

**Equality Impact Assessment (EIA) Future of Waste and Recycling
Project**
Section 1 - Data Checklist

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	All responsible for the project have been consulted on. Consultation with the Cabinet Member for Climate Emergency, the Cabinet Member for Finance and Value, the Leader of the Council and Senior Leadership team has been undertaken along with a planned wider member briefing on the requirements of the Environment Act 2021. The Health and Environment policy committee considered the policy objectives of a new waste strategy for the Council at its meeting on the 4 th July.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	The first round of consultation with the public has not taken place yet.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	We intend to procure specialist public affairs advice and consultancy services to ensure this is a fair and robust consultation and engagement strategy. We will re-assess the strategy once the first round of consultation and engagement activities have been completed.
5	Does any accessible data regarding the area which	No	

		Yes/No	Please provide details
	your work will address identify any areas of concern or potential problems which may impact on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The Project Sponsor, Project Lead and a number of project officers have relevant experience delivering public consultations and our consultants will be specialists in this area.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EIA form

Directorate: Place	Your Service Area: Regeneration	Team: Future of Waste and Recycling project	Officer responsible for this assessment: Debbie Campbell	Date of assessment: 09/06/2023
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Future of Waste and recycling consultation and engagement.
2	Is this a new or existing policy?	New and project specific
3	Briefly describe the aim and purpose of this work.	<p>A) Undertake a consultation exercise to help inform a new waste strategy for household properties.</p> <p>B) Develop service options based on the outcome of the consultation, environmental factors and affordability;</p> <p>C) Implement any changes.</p> <p>The July Cabinet report is about milestone A) consultation.</p>
4	What are the associated objectives of this work?	It is a start of a process to gather views to help inform a new waste strategy. It sets out what we can engage on and what has been set out by government as mandatory requirements and regional requirements by Hampshire County Council.
5	Who is intended to benefit from this work and in what way?	Winchester residents and stakeholders identified as part of the consultation. The public and other stakeholders will be given the opportunity to help shape the vision and

		development objectives for the new waste strategy.
6	What are the outcomes sought from this work?	The public consultation will be shaped by what we can consult on and what we won't be included as it is a requirement by government and regional requirements.
7	What factors/forces could contribute or detract from the outcomes?	Need a considered approach to ensure all potential groups including underrepresented groups have access to the consultation and are made aware of it.
8	Who are the key individuals and organisations responsible for the implementation of this work?	Future of Waste and Recycling Project Team.
9	Who implements the policy or project and who or what is responsible for it?	This will be determined at the project team and board

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	
10b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on race. However, we recognise that people of other races may not have English as their home language and language differences may make accessing consultation materials difficult. The design of the consultation will take this into account and identify ways to easily and		

		clearly communicate to tackle any language barrier.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on a person's sex.		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	The project team will ensure that disability groups such as those with hearing and sight issues will be fully considered and engagement methods tailored to ensure these groups have access to the consultation and enable them to provide their views.		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on anyone's sexual orientation.		
14a	Could the policy or project have the potential to affect			

	individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on anyone's age. During events, the team will seek to engage with a wide range of age groups. However, we are aware that elderly persons might not be out at busy times and so will also engage with the appropriate stakeholder groups directly to inform them of the other means of engagement.		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on anyone's religious beliefs. The consultation events will not fall on any religious festival days that might prohibit participation for members of that faith, if it does then engagement techniques will be used to ensure inclusion of these groups.		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on gender reassignment.		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing on anyone on the basis of marriage or civil partnership.		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?	This has no bearing or effect on pregnancy or maternity. If a member of the public is unable to attend in person due to pregnancy or childcare responsibilities, the information and opportunity for engagement will be available in an online		

		format, allowing the individual to participate in a manner that suits their circumstances.		
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19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N										
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N/A	<table border="1"> <tr><td>Race:</td></tr> <tr><td>Sex:</td></tr> <tr><td>Disability:</td></tr> <tr><td>Sexual orientation:</td></tr> <tr><td>Age:</td></tr> <tr><td>Gender reassignment:</td></tr> <tr><td>Pregnancy and maternity:</td></tr> <tr><td>Marriage and civil partnership:</td></tr> <tr><td>Religious belief:</td></tr> </table>	Race:	Sex:	Disability:	Sexual orientation:	Age:	Gender reassignment:	Pregnancy and maternity:	Marriage and civil partnership:	Religious belief:
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Age:													
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Pregnancy and maternity:													
Marriage and civil partnership:													
Religious belief:													
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	N/A											
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	N/A									

Signed by completing officer	Debbie Campbell
Corporate Head	Andy Hickman