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:	Management of Dry Mixed Recycling
Related EIAs:	EIA Number: 00817
EIA for Savings Programme:	No
Service affected	Waste and Resource Management
Description of the service/policy/project/project phase	The County Council as a Waste Disposal Authority is required under legislation to manage municipal waste that is collected by Waste Collection Authorities (District and Borough Authorities) and deliver to the waste disposal points provided by the County Council. This includes managing the dry recyclable materials collected from the kerbside.
New/changed service/policy/project	The County Council is seeking approval to issue a direction to the Waste Collection Authorities in Hampshire to present dry recyclables in a particular format - twin stream, such that the fibre element (paper and cardboard) is kept separate from the remaining dry recycling (glass bottles, plastic bottles, pots, tubs and trays, metal cans, tins, foil and aerosols).

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:

This decision seeks approval to issue a direction to the Waste Collection Authorities in Hampshire about the format in which they should deliver dry recyclable to the waste disposal points. As this will maintain, and in many ways enhance, the recycling service offering provided in Hampshire, it is deemed that it will have a neutral impact on all protected characteristic groups as well as other policy considerations.

The County Council has engaged with all Waste Collection Authorities both as a collective through Project Integra meetings as well as undertaking individual meetings with each Waste Collection Authority to understand the position of, and potential challenges faced by each authority in relation to the different system options.

EIA reference number: 01190

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