

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:	Fair Oak Infant School - Proposed Autism (AS) Resourced Provision
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Fair Oak Infant School, Fair Oak, Eastleigh
Description of the service/policy/project/project phase	Fair Oak Infant School is located off Botley Road, in Fair Oak and is part of the Wyvern Campus together with Fair Oak Junior School and Wyvern College. The school currently provides education for up to 360 pupils aged between 4 and 7 years old. Hampshire County Council and Fair Oak Infant School are proposing to establish a Resourced Provision for up to nine pupils with Autism, opening in phases from academic year 2026/27. There is a growing number of children in the Eastleigh area being diagnosed with Autism, and the need for specialist educational support is increasing. Fair Oak Infant School already supports a number of autistic pupils, and this new provision will enhance the support available, helping more children access education within their local community.
New/changed service/policy/project	The proposed project comprises the removal, off-site internal refurbishment and adaptation of an existing double modular building to provide a dedicated Resourced Provision for pupils with Autism. Following refurbishment, the

modular unit will be returned to site and reinstated to create specialist teaching and support accommodation. The project will also create a dedicated safe and enclosed outdoor space for the children of the Resourced Provision to access. Drop-off and pick-up car park improvements were completed during the Summer 2026 holiday period. The arrangements will be managed by the school, with appropriate operational procedures and risk assessments in place to ensure the safety of pupils, staff and visitors.

Engagement

A consultation on the proposal to establish a new Resourced Provision for up to nine pupils with autism, opening in phases from academic year 2026/27 ran from 13 October to 17 November 2025.

A drop in event was held on Wednesday 5 November 2025, 3:30pm to 6pm at Fair Oak Infant School where stakeholders were invited to attend and discuss the proposals with Hampshire County Council officers.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The new Resourced Provision will support infant aged pupils (4-7 years) with special education needs, specifically 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 nine infant aged pupils with Autism. The staff of Fair Oak Infant School 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	Positive
Rationale	This proposal will provide specialist accommodation to meet the needs of up to nine infant 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	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	

Pregnancy and Maternity

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	

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	
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Sex

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	

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	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	

Poverty

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	

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	

Geographical Impact:Eastleigh

Equality Statement

Additional information:

This EIA is to support a report being taken to the Executive Lead Member for Children's Services 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: 01191

Date of production of EIA for publication: 16/07/2026