

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:	Crofton Anne Dale Junior School, Stubbington
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Crofton Anne Dale Junior School, Stubbington
Description of the service/policy/project/project phase	Crofton Anne Dale Junior School is a community junior school located in Stubbington which falls into the district of Fareham. The school is for children aged 7-11 years old and historically has had a Published Admissions Number (PAN) of 96 children per year group. For the 2026/2027 academic year, the school have reduced their PAN to 64. This is as a result of falling birth rates nationwide which has meant that there are less children requiring a place at the school. Whilst the birth rate has fallen, the school has seen an increase in pupils with Autism identified within Education, Health, and Care Plans (EHCPs). 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.

New/changed service/policy/project	The proposal is to create a new 12 place Resourced Provision (RP) for pupils with autism at Crofton Anne Dale Junior School from September 2026 which will be phased. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Crofton Anne Dale Junior 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 RP. The will be delivered by completing internal alterations and refurbishment to an existing classroom and providing external landscaping works to create a secure external area for the children of the RP to use.
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Engagement
A non-statutory consultation was held from 13 October to 17 November 2025. Responses received during that consultation have been reviewed and a report will be presented to the Executive Member for Education in January 2026. A copy of the report will be published here one week before the Decision Day: https://democracy.hants.gov.uk/ieListDocuments.aspx?Cid=812&Mid=12237

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 Crofton Anne Dale Junior 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	
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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	Positive
Impact on staff	Positive
Rationale	Currently pupils have to travel outside of the area to access this type of specialist provision. By providing a local provision for local children who require it, this could prevent them from potentially having to travel a long distance to receive a specialist education. The new resource provision will provide job opportunities within the

	area for teaching and support staff.
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:Fareham

Equality Statement

Additional information:

This EIA is supporting 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: 01051

Date of production of EIA for publication: 02/01/2026