



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:	Liphook Church of England Junior School - Liphook Pavilion
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Liphook Church of England Junior School
Description of the service/policy/project/project phase	Liphook Church of England Junior School is a 3 form entry school catering for children from the ages of 7-11 years old. The school is located in Avenue Close, Liphook and is federated with Liphook Infant School. Both schools sit on the same site and share some facilities i.e. the school playing field and some outdoor space. The current facilities for music and drama are housed in a small outdoor space however it has been recognised by the school and the local authority that this space is inadequate for the intended function and therefore the proposal for this project has been considered.
New/changed service/policy/project	The proposed project is to build a pavilion to provide pupils with a secondary performance and teaching space for music and drama. The pavilion space will also provide a multi-use teaching and workshop facility that would alleviate pressure on current teaching spaces within the main school building. In addition to the above, it will provide an out of hours space, which will be easily accessible by the school and third parties with minimal security issues. The proposed project would mean that a portion of the hedgerow will need to be removed with the aim of retaining and protecting the vegetation left in place. Soft landscaping will be added to the south and north of the new pavilion by way of low shrubbery. The footpath from the playground to the rubber track will be extended to provide easy access to both and hard landscaping extended from the covered area to the track. A level threshold around the building will be installed to ensure there are no accessibility issues for anyone with disability as a protected characteristic. The pavilion space is addition space for the school and will not result in additional students attending.

Engagement
A public consultation period will be held during the planning application period where member of the public and school community can comment on the proposals.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The new building at Liphook Junior School will have a positive impact on the children attending as it will provide them with additional classroom accommodation which will enable for higher quality drama and music curriculum delivery. The school also intend to use the space as an out of school hours space potentially for before and after school clubs and also extra curricular groups. This will have a positive impact on the children attending, their families and the local community.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The pavilion is designed to have a unisex toilet and an accessible toilet which can be used by all. The building itself will have level access and paths are also being extended to ensure that anyone who shares disability as a protected characteristic is able to access the building with ease.</p>
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	There will be a unisex toilet within the pavilion building and an accessible toilet available for students and staff.
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	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	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:East Hampshire

Equality Statement

Additional information:

This EIA is to support a paper going to decision day on 11 May 2023.

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:

