

## 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:	Stanmore Primary School, Winchester
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Stanmore Primary School, Winchester
Description of the service/policy/project/project phase	Stanmore Primary School is a 315 place primary school for children aged 4 - 11 years in Winchester. The school historically had a Published Admissions Number (PAN) of 45 children per year group, however in recent years there has been a slow decline in the birth rate nationally and therefore the school has since reduced its intake to 30 children per year from the 2025/2026 academic year. Whilst the birth rate has reduced, the school has seen an increase in pupils with Social Emotional and Mental Health (SEMH) needs 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 10 place Resourced Provision for pupils with SEMH needs at Stanmore Primary 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 Stanmore 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,. To create an appropriate setting it is proposed that an existing classroom is refurbished to provide a specialist base for the children to use.

#### Engagement

A non-statutory consultation ran from 8 September to 26 September 2025.

A report outlining the consultation responses received was taken to Executive Member for Education in October 2025, a copy of that report 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 SEMH 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 10 primary aged pupils with SEMH. The staff of Stanmore 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 10 primary aged pupils with SEMH 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	Positive
Impact on staff	Positive
Rationale	Stanmore Primary School is located in an area of deprivation and currently pupils have to travel outside of the area to access this type of specialist provision. It will provide a local provision for local children who require it, thus preventing 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: Winchester

## Equality Statement

Additional information:

This EIA supports 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: 01052

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