



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 Mark Way School, Andover
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Mark Way School, Andover.
Description of the service/policy/project/project phase	The Mark Way School is an outstanding-rated provision in Andover and provides education for children aged between 11 and 16 years old. There are currently 82 pupils on roll with Moderate Learning Difficulties and Autistic Spectrum Condition and possible moderate hearing and or visual impairment.
New/changed service/policy/project	Due to the increasing need of places in the local area, this proposed 2 classroom expansion of the school with some internal refurbishment will enable an additional 20 pupils will be able to attend the school on completion of the works and seek to address shortcomings in the existing accommodation and grounds. The project comprises of a new two class single storey extension with ancillary supporting spaces. Proposed Internal alterations will address some of the existing building condition issues and provide appropriate staff and WC facilities. Externally the exiting on-site drop off and pick up facility will be re organised to improve pedestrian safety to this area. External landscape works will provide a secure sheltered play area.

Engagement
<p>The following have been consulted during the development of this project: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.</p> <p>The Children’s Services Principle of Enlargement non-statutory consultation on the expansion of Mark Way School was undertaken from 10th September to 8th October 2021.A letter with details of the proposal was sent to the following stakeholders and feedback was invited by email and letter and meetings with officers offered if requested: Parents of children attending the schools, Headteachers, school staff and Governing Body of the schools, Headteachers and Chairs of Governors of neighbouring schools, Borough, district, and parish Councils – Local Councillors, Trade union representatives, Local Dioceses, Local MPs, HCC Elected Members, Residents of the immediate areas and other relevant community stakeholders. A statutory public notices published on 19 November for 4 weeks. One positive comment has been received about the proposed expansion of Mark Way School. This was from Cllr. Kirsty North, a County Councillor who wrote in support of the proposed provision. No objections were received.</p>

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, autistic spectrum disorder, aged between 11 and 16 years. This development will also allow more pupils to attend schools in their respective local communities' and alongside their peer groups. The proposed works at Mark Way school comprises of the construction of a new single storey extension which accommodates 2 new specialist teaching classrooms.
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

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	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:New Forest, Test Valley, Winchester

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: 00171

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