

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:	Marlborough Infant School, Aldershot
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Marlborough Infant School, Aldershot
Description of the service/policy/project/project phase	Marlborough Infant School currently provides education for children aged between 4 and 7 years old. The school is part of the Bold Futures Federation. The school is located in the North Camp area of Aldershot. Hampshire County Council leases the school buildings and grounds from the Ministry of Defence. The site includes a single-storey, double modular building that was originally installed in 2002. Having now reached the end of its operational lifespan, the building requires replacement to ensure the school can continue to deliver its curriculum effectively.
New/changed service/policy/project	The project comprises of the demolition of the existing single storey double modular building and canopy and the installation of a new replacement single storey double modular building and canopy to support mainstream Year R pupils. The new modular building will be located in the same area as the existing modular building and the existing landscape and play space will be

retained. The project was included in the Children Services Capital Programme, approved by Cabinet on 21 January 2026 and Full Council on 26 February 2026, with a total budget of £1,000,000. A planning application was submitted in August 2026, with a decision anticipated in October 2026.

Engagement

Engagement with the school has been consistent throughout the development of this project. The Headteacher and school governors have been fully sighted on the plans and have been supportive throughout.

A planning application was submitted in August 2026 whereby all the relevant stakeholders were consulted.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The proposed project will see the removal and replacement of a single storey double modular building that is currently being used for Foundation age children (Year R - 4/5 year olds). The current accommodation that this year group occupy has reached the end of its operational lifespan and replacing it will allow the school to continue delivering the curriculum.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share disability as a protected characteristic. Marlborough Infant School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Marlborough Infant School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share pregnancy & maternity as a protected characteristic. Marlborough Infant School has a policy which protects this characteristic which will be adhered to if required.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share race as a protected characteristic. Marlborough Infant School has a policy which protects this characteristic which will be adhered to if required.
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 or belief as a protected characteristic. Marlborough Infant School has a policy which protects this 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. Marlborough Infant School has a policy which protects this characteristic which will be adhered to if required.

Mitigation	
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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. Marlborough Infant School has a policy which protects this 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 & civil partnership as a protected characteristic. Marlborough Infant School has a policy which protects this 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. Marlborough Infant School has a policy which protects this 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. Marlborough Infant School is located in an urban area so the proposed project is not expected to have any impact.
Mitigation	

Geographical Impact:Rushmoor

Equality Statement

Additional information:

This EIA will support a report being taken to a future Executive Member 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: 01221

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