



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:	Park View Primary and Nursery School, Basingstoke
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Park View Primary and Nursery School, Basingstoke
Description of the service/policy/project/project phase	Park View Primary and Nursery School on Pinkerton Road in Basingstoke provides education for pupils from 2 to 11 years of age, with resource provision for hearing loss. There are currently 409 pupils on roll. The nursery provision is currently situated within a modular building on the school site and recently increased provision in the nursery to 40 pupils including accommodation for 2-year-olds.
New/changed service/policy/project	The proposal is to relocate the nursery from the modular building and move it to within the main building of the school. This will be achieved through undertaking internal alterations and refurbishment to the existing school accommodation. The proposed works will provide the required accommodation for the nursery which will include class bases, toilets and other relevant associate ancillary spaces. Once the internal alterations have been completed, the modular building will be removed providing additional play space for the school to use. The works will allow enhanced integration of pupils and delivery the early years phase of education. The existing pedestrian drop off and pick up arrangements will be enhanced, and landscaping works will also provide improvements to external areas for the pupils. The building works will be carefully managed on site as they will take place during term time, so health and safety of pupils and staff is of paramount importance. It is proposed that works take place in the spring/summer 2023.

Engagement
Discussions have taken place with the headteacher and staff at Park View Primary School along with early years staff and staff from Hampshire County Council who are responsible for early years education. This was part of the design process to establish the necessary accommodation to house the early years children of the school.

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on age as there is no planned change in the provision at the school, but rather the location of the existing pupils within the building. The school will continue to cater for pupils from the age of 2 to 11 (currently 409 on roll) albeit in a different location in the main building of the school rather than a modular building. The building works will provide the necessary accommodation to house the nursery age pupils thus continuing their learning opportunities in the school and allow enhanced integration of pupils and delivery of the early years phase of education.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>By moving the nursery into the main school building, the children have the opportunity to feel more included within the school community. This has the potential to have a positive impact on those who share disability as a protected characteristic as it will allow the children to share an environment with others who they may have not previously seen or interacted with.</p> <p>The new nursery will have level access and will be accessible to all those with restricted mobility.</p> <p>The building works will be managed accordingly to ensure that there will be no impact on movement around the building that will affect anyone with a disability. All accommodation will be built in line with the relevant legislation. On removal of the modular building</p>

	currently housing the nursery, there will be more external play space for pupils to have access to.
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	The toilet facilities with the new nursery area of the school will be unisex, rather than separate facilities for males and females, which aims to make them more accessible to any individuals that may share gender reassignment as a protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on pregnancy and maternity as the scheme does not make any changes to the policies and practices that the school has. It is a building project to relocate the nursery accommodation from a modular building to the school's main accommodation.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to relocate the nursery age pupils from a modular building to the school's main accommodation. This will have no impact on the school's current policies and practices in relation to the matter of race.</p> <p>It is assessed therefore there will be a neutral impact on race.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to relocate the nursery age pupils from a modular building to the school's main accommodation. This will have no impact on the school's current policies and practices in relation to the matter of Religion or Belief.</p> <p>It is assessed therefore there will be a neutral impact on Religion or Belief.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to relocate the nursery age pupils from a modular building to the school's main accommodation. This will have no impact on the school's current policies and practices in relation to the matter of Sex. The school will continue to be co-educational.</p> <p>It is assessed, therefore, that there will be a neutral impact on Sex.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to relocate the nursery age pupils from a modular building to the school's main accommodation. This will have no impact on the school's current policies and practices in relation to the matter of Sexual Orientation.</p> <p>It is assessed therefore that there will be a neutral impact on Sexual Orientation.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>The project is to undertake a building scheme to relocate the nursery age pupils from a modular building to the school's main accommodation. This will have no impact on the school's current policies and practices in relation to the matter of Marriage and Civil Partnership.</p> <p>It is assessed therefore that there will be a neutral impact on Marriage and Civil Partnership.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to undertake a building scheme to relocate the nursery age pupils from a modular building to the school's main accommodation.</p> <p>It is assessed therefore that there will be a neutral impact on Poverty due to it being a building project and having no impact on the current policies and practices within the school.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The project is to undertake a building scheme to relocate the nursery age pupils from a modular building to the school's main accommodation. The school is located in</p>

	<p>Basingstoke Town, not in a rural location. The school will continue to serve its urban catchment area remaining in its current location.</p> <p>It is assessed therefore that there will be a neutral impact on Rurality.</p>
Mitigation	

Geographical Impact: Basingstoke and Deane

Equality Statement

Additional information:

This EIA focuses principally on the public. There is no change to staff working location or conditions as a result of the proposed works, staff will benefit from delivering nursery education in improved facilities. Staff have been made aware of the proposed changes. The impacts have therefore been assessed as neutral for staff.

Overview Statement:

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

EIA reference number: 00323

Date of production of EIA for publication: 14/12/2022