

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
Sam Horne	Head of WES Statutory Services Universal Services	sam.horne@hants.gov.uk

Title:	Infrastructure Condition Assessment Procurement
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Waste and Resource Management
Description of the service/policy/project/project phase	As part of the long term Waste Disposal Service Contract (WDSC) a network of infrastructure to transfer and process household waste was delivered by the County Council. These are assets that will, at the end of the contract term, revert to Local Authority ownership.
New/changed service/policy/project	This work will procure specialist consultants to undertake conditions surveys of the infrastructure to provide the authorities with robust information on asset condition.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

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:

It is considered that this decision will not have an impact on any of the groups with protected characteristics as this decision relates to undertaking infrastructure assessments. Any actions that result from these assessments would be subject to a separate decision which would consider any impacts arising from them on the groups with protected characteristics.

EIA reference number: 01184

Date of production of EIA for publication: 17/07/2026