

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 Wavell School, Aldershot, Farnborough – Resourced Provision (Modular)
Related EIAs:	EIA Number: EIA 821 - The Wavell School - SEMH Resourced Provision Places
EIA for Savings Programme:	No
Service affected	The Wavell School, Farnborough
Description of the service/policy/project/project phase	The Wavell School is a Community School located in Farnborough for secondary aged pupils aged between 11-16, and is rated as a Good school by Ofsted. Since September 2025, the school has two Resourced Provisions for pupils with an Education, Health and Care Plan (EHCP), one focused on supporting pupils with a Specific Learning Difficulty (SpLD), and more recently, a new Resourced Provision focused on Social, Emotional and Mental Health (SEMH). The new SEMH Resourced Provision will accommodate up to 15 pupils, and has been opened in phases, with three pupils on roll. To accommodate the extra pupils, a modular installation is needed under Permitted Development.

New/changed service/policy/project	The project will consist of a new adapted double modular building comprising of two classrooms with appropriate furniture, toilets, IT, external area and appropriate safeguarding measures to accommodate the needs of the SEMH pupils.
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Engagement
A non-statutory consultation was held regarding the opening of the SEMH provision between 14 March 2025 to 11 April 2025, and a Public Notice statutory consultation was held between 27 June 2025 and 25 July 2025.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new double modular building will enhance the new SEMH Resourced Provision, which supports secondary aged pupils with special education needs, specifically SEMH and enable them to thrive in an inclusive and supportive specialist environment nearer to their home.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	This project will allow more pupils to attend The Wavell School's SEMH Resourced Provision in their respective local community 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 with SEMH needs. The staff of The Wavell School will also benefit from working alongside; developing their skills, knowledge and training within the area of SEMH special educational needs.
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 related to this protected characteristic 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 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	The school is mixed-gender and all genders will be admitted. 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	Positive
Impact on staff	Neutral
Rationale	The new modular building will provide accommodation for the SEMH Resourced Provision and is offering a specialist teaching in the Farnborough area, meaning that there will be a saving from transport costs as children will not have to travel as far to access the support. There is also the potential for additional jobs within the new resourced provision, which will be advantageous to the public.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Wavell School is located within Farnborough and is considered to be an urban school.</p> <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.</p> <p>All relevant policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Geographical Impact:Hart, Rushmoor

Equality Statement

Additional information:

This EIA is a supporting document to the report that will be taken to the Executive Member for Education Decision Day on 21 January 2026.

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: 01020

Date of production of EIA for publication: 17/11/2025