

Equality Impact Assessment



Hampshire
County Council

Fair Oak Infant and Junior Schools

Accountable officer: Mark Saunders

Email address: strategicplanningunit@hants.gov.uk

Department: Children's Services

Date of
assessment: 02/01/2020

Description of current service/policy

Fair Oak Infant School, Botley Road, Fair Oak, Eastleigh, SO50 7AN is currently a four form entry infant school. Fair Oak Junior School, Botley Road, Fair Oak, Eastleigh, SO50 7AN is currently a five form entry junior school.

Geographical impact: Eastleigh

Description of proposed change

The proposed building works will consist of an additional classroom linked to the existing Infant School building, together with some internal alterations. The proposed building work at the Junior School will consist of creating a new reception area. This proposal will not result in an increase in pupil numbers. It is planned that the building works to create the permanent facilities will commence in summer 2020 and it is anticipated that completion will take place in summer 2021 in preparation for the beginning of term in September. During construction the pupils will be taught in the existing buildings.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried out? Yes

A pre-planning consultation ran from the 21 June to 26 July 2019.

Letters were sent to;

- Parents of children attending Fair Oak Junior School
- Headteachers, school staff and Governing Body
- Headteachers and Chairs of Governors of neighbouring schools within two miles
- Eastleigh Borough Council – Local Councillors
- Fair Oak and Horton Heath Parish Council
- Trade union representatives
- Local Dioceses
- MP – Mims Davies
- HCC Elected Member – Cllr Bruce Tennent
- Residents in the local area (109 letters sent)

Nine responses were received. None objected to the proposal.

Statutory considerations	Impact	Mitigation
Age: Neutral		
Disability: Positive	The new classroom will be fully accessible.	
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		

Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Neutral		

Neutrality statement (if all considerations have a neutral impact)

Any other information

Health and safety of children, staff and visitors is paramount. The County Council works with construction partners who have significant experience of working on school sites. A detailed health and safety plan will be drawn up with the school to include items such as restricting delivery times for materials to avoid the beginning and end of the school day, maintaining safe access routes for pupils, staff and visitors etc. The school will continue to operate as normal during the building works.