



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:	The Future of Ampfield Church of England Primary School (2023)
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Children's Services - Ampfield Church of England Primary School
Description of the service/policy/project/project phase	<p>Ampfield Church of England Primary School is a small rural school located to the south-west of Winchester. It is federated with John Keble Church of England Primary School which is approximately two miles away in the village of Hursley. Ampfield Church of England Primary School currently has a Published Admissions Number (PAN) of 12 and a total capacity of 84 pupils across its seven year groups. At the time of writing this EIA, the school has 26 pupils on roll, 2 of whom live in the Ampfield catchment area. Because of the low numbers of children on roll, they are currently operating a KS1 class of 7 pupils and a KS2 class of 19 pupils. A reduction in the birth rate nationally over recent years together with the slowing down of house building in some areas has led to falling school rolls. Ampfield CE Primary School has one of the lowest numbers on roll in the county and has had a consistently low intake in recent years. The low number of pupils in the school presents leaders and governors with challenges around delivering the curriculum, effective leadership and management of the workload and wellbeing of individual staff. There are also implications for children attending a school of this size, not least the social and emotional effects of a reduced peer group or, of being the only child in the school in a year group. Ofsted judged the school to be Good following a visit in June 2018 and it is anticipated that the school will be inspected again before July 2024. The new National Curriculum is a knowledge based curriculum in which children are taught sequences of knowledge, which can present some challenges. There is concern from governors that the school will be unable to sustain the quality of this delivery to groups of children across a considerable age range, resulting in an unsatisfactory Ofsted judgement. This view is shared by the Local Authority and the Diocese.</p>
New/changed service/policy/project	<p>Earlier this year, the full governing body of the Ampfield CE Primary School and John Keble CE Primary School Federation, the Local Authority and the Diocese of Winchester met to discuss the education outcomes for children and the future financial viability of Ampfield CE Primary School. As a result of this meeting the Governing Body wrote to the Local Authority seeking their support for a consultation to be held with the local community on</p>

the potential closure of Ampfield CE Primary School. If the proposal to close Ampfield CE Primary School is approved, then the school would close as of 31 August 2024 after the current academic year ends. John Keble CE Primary School would expand their catchment area to include Ampfield CE Primary School and children currently attending Ampfield Church of England Primary School and those who will still be on roll in years 1-6 in September 2024, could be accommodated at John Keble CE Primary School which has been agreed by the school. Parents can express preferences for other school places at any time and those applications will be processed in line with published policies. There are some children on roll at Ampfield Primary School who struggled to obtain a school place elsewhere. Of the examples given, this was children in the upper year groups who had either moved into the area or changed schools. Due to falling numbers on roll, there are increasingly surplus places in local schools, particularly in the lower year groups. John Keble CE Primary School has spaces available in all year groups. The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies to assist with finding alternative employment elsewhere. Future use of the site, which is held by the Diocese, will be fully considered once a decision has been taken on the proposed closure of Ampfield CE Primary School.

Engagement

The closure of Ampfield Church of England Aided Primary School is being proposed due to continuing challenges the school are facing, therefore the public notice will recommend the closure of Ampfield Church of England Primary School with effect from 31 August 2024.

Recent Consultation/Engagement:

The Director of Children's Services, in discussion with the Executive Lead Member for Children's Services, approved a period of public consultation on the proposed closure of Ampfield CE Primary School from 31 August 2024. Where a Local Authority proposes to make significant changes to a school, including closure, it must follow relevant guidelines as set out by the Department for Education.

This initial consultation ran from Friday 29 September 2023 until Friday 3 November 2023, and included two public meetings. The meetings were held on:

- 09 October between 7-8.30pm at Ampfield Church of England Primary School
- 10 October between 7-8.30pm at John Keble Church of England Primary School

In line with the two public meetings that were held, the proposal was included on the Hampshire County Council's

(HCC) consultation website: <http://consultations.hants.gov.uk/active.aspx>

During the consultation period, the future of Ampfield Church of England Primary School was discussed with stakeholders who were given the opportunity to comment and feedback on the proposal. The detailed outcome of that consultation can be found in the Executive Lead Member for Childrens Services (ELMCS) report that this EIA is attached to. The non-statutory consultation concluded on 3 November 2023 and a report is being taken to the Executive Lead Member for Children's Services on 19 January 2024.

