



## 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:	Riverside Community Special School Satellite Provision at Mill Hill Primary School
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Riverside Community Special School, Waterloooville and Mill Hill Primary School, Waterloooville.
Description of the service/policy/project/project phase	<p>Riverside Community Special School provides specialist support for 137 pupils with moderate learning difficulties (MLD), severe learning difficulties (SLD) and autism spectrum conditions (ASC). All pupils attending the school have an education, health and care plan (EHCP) and parental demand for the school continues to be high. Parental demand for the school continues to be high and the Local Authority has expanded the school three times in recent years however the school continues to be subject to increasing numbers of tribunals where it has been directed. Whilst the school has expanded in size and increased its Agreed Pupil Numbers (APN) each year to keep up with the requirements, further short-term sustainable development on the site is no longer possible. Therefore the proposal is to open a satellite provision at Mill Hill Primary school to meet the high demand for primary school spaces for children with significant learning difficulties.</p>
New/changed service/policy/project	<p>Riverside Community Special School's satellite accommodation will provide an additional 12 places at Mill Hill Primary School. Mill Hill Primary School has a separate building available which is not required by the school and is currently used for after-school and holiday provision together with a Community Pantry run by Growing Places. This provision will sit alongside the Community Pantry which has its own access. The after-school and holiday club will continue to run alongside this satellite provision. The accommodation will provide two classrooms and other ancillary facilities including an external play space. This will give a final overall capacity at Riverside Community Special School of 149 places. The proposal to enlarge the school will be with effect from the summer term 2024. The spaces being made available at Mill Hill Primary School require some minor works to make them appropriate for use by pupils with severe learning disabilities. A range of refurbishment works, upgraded toilet area, sensory room, safeguarding measures, and a new segregated play space area are required. Estimates for these works are in the region of £350,000 which will be funded in full from the Children's Service Capital Programme.</p>

## Engagement

A consultation was run from Friday 12 January to Friday 9 February 2024. The proposal was also included on the Hampshire County Council's (HCC) consultation website: <http://consultations.hants.gov.uk/active.aspx>. Letters were sent to; Parents of children at the school (via the school) • Headteacher • Chair of Governors • Schools within 2 miles • Special Schools in Havant • Pre-School & Childcare within one mile • Staff union representatives • MP –Alan Mak • HCC Elected member – Cllr Gary Hughes • Local District Council • Other relevant HCC Officers • A drop-in session was held at Mill Hill Primary on Wednesday 24 February between 3:30pm and 6pm enabling members of staff and the public to discuss the proposal with Hampshire County Council officers. A website was also set up with the details of the consultation which included some 'Frequently Asked Questions' that may address any queries. This was a 4 week public notice period consultation.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new satellite provision will support primary aged pupils with severe learning difficulties and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the school will provide accommodation to meet the needs of up to 12 primary aged pupils.
Mitigation	

### Disability

Impact on public	Positive

Impact on staff	Positive
Rationale	The County Council is proposing to utilise a separate building on the Mill Hill Primary School site that is not required by the school. This project will provide accommodation to meet the needs of up to 12 primary aged pupils with significant learning difficulties and allow more pupils to attend schools in their respective local communities and alongside their peer groups; have access to trained staff and specialist resources, in order to support their needs, and in an environment that can adapt accordingly in an inclusive setting.
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	As part of the planned proposal, the pupil and staff toilets will both be unisex which makes them more accessible to any individuals that may share gender reassignment as a protected characteristic.
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	Positive
Impact on staff	Positive
Rationale	As part of the planned proposal, the pupil and staff toilets will both be unisex which makes them more accessible to any individuals that may share sex as a protected characteristic.
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	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	

## 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:Havant

# Equality Statement

## Additional information:

Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the Special Education Needs and Disability (SEND) sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places.

## 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: 00563

Date of production of EIA for publication: 05/02/2024