

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:	The Henry Cort Community College - New Inclusion Base (Specialist)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Henry Cort Community College, Fareham
Description of the service/policy/project/project phase	The Henry Cort Community College is a community secondary school in Fareham for pupils aged between 11 - 16 years old. The school has seen an increase in pupils with Autism 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. The proposed additional SEND provision outlined within this report will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by Hampshire County Council. Demand has resulted in a corresponding pressure for places in special schools and Inclusion Bases (Specialist). Hampshire County Council is committed to further developing successful provision or creating new

	provision where possible to meet demand for places. The proposed additional SEND provision outlined within this EIA will help manage some of the school place pressures generated by the increase in the number of EHCPs maintained by the Local Authority.
New/changed service/policy/project	The proposal is to establish an Inclusion Base (Specialist) to meet the needs of up to 15 pupils with Autism needs, opening in phases in academic year 2027/28. The pupils who would attend this new provision would generally be from the local area. They would be on roll at The Henry Cort Community College 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 new accommodation for the Inclusion Base (Specialist) is already included in the approved design and budget for the new school together with a budget for IT, furniture, equipment and a secure external place space.

Engagement
A consultation is live from 22 June - 20 July with a drop-in on 13 July.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The new Inclusion Base (Specialist) will support secondary aged pupils with special education needs, Autism 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 15 infant aged pupils with autism. The staff of The Henry Cort Community College will also benefit from working alongside; developing their skills, knowledge and training within the area of Autism.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	This project will provide accommodation to meet the needs of up to 15 secondary aged pupils with autism 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	Due to the age of those affected, gender reassignment is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Due to the age of those affected, gender reassignment is unlikely to be an impacted characteristic. 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	The school is mixed-gender and all genders will be equally affected. 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	Due to the age of those affected, marriage and civil partnership is unlikely to be an impacted characteristic. All relevant policies and procedures will be adhered to.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
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	

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	
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Geographical Impact:Fareham

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: 01181

Date of production of EIA for publication: 15/07/2026