



## 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
Martin Shefferd	Strategic Development Officer Children's Services	strategicplanningunit@hants.gov.uk Tel:01962 847813

Title:	Winton School Expansion
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Winton School (Academy), Andover.
Description of the service/policy/project/project phase	<p>The Winton Community Academy, located off London Road, Andover currently provides secondary age education for up to 924 children (6 Forms of Entry) aged between 11 and 16 years old. The site is bounded to the west by the Mark Way SEN school and to the north by both the Norman Gate SEN and Vigo Infant and Junior Schools. The school is set back from the London Road with vehicular accesses to the east and west together with a bus loop. The school was constructed in 1965 around a central courtyard in traditional brick and tiled pitch roof construction. It has had a number of further buildings and alterations made over the years since then in different forms of construction. The existing specialist practical spaces are housed in a SCOLA system-built building on the east side of the school site. The main sports hall and activity hall are located to the west within the distinctive existing buildings that have large metal profiled pitched roofs. A modular building was installed under a separate contract in the summer 2022 to meet the immediate demand for Year 7 pupils for the academic year 2022-2023. A new Multi Use Games Area (MUGA) has also been constructed on site during the autumn 2022 to provide additional formal hard play.</p>
New/changed service/policy/project	<p>These proposals are to make an alteration to provide additional accommodation to expand the school to 1,050 places to provide sufficient school places in the Andover area for pupils wanting a place at one of the Andover secondary schools. The project comprises a single storey, standalone building providing two science classrooms, two general classrooms, an assembly hall, associated storage areas and toilets. The proposed new building creates a new courtyard to the south and a terrace to the west with new hard and soft landscaping. Additional staff car parking spaces are proposed together with relocated and additional cycle storage. The proposed new building will be built in brick faced masonry construction with a metal pitched roof to the main hall and low-pitched high-performance roofs to the classrooms. The windows and doors will be a double-glazed high performance aluminium system. The proposals have been designed to complement the form and materials of the existing buildings.</p>

## Engagement

A pre-planning consultation took place between Wednesday 16 November and Friday 9 December. The proposal was also included on the Hampshire County Council's (HCC) consultation website: [Pre-Planning Drop-in Event – Proposal to create an additional 1 form of entry at Winton Community Academy, Andover | About the Council | Hampshire County Council \(hants.gov.uk\)](#)

Letters were sent to; Local Residents (235 letters sent to local addresses) • Staff union representatives • MP – Kit Malthouse • HCC Elected member – Cllr Kirsty North • Local District and Borough Councils (Test Valley • Other relevant HCC Officers • A public meeting was held on Wednesday 23 November at Winton Academy between 4pm and 7pm 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	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share age as a protected characteristic.
Mitigation	

### Disability

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Impact on public	Positive
Impact on staff	Positive
Rationale	The proposed change is expected to have a positive impact on people who share disability as a protected characteristic. Including an accessible toilet and accessible car parking space as part of the proposed building work will benefit students, staff and any visitors to the school.
Mitigation	

## 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.
Mitigation	

### Race

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
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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	

## 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 marriage and civil partnership as a protected characteristic.
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.
Mitigation	

Geographical Impact: Test Valley

## Equality Statement

Additional information:

The project was included in the Children's Services Capital Programme, approved at the Executive Lead

Member for Children's Services decision day on 14 January 2022, which outlined the available budget for the project.

The pre-planning consultation information was sent out via post and was 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 Winton Academy. Every effort has been made to ensure that key stakeholders are able to access and comment on the proposal.

## Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00347

Date of production of EIA for publication: 01/03/2023