



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	Project Officer Children's Services	amy.chambers@hants.gov.uk Tel:03707 798802

Title:	Public consultation on the options for secondary school provision in the Whiteley area.
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Secondary provision in the North Whiteley development area and surrounding areas
Description of the service/policy/project/project phase	<p>The North Whiteley Major Development Area (MDA) is located to the north of the existing settlement at Whiteley. Outline planning consent has been granted for 3,500 homes, two primary schools, a secondary school, retail and community centre and significant highway improvements. Approximately 1,000 dwellings are already occupied. The first of two new primary schools planned for the development, Cornerstone CE Primary School, opened in 2021 at 60 places per year group. The second primary school is anticipated to open in 2029 or later and will be built to accommodate 420 primary age children. Secondary age children from the North Whiteley development and the existing Whiteley area are currently attending The Henry Cort Community College, Fareham Academy, Swanmore College and other local schools.</p>
New/changed service/policy/project	<p>A new 900 place secondary school is proposed to open for September 2027 which is being funded by developer contributions. The proposed opening date of 2027 is based on the timing of the land becoming available to the County Council to build the school and ensuring there are enough pupils from the development which will enable the school to be financially viable. The school is being built to accommodate the yield from the existing Whiteley area together with the anticipated yield from the North Whiteley development. The school is being designed to allow expansion by a further 60 places per year group (a total of 300 places) if required. The timing of any expansion to the school will be monitored so that it is available in line with forecast demand. The schools that will most likely be impacted by the new school are; The Henry Cort Community College, Brookfield Community School, Fareham Academy, Crofton School, Cams Hill School, Swanmore College, Portchester Community School. Whilst there is no secondary school on the North Whiteley development currently, many students are travelling to Henry Cort Community College. The long-term school forecasts suggest that a new 6fe secondary school on the North Whiteley development and the retention of The Henry Cort Community College would lead to a significant surplus of school places across Fareham. Several options have therefore been considered including Hampshire County Council's preferred recommendation to relocate The Henry Cort Community</p>

College to the new secondary school site on the North Whiteley development. This EIA supports a report being taken to the Executive Lead Member for Children's Services (ELMCS) which considers the implications for schools in the neighbouring school place planning areas. Subject to approval, Hampshire County Council would begin a period of public consultation on Secondary provision in the North Whiteley development area and surrounding areas with a recommendation to relocate The Henry Cort Community College to the new 6fe site on the North Whiteley development. Regardless of which option is agreed on and implemented, there will undoubtedly be an impact to those who attend and work at any of the schools in Whiteley and the surrounding areas. For the purpose of this EIA, the impact assessment will cover the HCC preferred option, option 3 - relocate The Henry Cort Community College to the new North Whiteley secondary school site.

Engagement

Should the ELMCS approve the recommendation to begin a non-statutory period of public consultation, Hampshire County Council will look to conduct a 9 week consultation period. The consultation will be on secondary provision in the North Whiteley development area and surrounding areas and will include the HCC recommended option which would be to relocate The Henry Cort Community College to the new North Whiteley secondary school once built. The consultation will also include other options which have been considered. The options are listed in detail in the report this EIA accompanies. In short, the options which will be consulted on are: Option 1 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College remains operational but, with a reduced catchment area Option 2 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College closes. Option 3 - Relocate The Henry Cort Community College to the new North Whiteley secondary school site.

This consultation will run from 28 March 2024 until 31 May 2024 with the proposal to also be included on Hampshire County Council's (HCC) consultation website: <http://consultations.hants.gov.uk/active.aspx>

Letters will be emailed to; Parents of children at the potentially affected schools (via the school) • Headteachers of the potentially affected schools • Chair's of Governors at the potentially affected schools • School staff at the potentially affected schools • Headteachers, Chairs of Governors & parents of children at all schools within 3 miles (via the schools) • Staff union representatives • MP's for all area's • HCC Elected member • Local District and Parish Councillors of all potentially affected schools • Early Years Development and Childcare • Other relevant HCC Officers

Public meetings will be held to allow stakeholders to put forward their views on the proposal directly to officers, offer alternate proposals and ask any questions they may have. The Strategic development team will run an online survey to collect comments on the proposals and will also provide paper versions at the drop in events if needed. Stakeholders can submit their comments via email to: strategicplanningunit@hants.gov.uk or can write in to the postal address that is stated on the consultation webpage. There will also be a short accompanying

video presentation accessible online for stakeholders to view as part of the suite of information to be provided. To accompany this there will be an extensive information pack, FAQ's and an easy read document.

