

## 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:	New Primary School at Hartland Village, Fleet
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Children's Services - Education - the project is to build a new primary school at Hartland Village, Fleet
Description of the service/policy/project/project phase	To open a new primary school at Hartland Village, Fleet catering for 420 primary age pupils. It is planned the school opens in September 2027.
New/changed service/policy/project	Hartland Village is a large, previously-developed site located between Fleet and Farnborough. The vision for the site is for a sustainable, well designed new community with its own sense of place and identity, and with facilities to meet local needs. The demand for additional places arises as a result of the development of 1500 dwellings at Bramshot Lane, Fleet. There was a need for a new primary school to meet the demand arising from the development. The new primary school will be a 420 place school (60 places per year group), intended to open in September 2027.

## Engagement

A pre-planning consultation was held in relation to the proposed new school at Hartland Village. This consultation ran from Monday 17 June to Monday 15 July 2024.

Emails about the consultation were sent to local schools, HCC members, Hart Local elected Members, relevant officers and Diocesan Bodies. The email contained a link to a website which provided information on the location and plans for the school together with information through some FAQ's.

A drop-in event where residents and other interested parties were able to come and discuss the proposal with Hampshire County Council officers and view plans for the new school and it's site took place on Tuesday 25 June between 3pm-6pm at Hartland Village, Sales and Marketing Suite, Ively Road, Fleet, Hampshire, GU51 3GL.

A total of 8 responses were received during the consultation period. The responses covered a number of areas relating to the impact on other local schools, admissions arrangements for children in year groups other than Year R, and support for a new school which will allow a safe walking route for children and parents.

The comments and responses will be incorporated within the planning application documents to highlight that a consultation place took place and the points raised.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The planned new school will ensure a sufficiency of primary age school places (4-11 years) will be provided within the new development which will enable the local children to attend local schools. This will hopefully help to increase active travel to school as children will be able to walk, cycle or scoot to school instead of parents relying on taking their children to school in the car.</p> <p>The new school will offer new job opportunities which could be awarded to those living within the new community of Hartland Village.</p> <p>The community as a whole will benefit from the new school as it</p>

	would offer extended community use of the school building should the academy sponsor choose to. This could be in the form of baby and parent groups, after school clubs, extra curricular activities or holiday camps.
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The new school will be fully accessible for children and staff. There will be a lift to first floor to allow those who have mobility difficulties to access every room in the school building. The school will also have accessible toilets/ a hygiene room which can be used by both children and staff. The proposal is to make the outside landscape fully accessible which will allow adults and children easy access to all outdoor areas of the school site. These plans have been developed with the help of access officers within the local authority.
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	It is assessed that there is a positive impact on gender reassignment. The new school is a primary school catering for pupils from ages 4 to 11 and will provide unisex accessible toilets as part of the facilities within the new school building and the new school sponsor will ensure that relevant policies are in place to support children as required.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed that there will be a neutral impact on pregnancy and maternity. The new school academy sponsor will ensure relevant policies are in place to support people who are pregnant or need maternity support. The building will be fully accessible so anyone who is pregnant will be able to access all areas.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been assessed there will be neutral impact on race. The new school academy sponsor will ensure there are relevant policies and procedures in place.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new school academy sponsor will ensure the relevant policies and procedures are in place in respect of this . It is assessed that there is no impact on religion as a result of the provision of the new school.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new school academy sponsor will ensure that the relevant policies and procedures are in place for when the new school opens.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new academy sponsor will ensure that the relevant policies and procedures relating to this protected characteristic will be in place for when the new school opens and starts to admit children. There policies will relate to both staff, the public users of the school accommodation and children. There is felt to be a neutral impact on sexual orientation relating to the provision of the new school.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this is the provision of a new school it has been assessed there is a neutral impact on Marriage and Civil Partnership.
Mitigation	

Mitigation	
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## Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The provision of a new school in the area is considered as positive as it could generate new jobs within the local area and will also ensure there is a local school available for children to attend which could mean that they can actively travel to school.
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.
Mitigation	

## Geographical Impact:Hart

## Equality Statement

### Additional information:

None

### 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: 01027

Date of production of EIA for publication: 27/11/2025