

## 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:	The Wavell School - SEMH Resourced Provision Places
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Wavell School, Farnborough.
Description of the service/policy/project/project phase	The Wavell School is a Community School located in Farnborough for secondary aged pupils aged between 11-16 and is rated as a Good school by Ofsted. The school currently operates a Specific Learning Difficulty (SpLD) Resourced Provision. The proposed additional special educational needs (SEND) provision outlined within this report 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. Demand has resulted in a corresponding pressure for places in special schools and Resourced Provisions. The County Council is committed to further developing successful provision or creating new provision, where possible, to meet the demand for places.
New/changed service/policy/project	The numbers of pupils requiring a SpLD Resourced Provision place across the county has been reducing over time, due to their needs being well met in all local

secondary schools through ordinarily available provision and SEN support. Educational interventions and programmes, as well as sophisticated technologies are available for children with SpLD and through effective teaching techniques and support children can still achieve success outside of a specialist provision. The current main pressures and significant areas of need for Resourced Provisions is to support pupils with autism spectrum conditions (ASC) and social, emotional and mental health (SEMH) needs. Therefore it is proposed to add SEMH as a Resourced Provision for 15 places opening in phases alongside the schools existing SpLD Resourced Provision from September 2025/2026. The school proposes to utilise existing surplus accommodation to cater for additional pupils, only minor adjustments, safeguarding measures, IT and furniture will be required.

#### Engagement

A consultation period will follow if approval is gained. This will be agreed between Hampshire County Council and the school.

### Equalities considerations - Impact Assessment

#### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The addition of a SEMH Resourced Provision will support secondary aged pupils with special education needs, specifically SEMH and enable them to thrive in an inclusive, and supportive specialist environment.
Mitigation	

#### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This project will 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 with SEMH needs.</p> <p>The staff of The Wavell School will also benefit from working alongside; developing their skills, knowledge and training within the area of SEMH special educational needs.</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

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: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 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: 00821

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