



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:	Satellite Site for Henry Tyndale School at the Former Park Children's Centre
Related EIAs:	EIA Number: 191

EIA for Savings Programme:	No
Service affected	Henry Tyndale School, a special school for pupils aged 2-19 located on Ship Lane, Farnborough and the former Park Children's Centre which is an empty provision located on the site of Park Primary School, Gloucester Road, Aldershot.
Description of the service/policy/project/project phase	Henry Tyndale School is designated for children aged 2-19 with Autistic Spectrum Conditions (ASC), Severe Learning Difficulties (SLD) and Profound and Multiple Learning Difficulty (PMLD). The school currently has 153 pupils attending the Ship Lane site in Farnborough. The former Park Children's Centre at Park Primary School, Gloucester Road, Aldershot was previously used as a Children's Centre offering childcare and was closed on 31 August 2017. Since then, the site has had some limited use for childcare, office use and by Park Primary School but for the most part has remained vacant.
New/changed service/policy/project	The proposal is to utilise accommodation at the former Park Children's Centre as a specialist satellite provision, run by Henry Tyndale School, Ship Lane, Farnborough. This will provide accommodation to meet the needs of up to 35 primary aged pupils with severe learning difficulties (SLD) and Autistic Spectrum Conditions (ASC). This would increase the number of pupils on roll in Henry Tyndale School to 188. Subject to the outcome of the consultation, it is proposed that places will be available from September 2023. This is an exciting opportunity to utilise a former Children's Centre building, to provide this much needed additional specialist provision. It is proposed that internal building alterations are undertaken to create appropriate learning spaces and hygiene facilities, together with upgraded external play areas; landscaping; works to the car park entrance and car park to accommodate a turning circle, and a drop off area for the new provision. A total of £1.1m of Childrens Services Special Educational Needs (SEN) capital funding was approved at the Executive Lead Member for Children's Services (ELMCS) Decision Day on 14 January 2022 and a further £600,000 approved through delegated officers due to increase in scope and costs. These increases will be confirmed in a future ELMCS Decision Day.

Engagement

A non-statutory Principle of Enlargement consultation was conducted from 23 November to 21 December 2021. 170 local residents living within the direct vicinity of the former Park Childrens Centre were notified by letter and directed to the consultation website: [Consultation on the use of the former Park Children's Centre, Aldershot | About the Council | Hampshire County Council \(hants.gov.uk\)](#). The consultation information was also emailed to key stakeholders including:

- Parents of children attending both Henry Tyndale and Park Primary schools
- Headteachers, school staff and Governing Body of the schools
- Headteachers and Chairs of Governors of neighbouring schools
- Rushmoor Borough Councillors
- Local Diocese
- Local MP
- HCC Elected Members
- Residents of the immediate areas
- Other relevant community stakeholders

Following feedback from this consultation period, on 23 March 2022 the Executive Lead Member for Children's Services approved a Statutory period of consultation and a Public Notice to be published from 25 March to 6 May 2022. Information regarding the public notice was emailed to the above stakeholders and paper copies of the public notice displayed at the former Park Children's Centre, Park Primary School and also Henry Tyndale School. During the Public Notice period no objections were received. Following this a report was taken to ELMCS on 8 June 2022 and the project was given final approval to proceed.

A drop-in consultation / pre-planning event was also held on 22 June 2022 at the former Park Children's Centre. Local residents and key stakeholders were notified and invited to attend. This pre-planning drop-in event was not a formal presentation but an opportunity for anyone interested to come in and look at the plans for the proposed internal and external works and discuss them directly with Council officers.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	This provision will support primary aged pupils with special education needs to thrive in an inclusive, and specialist environment; using skills and experience of Henry Tyndale School.

	<p>This will provide accommodation to meet the needs of up to 35 primary aged pupils with Severe Learning Difficulties (SLD) and Autistic Spectrum Conditions (ASC).</p> <p>The staff of Park Primary School will also benefit from working alongside; developing their skills, knowledge and training within the area of Special Educational Needs.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This project will provide accommodation to meet the needs of up to 35 primary aged pupils with severe learning difficulties (SLD) and Autistic Spectrum Conditions (ASC) and allow more pupils to attend schools in their respective local communities and alongside their peer groups; have access to trained staff and specialist resources, in order to support their needs, and in an environment that can adapt accordingly in an inclusive setting.</p> <p>The internal alterations that are being made to the building will allow for four fully accessible classrooms and specialist ancillary facilities and staff areas. Each classroom will be fitted with an accessible toilet and there will also be a hygiene room installed off of the main corridor. There will also be the creation of the following specialist spaces which the children will have access to: sensory integration room, therapy suite, soft play and sensory room.</p> <p>External alterations to the site will comprise of the installation of a new on-site drop off and pick up loop for Henry Tyndale School pupils with the inclusion of turning circle to enables vehicles to enter and leave in forward gear. This will ensure that pupils can arrive and depart school safely each day thus improving their access to education. Alterations to the site will also include a reconfigured and refurbished landscaped external therapy spaces with the inclusion of 1.8m high fence to support the circulation, segregation and safeguarding of pupils. Again, this space will be accessible to all pupils.</p> <p>With the building designed to be fully accessible it will improve accessibility for all including those which share disability as a protected characteristic, this includes existing and any newly recruited staff.</p>

Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The toilets facilities within the refurbished Park Children's Centre will be unisex, rather than separate facilities for males and females, which makes them more accessible to any individuals that may share gender reassignment as a protected characteristic.</p> <p>Staff will have their own accessible unisex toilet .</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The following external alterations to the site will ensure that those who are protected by the pregnancy and maternity characteristic have better and safer access to both school sites:</p> <ul style="list-style-type: none"> • Widening and reconfiguration of the main site entrance splay to improve traffic flow in and out of the site. • New entrance barrier to control vehicle movements during school operational times. • Inclusion of pedestrian safety barriers to improve pedestrian and vehicle

	<p>segregation and safety.</p> <ul style="list-style-type: none"> • Provision of a new on-site drop off and pick up facility for Henry Tyndale School pupils with the inclusion of turning circle to enables vehicles to enter and leave in forward gear. • Reorganised parking bays and vehicular delivery areas for both Henry Tyndale School and Park Primary School use. Shared surface tarmacadam areas will be with painted line markings delineating zones for pedestrians and vehicles.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.

Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The refurbishment of the former Park Children's Centre and opening of the Henry Tyndale Satellite Site will provide job opportunities within the area for teaching and support staff.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff, children and young people.

Mitigation	
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Geographical Impact:Rushmoor

Equality Statement

Additional information:

Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the Special Education Needs and Disability (SEND) sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places.

Cross site travel will increase for both co-head teachers, who will be moving across all 3 of the school sites weekly. The admin team will be agile with some functions becoming more centralised. Movement for that team will be to cover absence or planned leave but will have home locations therefore travel costs will be minimised. One of the existing assistant heads will be based at the new provision with periodic (likely once a week) movement between the KS1 classes at Henry Tyndale School but will be based there.

Currently 4 staff members who live closer to the new provision, than the school are requesting to move to the new site when opened therefore reducing travel costs and local traffic to Henry Tyndale at peak times. The nature of the role undertaken by staff will not change.

The Executive Lead Member for Children's Services will be presented with a Project Appraisal Report on 20 September 2022.

Overview Statement:

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

EIA reference number: 00294

Date of production of EIA for publication: 18/08/2022