



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
Richard Bayless	Assistant Strategic Development Officer Children's Services	richard.bayless@hants.gov.uk Tel:03707 794892

Title:	The Future of Hatherden Church of England Primary School
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Children's Services
Description of the service/policy/project/project phase	Hampshire County Council has a statutory obligation to conduct public consultations to seek and find out the views and opinions of specific groups or the wider population.
New/changed service/policy/project	Hampshire County Council wishes to consult on the future of Hatherden Church of England Primary School. A decision has been taken by the Executive Member for Children's Services to undertake a period of public consultation on the future of the school. This will provide an opportunity for all stakeholders to comment on a broad range of options and bring forward alternate proposals should they wish. The options being proposed are: a. To leave the school open, meaning the status quo remains b. To seek an academy/free school sponsor for Hatherden Primary School c. To close Hatherden Primary School

Engagement
A formal consultation is proposed to start on Friday 12 November 2021 and close at midnight on the Friday 10 December 2021. The consultation aims to gather the views and opinions of the school's community and other key stakeholders to inform the decision of the future of Hatherden Church of England Primary School.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share age as a protected characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share disability as a protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic.

Mitigation	
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Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share race as a protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The proposed change is expected to have a neutral impact on people who share religion and belief as a protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share sex as a protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share sexual orientation as a protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share poverty as a protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share rurality as a protected characteristic.

Mitigation	
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Geographical Impact:Test Valley

Equality Statement

Additional information:

Every effort has been made to ensure that key stakeholders are able to access the consultation materials and are able to register their views and opinions via the consultation process.

Overview Statement:

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

EIA reference number: 00169

Date of production of EIA for publication: 16/12/2021