

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
Amy Chambers	Senior Operations Officer Children's Services	amy.chambers@hants.gov.uk

Title:	Bramley Church of England Primary School, Basingstoke
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Bramley Church of England Primary School, Basingstoke
Description of the service/policy/project/project phase	Bramley Church of England Primary School currently provides education for children aged between 4 and 11 years old. The school has a Published Admissions Number (PAN) of 60 for the 2025/2026 academic year. The school will be moving to a permanent PAN of 75 from September 2026 which, over time, will mean that all current classrooms are used full time. The school is a Voluntary Controlled Church of England primary school. As such, it is maintained by Hampshire County Council as the local authority and admissions authority for the school. Bramley Church of England Primary School is part of the Bishopwood federation. The increasing PAN at the school will utilise all class teaching bases, which leaves the school without space to effectively support a range of pupils, including those with Special Educational Needs and Disability (SEND). It has been identified that there is a need for additional accommodation to be able to best provide education and support for the children who attend.

New/changed service/policy/project	It is proposed that supplementary accommodation is provided to meet the changing nature of the school cohort. This additional accommodation would be provided through the construction of a single storey, classroom sized space, storage room and associated external works that consist of a canopy leading from the classroom, a raised terrace with steps down to forest school area and raised planters. The proposals for the extension have been discussed and agreed with the federated head teacher, the head of school, school governors and HCC Childrens Services. The number of pupils attending the school is not currently planned to increase further from 75 in September 2026, as a result of these proposals.
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Engagement
The proposals for the extension have been discussed and agreed with the federated Head Teacher, the head of school, school governors and Hampshire County Council Children's Services colleagues.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed extension to the school will provide additional accommodation that will support primary aged children (4 - 11 years old). It will allow the school to provide support where needed and enable children to thrive in a supportive environment.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The County Council is proposing to build a new classroom and associated external spaces which could support children attending Bramley Church of England Primary School who require SEND support. The creation of the additional accommodation will provide the school with a purpose built space they can use to deliver the primary school curriculum.
Mitigation	

Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
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 scheme does not make any changes to the policies and practices that the primary school currently has.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share sex as a protected characteristic. Bramley Church of

	England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share poverty as a protected characteristic. Bramley Church of England Primary School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	This area of Basingstoke is classed as being rural and therefore any investment that enables children to continue attending their local school is a positive. All relevant policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Geographical Impact: Basingstoke and Deane

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: 01060

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