



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: | The Future of Hatherden Church of England Primary School (2022) |
| Related EIAs: | EIA Number: 0169 & 0219 |
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| EIA for Savings Programme: | No |
| Service affected | Children's Services - Hatherden Church of England Primary School |
| Description of the service/policy/project/project phase | <p>Hatherden Church of England (Aided) Primary School is a small rural Church of England school. It's performance, as rated by Ofsted, has been inconsistent. Over the past seven years it has been judged to be inadequate in two Ofsted judgements, the most recent in July 2019. As the school is currently judged as Inadequate, the Department for Education (DfE) served an academy order on the school on 25 September 2019. The DfE has been trying to secure an academy sponsor but has been unsuccessful to date in part due to the low number of pupils choosing to attend the school and the consequent long term financial and educational sustainability of the school. Specific discussions have taken place with the Regional Schools Commissioner (RSC) about the potential of federation with another local school, however, the Secretary of State for Education is categorical that this is not an option, and the academy order must remain in place. Discussions have been held with the DfE, RSC and Diocese about the future of the school and it was collectively agreed that a consultation process around the closure of the school should be held. A non-statutory consultation ran for a period of four weeks from 12th November 2021 to the 10th December 2021. The future of Hatherden Church of England Primary School was discussed with stakeholders who were given the opportunity to comment and feedback on the three options that were published. The detailed outcome of that consultation can be found in the Executive Lead Member for Childrens Services (ELMCS) report that this EIA is attached to. The public notice was published for 6 weeks between 25 March 2022 and 6 May 2022 A report was taken to the Executive Lead Member for Children's Services on 23 March 2022 and approval was given for a Public Notice period to commence in relation to the closure of Hatherden Church of England Primary School. The public notice was published for 6 weeks between 25 March and 6th May 2022 in which the public had the opportunity to comment/provide feedback.</p> |
| New/changed service/policy/project | Following the publishing of the public notice to close Hatherden Church of England Aided Primary School and due to the continuing challenges the school are facing, the closure of the school with effect from 31 August 2022 will be recommended to the Executive Lead Member For |

Engagement

Recent Consultation/Engagement

The Public Notice Period ran from Friday 25 March - Friday 6 May 2022. The Public Notice was published in the Hampshire Independent Newspaper and also on the Hampshire County Council Public Notice Webpages here:<https://www.hants.gov.uk/community/publicnotices/publicnoticedetails?id=13435> . The Public Notice was also displayed at key entrances to the school. Key stakeholders were emailed and parents and staff at the school received a letter with information about the Public Notice. The department received 8 replies in relation to the published Public Notice and the responses have been discussed in the Executive Lead Member for Children's Services report of the 8th June 2022 which this EIA is attached to.

Previous consultation/Engagement

On the 10 November 2021 a non-statutory consultation on the future of Hatherden Church of England (Aided) Primary School was approved. This consultation ran from 12 November 2021 until 10 December 2021. The proposal was also included on the Hampshire County Council's (HCC) consultation website: <http://consultations.hants.gov.uk/active.aspx>

Letters were sent to; Parents of children at the school (via the school) • Headteacher • Chair of Governors • School staff • Headteachers, Chairs of Governors & parents of children at all schools within 3 miles (via the schools) • Staff union representatives • MP – Kit Malthouse • HCC Elected member – Cllr Roz Chadd • Local District and Parish Council • Early Years Development and Childcare – Tracey Messer • Other relevant HCC Officers •

A public meeting was held at the school on 24 November 2021 to allow stakeholders to put forward their views on the proposal directly to officers, offer alternate proposals and ask any questions they might have had. The outcome of the non-statutory consultation into The Future of Hatherden Church of England (Aided) Primary School is detailed in the Elective Lead Member for Children's Services report taken to the 23 March 2022 decision day. The report details the comments and responses that were received during the consultation period. Approval was given at this meeting to begin a Public Notice Period on the closure of Hatherden Church of England Primary School.

Equalities considerations - Impact Assessment

Age

Impact on public

Negative - Low

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| Impact on staff | Negative - Low |
| Rationale | As a primary school attended by children aged 4-11 the impact on this protected characteristic has been assessed as negative low. If the school were to close, the primary aged children would be required to attend an alternative provision. |
| Mitigation | <p>Pupils attending Hatherden Church of England Primary School that also live in the village will be offered a place at an alternative school, Appleshaw St Peter's Church of England (Aided) Primary School. Moving to an alternative school will increase the opportunities for pupils to learn and play with children their own age. Appleshaw St Peter's Church of England Primary School is rated as "good" by Ofsted and therefore it is predicted that children attending will receive improved educational outcomes.</p> <p>Parents and children may have to travel further to receive their education, though some will be eligible for Home to School Transport. All children's eligibility for Home to School Transport will be assessed in line with the Home to School Transport Policy and all eligible children will be provided with to Home to School Transport assistance. Further information on assistance with Home to School Transport can be found here: https://documents.hants.gov.uk/transport-home-to-school/HTST-Policy-2021.docx</p> <p>The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere.</p> |

