



## 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:        | Bordon Infant School & Bordon Junior School - Expansion |
| Related EIAs: | None  |
|               |   |

|   |   |
|---|---|
| EIA for Savings Programme:                              | No  |
| Service affected  | Bordon Infant School and Bordon Junior School   |
| Description of the service/policy/project/project phase | Bordon Infant School and Bordon Junior School are located on Budds Lane in Bordon, East Hampshire. These schools share the same site and share some outdoor facilities such as the school playing field however they operate from separate buildings. It is forecast there will be an increase in demand for school places in the area over the coming years and steps are being taken to ensure that both the infant and junior school can accommodate.  |
| New/changed service/policy/project                      | Hampshire County Council is currently undertaking works to enlarge the accommodation at Bordon Infant and Junior School in East Hampshire. It is proposed that the schools be enlarged from a 2 form entry to 3 form entry to facilitate the current additional pupil demand for school places. The works to permanently expand both schools' accommodation is due to take place over the coming months and will be operational for September 2024. Whilst these expansion projects have been part of the children's services programme of planned work for some time, we are currently faced with an issue whereby the demand and additional children requiring places has materialised before the permanent works have been completed. Therefore there is an immediate need for additional accommodation for the September 2023 academic year. The County Council has taken the decision to install a modular building on the school site for one academic year (3 terms) whilst the permanent expansion work is completed. |

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| Engagement   |
| A principle of enlargement consultation was conducted from 09/01/17 – 10/02/2017. Details were sent out to the following groups of people: Headteacher • Chair of Governors • School staff • Parents of children at the school (via the school) • Headteachers and Chairs of Governors at all schools within 2 miles • Staff union representatives • MP - Leo Docherty • HCC Elected member • Local District Council • Early Years Development and Childcare • Other relevant HCC Officers • Local Diocese. A drop in event was held on 17 January 2017 where parents of students, staff and members of the local community could attend to ask local authority officers any questions they had about the proposals. |

The first public notice was held 10/03/2017 – 07/04/2017. There were then three modifications to the public notice that were published 12/01/2018 – 09/02/2018, 05/06/2020 – 03/07/2020 & 28/10/2022 – 25/11/2022.

The general public will also have the opportunity to comment when the planning application is submitted.

## Equalities considerations - Impact Assessment

### Age

|                  |   |
|------------------|---|
| Impact on public | Positive  |
| Impact on staff  | Positive  |
| Rationale        | Positive impact on both children and staff. By expanding the school, more local young people will be able to attend their local infant and junior schools which will enable them to form relationships with other students who live in the locality, help build a sense of community and support enhancement of their social skills. By providing additional places at a local school, travel times will be reduced which will have a positive benefit on both the environment and the student's day to day lives. The expansion of the school will create additional jobs which will be open to all including local residents. |
| Mitigation       |   |

### Disability

|                  |  |
|------------------|--|
| Impact on public | Positive   |
| Impact on staff  | Positive   |
| Rationale        | The final plans for the project are still being decided but what can be said with certainty is |

|            |  |
|------------|--|
|            | that the building works and the modular installation will be fully compliant with any and all relevant legislation regarding disability and accessibility, providing updated facilities. |
| Mitigation |  |

## Gender Reassignment

|                  |  |
|------------------|--|
| 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       |  |

## 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        | The expansion of both schools will create more local jobs in addition to extra spaces for students which could potentially prevent them from having to travel as far to school. By creating local schools for local young people we are increasing the opportunities for active travel and the possibility to walk or cycle. |
| 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:

The project is included in the Children's Services Capital Programme, approved at the Executive Lead Member for Children's Services decision day on 12 January 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:

EIA reference number: 00401

Date of production of EIA for publication: 05/04/2023