

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:	Household Waste Recycling Centre Review of Charges Applicable to Non-Hampshire Residents
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Waste and Resource Management
Description of the service/policy/project/project phase	Hampshire County Council provides a network of 24 Household Waste Recycling Centres (HWRCs) for residents to deliver their household bulky and garden waste. There is no statutory duty to provide access to residents outside of the area, however Hampshire has traditionally taken an open approach recognising that it may be more convenient for a non-Hampshire resident living close to the county boundary to access a Hampshire HWRC. In 2020, a £5 access fee was introduced for non-residents to recognise the financial cost of providing this discretionary service.
New/changed service/policy/project	The existing charge of £5 has not been reviewed since implementation in 2020, and it is apparent that this discretionary service is no longer covering its costs, putting Hampshire County Council at a financial disadvantage. Following an

internal review, it is recommended that the per-visit charge is increased to £13.50 from April 2026, with scope to review annually as required if costs inflate further.

Engagement

The discretionary service charge to non-Hampshire residents is already in place. This proposal is just to apply an increase to the fee level in line with inflationary effects.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Elderly residents may find a Hampshire Household Waste Recycling Centre more convenient to their needs than one in their own authority area, especially if there is one close by. Applying an increased access charge may make this less appealing.
Mitigation	The increase in cost does not prevent such users from accessing a Hampshire Household Waste Recycling Centre (HWRC), for which there is no change in policy, and paying a fee to use a Hampshire HWRC may still be more convenient than using another HWRC in their own authority area.

Disability

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Disabled residents may find a Hampshire Household Waste Recycling Centre more convenient to their needs than one in their own authority area, especially if there is one close by. Applying an increased access charge may make this less appealing.
Mitigation	The increase in cost does not prevent such users from accessing a Hampshire Household Waste Recycling Centre (HWRC), for which there is no change in policy, and paying a fee to use a Hampshire HWRC may still be more convenient than using another HWRC in their own authority area.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the increased charge on this protected characteristic was found to be neutral.
Mitigation	

Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Impoverished residents may find a Hampshire Household Waste Recycling Centre more convenient to their needs than one in their own authority area. Applying an increased access charge may make this less convenient.
Mitigation	The increase in cost does not prevent such users from accessing a Hampshire Household Waste Recycling Centre (HWRC), for which there is no change in policy, and paying a fee to use a Hampshire HWRC may still be more convenient than a potentially longer and more costly trip to another HWRC in their own authority area.

Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Certain rural residents may find a Hampshire Household Waste Recycling Centre more convenient to their needs than one in their own authority area. Applying an increased access charge may make this less convenient.
Mitigation	The increase in cost does not prevent such users from accessing a Hampshire Household Waste Recycling Centre (HWRC), for which there is no change in policy, and paying a fee to use a Hampshire HWRC may still be more convenient than a longer trip to another HWRC in their own authority area.

Geographical Impact: Basingstoke and Deane, East Hampshire, Hart, New Forest, Rushmoor, Test Valley

Equality Statement

Additional information:

It is important to note that this proposal applies to non-Hampshire taxpayers residing outside of the authority's administrative borders. In selecting the areas for which geographical impact is relevant, this is because these

authorities are on the Hampshire border and therefore more likely to be impacted by cross-border usage. However it is important to stress that the access fee does not apply to Hampshire residents.

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:

EIA reference number: 01091

Date of production of EIA for publication: 11/03/2026