The outcome of the non-statutory consultation into Secondary provision in the North Whiteley development area and surrounding areas will be detailed in an Elective Lead Member for Children's Services report which will then be taken to the October 2024 decision day. The report will detail the comments and responses that were received during the consultation period.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Hampshire County Council is committed to ensuring that local school places for local children are provided. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: Should a new school be built on the North Whiteley development and The Henry Cort Community College remains operational there would be little impact in the short term. Secondary age students (11-16 years) who live on the North Whiteley and wider Whiteley development are likely to attend the new school, and students who live closer to The Henry Cort Community College are likely to remain at this school. The long-term issue which is likely to occur is the predicted drop in demand for The Henry Cort Community College based on the current forecast figures. A decline in pupil numbers at The Henry Cort Community College, and a subsequent reduction in funding, presents difficulties for a school in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes.</p> <p>Option 2: Closing The Henry Cort Community College and opening a new academy at the new North Whiteley Secondary School site could result in a period of uncertainty for pupils (11-16 years) and staff at The Henry Cort Community College. This would result in linked primary schools changing and therefore potentially having an impact on children aged 4-11 years.</p> <p>Option 3: If the decision is made to relocate The Henry Cort Community College to the North Whiteley secondary site in new 6fe accommodation some children (11-16 years) and staff may have an increased commute to the new school if it were located on the North Whiteley development. This would result in linked primary schools changing and therefore</p>

	potentially having an impact on children aged 4-11 years.
Mitigation	<p>Should option 3 be progressed and The Henry Cort Community College relocates to Whiteley, there would be implications for School Transport in the short term with the potential for a split site arrangement as well as some existing The Henry Cort Community College pupils needing to be transported to Whiteley this could impact on children aged 11-16 years. In the longer term, alongside a catchment area change, demand for the relocated The Henry Cort Community College would become more locally generated, so transport costs should be significantly reduced. Currently, School Transport are already transporting Whiteley children to local schools, including The Henry Cort Community College.</p> <p>If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. As this option also entails some of the catchment area moving to Fareham Academy and Cams Hill School, this is also likely to require a review of staffing requirement and it is likely that some staff could be made redundant within this restructure process. The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if required.</p>

Disability

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1, 2 & 3 :The new school will be fully accessible for children and staff. There will be a lift to first and second floors to allow those who have mobility difficulties access to every room in the school building. The school will also have accessible toilets/ a hygiene room which can be used by both children and staff.</p> <p>The proposal is to make the outside landscape fully accessible which will allow adults and children easy access to all outdoor areas of the school site. These plans are still being developed with the help of access officers within the local authority. It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The</p>

	<p>RP will provide a provision for local children and young people who have disability as a protected characteristic and may be able to attend providing they meet admissions criterion.</p>
Mitigation	<p>Children that have the school named on their EHCP and are entitled to transport assistance will continue to receive transport to and from the new school in accordance with School Transport policies.</p> <p>If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. As this option also entail some of the catchment area moving to Fareham Academy and Cams Hill School, this is also likely to require a review of staffing requirement and it is likely that some staff could be made redundant within this restructure process. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including any staff with a disability or long term health conditions, to assist with finding alternative employment elsewhere.</p>

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share gender reassignment as a protected characteristic. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: The accessible toilets within the new North Whiteley Secondary School will be unisex and therefore will be able to be used by everyone.</p> <p>Option 2: Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if The Henry Cort Community College were to close and students and staff required to find alternative schooling and employment. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of gender reassignment, to assist with finding alternative employment elsewhere.</p>

