

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
Max Whitlock	Planned Maintenance Mngr Primary Schools Corporate Services	max.whitlock@hants.gov.uk

Title:	PA Roof and window thermal upgrade and renewal programme
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	School Education delivery
Description of the service/policy/project/project phase	Reroofing of schools including the improvement of thermal insulation at Park Community, Chalk Ridge Primary, Locks Heath Infant, Orchard Junior and Ranvilles Infant schools, the thermal improvement, re-roofing and window replacement works at Purbrook Infant School and the thermal improvement and replacement window works at The Vyne School
New/changed service/policy/project	The project will improve the educational environment in the buildings, reduce maintenance costs and improve energy efficiency

Engagement
There have been detailed discussions with the school leadership teams who have discussed the projects with their governing bodies, and they are supportive of the projects.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	This will have a positive impact on children as it will improve the quality of the education facilities at the school. Mitigation measures have been put in place to ensure there is no impact during the works
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Replacement of external doors will have easy access thresholds, so will improve access for people with mobility issues. Colour schemes have also been designed with people with visual impairments in mind.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact from this refurbishment project on this group
Mitigation	

Geographical Impact: Basingstoke and Deane, Fareham, Havant, New Forest

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: 01110

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