

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:	Hamble Primary School, Eastleigh
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hamble Primary School, Eastleigh
Description of the service/policy/project/project phase	Hamble Primary School is a Community School located in the Eastleigh district of Hampshire catering for pupils aged 4-11. The school has seen an increase in pupils with ASC identified within Education, Health, and Care Plans (EHCPs). In addition to this, there are currently no Autism Spectrum Conditions (ASC) Resourced Provisions for primary age pupils in this area of the Eastleigh district. 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. The proposed additional SEND provision outlined within this report will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by Hampshire County Council. Demand has resulted in a corresponding pressure for places in special schools and resourced provisions. Hampshire County Council is

	committed to further developing successful provision or creating new provision where possible to meet demand for places. There are an increasing number of children in the county who are being diagnosed with autism. The proposed additional SEND provision outlined within this EIA will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by the Local Authority.
New/changed service/policy/project	The proposal is to create a new 12 place Resourced Provision for pupils with autism at Hamble Primary School. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Hamble Primary 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. The school proposes to utilise existing surplus accommodation to become the base for the Resourced Provision, only minor adjustments, safeguarding measures, IT and furniture will be required.

Engagement
A non-statutory consultation ran from 23 June 2025 to 18 July 2025. The report relating to that 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%202022.pdf

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The new Resourced Provision will support primary 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 12 primary aged pupils with autism. The staff of Hamble Primary 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 12 primary 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 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 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	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	

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	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	

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 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 will be adhered to.
Mitigation	

Geographical Impact:Eastleigh

Equality Statement

Additional information:

This EIA will support a future report being taken to 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: 01049

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