

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:	Newtown Church of England Primary School - Res
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Newtown Church of England Primary School
Description of the service/policy/project/project phase	Newtown Church of England Primary School is a Voluntary Controlled School located in the Gosport district of Hampshire catering for pupils aged 11-16. The school is rated by Ofsted as a Good School (November 2019). The school have seen an increase in children with Autism Spectrum Conditions (ASC) and Education Health and Care Plans (EHCP). Children with an ASC diagnosis can have difficulties with social interaction, communication and can also have speech and language needs and the school already support a number of children with complex needs associated with autism. The proposed additional Special Educational Needs and Disabilities (SEND) provision outlined within this report will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by the Local Authority.

New/changed service/policy/project	The proposal is to establish a Resourced Provision for 10 pupils aged 4-11 with ASC at Newtown Church of England Primary School, Gosport opening in phases from September 2025. The school intend to adapt an existing modular building on site to make a quality learning environment and base for the Resourced Provision. Appropriate IT, furniture, equipment and secure external play space will be provided. These minor works would happen during the 2025 summer term and holiday period. These works will allow the school to add a Resourced Provision for up to 10 pupils which will be phased over 3 years from September 2025. The proposed cost of the works is in the region of £75,000. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Newtown Church of England Primary School and the school would receive additional resources to ensure that the children's needs are well supported so that they can successfully access the mainstream environment and curriculum, when appropriate.
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Engagement
A consultation will run from 29 January - 19 February 2025 with a consultation drop in on 11 February 2025.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new Resourced Provision will support primary aged pupils with special education needs, specifically ASC and enable them to thrive in an inclusive, and supportive specialist environment. This will provide accommodation to meet the needs of up to 10 pupils with ASC.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The new Resourced Provision will support primary aged pupils with special education needs, specifically ASC and enable them to thrive in an inclusive, and supportive specialist environment. This will provide accommodation to meet the needs of up to 10 pupils with ASC. The staff of Newtown Church of England Primary School will also benefit from working alongside; developing their skills, knowledge and training within the area of autism special educational needs.
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

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	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	

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:Gosport

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 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.

Staff at the school will have opportunity for specialist training in supporting pupils with autism and specialist teachers will also be employed.

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: 00815

Date of production of EIA for publication: 03/02/2025