



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:	Shepherds Down Special School, Winchester - Expansion
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Shepherds Down Special School, Winchester
Description of the service/policy/project/project phase	Shepherds Down Special School is a 170 place special school which provides specialist support to 4-11 year olds with Profound and Multiple, Complex, Severe and Moderate Learning Difficulties (MLD), Autistic Spectrum Condition (ASC) and Speech, Language and Communication (SLCN). Parental demand for the school continues to be high and the school is seeing an increase in the number of applications from the local area.
New/changed service/policy/project	Due to the increasing need of places in the local area, this proposed two-classroom modular building will enable an additional 20 pupils will be able to attend the school. An area of land has been identified that can house the modular building adjacent to some play space. The creation of additional parking spaces will also be included in the project scope.

Engagement
<p>The Children's Services Principle of Enlargement non-statutory consultation on the expansion of Shepherds Down Special School was undertaken from Friday 26 January to Friday 23 February 2024. A letter with details of the proposal was sent to the following stakeholders and feedback was invited by email. A drop-in session with members of the project team was held on Wednesday 7 February at the school. Parents of children attending Shepherds Down Special School. Headteachers, school staff and Governing Body of the school. Headteachers and Chairs of Governors of neighbouring schools. Winchester Councillors. Local Diocese. Local MP. HCC Elected Members. Residents of the immediate areas. Other relevant community stakeholders.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Positive
Rationale	The expansion will support primary aged pupils with 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 an additional 20 primary aged pupils.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This project will provide accommodation to meet the needs of up to 20 primary aged pupils with Profound and Multiple, Complex, Severe and Moderate Learning Difficulties (MLD), Autistic Spectrum Condition (ASC) and Speech, Language and Communication (SLCN) and allow more pupils to attend the school from the local community and alongside their peer group; 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.</p> <p>Plans for the modular building are currently being developed but the modular will be assessable for all students and staff at the school.</p>
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	
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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:Winchester

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: 00578

Date of production of EIA for publication: 21/02/2024