



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:	Consultation on the proposal to increase the capacity of Samuel Cody School, Farnborough
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Samuel Cody School, Ballantyne Road, Farnborough, GU14 8SN
Description of the service/policy/project/project phase	<p>The Samuel Cody School currently has capacity for 294 pupils aged 4-16 years and caters for pupils with Moderate Learning Disabilities (MLD), Autism Spectrum Condition (ASC) and Social, Emotional and Mental Health needs (SEMH). This is provided in three separate buildings across the main site. Places at the school are offered by the local authority to children who have an Educational Health Care Plan (EHCP) identifying the school as being the most appropriate educational setting. It has been identified that there are an increasing number of children in the county who are being diagnosed with Moderate Learning Disabilities (MLD) and we are working towards expanding the offer of support to these children. The proposed additional SEND provision outlined within this EIA will help manage some of the school place pressures generated by the increase in the number of Education, Health and Care Plans (EHCPs) maintained by the Local Authority. On 31st March 2022 in Hampshire there were 13,178 children with EHCPs. An increase of 428 from January of the same year.</p>
New/changed service/policy/project	<p>It is proposed to increase the overall places at the school to 338 (248 in main school and 90 in Cody Oaks SEMH provision) from September 2024. The increase in pupil numbers will be in the main school site for pupils with Moderate Learning Difficulties (MLD). The area of the main school that caters for primary pupils has unused spare classrooms that can be brought back into use. In addition it is proposed to move Oak Farm Community Pre-School into the Pavilion building on the site to increase the accommodation for primary pupils. The Pavilion building will also be reconfigured to make a larger pre-school space to allow the preschool to grow and cater for the demand from the local community, it would have its own access and entrance. The total cost of the proposals is estimated to be c£750,000.</p>

Engagement	
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This consultation will run from **Friday 26 January** to **Friday 23 February**. The purpose of this consultation was to seek the view of consultees on the principle of enlarging the school to meet the demand for additional specialist school places in the local area. It was important to hear the views of stakeholders so that Hampshire County Council can consider them as part of the detailed work to be undertaken should approval to the enlargement be obtained.

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 • Staff union representatives • MP • HCC Elected member – Cllr Roz Chadd • Local District Council • Other relevant HCC Officers •

A drop-in session was held at Samuel Cody Special School on Thursday 8 February 2024 between 3:30pm and 6:30pm 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. The initial consultation drop in event was attended by a number of local residents and nursery school staff who wanted to understand how the proposals will impact the local community. There was positivity about the need for increased provision and specialist support and some concerns about increased traffic in the area.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The increase in specialist provision will support primary aged pupils with special education needs, specifically Moderate Learning Difficulties (MLD) and enable them to thrive in an inclusive, and supportive specialist environment. It means that more children will be able to attend the special school in Farnborough and could result in less children being out of school whilst waiting for a place in a specialist provision. With the increase of children in Hampshire with EHCP's this expansion will have an incredibly positive impact on primary aged children who share this protected characteristic.</p> <p>As we are proposing to do renovation work to the pavilion building to allow Oak Farm Nursery to move into their own self contained space, the children and staff of Oak Farm Nursery will also positively benefit from the proposal. The relocation of the nursery will allow them to increase their capacity, offer a wider range of services to more families within the community, and will provide additional jobs in the local area.</p>

Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Hampshire County Council is proposing to deliver renovation works to the pavilion building that would see the formation of 3 separate rooms and associated toilet works. The renovation would see the installation of an accessible toilet for both children and staff to use. There will also be landscaping works to the external areas that will be level and accessible to all. There will be shaded areas throughout the external play area that will ensure all children can access the outdoor space.</p> <p>Within the main primary school building, Hampshire County Council are proposing to complete renovation works that would reconfigure internal spaces into two new classrooms, reception area, staff room and planning, preparation and assessment (PPA) area, emotional literacy support assistants (ELSA) room and associated toilets. These improvement works across the school campus will have a positive impact on all of the children who attend this special school, and will also allow the school to admit additional students. All work which is proposed is being designed in conjunction with the school and their headteacher in order to ensure that the needs of the children and staff are being met.</p> <p>The staff are also going to be positively impacted as there will be an accessible toilet installed within the pavilion.</p>
Mitigation	

Gender Reassignment

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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
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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	There is a high level of poverty within the area the school is located in and therefore any project that will bring additional jobs is a positive action. The increase in provision for children with Special Educational Needs is also positive as it means that more children will be able to access the appropriate provision for their needs potentially closer to home

	providing that the school is named on their Education and Health Care Plan (EHCP).
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. The area the school is located in is not seen to be rural.
Mitigation	

Geographical Impact: Basingstoke and Deane, Hart, Rushmoor

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: 00580

Date of production of EIA for publication: 14/02/2024