Disability

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| 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. For children attending alternative schools and for staff who obtain employment at other schools, those schools will have policies in relation to disability for both pupils and staff to ensure that reasonable adaptations are in place. |

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| | The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including any staff with a disability or long term health conditions, to assist with finding alternative employment elsewhere. |
| Mitigation | |

Gender Reassignment

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of gender reassignment, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Pregnancy and Maternity

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. Alternative schools will have a policy in relation</p> |

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| | <p>to this protected characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Race

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their race, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Religion or Belief

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| Impact on public | Negative - Low |
| Impact on staff | Negative - Low |
| Rationale | <p>Hatherden Primary School is a Church of England primary school with a religious characteristic. Some parents select this school as a preference due to this and others select it</p> |

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| | as it is their local school. |
| Mitigation | <p>The closure of Hatherden Church of England (Aided) Primary School can be mitigated by the proposed relocation of pupils to Appleshaw, St Peter's Church of England (Aided) Primary School if parents wish to have their children educated at the school. Appleshaw, St Peter's Church of England (Aided) Primary School is also another school with a religious characteristic so the relocation of pupils there would ensure that the education and values are reflected at the new school for the children.</p> <p>It is recognised that staff employed in Hatherden Church of England (Aided) Primary School may have chosen employment due to religion or belief and therefore the impact has been assessed as low negative for staff. The Hampshire County Council Human Resources department will work and support all members of staff in line with all appropriate policies, regardless of their religion or belief, to assist with finding alternative employment elsewhere.</p> |

Sex

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share sex as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sex, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Sexual Orientation

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| Impact on public | Neutral |
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| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Marriage and Civil Partnership

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will work with all members of staff in line with all appropriate policies, regardless of their marital status, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | |

Poverty

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| Impact on public | Negative - Low |
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| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will work with all members of staff in line with all appropriate policies, regardless of their marital status, to assist with finding alternative employment elsewhere.</p> |
| Mitigation | <p>The closure of Hatherden Church of England (Aided) Primary School and the subsequent relocation of pupils to Appleshaw, St Peters (Aided) Primary School will not necessarily increase the overall use of the motor vehicle for the school run as parents those parents currently driving their children to Hatherden Church of England (Aided) Primary School will most likely drive their children to Appleshaw St Peters (Aided) Primary School instead. All children's eligibility for Home to School Transport will be assessed in line with the Home to School Transport Policy and all eligible children will be provided with to Home to School Transport assistance.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their salary or grade, to assist with finding alternative employment elsewhere.</p> |

Rurality

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| Impact on public | Negative - Low |
| Impact on staff | Neutral |
| Rationale | <p>The proposed change is expected to have a low negative impact on people who share rurality as a protected characteristic as Hatherden Church of England (Aided) Primary School is not the school of choice by the majority of its community.</p> |
| Mitigation | <p>The closure of Hatherden Church of England (Aided) Primary School can be mitigated by the</p> |

proposed relocation of pupils to Appleshaw, St Peter's Church of England (Aided) Primary School if parents wish to have their children educated at the school. Home to school transport will be available for those children who are eligible for assistance. Each child's transport eligibility will be assessed; transport is provided if the journey to the new catchment school, Appleshaw, St. Peter's Church of England (Aided) Primary School, for an under 8 year-old child is more than 2 miles or for children aged 8 and over the journey is more than 3 miles. Children living outside of Hatherden Church of England Primary (Aided) School's catchment area will also have their transport eligibility assessed, in line with the Home to School Transport policy, based on their home address and the school they attend.

Further information in relation to Home to School Transport eligibility can be found here: <https://documents.hants.gov.uk/transport-home-to-school/HTST-Policy-2021.docx>

It is recognised that alternative employment may require staff to travel further or less than they travel currently and therefore the impact on staff for rurality has been considered neutral. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of the home location, to assist with finding alternative employment elsewhere.

Geographical Impact:Test Valley

Equality Statement

Additional information:

The consultation documents were available online and could also be requested in paper form. Responses were collated via email, post and in person at the consultation drop in held at the school. Every effort has been made to ensure that key stakeholders are able to access and comment on the public notice.

Overview Statement:

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

EIA reference number: 00253

Date of production of EIA for publication: 16/05/2022