



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
Paul Laughlin	Waste Contracts and Programmes Manager Economy, Transport and Environment	paul.laughlin@hants.gov.uk Tel:07899 060248

Title:	Household Waste Recycling Centre – Pedestrian access trial evaluation
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Household Waste Recycling Centre (HWRC) service
Description of the service/policy/project/project phase	Hampshire County Council, as the designated Waste Disposal Authority for Hampshire, has a statutory duty to provide points where residents may deliver their bulky household and garden waste at no extra charge. This is delivered in Hampshire through the provision of 24 HWRCs countywide.
New/changed service/policy/project	A proposal to make permanent a trial to maintain controlled pedestrian access at two sites (Hedge End and Alresford) is recommended. No other sites are considered appropriate at this time, however it is recommended that provision to introduce further trials in the future is retained where demand exists and appropriate measures can be taken.

Engagement
Evidence from the actual trials and enquiry data has been used to support the decision and demonstrate demand or otherwise.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

The Public Sector Equality Duty, established by the Equality Act 2010 ("the Act"), places a duty upon the County Council to have due regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations. Age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics for the purposes of the Equality Act 2010 and the Public Sector Equality Duty. It is important to note that impact on poverty is not listed as a protected characteristic under the Act.

Previous deputations alleged that residents with disabilities, older residents and residents on low incomes could be indirectly discriminated against through a continuation of the policy to restrict pedestrian entry, as regular access to a vehicle may not be possible. The County Council does not accept any suggestion that this practice is discriminatory, either directly or indirectly, as it was introduced as a proportionate measure on health and safety grounds to protect all site users, and is consistent with neighbouring authorities' practice. In order to progressively develop and improve public services, the County Council continues to investigate and, where appropriate, implement reasonable, safe and proportionate measures to enhance service provision. The retention of the HWRC booking system provides a safe and effective means to control pedestrian access at the chosen sites.

It should also be noted that alternative options exist for 'low weight' waste materials such as the kerbside recycling collection and local recycling banks. Waste collection authorities and some charitable organisations also provide an alternative collection service for bulky items such as furniture, albeit a charge may sometimes be applied for this service.

Mitigation

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Public Sector Equality Duty, established by the Equality Act 2010 ("the Act"), places a duty upon the County Council to have due regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations. Age, disability, gender reassignment, marriage or civil partnership (in employment only),

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Mitigation

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.

Mitigation	
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Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Public Sector Equality Duty, established by the Equality Act 2010 ("the Act"), places a duty upon the County Council to have due regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations. Age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics for the purposes of the Equality Act 2010 and the Public Sector Equality Duty. It is important to note that impact on poverty is not listed as a protected characteristic under the Act.</p> <p>Previous deputations alleged that residents with disabilities, older residents and residents on low incomes could be indirectly discriminated against through a continuation of the policy to restrict pedestrian entry, as regular access to a vehicle may not be possible. The County Council does not accept any suggestion that this practice is discriminatory, either directly or indirectly, as it was introduced as a proportionate measure on health and safety grounds to protect all site users, and is consistent with neighbouring authorities' practice. In order to progressively develop and improve public services, the County Council continues to investigate and, where appropriate, implement reasonable, safe and proportionate measures to enhance service provision. The retention of the HWRC booking system provides a safe and effective means to control pedestrian access at the chosen sites.</p> <p>It should also be noted that alternative options exist for 'low weight' waste materials such as the kerbside recycling collection and local recycling banks. Waste collection authorities and some charitable organisations also provide an alternative collection service for bulky items such as furniture, albeit a charge may sometimes be applied for this service.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that no impact would be observed on this characteristic.
Mitigation	Alternative options exist for those who are unable or do not wish to travel such as home composting and district council collection services.

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: 00138

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