



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:	Internal and External Alterations and Refurbishment at Prospect School, Havant
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Prospect School, Freely Road, Havant.
Description of the service/policy/project/project phase	Prospect School is a special school providing education for up to 80 boys aged between 11 and 16 years old with Social, Emotional and Mental Health needs, some of whom also have additional difficulties which impact on their learning, such as Autistic Spectrum Condition.
New/changed service/policy/project	The project comprises various internal alterations and refurbishments to the ground floor accommodation, together with some improvements to external sport and exercise facilities. The proposed internal alterations and refurbishments comprise: conversion of a small 1:1 room into a life skills room, conversion of a small meeting room into an interactive gaming hub, including refurbishment of adjacent office and meeting room, conversion of unused changing rooms into a small fitness gym, refurbishment of the existing food technology room to provide a training kitchen fitted-out to catering college standard. The proposed external works comprise: installation of new external gym equipment and upgrade to the existing multi-use games area.

Engagement
Prospect School have been consulted throughout the development of the project to ensure that the proposed works are adequate and appropriate for the needs of the children attending the school. The Headteacher, with support from the Children's Services liaison officer, has consulted with school staff and governors to ensure they support the proposed works.

Equalities considerations - Impact Assessment

Age

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Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed works will have a positive impact on the children aged 11-16 years that attend the school. The works will provide them with additional and more suitable accommodation that they can use throughout the school day.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Prospect School is a special school providing education for up to 80 boys aged between 11 and 16 years old with Social, Emotional and Mental Health needs, some of whom also have additional difficulties which impact on their learning, such as Autistic Spectrum Condition. Admission into the school is only via the Special Educational Needs team approving the placement for a child/ young person and them having Prospect School named on their Education and Health Care Plan (EHCP).</p> <p>The additional works will create additional accommodation that students will be able to access. The creation of a life skills room will enable the students to practice real life daily activities in a supporting and secure environment such as washing dishes, cooking, doing laundry, eating a meal at a table etc. The creation of the interactive gaming hub will allow students use the space as a reward for good behaviour which will hopefully encourage more by positive role modelling across the school.</p>
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.
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.
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.
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.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Prospect School is a special school providing education for up to 80 boys aged between 11 and 16 years old with Social, Emotional and Mental Health needs, some of whom also have additional difficulties which impact on their learning, such as Autistic Spectrum Condition so the proposed projects at the school will have a positive impact on those who share sex as a protected characteristic.
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.
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.
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.
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.
Mitigation	

Geographical Impact: East Hampshire, Fareham, Gosport, Havant

Equality Statement

Additional information:

Prospect School admits children from all over Hampshire however their main areas of travel are East Hants, Havant, Fareham and Gosport.

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: 00603

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