

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:	Ashley Infant School Resourced Provision designation change
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Ashley Infant School
Description of the service/policy/project/project phase	Ashley infant School is an Ofsted rated good school in New Milton, New Forest. The school currently operates a Severe learning Difficulties (SLD) Resourced Provision for 24 pupils. There is a statutory duty to provide school places for all children, including those who have special educational needs and disabilities (SEND). Hampshire County Council are committed to further developing successful provision to meet this demand within the SEND sector. The proposed additional 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 Hampshire County Council. Demand has resulted in a corresponding pressure for places in special schools and resourced provisions. Hampshire County Council is committed to further developing successful provision or creating new provision where possible to

	meet demand for places. The proposed additional SEN provision outlined within this Equality Impact Assessment (EIA) 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 have two Resourced Provision designations at Ashley infant School to better meet the SEN needs within the local area and increase places by 8 from 24 to 32 from September 2025. The Resourced provision designations would be Speech Language and Communication (SLCN) 17 places and Autism Spectrum Conditions (ASC) 15 places. from September 2025. Pupils currently in the Resourced Provision would remain on roll and be in either of the designations depending on which they suit best. Additional pupils who attend either of the provisions would generally be from the local area. They would be on roll at Ashley Infant 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. The school proposes to utilise existing surplus accommodation for the additional numbers, only minor adjustments, safeguarding measures, IT and furniture will be required.

Engagement
If approval is gained a consultation will be carried out. Consultation dates will be agreed with the school.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Resourced Provisions will support infant aged pupils with special education needs, specifically SLCN or ASC and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the provisions will provide accommodation to meet the needs of of a further 8 children taking the total places from 24 to 32 across both provisions.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	This project will provide accommodation to meet the needs of up to an extra 8 infant aged pupils with SLCN or ASC and 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.

	The staff of Ashley Infant School will also benefit from working alongside; developing their skills, knowledge and training within the area of SLCN and ASC 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, gender reassignment 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: 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 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: 00822

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