

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:	Hampshire Joint Municipal Waste Management Strategy 2026 – 2035
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Waste and Resource Management
Description of the service/policy/project/project phase	The new Joint Municipal Waste Management Strategy for the Hampshire Project Integra Partnership. Project Integra is a waste and resource management partnership of all local authorities in Hampshire, and Portsmouth and Southampton City Councils.
New/changed service/policy/project	The new Joint Municipal Waste Management Strategy sets out the strategic direction for the Project Integra partnership in the context of both the forthcoming legislative changes required through the Environment Bill and Local Government Reorganisation.

Engagement
Consultation has been undertaken at both an Officer and Member level with all of the Waste Collection Authorities in Hampshire as well as the Unitary Authorities of

Portsmouth and Southampton. The principles and priorities within the Strategy have also been informed by resident feedback as part of Hampshire County Council's annual Reuse Tracker Survey, which monitors resident's attitudes and behaviours around waste and reuse.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	A key principle of the Strategy is to move towards a so-called 'Circular Economy' where materials are kept in circulation for longer through reuse, repair or recycling. Many of the actions required to do this also deliver positive social impacts. These include encouraging social engagement through events such as clothing or toy swaps, Repair Sheds or Repair Cafes. The expansion of materials collected in kerbside recycling will have a positive impact. For example, some older residents may be less able to transport items to bring banks and will instead be able place these items in their kerbside recycling bin.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	A key principle of the Strategy is to move towards a so-called 'Circular Economy' where materials are kept in circulation for longer through reuse, repair or recycling. Many of the actions required to do this also deliver positive social impacts. These include saving residents' money through making the most of the food and items they already have, opportunities to acquire new skills and employment in design, manufacture, reuse or repair and encouraging social engagement through events such as clothing or toy swaps, Repair Sheds or Repair Cafes. The expansion of materials collected in kerbside recycling will have a positive impact. For example, some with a disability may be less able to transport items to bring banks and will instead be able place these items in their kerbside recycling bin.
Mitigation	

Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The strategy will have a neutral impact on the protected characteristic of gender reassignment, as it sets out an approach to waste and resources in Hampshire that is equitable and accessible to those residents.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	A key principle of the Strategy is to move towards a so-called 'Circular Economy' where materials are kept in circulation for longer through reuse, repair or recycling. Many of the actions required to do this also deliver positive social impacts. These include saving residents' money through making the most of the food and items they already have and encouraging social engagement through events such as clothing/toy swaps or reusable nappy libraries. The expansion of materials collected in kerbside recycling will have a positive impact. For example, those experiencing pregnancy or maternity may be less able to transport items to bring banks and will instead be able place these items in their kerbside recycling bin.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact on the protected characteristic of race, as the strategy sets out an approach to waste and resources in Hampshire that is equitable and accessible.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is neutral with respect to resident's religion or belief, as the strategy will not impact differently on any residents with a particular belief system.
Mitigation	

Sex

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The strategy sets out an approach to managing waste in Hampshire that is equitable and accessible to residents regardless of their sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact for residents regardless of sexual orientation, as it sets out an approach to managing waste in Hampshire that is equitable and accessible to all.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy will have a neutral impact in terms of marriage and civil partnership as it sets out an approach to waste and resources in Hampshire that is equitable and accessible to all residents.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	A key principle of the Strategy is to move towards a so-called 'Circular Economy' where materials are kept in circulation for longer through reuse, repair or recycling. Many of the actions required to do this also deliver positive social impacts. These include saving residents' money through making the most of the food and items they already have, opportunities to acquire new skills and employment in design, manufacture, reuse or repair and encouraging social engagement through events such as clothing or toy swaps, Repair Sheds or Repair Cafes.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	A key principle of the Strategy is to move towards a so-called 'Circular Economy' where materials are kept in circulation for longer through reuse, repair or recycling. Many of the actions required to do this also deliver positive social impacts. Many community initiatives,

	such as Repair Cafes, swapping services or reuse thrive in rural areas and help to provide community cohesion, as well as saving residents money through supporting them to make the most of the food and items they already have.
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:

EIA reference number: 01218

Date of production of EIA for publication: 08/10/2026