

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:	Wyvern College, Eastleigh
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Wyvern College, Eastleigh
Description of the service/policy/project/project phase	Wyvern College is a secondary school in Fair Oak, Eastleigh providing education for children aged between 11 and 16 years old. The school is part of the Wyvern College Academy Trust and currently provides education for up to 1350 secondary age children. Wyvern College is part of a larger school campus that also includes Fair Oak Infant School (Community) and Fair Oak Junior (Community) School.
New/changed service/policy/project	It is proposed that refurbishment work to the school’s existing art block first floor is undertaken in order to meet the current and increasing demand for additional Special Educational Needs (SEN) support accommodation from the school pupil cohort. The accommodation is currently surplus to curriculum needs and therefore has been identified as an ideal candidate to provide the additional accommodation required to support students with SEN at the school. The proposed alterations and remodelling of the existing accommodate will comprise

of: • Learning Support Space • Regulation Space • 2 Small Group Rooms • Learning Support Classroom • Photography Studio • Admin Office • Kitchenette • Meeting Room • Reprographics Room • A Store • A Pupil toilet It is also proposed that an external canopy is provided to create an appropriate covered social / external dining area to supplement the school's external facilities. The proposed external works will comprise of: • Installation of a new proprietary external canopy • New hard standing and footpaths to connect adjacent areas • Relocated and extending fencing and gates • Associated surface water drainage. The proposals for both elements of the works have been discussed and agreed with the Head Teacher and Governors with Hampshire County Council Children's Services Directorate.

Engagement

The School have been consulted throughout the design stage of this process and the Headteacher, School Staff and School Governors are all supportive of the proposals.

The local County Council Member, Councillor Broomfield, has been consulted and is supportive of the development. The following have also been consulted during the development of this project.

- Children's Services
- Executive Lead Member for Children's Services
- Local County Councillor Cllr S Broomfield
- HCC Development Management
- Access Officer
- Fire Officer

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The proposed changes are expected to have a positive impact on the public who share age as a protected characteristic. This is in part due to the additional accommodation that the proposed project will create. By creating this additional accommodation, the school will be able to further support children aged 11-16 years old who have Special Educational Needs.</p> <p>The proposals are expected to have neutral impact on staff who share age as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The proposed changes are expected to have a positive impact on the public who share disability as a protected characteristic. This is in part due to the additional accommodation that the proposed project will create. By creating this additional accommodation, the school will be able to further support children aged 11-16 years old who have Special Educational Needs, some of whom may have an Education and Health Care Plan or disabilities.</p> <p>The proposals are expected to have neutral impact on staff who share disability as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed changes are expected to have a neutral impact on people who share gender reassignment as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed changes are expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed changes are expected to have a neutral impact on people who share race as a protected characteristic. The school will</p>

	have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share religion or belief as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share sex as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share sexual orientation as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share poverty as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes are expected to have a neutral impact on people who share rurality as a protected characteristic. The school will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

Geographical Impact:Eastleigh

Equality Statement

Additional information:

This EIA supports a report being taken to a future Decision Day.

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: 01022

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