



## 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                                       |
|--------------|--|---|
| Amy Chambers | Assistant Strategic Development Officer<br>Children's Services | amy.chambers@hants.gov.uk<br>Tel:03707 798802 |

|               |  |
|---------------|--|
| Title:        | Guillemont Junior School - New Resourced Provision |
| Related EIAs: | None   |
|               |  |

|   |  |
|---|--|
| EIA for Savings Programme:                              | No   |
| Service affected  | Guillemont Junior School   |
| Description of the service/policy/project/project phase | <p>Guillemont Junior School is a mainstream school in Farnborough for children aged between 7-11 years old. The school currently has a 12 space resourced provision (RP) for pupils with speech, language and communication needs. Places in the resourced provision are offered by the local authority to children who have an Educational Health Care Plan (EHCP) identifying speech and / or language disorders as their prime presenting need. It has been identified that there are an increasing number of children in the county who are being diagnosed with Autism and we are working towards expanding our offer of support to these children. The proposed additional SEND provision outlined within this EIA will help manage some of the school place pressures generated by the increase in the number of Education, Health and Care Plans (EHCPs) maintained by the Local Authority. On 31st March 2022 in Hampshire there were 13,178 children with EHCPs. An increase of 428 from January of the same year.</p>   |
| New/changed service/policy/project                      | <p>The proposal is to create a new 8-place resourced provision for pupils with autism at Guillemont Junior School from September 2024 - this would sit alongside their already established resourced provision for children with speech, language and communication needs. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Guillemont Junior School and the school would receive additional resources to ensure that the children's needs are well supported so that they can successfully access the mainstream environment and curriculum, when appropriate. The County Council is proposing to build a new classroom, sensory room, group room and associated toilets together with establishing a secure outdoor space to create designated areas for this new resourced provision. These works will allow the school to add a resourced provision which will add an additional up to 8 places over 2 years starting from September 2024. The proposed cost of the works is in the region of £1,000,000. The RP will open across 2 years – 4 pupils in first year and then 4 in second – this is to allow the resourced provision to get established and to get fully staffed. They will be moving up from Pinewood Infant School who also have an ASC resourced provision. Costs will be finalised after tenders are received and be outlined in the Children's Services Capital Programme that goes to</p> |

Executive Lead Member for Children's Services in January 2024 – costs include all capital works, IT and fixed furniture and equipment.

## Engagement

This consultation ran from Monday 16 January to Monday 13 February 2023. 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 • Schools within 2 miles • Staff union representatives • MP – Kit Malthouse • HCC Elected member – Cllr Roz Chadd • Local District Council • Other relevant HCC Officers •

A drop-in session was held at Guillemont Junior School on Wednesday 1 February between 3:30pm and 6pm enabling members of staff and the public to discuss the proposal with Hampshire County Council officers. A website was also set up with the details of the consultation which included some 'Frequently Asked Questions' that may address any queries. The initial consultation drop in event was attended by a number of parents who wanted to understand how the resourced provision would work and be integrated with the junior school. There was positivity about the need for such provision and specialist support. This was a 4 week consultation period followed by 4 weeks public notice period consultation – no objections were received. Detailed plans and drawings will be shared in the pre-planning consultation in autumn 2023.

Pre-planning consultation will take place in Autumn 2023.

## Equalities considerations - Impact Assessment

### Age

|                  |  |
|------------------|--|
| Impact on public | Positive   |
| Impact on staff  | Positive   |
| Rationale        | The new resourced provision will support junior aged pupils with special education needs, specifically Autistic Spectrum Condition (ASC) and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the school will provide accommodation to meet the needs of up to 8 junior aged pupils with ASC. The staff of Guillemont Junior |

|            |   |
|------------|---|
|            | School will also benefit from working alongside; developing their skills, knowledge and training within the area of ASC Special Educational Needs |
| Mitigation |   |

## Disability

|                  |   |
|------------------|---|
| Impact on public | Positive  |
| Impact on staff  | Positive  |
| Rationale        | The County Council is proposing to build a new classroom, sensory room, group room and associated toilets together with establishing a secure outdoor space to create designated areas for this new resourced provision. This project will provide accommodation to meet the needs of up to 8 junior aged pupils with 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. |
| Mitigation       |   |

## Gender Reassignment

|                  |  |
|------------------|--|
| Impact on public | Positive   |
| Impact on staff  | Positive   |
| Rationale        | As part of the planned proposal, the pupil and staff toilets will both be unisex which makes 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        | 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       |  |

## 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 | Positive   |
| Impact on staff  | Positive   |
| Rationale        | As part of the planned proposal, the pupil and staff toilets will both be unisex which makes them more accessible to any individuals that may share sex as a protected characteristic. |
| 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   |
| Impact on staff  | Neutral   |
| Rationale        | <p>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.</p> |
| Mitigation       |   |

## Poverty

|                  |  |
|------------------|--|
| Impact on public | Positive   |
| Impact on staff  | Positive   |
| Rationale        | <p>Guillemont Junior School is located in an area of high deprivation and currently pupils have to travel outside of the area to access this type of specialist provision. It will provide a local provision for local children who require it, thus preventing them from potentially having to travel a long distance to receive a specialist education.</p> <p>The new resource provision will provide job opportunities within the area for teaching and support staff.</p> |
| 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       |  |

Geographical Impact:Hart, 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.

Staff at the school will have opportunity for specialist training in supporting pupils with autism and specialist teachers will also be employed.

### 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: 00370

Date of production of EIA for publication: 18/09/2023