

## 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 Future of Smannell and Enham Church of England Primary School, Smannell, Andover
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Smannell and Enham Church of England Primary School, Smannell, Andover
Description of the service/policy/project/project phase	Smannell and Enham Church of England Primary School is a small rural school located in the village of Smannell approximately 1 mile to the northeast of Andover. Smannell and Enham Church of England Primary School currently has a Published Admissions Number (PAN) of 15 and a total capacity of 105 pupils across its 7 year groups. At the time of writing this EIA, the school has 17 pupils on roll, no more than 6 of whom live in the Smannell and Enham Church of England Primary School catchment area. Because of the low numbers of children on roll, they are currently operating a Year R/KS1 class of 11 pupils and a Key Stage 2 class of 6 pupils. As of September 2024, the school had 86 pupils on roll and were operating a four class structure. However, the school has seen a rapid and accelerated decline in pupil numbers over the last academic year with only 17 children being on roll as of November 2025. Ofsted most recently visited in May

2024 and judged the school to be “inadequate”. An academy order was placed on the school in September 2024. Finding an academy sponsor has been challenging and, despite on-going attempts by the Diocese and the Department for Education, no sponsor has yet been identified. In response to staffing shortages, the school moved to a two-class structure from September 2025. This has included the headteacher needing to take on a substantial teaching role, which significantly reduces capacity to lead school improvement, support teaching and learning, and provide cover when needed. Delivering the current knowledge-based curriculum within a two-class structure can present significant challenges. Mixed-age classes, particularly in Key Stage 2 (Years 3–6) and in the combined Early Years/Key Stage 1 class (Years R–2), requires complex planning and curriculum implementation. This structure risks negatively impacting the progress and attainment of all pupils. Concerns have been raised about the consistency and quality of education. The school remains vulnerable, and any further loss of staff could result in the headteacher becoming the sole teacher, threatening the sustainability of provision and continuity of learning. Smannell and Enham Church of England Primary School now has one of the lowest numbers on roll in the county and has had a consistently low (in catchment) intake in recent years. As the school has lost pupils over the last 12 months and revenue budgets are directly aligned with numbers on roll, that now puts significant pressure on the school’s finances. A school with such significant surplus places is not sustainable financially and cannot continue to provide the breadth of curriculum required by pupils. A reduction in the birth rate over recent years has exacerbated the number of schools facing falling rolls. The pupil forecast for Smannell and Enham Church of England Primary School shows a continued fall in pupil numbers based on the historic trend of recruitment for reception year pupils.

New/changed service/policy/project

The Local Authority and the Diocese of Winchester have met with the full governing body of Smannell and Enham Church of England Primary School to discuss the education outcomes for children and the future viability of Smannell and Enham Church of England Primary School. As a result of these discussions, in October 2025 the Governing Body wrote to the Local Authority seeking their support to undertake a non-statutory consultation on the potential closure of Smannell and Enham Church of England Primary School. If the proposal to close Smannell and Enham Church of England Primary School is approved, then the school would close no earlier than 13 February 2026. Another local primary school, Endeavour Primary School, would expand their catchment area to include the catchment area currently served by Smannell and Enham Church of England Primary School. Due to falling numbers on roll, there are surplus places in other schools locally. Parents can express preferences for other school places at any time and those applications will be processed in line with published policies. Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies. Future use of the site will be fully considered, in conjunction with the Diocese of Winchester, once a decision has been taken on the future of Smannell and Enham Church of England Primary School.

#### Engagement

A non-statutory consultation was conducted between Monday 13 October and Monday 10 November 2025.

The proposal was included on the Hampshire County Council’s consultation website: <https://www.hants.gov.uk/aboutthecouncil/haveyoursay/consultations/smannel-and->

enham-cofe-primary

Which included some 'Frequently Asked Questions' that may have addressed any queries. Letters were sent to; Parents of children at the school (via the school) • Headteachers and Chairs of Governors of schools within 3 miles • Local childcare providers • Staff union representatives • MP • HCC Elected member – Cllr Roz Chadd • Local District Council • Local Parish Councils • Other relevant HCC Officers.

A drop-in event was arranged at Smannell and Enham Church of England Primary School on Monday 20 October 2025 at 3:00pm. The purpose of the drop-in event was to enable members of staff and the public to discuss the proposal with Hampshire County Council officers. The consultation drop-in event was designed to provide an informal space for parents and stakeholders to ask questions and share views. Unfortunately, the event became untenable due to escalating tensions and behaviours of a small number of attendees that created an intimidating and, at times, threatening environment for officers and diocesan representatives. This included unauthorised filming, obstruction of exits, and actions that compromised the safety and integrity of the event.

During the consultation period, 27 comments on the proposal were received from stakeholders. In addition, there were 13 emails received requesting the presence of Director of Children's Services at the drop-in event and 2 emails relating to accessing the consultation website. Comments received during the non-statutory consultation period have been addressed in the decision day report this EIA is attached to. This report is being taken to the Executive Lead Member for Children's Services Decision Day in November 2025 to decide if the proposal should continue to the statutory Public Notice stage.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	As a primary school attended by children aged 4-11 the impact on this protected characteristic has been assessed as negative low. If the school were to close, the primary aged children would be required to attend an alternative provision.
Mitigation	Currently there are 17 children attending the school across the 7 year groups who would be required to submit an application to another primary school. There are a number of schools in the local area that parents will have the opportunity to apply for a place at. Applications will be processed in accordance with the school's published admissions policy.  Moving to an alternative school will increase the opportunities for pupils to learn and play with children their own age.

