of development there. The site is off Chickenhall Lane in Eastleigh.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.

Mitigation	
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Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Religion or Belief

Impact on public	Neutral

Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Mitigation	
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Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
Mitigation	

Rurality

Impact on public	Neutral

Impact on staff	Neutral
Rationale	As this decision is seeking approval to submit an outline planning application for waste recycling infrastructure it has a neutral impact on all protected characteristic groups as well as other policy considerations.
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: 00109

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