In the report it is recommended that a public notice be published for a minimum period of 4 weeks between 26 January and 29 February 2024. After the public notice period and if, at this stage, a decision to proceed with the closure is made, a report would be taken to the Executive Lead Member for Children's Services for final approval.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	As a primary school attended by children aged 4-11 the impact on this protected characteristic has been assessed as negative low. If the school were to close, the primary aged children would be required to attend an alternative provision.
Mitigation	<p>Currently there are 26 children attending the school across the 7 year groups who would be required to submit an application to another primary school. There are a number of schools in the local area that are rated as "good" by Ofsted so parents will have the opportunity to apply for a place at any of those schools. Applications will be processed in accordance with the school's published admissions policy.</p> <p>Moving to an alternative school will increase the opportunities for pupils to learn and play with children their own age.</p> <p>Parents and children may have to travel further to receive their education, though some will be eligible for Home to School Transport. All children's eligibility for Home to School</p>

Transport will be assessed in line with the Home to School Transport Policy and all eligible children will be provided with to Home to School Transport assistance. Further information on assistance with Home to School Transport can be found here:
<https://documents.hants.gov.uk/transport-home-to-school/HTST-Policy-2021.docx>

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.

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Number of children with EHCP's - 8% (summer term 2023)</p> <p>The proposed change is expected to have a neutral impact on people who share disability as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required.</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 gender reassignment, to assist with finding alternative employment elsewhere.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if 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, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</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.
Mitigation	

Religion or Belief

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Ampfield School is a Church of England primary school with a religious characteristic. Some parents select this school as a preference due to this and others select it as it is their local school.
Mitigation	<p>The LA and Diocese value the provision of Church Schools for children of all faiths and none, but appreciate some parents particularly want their children to attend a school with a distinctively Christian ethos. Parents wishing to apply for places in such schools are assured that the School Admissions Team will support them in identifying those schools, and will be able to confirm at the time if those schools have places. Alternatively, parents can contact those schools direct. The LA and Diocese are reassured that there are at least two such schools reasonably local to Ampfield, although these would need to be applied for in line with published arrangements and places cannot be guaranteed.</p> <p>It is recognised that staff employed in Ampfield Church of England Primary School may have chosen employment due to religion or belief and therefore the impact has been assessed as low negative for staff. The Hampshire County Council Human Resources department will work and support all members of staff in line with all appropriate policies, regardless of their religion or belief, to assist with finding alternative employment elsewhere.</p>

Sex

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share sex as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if 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 sex, to assist with finding alternative employment elsewhere.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is 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.</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 sexual orientation, to assist with finding alternative employment elsewhere.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>The proposed change is 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>The Hampshire County Council Human Resources department will work with all members of staff in line with all appropriate policies, regardless of their marital status, to assist with finding alternative employment elsewhere.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	<p>Number of children registered for free school meals - 47% (summer term 2023) . Note: every child in YR, 1 & 2 is entitled to free school meals.</p> <p>Number of children who are eligible for pupil premium - 35% (summer term 2023)</p>
Mitigation	<p>The closure of Ampfield CE Primary School and the subsequent relocation of pupils to John Keble CE Primary School will not necessarily increase the overall use of the motor vehicle for the school run, and therefore cost of travel, as a majority of children are already travelling to school from outside of the catchment area. All children's eligibility for Home to School Transport will be assessed in line with the Home to School Transport Policy and all eligible children will be provided with to Home to School Transport assistance.</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 salary or grade, to assist with finding alternative employment elsewhere.</p>

Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>It is proposed that the John Keble Church of England Primary School catchment area will be extended to incorporate the existing Ampfield Church of England Primary School catchment area, subject to approvals.</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 2 miles for a child who is 7 years or under and rises to 3 miles for children aged 8 or over. 3 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	<p>The closure of Ampfield CE Primary School can be mitigated by the proposed relocation of pupils to John Keble Church of England Primary School if parents wish to have their children educated at the school. Home to school transport will be available for those children who are eligible for assistance. Each child's transport eligibility will be assessed, in line with the Home to School Transport policy, based on their home address and the school they attend.</p> <p>Further information in relation to Home to School Transport eligibility can be found here: https://documents.hants.gov.uk/transport-home-to-school/HTST-Policy-2021.docx</p> <p>It is recognised that alternative employment may require staff to travel further or less than they travel currently and therefore the impact on staff for rurality has been considered neutral. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of the home location, to assist with finding alternative employment elsewhere.</p>

Geographical Impact: Test Valley, Winchester

Equality Statement

Additional information:

The consultation documents were available online and could also be requested in paper form. Responses were collated via survey, email, post and in person at the consultation drop ins held at both Ampfield Church of England Primary School and John Keble Church of England Primary School. Every effort has been made to ensure that key stakeholders are able to access and comment on the public notice.

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: 00489

Date of production of EIA for publication: 30/11/2023