

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:	Amalgamation of The Federation of Riders Infant and Junior Schools with Park Community School
Related EIAs:	EIA Number: 910 & 955
EIA for Savings Programme:	No
Service affected	Riders Infant School, Riders Junior School and Park Community School
Description of the service/policy/project/project phase	Riders Infant School and Riders Junior School are located in Leigh Park in Havant and since June 2012 have been in a federation together known as The Federation of Riders Infant and Junior Schools. The governing bodies of The Federation of Riders Infant and Junior School and Park Community School approached Hampshire County Council to consider their amalgamation to become an all-through school teaching children aged 4-16 years old in Years R to 11. This is due to several reasons, including both The Federation of Riders Infant and Riders Junior School experiencing issues recruiting a new Executive Headteacher and on-going concerns over the financial positions of both Riders Infant School and Riders Junior schools due to consistently low pupil numbers on roll, with both schools having reduced their Published Admission Number to 60 (from 90) since

	<p>2019 and 2024 respectively. Both Riders Infant School and Riders Junior School have OFSTED judgements of Requires Improvement. Since September 2024, Park Community School have been supporting Riders Infant and Junior Schools with leadership due to the Federation not being able to recruit an executive headteacher post.</p>
<p>New/changed service/policy/project</p>	<p>In view of this, the Governing Bodies and Hampshire County Council feel the best way forward is to re-organise the schools into a single all-through school, catering for children age 4-16 (Year R to Year 11) across two sites. This approach would result in one governing body overseeing the new all-through school, rather than being two separate governing bodies for The Federation of Riders Infant and Junior Schools and Park Community School, as currently exists. There are many advantages to bringing Park Community School and The Federation of Riders Infant and Junior Schools together, some of which are listed below: - Several financial advantages, including reduced operational costs, financial stability, improved resource allocation, cost savings on staff workload, and economies of scale. - Pupils benefitting from consistent educational values and ethos. - Teachers can track and support longer term academic and personal development. - Pupils, parents and school are able to develop a longer-term relationship with each other. - Potential for shared resources and facilities, even when on different sites. - Leadership and mentoring opportunities for staff. - Removes the need for separate admission transfers at the end of key stage 1 (infant to junior transfer) and key stage 2 (junior to secondary transfer). A decision will be reached in due course as to which building is utilised to provide the accommodation for primary level pupils (Years R to 6). Building feasibility work will be undertaken once we know the final decision. Phoenix Preschool currently operates from a building towards the rear of the infant and junior schools' site and it is not currently thought that the preschool would need to be relocated as part of this process. Hampshire County Council is therefore proposing to amalgamate Riders Infant School, Riders Junior School and Park Community School, through the closure of both Riders Infant School and Riders Junior School and extension of the age range of Park Community School to become an all-through school. Upon the implementation of this potential proposal, the school will offer 30 places for Year R (age 4+), and a further 160 places for Year 7 (age 11+), resulting in a total of 190 places at secondary school level in each year group. If agreed, it is anticipated that this proposed change would take effect no earlier than 1 September 2026 following a statutory process.</p>

<p>Engagement</p> <p>A non-statutory consultation was conducted between 27 June and 28 July 2025. The proposal was included on the Hampshire County Council's consultation website: http://consultations.hants.gov.uk/active.aspx which included some 'Frequently Asked Questions' that may address any queries.</p> <p>Emails were sent to: Parents of children at the schools (via the school); Headteachers; Chairs of Governors; Schools within 2 miles; Staff union representatives; local MP; HCC Councillor; HCC Elected member, Cllr Roz Chadd; Local District Council; and other relevant HCC Officers.</p> <p>A drop-in session was held at The Federation of Riders Infant and Junior School on Wednesday 16 July at 3:15pm to 6pm and at Park Community School on Thursday 17 July at 4pm to 6pm. These drop in events enabled members of staff and the public to discuss the proposal with Hampshire County Council officers. Two members of the public, six members of staff and a member of the Riders Federation governing</p>

body, attended the drop in held on 16 July and no one attended the drop in held on 17 July. From the non-statutory consultation, six responses were received in total.

Feedback from the non-statutory consultation was considered in a report to the Executive Lead Member for Children's Services Decision Day on 23 October 2025, where approval was given to proceed to a Public Notice consultation. This statutory consultation ran between 07 November and 05 December 2025, and the previous stakeholders were notified as well as an consultees from the non-statutory consultation. A total of nine responses were received. Details of the comments received are in Appendix 3 of the report being taken to February Executive Lead Member for Children's Services Decision Day.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is a neutral impact envisaged in relation to age as the proposal, if approved, will mean that school provision remains in the area and will serve the same pupil age range. Whilst the proposal, if approved, would result in the closure of both the infant and junior schools, the secondary school would increase its age-range to serve primary pupils and the primary pupils would be taught in one of the school buildings in Kingsclere Avenue. Therefore the only impact would be that either the infants' or juniors' building would close and the pupils would have to relocate into the other remaining building, which is on the same site, should that be the decision.</p> <p>It is intended that the privately-run preschool will remain on the school site.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	<p>In relation to staff there is a negative low impact envisaged as the age of staff will have no bearing in relation to any staff reorganisation that will be necessary as a result of the changes planned through the proposal. The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if needed.</p>

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on disability as the proposal, if approved, does not make any changes to the policies and practices that Park Community School utilises which will continue to</p>

	<p>be used should the school become an all-through school with the approval of the proposal. All relevant school policies and procedures related to this protected characteristic will be adhered to.</p> <p>Any building works will be managed accordingly to ensure that there will be no impact on movement around the building that will affect anyone with a disability.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on gender reassignment as the proposal, if approved, it does not make any changes to the policies and practices that the secondary school currently has and these will still apply once it becomes an all-through school, should that be the final decision. All relevant school 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	<p>The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere should redundancies occur from closing one of the schools.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on race as the scheme does not make any changes to the policies and practices that Park Community School currently has which will continue when they become an all-through school, should the proposal be approved. All relevant school 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	It is assessed there will be a neutral impact on religion or belief as the proposal does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved. There is no impact to staff as the school will continue to adhere to equality employee policies relating to recruitment and employment. All relevant school policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is assessed there will be a neutral impact on sex as the scheme does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved. All relevant school policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on sexual orientation as the scheme does not make any changes to the policies and practices that Park Community School currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on marriage and civil partnership as the proposal does not make any changes to the policies and practices that the secondary school currently has which will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>All three schools are located within an area of high deprivation, however, it is assessed there will be a neutral impact on poverty as the proposal does not make any changes to the policies. The practices that the secondary school currently have will continue if they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed there will be a neutral impact on rurality as the proposal does not make any changes to the provision of school places in the</p>

	<p>local area and that the policies and practices that the secondary school currently has will continue when they become an all-through school, should the proposal be approved.</p> <p>All relevant school policies and procedures related to this protected characteristic will be adhered to.</p>
Mitigation	

Geographical Impact:Havant

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: 01058

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