

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:	The Waterloo School - Satellite Provision at Former Peel Common Infant School
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Waterloo School
Description of the service/policy/project/project phase	The Waterloo School is a Community Special School located in Waterlooville for pupils aged 4 - 11. It provides specialist support for pupils with social, emotional and mental health (SEMH) needs. All pupils attending the school have Education, Health and Care Plans (EHCP). Hampshire County Council has a duty to make sure there are enough school places within the county for those children and young people who have complex special educational needs that cannot be met within a mainstream school setting. The need to provide school places in Special Schools across Hampshire has been increasing. Hampshire County Council is committed to expanding successful provision where possible to meet demand. This proposal will provide much needed specialist educational accommodation to meet current and future demand. The Waterloo School is successfully meeting the needs of pupils with special educational needs and the opportunity to expand the

	<p>site through utilising the former Peel Common Infant School site provides an opportunity to do this. A Special School Satellite is an extension of a Special School, located away from its main site. It is fully managed and staffed by the Special School and provides the same specialist support and curriculum. Satellite provisions help meet local demand for specialist places and allow pupils to access high-quality special education closer to home. The use of satellite sites to expand Special Schools is already proven successful in Hampshire. The proposal is to expand the school by an additional 70 primary places for pupils with social, emotional and mental health needs, utilising the former Peel Common Infant School site in Gosport. If approved, this provision would open in phases from September 2027. This relates specifically to the proposal and principle to establish the satellite SEN provision. Further consultation will be held in relation to planning and building works when details are known and if approved to proceed.</p>
New/changed service/policy/project	<p>The expansion of The Waterloo School at the former Peel Common Infant School site from September 2027. The pupils who would attend the new satellite provision would generally be from the local Gosport area. They would have EHCPs and have complex SEMH needs meaning that they would find it difficult to manage within a mainstream school environment. The Waterloo School is located in Waterlooville. The current agreed place number for the school, which caters for pupils aged 4-11, is 74 and this proposal is for an additional 70 pupils aged 4-11 phased onto the Gosport satellite site from September 2027. Pupils would be on roll at The Waterloo School. In order to create a new SEN provision at the former Peel Common Infant School, significant capital works will be required to update and reconfigure internal accommodation, provide specialist areas, ensure safeguarding for pupils and staff and create an appropriate parking and pick up/drop off area. Detailed feasibility work is currently being undertaken.</p>

Engagement
An initial 4 week consultation is currently in progress between 20 October - 24 November with a drop in date on Thursday 6 November.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The proposed 70 place Special School Satellite provision will support primary aged pupils with special education needs, specifically SEMH and enable them to thrive in an inclusive, and supportive specialist environment. The expansion would help meet local demand for specialist places and allow pupils to access high-quality special education closer to home. Further school staff will be employed meaning that pupils will benefit from staff sharing knowledge and building on their continuous professional development. The Waterloo School will receive additional funding based on the increase in number of pupils on their roll. This will provide the additional staffing and resources required.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Children with SEMH needs may experience significant difficulties in managing their emotions, behaviour, and relationships. Pupils with SEMH needs may struggle with anxiety, emotional regulation, and social interaction, and may require consistent adult support to feel safe and secure. They often benefit from structured routines, therapeutic approaches, and targeted interventions to develop resilience, self-awareness, and coping strategies. The pupils who would attend the new satellite provision would generally be from the local Gosport area. They would have EHCPs and have complex SEMH needs meaning that they would find it difficult to manage within a mainstream school environment. The Waterloo School will receive additional funding based on the increase in number of pupils on their roll. This will provide the additional staffing and resources required.
Mitigation	

Gender Reassignment

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	

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 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	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	

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:Gosport

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. The proposal outlined within this report will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by the Local Authority.

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: 01012

Date of production of EIA for publication: 30/10/2025