

## 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:	Hiltingbury Junior School, Resourced Provision, Chandler's Ford
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hiltingbury Junior School, Chandler's Ford, Eastleigh.
Description of the service/policy/project/project phase	Hiltingbury Junior School is a maintained community school in Chandler’s Ford, Eastleigh educating children aged between 7 and 11 years. The school has capacity for 384 children across its four year groups. There is a statutory duty to provide school places for all children, including those who have special educational needs and disabilities (SEND). The district of Eastleigh, and more specifically, Hiltingbury Junior School has seen an increase in children with Social Emotional and Mental Health (SEMH) needs identified within Education Health and Care Plans (EHCPs).
New/changed service/policy/project	The proposal is to create a new 12 place Resourced Provision (RP) for pupils with SEMH needs at Hiltingbury Junior School from the 2026/27 academic year. This will be phased over 2/3 years to allow the RP to become established and fully staffed. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Hiltingbury 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. To accommodate the new RP at Hiltingbury Junior School, it is proposed that an existing double modular building, which has reached the end of its serviceable life, is removed and replaced with a new adapted double modular building. Funding for IT, furniture and external play equipment will be provided to ensure that the RP is appropriately equipped in order to provide a suitable environment for the children attending the new provision.

#### Engagement

A non-statutory 4 week consultation ran between Monday 20 October - Monday 24 November 2025. A drop in event was held at the school on Thursday 20 November 2025 to enable members of staff and the public to discuss the proposal with Hampshire County Council officers.

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.

Emails were sent to all key stakeholders to inform them of the consultation. Six responses were received in total. The majority of them supported the proposal but highlighted that additional funding, specialist staff and additional accommodation would be required.

#### Equalities considerations - Impact Assessment

##### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The new Resourced Provision will support junior aged pupils (7 - 11 years) with special education needs, specifically SEMH and enable them to thrive in an inclusive, and supportive specialist environment.</p> <p>The staff of Hiltingbury Junior School will also benefit from working alongside; developing their skills, knowledge and training within the area of SEMH Special Educational Needs.</p> <p>All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

##### Disability

Impact on public	Positive
Impact on staff	Positive

Rationale	<p>This project will provide accommodation to meet the needs of up to 12 junior aged pupils with SEMH and allow more pupils to attend schools in their respective local communities and alongside their peer groups. It will also allow them to 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.</p> <p>All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
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>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share religion as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.
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. All schools will have a policy in relation to this protected 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. All schools will have a policy in relation to this protected 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. All schools will have a policy in relation to this protected 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. All schools will have

	a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share rurality as a protected characteristic. All schools will have a policy in relation to this protected characteristic which will be adhered to if required.
Mitigation	

## Geographical Impact:Eastleigh

## Equality Statement

### Additional information:

Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the SEND sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places. Staff at the school will have opportunity for specialist training in supporting pupils with social, emotional and mental health and specialist teachers will also be employed.

### 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: 01127

Date of production of EIA for publication: 17/04/2026