



## 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
Joseph Woodward	Inclusion Commissioning Officer Children's Services	joseph.woodward2@hants.gov.uk

Title:	Applemore College - Reducing SpLD Resourced Provision numbers
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Applemore College, Dibden Purlieu
Description of the service/policy/project/project phase	Applemore College is Foundation School located in the New Forest catering for secondary aged pupils between 11-16 years old. The school currently operates a 20 place Specific Learning Difficulty (SpLD) Resourced Provision. Most children with special educational needs (SEN) , such as SpLD, will have their needs met through high-quality teaching and adaptations to it. This might include adjustments to their Universal Provision and/or Targeted and Specialist Provision, depending on the individual's level of need. Special Educational Needs Coordinators (SENCo) have become better in establishing a consistent whole-school approach to meeting the needs of pupils.
New/changed service/policy/project	Due to reduced demand and improved SEN support, the proposal is to reduce SpLD Resourced Provision places from 20 to 12 places from September 2025. The local authority will work with Applemore College to develop an Autism Spectrum Conditions (ASC) Resourced Provision alongside the existing SpLD provision. This is due to one of the current main pressures and significant areas of need for Resourced Provisions being ASC. Several educational interventions and programmes are available for children with SpLD and through effective teaching techniques and support children can still achieve success outside of specialist provision. The numbers of pupils requiring the Resourced Provision for has been reducing over time, due to their needs being well met in local secondary schools. Reducing numbers within the Resourced Provision means that pupils with SpLD needs are better met within the main school. Staff supporting the Resourced Provision will still be needed across the school. Minor works and new furniture and IT are required to the current class base for the Resourced Provision in order to cater for the additional pupils ASC pupils and the increasing levels of need of the placements.

Engagement
A Public Notice period will run from 24 - January - 21 February 2025.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Several educational interventions and programmes are available for children with SpLD and through effective teaching techniques and support children can still achieve success outside of specialist provision. The numbers of pupils requiring the resourced provision for has been reducing over time, due to their needs being well met in local secondary schools. Therefore, pupils will still receive the support that they require.
Mitigation	

### Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Reducing numbers within the Resourced Provision means that pupils with SpLD needs are better met within the main school.</p> <p>Most children with special educational needs, such as SpLD, will have their needs met through high-quality teaching and adaptations to it. This might include adjustments to their Universal Provision and/or Targeted and Specialist Provision, depending on the individual's level of need. Special Educational Needs Coordinators (SENCo) have become better in establishing a consistent whole-school approach to meeting the needs of pupils and there will be 12 SpLD Resourced Provision places remaining.</p>

Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, gender reassignment is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, pregnancy and maternity is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

## Race

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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. All relevant policies and procedures will be adhered to.
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. All relevant policies and procedures will be adhered to.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	The school is mixed-gender and all genders will be equally affected. All relevant policies and procedures will be adhered to.
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. All relevant policies and procedures will be adhered to.
Mitigation	

### Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, marriage and civil partnership is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
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. All relevant policies and procedures will be adhered to.
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. All relevant policies and procedures will be adhered to.
Mitigation	

Geographical Impact: New Forest

## 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: 00772

Date of production of EIA for publication: 28/01/2025