



## 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:	Hollywater School Classroom Extension, Internal Remodel and External Landscaping
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Hollywater School, Bordon.
Description of the service/policy/project/project phase	The Hollywater School is a specialist SEND provision in Bordon currently catering for 128 pupils aged between 4-19 yrs with specific learning difficulties and Autistic Spectrum Condition.
New/changed service/policy/project	Due to the increasing need for places in the local area, an expansion of the school is being proposed together with some internal reorganisation. The project comprises of a new single storey extension to an existing Early Years Classroom. External Landscape works will provide a secure sheltered play area and storage for external play equipment to the extended classroom. Some internal alteration works will provide age-appropriate toilet facilities. An additional 8 pupils will be able to attend the school on completion of the works.

Engagement
The following groups were consulted during the development of this project between 22 March to 30 April 2021: Headteacher, School Governors, Children's Services, Executive Lead Member for Children's Services, Local County Councillor Local Residents, Fire Officer, Access Officer, HCC Regulatory Planning & Transport Teams & EHDC Officer.

## 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	<p>The proposals will provide improved facilities for both teachers of, and children aged between 4-19 yrs with specific learning difficulties and Autistic Spectrum Condition. This development will also allow more pupils to attend schools in their respective local communities' and alongside their peer groups.</p> <p>The proposed project comprises of a single storey extension to an Early Years classroom thus providing continued easy access for all. The proposed new building will also include a WC with changing bed facility fulfilling the need for age-appropriate toilet facilities within the school.</p>
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	The toilet facilities proposed for the project will be unisex.

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

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

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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	

## 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	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:East Hampshire, Hart, Rushmoor

## 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: 00170

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