	<p>Some parents and children may have to travel further to receive their education, though some will be eligible for School Transport. All children's eligibility for School Transport will be assessed in line with the School Transport Policy and all eligible children will be provided with School Transport assistance. Further information on assistance with School Transport can be found here: <a href="https://documents.hants.gov.uk/transport-home-to-school/schooltransportpolicy2025.pdf">https://documents.hants.gov.uk/transport-home-to-school/schooltransportpolicy2025.pdf</a></p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
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**Disability**

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Number of children with EHCP's - 0 (correct as of 8 September 2025)</p> <p>Number of children receiving SEN support - 13% (correct as of 8 September 2025)</p> <p>The closure of the school may result in disruption to routine, changes in environment, and potential loss of familiar support systems, which can negatively affect children with disabilities.</p>
Mitigation	<p>The impact is assessed as low due to the following mitigating factors:</p> <ul style="list-style-type: none"> <li>• Suitable and accessible alternative educational settings will be identified, that can offer appropriate support</li> <li>• Individualised transition plans could be put in place to support children with disabilities when adapting to their new school environment</li> <li>• Families will be consulted and involved in discussions around alternative provisions which can help with reducing anxiety and ensuring needs are met</li> <li>• All children's eligibility for School Transport will be assessed in line with the School Transport Policy</li> </ul> <p>While the closure may cause some disruption, the proactive measures taken to ensure appropriate support is provided will mean the impact on children with disabilities is negative but low.</p> <p>All schools will have a policy which protects this characteristic which will be adhered to if required.</p>

**Gender Reassignment**

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
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. Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
Mitigation	

## Religion or Belief

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Smannell and Enham Church of England Primary School is a school with a religious characteristic. Some parents selected this school as a preference due to this whilst others have selected it as a school in their local area.
Mitigation	<p>The Local Authority and Diocese value the provision of Church Schools for children of all faiths and none, but appreciate some parents particularly want their children to attend a school with a distinctively Christian ethos. Parents wishing to apply for places in such schools are assured that Hampshire County Council's School Admissions Team will support them in identifying those schools, and will be able to confirm at the point of enquiring if those schools have places. Alternatively, parents can contact those schools directly. The Local Authority and Diocese are reassured that there are at least three such schools reasonably local (3 miles) to Smannell and Enham Church of England Primary School, although these would need to be applied for in line with published arrangements and places cannot be guaranteed.</p> <p>It is recognised that staff employed in Smannell and Enham Church of England Primary School may have chosen employment due to religion or belief and therefore the impact has been assessed as low negative for staff. Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share sex as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
Mitigation	

## Poverty

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Number of children on Free School Meals - 4% (correct as of 8 September 2025)</p> <p>Pupil premium - 8% (correct as of 8 September 2025)</p> <p>It is widely acknowledged that school closures can disproportionately affect children and families living in poverty.</p>
Mitigation	<p>The impact is assessed as low due to the following mitigating factors:</p> <ul style="list-style-type: none"> <li>• All children's eligibility for School Transport will be assessed in line with the School Transport Policy</li> <li>• Pupil's eligibility for support including Free School Meals and Pupil Premium will be maintained at an alternative school, providing their circumstances have not changed</li> </ul>

	<ul style="list-style-type: none"> <li>• Parents and Carers of all children at the school have had the opportunity to engage as part of this consultation</li> <li>• Individualised transition plans could be put in place to support children when adapting to their new school environment</li> </ul> <p>The closure of Smannell and Enham Church of England Primary School may not increase the overall use of the motor vehicle for the school run, and therefore cost of travel, as a majority of children are already travelling to school from outside of the catchment area.</p> <p>All children's eligibility for School Transport will be assessed in line with the School Transport Policy and all eligible children will be provided with School Transport assistance.</p> <p>Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
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## Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Smannell and Enham Church of England Primary School is a designated rural school. This designation is important in the context of school closure consultations, as rural schools receive special consideration under statutory guidance due to their role in sustaining rural communities.</p> <p>While the proposed closure may result in increased travel distances and reduced local access to education, the impact is assessed as negative but low due to the below mitigating factors. These measures aim to minimise disruption and ensure continued access to high-quality education for children from rural backgrounds.</p>
Mitigation	<p>It is proposed that the Endeavour Primary School catchment area will be extended to incorporate the existing Smannell and Enham Church of England Primary School catchment area, subject to approvals.</p> <p>The Hampshire County Council School Transport policy provides local authority funded transport to the nearest school with a space when the school journey is more than the statutory distance or if the journey is less than the statutory distance but the route is unsafe. The statutory distance is 2 miles for a child who is 7 years or under and rises to 3 miles for children aged 8 or over. For each child, who is a resident in the Hampshire County Council Local Authority administrative area, who moves school following a school closure an individual transport assessment would be required based on their home address and the journey to their new school.</p> <p>Further information in relation to School Transport eligibility can be found here: <a href="https://documents.hants.gov.uk/transport-home-to-school/schooltransportpolicy2025.pdf">https://documents.hants.gov.uk/transport-home-to-school/schooltransportpolicy2025.pdf</a></p>

<p>It is recognised that alternative employment may require staff to travel further or less than they travel currently and therefore the impact on staff for rurality has been considered neutral. Smannell and Enham Church of England Primary School is an aided school, which means that staff are employed by the school's governing body. Hampshire County Council's Educational Personnel Service (EPS) will work with the governing body of the school to support members of staff in line with all appropriate policies.</p>
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**Geographical Impact: Test Valley**

## **Equality Statement**

### **Additional information:**

The consultation documents were available online and could also be requested in paper form. Responses were collated via email and could have been submitted in person at the consultation drop-in event held at Smannell and Enham Church of England Primary School or by post. Every effort has been made to ensure that key stakeholders are able to access and comment on the proposal.

### **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: 01015

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