

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 Waterloo School Satellite Provision at the former Peel Common Infant School, Gosport
Related EIAs:	EIA Number: 01012
EIA for Savings Programme:	No
Service affected	The Waterloo School, Waterlooville
Description of the service/policy/project/project phase	The Waterloo School is a community special school in Waterlooville for pupils aged 4 to 11 with Social, Emotional and Mental Health (SEMH) needs, all of whom have Education, Health and Care Plans (EHCPs). Hampshire County Council has a statutory duty to ensure there are sufficient specialist school places for children whose needs cannot be met in mainstream settings, and demand for these places continues to increase across the county. To help meet this growing demand, Hampshire County Council is proposing to establish a 70-place SEN satellite provision of The Waterloo School at the former Peel Common Infant School site in Gosport. As an extension of the main school, the satellite would be fully managed and staffed by The Waterloo School, providing the same specialist curriculum, support, and expertise. The proposal builds on a successful model already used elsewhere in Hampshire and would increase local specialist capacity

	while enabling more pupils to access suitable education closer to home. Subject to approval, the new provision would open in phases from September 2027.
New/changed service/policy/project	The proposal is to expand The Waterloo School by establishing a 70-place SEN satellite provision at the former Peel Common Infant School site in Gosport from September 2027. The new provision would support primary-age pupils with Education, Health and Care Plans (EHCPs) who have complex Social, Emotional and Mental Health (SEMH) needs and would primarily serve children from the local Gosport area. Pupils would remain on roll at The Waterloo School, increasing its overall capacity from 74 to 144 places. Significant capital investment will be required to refurbish and reconfigure the site, including the creation of specialist teaching spaces, safeguarding measures, and appropriate parking and drop-off facilities.

Engagement
A pre-planning consultation was conducted from Monday 11 May to Monday 12 June 2026 which included a letter sent to stakeholders, a website with information including FAQs, and a public drop-in session with members of the project team was held on the Wednesday 3 June at the school.
Parents of children attending The Waterloo School
Headteachers, school staff and Governing Body of the school
Headteachers and Chairs of Governors of neighbouring schools
Gosport Borough Council Councillors
Local Diocese
Local MP
HCC Elected Members
Residents of the immediate areas
Other relevant community stakeholders

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The proposed 70-place Special School Satellite provision will provide specialist education for primary-aged pupils with Special Educational Needs, specifically those with Social, Emotional and Mental Health (SEMH) needs, enabling them to thrive in a supportive and inclusive learning environment. The expansion will help meet growing local demand for specialist school places while allowing pupils to access high-quality education closer to home. Additional staff will be recruited to support the increased provision, creating opportunities for

	collaboration, the sharing of expertise, and ongoing professional development. The Waterloo School will receive additional funding linked to the increased pupil numbers, ensuring that the staffing, resources, and specialist support required to deliver the provision are in place.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Children with Social, Emotional and Mental Health (SEMH) needs can experience significant challenges in managing their emotions, behaviour, and relationships. They may find it difficult to regulate their feelings, cope with anxiety, engage positively with others, and participate successfully in a mainstream school environment without additional support. These pupils often benefit from specialist settings that provide structured routines, therapeutic approaches, and targeted interventions to help develop resilience, self-awareness, and effective coping strategies. The proposed satellite provision would primarily serve pupils from the Gosport area who have Education, Health and Care Plans (EHCPs) and complex SEMH needs. As an extension of The Waterloo School, the provision would offer highly specialised support tailored to meet these needs. The Waterloo School will receive additional funding associated with the increased number of pupils on roll, enabling the recruitment of additional staff and the provision of the resources necessary to deliver high-quality specialist education and support.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
Mitigation	

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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
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 so that no protected group is negatively impacted.
Mitigation	

Geographical Impact:Gosport

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 Special Education Needs and Disability (SEND) sector.

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: 01208

Date of production of EIA for publication: 31/07/2026