

## 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:	Horndean Technology College - Resourced Provision expansion
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Horndean Technology College, East Hampshire.
Description of the service/policy/project/project phase	Horndean Technology College is Community School located in the East Hampshire district of Hampshire catering for pupils aged 11-16. The capacity of the school is for 1,410. The school is rated as a Good or Outstanding in all sub areas by Ofsted (November 2024). The school currently operates an autism spectrum condition (ASC) Resourced Provision for 17 pupils. It has been identified that there are an increasing number of children with autism as their primary special educational need. 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. 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.
New/changed service/policy/project	The proposal is to increase numbers by 4 places from 17 to 21 from September 2025. This will not affect the overall capacity of mainstream places at Horndean Technology College. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Horndean Technology College 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. There will be no additional cost to provide these extra places. The school will receive additional funding for the extra places.

Engagement
A Public Notice consultation is planned to take place in May 2025.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The expanded autism Resourced Provision will support secondary aged pupils with special education needs, specifically autism and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the school will provide accommodation to meet the needs of an additional 4 pupils with autism taking the total number of places to 21.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The expansion to the school will provide accommodation to meet the needs of an additional 4 pupils with autism taking the total number of places to 21. This 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.
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	Due to the age of those affected, sexual orientation is unlikely to be an impacted characteristic. 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	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: Basingstoke and Deane, East Hampshire

## 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: 00872

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