



## 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
Linda Hutchings	Business Dev Funding Policy Manager  Children's Services	linda.hutchings@hants.gov.uk  Tel:07712 693137

Title:	EIA North Baddesley October 2021
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	North Baddesley Infant School's proposal to lower their age range by two years from Year R to two-year-olds through delivering a new directly school managed early years provision at the school site.
Description of the service/policy/project/project phase	A statutory consultation under DfE guidance "The Making Significant Changes ('prescribed alterations') to Maintained Schools" for North Baddesley Infant School to lower their age range to deliver a new directly school managed early years provision has been completed. The consultation ran for 4 weeks from 1 September to the 3 October 2021.
New/changed service/policy/project	A new early years provision is proposed to be open from January 2022 and offer 24 places initially with capacity to increase to 40 places if there is demand and further discussion with the council.

## Engagement

As part of the consultation process, the school published a "statement of intent" publicising a consultation drop-in session on 13 September. This statement went out to all the parents of the infant and junior schools. Notices of the consultation were also published as follows:

- HCC's main public notice page [Public notices | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk/community/publicnotices/publicnoticedetails?id=11840)
- The Public Notice page for this consultation is specifically published here (linked from the main PN page):
- <https://www.hants.gov.uk/community/publicnotices/publicnoticedetails?id=11840>
- In terms of the print media, public notices are published in the Hampshire Independent newspaper which is released every Friday

There were three attendees to a consultation drop in event held at the school.

During the statutory consultation there have been three respondents indicating objection to the proposal, one of whom is representing Holly Tree Preschool. The objections were concerned with the anticipated start date for the nursery; concerns of increase footfall and traffic; queries regarding the accuracy of forecast numbers of children and concern that there was reliance on a housing development in the Hoe Lane area that had not yet started; suitability of the multipurpose building for early years and access to outdoor space. The school has reviewed all objections and provided approaches and resolutions to address these.

The outcome of the responses has influenced the proposal whereby the initial number of 24 places will be monitored and if demand increases and the school wishes to increase the capacity further up to 40 place, then a further consultation with Hampshire County Council and the Community.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>It is assessed that the locality will increase its child population over the next few years due to new homes being built. This proposal will add additional places to offer access to early years education for children aged 2,3 and 4 and provide a term time only full day care offer that is school run.</p> <p>There is a neutral impact on the protected characteristic of age as a result of the implementation of this service for staff.</p>
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The building is accessible and the early years service will be inclusive and support children aged 2, 3 and 4 with SEND.</p>

Mitigation	
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## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of gender reassignment as a result of the implementation of this service for preschool aged children.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of pregnancy and maternity as a result of the implementation of this service for preschool aged children.
Mitigation	

## Race

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of race as a result of the implementation of this service.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of religion or belief as a result of the implementation of this service.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of sex as a result of the implementation of this service for preschool aged children.

Mitigation

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on sexual orientation as a result of the implementation of this service for preschool aged children.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on marriage or civil partnerships as a result of the implementation of this service for preschool aged children.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral

Rationale	The school intends to offer early years funded places to low income eligible families with children aged 2 and also children aged 3 and 4 years old eligible for early years pupil premium.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The school is sited in North Baddesley which which is classed as Rural Town and Fringe. The 24 places provide additional choice for parents many of who travel outside of North Baddesley for early years and childcare services. The new provision may also provide local job opportunities.
Mitigation	

## Geographical Impact:Test Valley

## Equality Statement

### Additional information:

The preschool places created by this proposal supports forecast growth in the number of children over the next 6 years and therefore provides choice of service to access for parents.

The school will continue to work in partnership with the other local early years providers building on the current joint training opportunities and working together to support the local community.

### Overview Statement:

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

EIA reference number: 00148

Date of production of EIA for publication: 02/11/2021