



## 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:	Poulner Infant School - Replacement Nursery
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Nursery provision onsite at Poulner Infant School
Description of the service/policy/project/project phase	Replacement of the existing onsite nursery at Poulner Infant School.
New/changed service/policy/project	Hampshire County Council is proposing to provide a new, purpose built 26 place nursery to replace an existing setting within the grounds of Poulner infant school. The accommodation released upon completion is to be used as additional and improved teaching space for the school.

Engagement
A formal consultation took place between the school's head teacher and the governing body.

#### 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 additional and improved teaching space for the school as well as bespoke new accommodation for the existing nursery provision. The accommodation will be fully accessible, meeting current building regulations and internal standards put in place by the specialist access team within Hampshire County Councils Property Services department.
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	

## 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

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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
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	Positive
Impact on staff	Positive
Rationale	A pressure on early years services has been identified within the area of Ringwood in the New Forest. The new nursery provision will contribute towards relieving this pressure.
Mitigation	

Geographical Impact:New Forest

## Equality Statement

Additional information:

None

Overview Statement:

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

EIA reference number: 00154

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