



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
Zoe Clegg	Waste Projects Manager - Waste Prevention Economy, Transport and Environment	zoe.clegg@hants.gov.uk Tel:0370 779 4951

Title:	Setting up a new Reuse Service in Hampshire
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	<p>Waste and Resource Management and Local Welfare Services. The ongoing demand for low-cost good quality items of furniture for those in crisis or on low incomes, the need reduce items going to landfill and support the circular economy mean that a new approach to reuse in Hampshire is required. Consultation from stakeholders and residents, combined with learning from previous initiatives and research on best practice, has led to the development of a project which will provide an effective and sustainable way of meeting the need for furniture for those in crisis and reducing the environmental impact of items being sent to landfill.</p>
Description of the service/policy/project/project phase	<p>Working with waste contractor Veolia and Adult Services and in consultation with local furniture reuse charities, the County Council has been developing an alternative approach to reuse. It is proposed to divert suitable items, initially from selected Household Waste Recycling Centres (HWRCs) and at a later date, kerbside bulky waste collections and other sources, to a series of 'Reuse Hubs' strategically placed across the County. Participating HWRCs will be retrofitted with areas where suitable items can be donated to be diverted directly to the Hub. It is proposed that furniture reuse charities who deliver local welfare assistance in Hampshire will be able to access the Hubs and take items for free to support their activities. A system of Mutual Credit will also be put in place, which will allow participating charities a certain amount of 'credit' for storage when they have excess stock. They can then 'withdraw' items when they are experiencing an increased demand. This system will help to alleviate the key pressures of storage and turnover for them. Although the focus of the service will be to support local furniture charities, a certain percentage of items will be sold online. This will generate an income to help sustain the service and support the circular economy in Hampshire. Work has already been undertaken with the Hampshire County Council Insights and Engagement Team to identify and target buying and selling behaviours and a marketing strategy has been partially developed. It is envisaged in time that the project will also provide volunteering and education and skills opportunities through reuse and repair activities.</p>
New/changed service/policy/project	This is a new project rather than a change to an existing one.

Engagement

A number of local furniture reuse charities have been consulted on the design of the project, and their feedback has been incorporated into its development.

Residents were consulted on their views regarding furniture reuse as part of the annual Hampshire County Council Waste Prevention Reuse Tracker survey in 2019. In answer to the question 'What would encourage you to have furniture or appliances reused rather than disposed of?' 42% of respondents ticked the option for a 'A reuse-only collection service' with 39% indicating the key driver would be: 'If I was getting rid of items that could be suitably reused'.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Disability

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been

	assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Sex

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare

	assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities whose focus is to provide local welfare assistance to residents in crisis and/or on low incomes, so could have a positive impact on residents in poverty.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project will support furniture reuse charities which provide local welfare assistance to residents in crisis and/or on low incomes. The project has been assessed as having a neutral impact on people with protected characteristics.
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: 00119

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