



## 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:	Aldershot Urban Expansion (AUE) - second primary school
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Aldershot Urban Expansion (AUE) - second primary school
Description of the service/policy/project/project phase	The demand for additional places arises as a result of the development of 3,850 dwellings at Wellesley, Aldershot Urban Expansion. There was a need for two new primary schools to meet the expected demand from the development, the first of which was The Cambridge Primary School which opened in September 2018 as a two form entry (420 place) school. The second primary school will be another two form entry (420 place) school, intended to open in September 2025.
New/changed service/policy/project	The proposed new primary school is planned to open in September 2025 and would admit up to 30 places for Year R (age 4+) and will grow over time to a total of 60 pupils per year group, an overall total of 420 pupils. The school will also provide places for 8 pupils with special educational needs and disabilities (SEND).

Engagement
<p>Pre-planning consultation was held between 30 March 2023 to 14 April 2023. Drop in event at the development was held Thursday 30 March 2023 at Grainger Trust Smith Dorrien House, Queen's Ave, Aldershot GU11 2BT between 3.00pm and 6.00pm. • 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. Consultation website set up here: <a href="#">Pre-planning Consultation - Proposal to build a new 2 form entry primary school (420 places) on Wellesley, Aldershot   About the Council   Hampshire County Council (hants.gov.uk)</a></p> <p>Full planning application is due to be submitted in April 2023 and residents/ stakeholders will have the opportunity to comment</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The planned new school will ensure a sufficiency of primary age school places will be provided within the new development which will enable the local children to attend local schools. This will hopefully help to increase active travel to school as children will be able to walk, cycle or scoot to school instead of parents relying on taking their children to school in the car.</p> <p>The new school will offer new job opportunities which could be awarded to those living within the new community of Wellesley.</p> <p>The community as a whole will benefit from the new school as it would offer extended community use of the school building should the academy sponsor choose to. This could be in the form of baby and parent groups, after school clubs, extra curricular activities or holiday camps.</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The new school will be fully accessible for children and staff. There will be a lift to first floor to allow those who have mobility difficulties to access 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. 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.</p> <p>It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The intended designation of the RP will be Social, Emotional and Mental Health (SEMH). The RP will provide a provision for local children who have disability as protected characteristic may be able to attend providing they meet admissions criterion.</p>

Mitigation	
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## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The accessible toilets will be unisex and therefore will be able to be used by everyone.</p> <p>The academy may also choose to make pupil toilets unisex but this will be at their discretion.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate pregnancy and maternity policies in place.</p>
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	Positive
Impact on staff	Positive
Rationale	Out of the 3,850 dwellings that are being built on the new Wellesley estate, part of the Aldershot Urban Expansion, 1301 dwellings are designated as affordable housing. By providing local schools for local children we reduce the need for long/ expensive travel times and encourage active transport to school for both staff and the children attending.
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:Rushmoor

## Equality Statement

Additional information:

This EIA is to support a report going to decision day on 22 September 2023. And a project appraisal going to decision day on 19 January 2024.

## 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: 00521

Date of production of EIA for publication: 04/12/2023