



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:	Wyvern College (Academy), Fair Oak
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Wyvern College (Academy), Fair Oak.
Description of the service/policy/project/project phase	<p>Wyvern College is a secondary school in Fair Oak, Eastleigh providing education for children aged between 11 and 16 years old. The school is part of the Wyvern College Academy Trust and currently provides education for up to 1350 secondary age children. Wyvern College is part of a larger school campus that also includes Fair Oak Infant (Community) and Fair Oak Junior (Community) Schools. The Wyvern Community College campus has a frontage to the Botley Road to the east with a car park and access road serving the school buildings to the centre of site. To the south, the College shares its campus with Fair Oak Infant and Junior Schools. A public footpath runs from east to west along the College's northern boundary. The number of children attending the school is not planned to increase as a result of these proposals.</p>
New/changed service/policy/project	<p>The proposed project comprises of external works to improve safeguarding and security and internal reconfiguration to improve the layout of the school's accommodation. It is proposed that the installation of a secure 1.8m high fence to the school frontage together with both manual and automated security gates. 9 car parking spaces are to be relocated to the wider school car park. A new access footpath to facilitate drop off and pick up to the adjoining infant and junior school is also to be constructed. Internal teaching spaces are to be reconfigured and relocated to suit the school's organisation. The proposed internal alteration works will provide:</p> <ul style="list-style-type: none"> • A new Media suite • A new drama teaching space • Partitioning to provide acoustic separation to circulation routes. • New fixed furniture • New finishes to remodelled spaces <p>The existing school frontage, including both car park and hardstanding areas, is largely open to the public throughout the day and construction of the new secure fence and gates, together with the relocation of 9 car park spaces will address the current security concerns. The reconfiguration of three internal teaching spaces, both specialist and general teaching, will make a more logical accommodation layout together with the provision of additional lockers throughout the campus.</p>

Engagement

A consultation ran from 12th June 2019 to 26th July 2019.

The project proposal was also included on the Hampshire County Council's (HCC) consultation website: [Pre-planning Consultation – Wyvern College | About the Council | Hampshire County Council \(hants.gov.uk\)](#)

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 • HCC Elected member • Local District and Parish Council • Early Years Development and Childcare • Other relevant HCC Officers •

A public meeting was held at the school on 10 July 2019 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.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Currently parents of Fair Oak Infant and Junior Schools can access the schools via a footpath off of Dean Road, Fair Oak. The footpath leads parents towards Wyvern College main building and takes the parents by classroom windows. This is of a safeguarding and security concern for Wyvern College as the times which parents walk past the windows are when lessons are taking place and therefore the movement of people outside on the school site can be distracting. The new proposed school access path will allow parents to still access the infant and junior school from Dean Road, but will ensure that the children at Wyvern College are not distracted during lessons, and are kept safe and secure.</p> <p>The addition of a 1.8m high secure fence around the frontage of the school will also improve the safety and security of the pupils and staff across the campus. The existing school frontage, including both car park and hardstanding areas, is largely open to the public throughout the day and construction of the new secure fence and gates,</p>

	<p>together with the relocation of 9 car park spaces will address the current security concerns.</p> <p>The proposed internal building alterations will provide a new media suite, a new drama teaching space and will provide acoustic separation to circulation routes. These additions along with new fixed furniture and new finishes to the remodelled spaces will benefit the students currently at the school and future students as it will provide them with a better environment to receive their education in. The new internal alterations will also benefit the staff at the school as it will provide them with a better working environment. This will undoubtedly have a positive impact on the mental health of both staff and students.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The new path that is being installed for parents will be accessible to all which will enable anyone with a physical disability to use it. The new path is no longer than the current route being walked by parents and therefore there is no additional distance they will need to be travelled.</p> <p>The internal improvements that are proposed will provide acoustic separation to circulation routes which will benefit both staff and pupils, especially those with a hearing impairment.</p> <p>The 9 parking spaces that are being relocated to the wider school car park so there will be no loss of availability for staff. There is no impact on the current accessible car parking spaces that the school provides. The project will provide relocated car parking on the school site which will be in line with the Hampshire County Council On-Site School Parking Guidelines: https://documents.hants.gov.uk/parking/On-siteSchoolParkingGuidelines.pdf</p>

Mitigation	
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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	

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. As mentioned previously, the new route is no longer than the current route that parents are walking and therefore the journey through Wyvern College to Fair Oak Infant and Junior School will be no longer as a result of the new path being installed.
Mitigation	

Race

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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 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 or 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	
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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. As mentioned before, those who walk to school will still be able to access the campus via the Dean Road footpath.
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. Those who use the current footpath accessed via Dean Road either live locally and walk to school, or park and stride. There is no anticipated increase in the number of people using the new footpath.
Mitigation	

Geographical Impact:Eastleigh

Equality Statement

Additional information:

The project is included in the Children's Services Capital Programme, approved at the Executive Lead Member for Children's Services decision day on 10 January 2020, which outlines the available budget for the project.

Overview Statement:

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

Date of production of EIA for publication: 10/05/2022