



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:	Little Deer's Nursery, Burley
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Little Deer's Nursery, Burley,
Description of the service/policy/project/project phase	Little Deer's Nursery currently provides an early years setting for up to 24 children aged between 0 and 5 years old. The site is located within the New Forest National Park and is owned by Burley Parish Council. It is accessed by an unmade road on private land off the Ringwood Road to the northwest of the village of Burley. The existing nursery building is a timber framed, single glazed building approximately 70 years old and is at the end of its useable life.
New/changed service/policy/project	The proposals will replace the existing building with a new fit for purpose early years building that complies with current legislation and building regulations. The number attending the nursery/pre-school are currently planned to increase by 2 as a result of these proposals, offering a total of 26 places. The proposed project comprises of the demolition of the existing building and the construction of a new 26 place nursery and pre-school building with designated car parking for the new setting. The project will provide additional car parking on the site. There will be a total of 10 car parking spaces provided for staff and visitors, 1 of which will be fully accessible. The proposed new building will comprise of a playroom (under 2s and 2-3-year-olds), a playroom (3-5-year-olds), associated storage, cloaks & WC accommodation, sleep room, kitchenette, entrance lobby, staff WC/accessible WC and plant room.

Engagement
<p>The new building will be a replacement of the current provision with improved facilities. It will be located on the same site as it is currently operating from and will be able to accommodate an additional 2 children as a result of the new building work. The nursery is run by a private provider and is located on Parish Council owned land. During the building work, the pre-school and Parish Council have arranged an alternative temporary location from which to operate.</p> <p>A planning application will be submitted in due course where comments and feedback on the proposal can be submitted.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The existing nursery building is a timber framed, single glazed building approximately 70 years old and is at the end of its useable life. The new building will provide improved facilities for both the children who attend and the adults who work there. The proposals will replace the existing building with a new fit for purpose early years building that complies with current legislation and building regulations. The new building will also enable the nursery to provide an additional two spaces. Typically the due to the rural nature of the provision, the children will come from the local area.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The final design proposals for the building will be developed by the design and build contractor and their design team, following their appointment in summer 2023. The proposals will replace the existing building with a new fit for purpose early years building that complies with current legislation and building regulations. It has already been decided that the new building will be single storey in nature, and particular attention will be paid to how the new building can be made as accessible as possible for both children and staff.</p>

	The project will provide additional car parking on the site, 1 of which will be fully accessible.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The final design proposals for the building will be developed by the design and build contractor and their design team, following their appointment in summer 2023 however there will be scope to include gender neutral toilets which can be used by all.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The replacement of the existing provision will ensure that the nursery places are still available the people who live in Burley and wish to send their children to a local day care provider.

Mitigation	
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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
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	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	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	Retain preschool provision in the rural area of Burley - local provision for local children and families and keeps jobs in the locality.
Mitigation	

Geographical Impact:New Forest

Equality Statement

Additional information:

Hampshire County Council has a statutory duty to provide sufficient nursery and preschool provision. By replacing the existing provision, Hampshire County Council are ensuring that there is no negative impact to the village of Burley.

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: 00385

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