



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:	Expansion of Specialist Provisions
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	<p>The special schools and resource provisions listed below: Saxon Wood School (Special School) • Forest Park School (Special School) • St. Francis School (Special School) • Riverside Community Special School (Special School) • Hollywater School (Special School) • Glenwood School (Special School) • Bedenham Primary School (Resourced Provision) • South View Infant and Junior Schools (Resourced Provision) • Wildground Infant & Junior Schools (Resourced Provision) • Ashley Junior School (Resourced Provision) Lakeside (Special School)</p>
Description of the service/policy/project/project phase	<p>Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the Special Education Needs and Disability (SEND) sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places.</p>
New/changed service/policy/project	<p>The following schools are expanding by way of a refurbishment or building, or designation, and/or expanding their pupils numbers: • Saxon Wood School (Special School) - rebuild and landscaping • Forest Park School (Special School) - install a double modular building on the Primary Site • St. Francis School (Special School) - retain a single classroom unit that has been utilised during current major refurbishment works • Riverside Community Special School (Special School) - add an additional double classroom that will allow the school to increase the capacity on the main site by 12 places • Hollywater School (Special School) - some internal works and small extension which will allow the school to increase the capacity by up to 8 places • Glenwood School (Special School) - add an additional classroom unit • Bedenham Primary School (Resourced Provision) - refurbish an under-utilised area of the school and outdoor space and increase APN by 4 places • South View Infant and Junior Schools (Resourced Provision) - add 2 standalone and separate Resource Provision (RP) classes • Wildground Infant & Junior Schools (Resourced Provision) - expand the current SEMH Resourced Provision by 8 places • Ashley Junior School (Resourced</p>

Provision) - utilise current classroom accommodation to create 8 additional places Lakeside Special School - increase the Agreed Pupil Number from 92 to 97

Engagement

Formal consultation took place between 13 November 2020 and 11 December 2020. A letter was sent to consultees as detailed below. No drop-in event could be held due to Covid-19 restrictions but consultees were invited to send any feedback by email or telephone. The proposal was also included on the County Council's consultation website. Letters were sent to; Parents of children at the schools, Local residents, Headteachers, Chairs of Governors, School staff, Headteachers, CoGs at all schools within 2 miles and special schools in the district, Local Councillors, Local dioceses, Staff union representatives, Local MP's and HCC Elected members.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive

Rationale	The proposals will provide improved facilities for both teachers of, and children with, a range of special education needs aged between 3-16 year old, and allow more pupils to attend schools in their respective local communities' and alongside their peer groups. For children attending these schools it will be because it is deemed the most appropriate setting and as a result, they will have access to trained staff and specialist resources, in order to support their educational, social and other needs, in an environment that can adapt accordingly in an inclusive setting.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Fareham, Gosport, Havant, New Forest, Winchester

Equality Statement

Additional information:

All eleven projects have been to public consultation and a report was taken to Exec Member on 27 May 2021 and approval was given to proceed to publish public notices from 4th June to 2 July. The decision day, post public notice, is to be held on July 16th.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

