

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:	The Hamble School, Hamble, Southampton – Resourced Provision (Modular)
Related EIAs:	EIA Number: 936 - The Hamble School - New Resourced Provision
EIA for Savings Programme:	No
Service affected	The Hamble School, Satchell Lane, Hamble-le-Rice, Southampton
Description of the service/policy/project/project phase	The Hamble School is a Community School in Eastleigh catering for pupils aged 11 -16. The school is rated as Good in all sub areas rated by Ofsted (March 2025). It has been approved for a new 15 place Resource Provision for pupils with an Education, Health and Care Plan (EHCP) with autistic spectrum condition (ASC) from September 2026.
New/changed service/policy/project	To be able to provide this provision, it is proposed for a new adapted double modular building with appropriate furniture, IT, external area and appropriate safeguarding measures will be provided, subject to planning approval. The double modular building will have one classroom, one life skills room, two support spaces, an office meeting room, toilets (including an accessible toilet) and a store.

Engagement

A non-statutory consultation regarding the resourced provision was held between 23 June 2025 to 18 July 2025. A statutory Public Notice was held between 7 November 2025 and 5 December 2025.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The new Resourced Provision will support secondary aged pupils with special education needs, specifically autism and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the school will provide accommodation to meet the needs of up to 15 secondary aged pupils with autism. The staff of The Hamble School will also benefit from working alongside; developing their skills, knowledge and training within the area of autism Special Educational Needs.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	This project will provide accommodation to meet the needs of up to 15 secondary aged pupils with autism and allow more pupils to attend schools in their respective local communities 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.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, gender reassignment is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, gender reassignment is unlikely to be an impacted characteristic. 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	Due to the age of those affected, marriage and civil partnership is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The new modular building will provide accommodation for the ASC Resourced Provision and is offering a specialist teaching in the Hamble area, which is the first specialist provision for autism in the local area, meaning that there will be a saving from transport costs as pupils 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	The Hamble School is located in Hamble-Le-Rice within Eastleigh and is considered being located in an urban area. 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: Eastleigh, Fareham

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: 01021

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