

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:	Wildground Federation - Resourced Provision increase
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Federation of Wildground Infant and Junior Schools, New Forest
Description of the service/policy/project/project phase	The Federation of Wildground Infant and Junior Schools are Community schools located in the New Forest district of Hampshire. The capacity of the Infant school is 180 for pupils aged 4 - 7 and Junior school has a capacity of 240 for pupils aged 7 - 11. The Infant school is rated as a Good school by Ofsted (September 2023). The Junior school is also rated as a Good school by Ofsted (October 2019). The Federation currently operates two Resourced Provisions across both schools. An 8 place Resourced Provision for pupils with social, emotional and mental health (SEMH) needs and an 8 place Resourced Provision for pupils with autism spectrum condition (ASC). There is a growing need for Resourced Provision places for pupils with autism in the New Forest district. 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 demand for places. The proposed additional Special Educational Needs and Disabilities (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.
New/changed service/policy/project	The proposal is to increase numbers in the autism Resourced Provision by 8 places from 8 to 16 places from September 2025. These places would be initially be available in Wildground Infant School. Minor capital works will be required and some IT, furniture and equipment. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Wildground Infant School with the federation receiving 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. This change will not affect the overall capacity of mainstream places at Wildground Infant School or Wildground Junior School.

Engagement
A Public Notice consultation period is due to take place during May 2025.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The expansion to the autism spectrum condition Resourced Provision will initially support infant aged pupils with special education needs, specifically autism and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to Resourced Provision places will provide accommodation to meet the needs of up to an additional 8 primary aged pupils with autism with 16 places in total.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The increase will provide accommodation to meet the needs of an additional 8 primary aged pupils with autism 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.
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 polices and procedures will be adhered to.
Mitigation	

Sexual Orientation

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

Poverty

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	

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: 00871

Date of production of EIA for publication: 22/05/2025