	Option 3: The accessible toilets within the new North Whiteley Secondary School will be unisex and therefore will be able to be used by everyone.
Mitigation	

Pregnancy and Maternity

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The proposed options are expected to have a negative low impact on people who share pregnancy and maternity as a protected characteristic. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: Should the decision be made to open a new academy at the new North Whiteley Secondary School and The Henry Cort Community College remain operational with a smaller catchment area The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere should this be needed.</p> <p>Option 2: Should the decision be made to open a new academy at the new North Whiteley Secondary School and close The Henry Cort Community College The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere.</p> <p>Option 3: Should The Henry Cort Community College relocate to the new North Whiteley Secondary School, all students and staff would remain on roll or employed by the school.</p>
Mitigation	Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including

those on maternity or paternity leave, to assist with finding alternative employment elsewhere.

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people and pupils who share race as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to for both pupils and staff, should alternative employment be required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their race, to assist with finding alternative employment elsewhere. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative</p>

	employment elsewhere if required.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed options are expected to have a neutral impact on people who share gender [EE1] [CA2] as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed options are expected to have a neutral impact on people who share sexual

	<p>orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Should option 1 or 2 be approved The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required .</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Should option 1 or 2 be approved The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required.</p>
Mitigation	

Poverty

--	--

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The potential impact of the below options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: As highlighted in the report, should North Whiteley secondary school open and The Henry Cort Community College remain operational, there could be a sudden decrease in pupil numbers and therefore the associated funding. A decline in pupil numbers, and a subsequent reduction in funding, presents difficulties for a school in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes. This could have an impact on lower income families whose children still attend The Henry Cort Community College.</p> <p>Option 2: If the new North Whiteley school were to open as an academy and The Henry Cort Community College were to close, there would be a period of uncertainty for many of the students that currently attend The Henry Cort Community College and would not wish to travel to the new North Whiteley school. These students would need to secure a place at an alternative school which could mean increased travel times and costs and would be supported by schools and HCC in so doing. This could be challenging for students who are from low-income households however, they may be entitled to transport assistance providing they meet the criteria.</p> <p>Option 3: Should the decision be made to relocate The Henry Cort Community College to the new North Whiteley secondary site, any child currently attending the school would remain on roll and therefore retain their place at the school. While transition arrangements are yet to be discussed, there could be the potential for all students to move across to the new building on the North Whiteley development. This could be challenging for students who are from low income households however, they may be entitled to transport assistance providing they meet the criteria.</p>
Mitigation	<p>The Hampshire County Council school transport policy provides local authority funded transport to the nearest school with a space when the home to school journey is more than the statutory distance or if the journey is less than the statutory distance but the route is unsafe. The statutory distance is 3 miles for children aged 8 or over. For each child, who is a resident in the Hampshire County Council Local Authority administrative area, who moves school following a school closure an individual transport assessment would be required based on their home address and the journey to their new school.</p>

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Hampshire County Council is committed to ensuring that local school places for local children are provided. None of the area's affected by any of the options are classed as being in a rural area however there may be students who travel in from area's which could be classed as rural.</p> <p>The Hampshire County Council school transport policy provides local authority funded transport to the nearest school with a space when the home to school journey is more than the statutory distance or if the journey is less than the statutory distance but the route is unsafe. The statutory distance is 3 miles for children aged 8 or over. For each child, who is a resident in the Hampshire County Council Local Authority administrative area, who moves school following a school closure an individual transport assessment would be required based on their home address and the journey to their new school.</p>
Mitigation	

Geographical Impact:Fareham, Gosport, Winchester

Equality Statement

Additional information:

The consultation documents will be available both online and in paper form upon request.

Responses will be collated via survey, email, post and in person at the consultation drop in events. Every effort will be made to ensure that key stakeholders are able to access and comment on the proposed options.

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:

