



## 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:	Sharps Copse Primary School Accommodation Improvements
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Sharps Copse Primary School
Description of the service/policy/project/project phase	Sharps Copse Primary School is located off Baybridge Road, Leigh Park, Havant and currently provides education for up to 315 children (1.5 forms of entry) aged between 4 and 11 years old. Sharps Copse Primary School was formed in 2003 with the merger of the infant and junior schools on the site of the former junior school. The school has been extended at various times since in a mixture of different construction types. The former Sharps Copse Junior School building was constructed in 1960 and is two storeys with a pitched roof arranged in a three-sided courtyard. Elevations are of traditional load bearing masonry with timber cladding and painted metal windows. As part of the school merger in 2003 the adjacent infant school building became the Children's and Families Centre.
New/changed service/policy/project	The proposed project comprises three single storey extensions to provide a flexible multi-use teaching space and a small group room, an enlarged family room / community space and enhanced staff room and admin accommodation. It is also proposed to relocate the Year R sanitary facilities to provide direct access from the classrooms. The proposed new extensions will be of traditional construction finished externally with facing brickwork and timber cladding and a high-performance low-pitched roof. The windows and doors will be a double-glazed high-performance aluminium system. This project also includes external works including footpath extension, hard-standing, steps, drainage and tree replacement. The number of pupils attending the school are not planned to increase as a result of these proposals.

Engagement
An awareness was held at the school on 07/02/2023. 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 Alan Mak • HCC Elected member • Local District Councils • Early Years Development and Childcare • Other relevant HCC Officers • Local Diocese. The event was held on 7 February 2023 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 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	The proposal to expand the family room, the before and after school club room will support primary aged children allowing them to thrive in an inclusive environment. Staff will also benefit from a refurbished staffroom.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The final plans for the project are still being decided though the building works will be fully compliant with any and all relevant legislation regarding disability and accessibility, providing updated facilities for both pupils and staff.
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 and children.
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 and children.
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 and children.
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 and children.
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 and children.
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 and children.
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 and children.
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 and children.
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 and children.
Mitigation	

## Geographical Impact:Havant

## 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: 00404

Date of production of EIA for publication: 02/05/2023