

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
Helen Humphry	Assistant Strategic Development Officer Children's Services	helen.humphry@hants.gov.uk

Title:	Amalgamation of The Federation of Riders Infant and Junior Schools with Park Community School
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Riders Infant School, Riders Junior School and Park Community School
Description of the service/policy/project/project phase	Riders Infant School and Riders Junior School are located in Leigh Park in Havant and since June 2012 have been in a federation together known as The Federation of Riders Infant and Junior Schools. The governing bodies of The Federation of Riders Infant and Junior School and Park Community School have approached Hampshire County Council to consider their amalgamation to become an all-through school teaching children aged 4-16 years old in Years R to 11. This is due to several reasons, including The Federation of Riders Infant and Riders Junior School experiencing issues recruiting a new Executive Headteacher and on-going concerns over the financial positions of both Riders Infant School and Riders Junior schools due to consistently low pupil numbers on roll, with both schools having reduced their Published Admission Number to 60 (from 90) since

	<p>2019 and 2024 respectively. Both Riders Infant School and Riders Junior School have OFSTED judgements of Requires Improvement. Since September 2024, Park Community School have been supporting Riders Infant and Junior Schools with leadership due to the Federation not being able to recruit an executive headteacher post.</p>
<p>New/changed service/policy/project</p>	<p>In view of this, the Governing Bodies and Hampshire County Council feel the best way forward is to re-organise the schools into a single all-through school, catering for children age 4-16 (Year R to Year 11) across two sites - at present it is undecided whether this will be the current Riders Infant School site (in Kingsclere Avenue) or Riders Junior School site (also in Kingsclere Avenue), but Park Community School site (located in Middle Park Way) will remain to be used for Key Stages 3 and 4. This approach would result in one governing body overseeing the new all-through school, rather than being two separate governing bodies for The Federation of Riders Infant and Junior Schools and Park Community School, as currently exists. There are many advantages to bringing Park Community School and The Federation of Riders Infant and Junior Schools together, some of which are listed below: - Several financial advantages, including reduced operational costs, financial stability, improved resource allocation, cost savings on staff workload, and economies of scale. - Pupils benefitting from consistent educational values and ethos. - Teachers can track and support longer term academic and personal development. - Pupils, parents and school are able to develop a longer-term relationship with each other. - Potential for shared resources and facilities, even when on different sites. - Leadership and mentoring opportunities for staff. - Removes the need for separate admission transfers at the end of key stage 1 (infant to junior transfer) and key stage 2 (junior to secondary transfer). A decision will be reached in due course as to which building is utilised to provide the accommodation for primary level pupils (Years R-6). Building feasibility work will be undertaken once we know the outcome of the consultation and final decision. Phoenix Preschool currently operates from a building towards the rear of the infant and junior schools' site and it is not currently thought that the preschool would need to be relocated as part of this process. The preschool will be consulted with in order to support the ongoing delivery of preschool provision in the area. Hampshire County Council is therefore proposing to amalgamate Riders Infant School, Riders Junior School and Park Community School, through the closure of both Riders Infant School and Riders Junior School and extension of the age range of Park Community School to become an all-through school. Upon the implementation of this potential proposal, the school will offer 60 places for Year R (age 4+), and a further 130 places for Year 7 (age 11+), resulting in a total of 190 places at secondary school level in each year group. If agreed, it is anticipated that this proposed change would take effect no earlier than 1 September 2026 following a statutory process.</p>

<p>Engagement</p>
<p>A non-statutory consultation will be completed, including a letter sent to stakeholders, a website with information, and a public drop-in session (date to be confirmed). People and groups to be consulted include the parents of the three schools (Riders Infant School, Riders Junior School and Park Community School), other educational settings within two miles (including other primary schools and early years settings), the Member of Parliament, local councillors, and Trade Unions.</p>

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is a neutral impact envisaged in relation to age as the proposal, if approved, will mean that school provision remains in the area and will serve the same pupil age range within one school setting. Whilst the proposal, if approved, would result in the closure of both the infant and junior schools, the secondary school would increase its age-range to serve primary pupils and the primary pupils would be taught in one of the school buildings in Kingsclere Avenue. Therefore the only impact would be that either the infants' or juniors' building would close and the pupils would have to relocate into the other remaining building, which is on the same site, should that be the decision.</p> <p>It is intended that the privately-run preschool will remain on the school site - discussion will be undertaken with the preschool regarding this if the proposal is agreed.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	<p>In relation to staff there is a negative low impact envisaged as the age of staff will have no bearing in relation to any staff reorganisation that will be necessary as a result of the changes planned through the proposal. The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if needed.</p>

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on disability as the proposal, if approved, does not make any changes to the policies and practices that Park Community School utilises which will continue to be used should the school become an all-through school with the approval of the proposal. All relevant school policies and procedures related to this protected characteristic will be adhered to.</p> <p>Any building works will be managed accordingly to ensure that there will be no impact on movement around the building that will affect anyone with a disability.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on gender reassignment as the proposal, if approved, it does not make any changes to the policies and practices that the secondary school currently has and these will still apply once it becomes an all-through school, should that be the final decision. All relevant school policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere should redundancies occur from closing one of the schools.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on race as the scheme does not make any changes to the policies and practices that Park Community School currently has which will continue when they become an all-through school, should the proposal be approved. All relevant school policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Mitigation	
------------	--

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on religion or belief as the proposal does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>There is no impact to staff as the school will continue to adhere to equality employee policies relating to recruitment and employment.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on sex as the scheme does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on sexual orientation as the scheme does not make any changes to the policies and practices that Park Community School currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on marriage and civil partnership as the proposal does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on poverty as the scheme does not make any changes to the policies and practices that Park Community School currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on rurality as the proposal does not make any changes to the provision of school places in the local area and that the policies and practices that the secondary school currently has will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Geographical Impact:Havant

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: 00910

Date of production of EIA for publication: 11/06/2025