

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:	Harrow Way Community School, Andover
Related EIAs:	EIA Number: 0935
EIA for Savings Programme:	No
Service affected	Harrow Way Community School, Andover
Description of the service/policy/project/project phase	Harrow Way Community School is Community School located in the Test Valley district of Hampshire catering for pupils aged 11-16 years. The school is rated as a good school by Ofsted (July 2022). The School and Test Valley area have seen an increase in children with autism needs identified within Education Health Care Plans. There is a statutory duty to provide school places for all children, including those who have special educational needs and disabilities (SEND). Hampshire County Council are committed to further developing successful provision to meet this demand within the SEND sector. As a result, Hampshire County council is proposing to create a new 15 place Resourced Provision for pupils with Autism Spectrum Conditions (ASC) at Harrow Way Community School from September 2026 with places phased.
New/changed service/policy/project	In order to accommodate the proposed Resourced Provision, additional classroom space is required. The proposal is to install a single-storey double

modular classroom which will accommodate mainstream curriculum classes. This will then vacate accommodation within the main school building that will be refurbished to create the Resourced Provision. Alterations and the refurbishment of existing teaching accommodation will meet the specific needs of pupils with Autistic Spectrum Condition (ASC). The scheme also includes a safe access route from a designated drop-off and pick-up area, as well as a secure outdoor space featuring hardstanding and a canopy. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Harrow Way Community School and the school would receive additional resources to ensure that the children's needs are well supported so that they can successfully access the mainstream environment and curriculum, when appropriate.

Engagement

A consultation was held between June and July 2025 with a drop in event. The local school community, local schools, local residents, MP and councillors were consulted during this process. Findings from this consultation can be found here: <https://democracy.hants.gov.uk/documents/s139258/Final%20Report%20-%20Additional%20Specialist%20Provision%20New%20-%20Expanding%20Resourced%20Provisions%2015%20October%20202.pdf>

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 secondary aged pupils with autism. The staff of Harrow Way Community 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	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	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	

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	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	

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. All relevant policies and procedures related to this protected characteristic will be adhered to
Mitigation	

Geographical Impact: Test Valley

Equality Statement

Additional information:

This EIA will support a report being taken to a future Executive Member for Education 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: 01048

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