

## 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:	Redevelopment of College House and The Hive in Compton, Winchester
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	College House and The Hive Building located in Compton, Winchester.
Description of the service/policy/project/project phase	Hampshire County Council (HCC) own College House and its ancillary building, The Hive, located in Compton, Winchester. Both buildings have been empty since Eastleigh College vacated the site and it was agreed for the lease to be returned to HCC. Officers have been investigating a variety of options for the site, specifically to improve car parking and access issues in the adjacent Shepherds Down Special School, located in Shepherds Lane, Compton, which HCC are also responsible for. Shepherds Down Special School is a special school providing education for up to 190 children between 4 and 11 years old providing support to pupils with learning difficulties/severe learning difficulties and children on the autistic spectrum.
New/changed service/policy/project	There are two aspects to the proposal. Firstly, it is proposed that The Hive building becomes part of Shepherds Down Special School and will be refurbished

into special educational needs teaching accommodation for foundation stage (Year R) and Key Stage 1 pupils (Year 1 and Year 2) consisting of three classrooms, a therapy room, a sensory/soft play room, a small group room and staff offices plus an area for outdoor teaching and play space for pupils, which forms part of the National Curriculum. By refurbishing and repurposing, it which will enhance the pupils' learning experience. The Hive building is close enough to the main school's accommodation to enable students to access facilities, such as the main hall, specialist teaching spaces and specialist therapy rooms, if required. This will benefit the current pupils at Shepherds Down Special School as there are no intentions to increase Shepherds Down's pupil numbers. Secondly, it is proposed that the College House building will be demolished (subject to a separate permitted development application) which will allow for improved access to Shepherds Down Special School from The Hive building and an additional car parking/drop-off and collection facilities for parents and staff, resulting in 37 car parking spaces in total. This will improve access and allows for 23 staff car parking bays (including three accessible bays), two minibus bays plus 12 visitor parking/drop off/collection bays, and it is hoped that this will alleviate current parking issues along Shepherds Lane at the peak drop off and pick up times, which impacts on local residents' access to their property.

#### Engagement

Shepherds Down Special School have been consulted throughout the development of the project to ensure that the proposed works are adequate and appropriate for the needs of the children attending the school. The Headteacher, with support from the Children's Services liaison officer, has consulted with school staff and governors to ensure they support the proposed works.

A non-statutory pre-planning consultation was held between Friday 14 March and Monday 14 April 2025. From this, a total of seven comments were received, all of which addressed highway concerns including increased traffic and the proposed entrance and exit, and several responses suggested that the car park should be accessed via Shepherds Lane instead. There were also concerns regarding noise and privacy.

A planning application was submitted on 18 July 2025, and the consultation ran until 08 August 2025. The decision regarding this is anticipated in September 2025.

#### Equalities considerations - Impact Assessment

##### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Shepherds Down Special School provides education to children age 4-11 years old who have an Education Health Care Plan (EHCP).</p> <p>The proposed works will have a positive impact on both the Year R, Year 1 and Year 2 children that attend the school and the staff as it will enable them to deliver or receive their education in newly</p>

	<p>refurbished classrooms which are more appropriate for meeting their needs and will enhance the pupils' learning experience.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Shepherds Down Special School is a special school for up to 190 children aged between 4 and 11 years old with Speech, Language and Communication Needs (SLCN), Moderate Learning Difficulties (MLD) and Autistic Spectrum Disorder(ASD). Admission into the school is only via the Special Educational Needs team approving the placement for a child/ young person and them having Shepherds Down Special School named on their Education and Health Care Plan (EHCP). Any building works will be managed accordingly to ensure that there will be no impact on movement around the site that will affect anyone with a disability and it is vital to ensure any building works are considerate to those students attending the school as well as local residents.</p> <p>By refurbishing The Hive building, this will enhance the learning experience of the current Year R - Year 2 pupils by providing three new classrooms.</p> <p>For staff, an additional 12 car parking spaces will be provided (resulting in 23 staff bays) of which two will be accessible for members of staff with a disability.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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 related to this protected characteristic will be adhered to.</p>
Mitigation	

## Pregnancy and Maternity

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 related to this protected characteristic 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 related to this protected characteristic 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 related to this protected characteristic will be adhered to.
Mitigation	

## Sex

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 related to this protected characteristic 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 related to this protected characteristic 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 related to this protected characteristic 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 related to this protected characteristic will be adhered to.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	Shepherds Down Special School is located in an area classified as rural hamlet and isolated dwellings. Although there will be no difference in pupil numbers, by providing additional drop-off and collection parking bays, as well as two spaces for minibuses, this will impact positively for children needing to travel to the school to

	<p>receive their education and access a provision suitable for their Special Educational Needs and Disability.</p> <p>Due to creation of 12 new car parking spaces, this would be positive to members of staff who live remotely as it will enable staff to park their cars on the school site.</p> <p>All relevant policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Geographical Impact: Eastleigh, Winchester

### Equality Statement

Additional information:

None

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: 00887

Date of production of EIA for publication: 02/09/2025