

## 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:	My Happy Mind In North East Hampshire Schools
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	All Primary Schools in North East Hampshire (Frimley ICB footprint - Rushmoor and half of Hart Districts)
Description of the service/policy/project/project phase	My Happy Mind is a programme designed to enable a whole school approach to the curricula, providing children with the strategies necessary to build and develop resilience, self-esteem, and self-regulation skills and embedding habits and techniques that can prevent mental ill health. It includes five modules covering understanding how the brain work, building self-esteem, appreciation and gratitude, building positive relationships and developing resilience and setting goals. This is delivered by teachers to primary school aged children (one session per week, of 20 minutes duration), with training before they begin delivering it, and includes a parent app as well (the parent app includes the same content the children will be learning at school, so that parents can interact with their children about it).

New/changed service/policy/project	Previously, primary schools in North East Hampshire have not had the opportunity to implement My Happy Mind, unless funded themselves. This offer has given all Primary Schools the opportunity to express an interest in delivering the intervention, for 2 years. On a first come first served basis, approximately 25% of schools in this area of Hampshire will be funded to deliver the programme. This is a similar percentage of schools that have had this opportunity via NHS HIOW across the rest of Hampshire. This will provide equity across the whole of Hampshire.
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Engagement
The proposal to fund a percentage of primary schools in north-east Hampshire to have access to the My Happy Mind programme has been considered jointly by Public Health, Education & Inclusion and colleagues within NHS Frimley and NHS HIOW. It has also been discussed with the providers of the Child & Adolescent Mental Health Services, specifically colleagues with responsibility for Mental Health Support Teams in schools. We know from earlier rollout to the rest of Hampshire that the programme is very well received by schools.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The My Happy Mind programme includes content for all children within primary schools - years R through to year 6 (ages 4 - 11). Depending on the size of each school, approximately 17 schools can be involved, and 3,700 children.</p> <p>75% of mental health conditions begin before the age of 18. There will be a positive impact as the programme aims to equip young children with the knowledge and skills to better understand their own and others emotional wellbeing.</p>
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>There will be a positive impact; this universal programme is for all children, including children with disabilities. It promotes emotional resilience, self-awareness, and positive relationships with resources that can be adapted to suit diverse learners, including those with special educational needs. By fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued. Evidence from schools already enrolled in the programme appears to suggest they are finding it particularly beneficial for children with additional</p>

	<p>needs. Whilst all children will benefit, children with additional needs have the potential for the greatest gains considering the interdependencies between special educational needs and social, emotional and mental health needs.</p> <p>As of March 2025, there were 17,700 children in Hampshire with education, health and care plans (EHCPs), this does not include those children receiving SEND support but who do not have an EHCP.</p>
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p> <p>There is potential for the programme to be of benefit to children who may be experiencing or in the future experience gender dysphoria or thinking of undergoing gender reassignment, as it is recognised that transgender people experience higher rates of mental health challenges compared to the general population (Mental Health UK).</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment.</p> <p>My Happy Mind includes an app for parents which gives them access to the same content as the children are working through in school, as well as games to use to explore that content together.</p> <p>There is no evidence that the programme will have a disproportionate impact on pregnant people or people on maternity.</p>
Mitigation	

## Race

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p> <p>Within Rushmoor, part of North East Hampshire, there is a lower percentage of people identifying their ethnic group as white (77.4%) when compared to Hampshire (92.6%) and England (81%). There is a higher percentage of people identifying their ethnic group as Asian or Asian British (14.7%) when compared to Hampshire (3.7%) and England (9.6%). People choosing the category 'other' is also slightly higher at 2.8%, vs 0.8% for Hampshire and 2.2% for England.</p> <p>Therefore, the My Happy Mind programme is likely to reach more children from minority ethnic groups if accessible within North East Hampshire.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p>
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p>
Mitigation	

## Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p>

	The percentage of young people identifying as LGBTQ+ in the UK is 10.4%, which is higher than across the overall population, and has increased significantly in recent years. National and local data indicate that young people who identify as LGBTQ+ are more likely to experience emotional difficulties and have lower overall wellbeing. They therefore have a greater potential to realise the benefits of a programme like My Happy Mind.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a universal programme for all children, staff and parents, fostering a culture of understanding and personal growth, My Happy Mind helps schools create an inclusive environment where every child feels supported and valued.</p> <p>My Happy Mind includes an app for parents which gives them access to the same content as the children are working through in school, as well as games to use to explore that content together.</p>
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>All schools have the opportunity to express an interest in the programme, however by ensuring this is extended to North East Hampshire more children experiencing poverty will benefit, as Rushmoor has a higher Index of Multiple Deprivation score than the Hampshire average. 7.4% of residents live in the 20% most deprived areas in Rushmoor, this is the 3rd highest percentage in Hampshire, after Havant and Gosport.</p> <p>Children living in poverty and deprivation are disproportionately affected by mental health problems compared to their peers living in less disadvantaged areas. Poverty and financial stress can lead to a variety of short and long-term mental health challenges in children and their families. There is evidence to suggest that children from the lowest income brackets are significantly more likely to experience severe mental health difficulties.</p> <p>Therefore, children living in more deprived areas who have access to the My Happy Mind programme have greater potential to realise the benefits of it, and as a protective factor against the other challenges in their lives.</p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	All schools have the opportunity to express an interest in the programme, the impact of the location of the programme on primary school children is therefore assessed as neutral.
Mitigation	

Geographical Impact:Hart, Rushmoor

## Equality Statement

### Additional information:

My Happy Mind will present an impact report every term to Hampshire County Council, and this programme will be reviewed and monitored by the Children and Young People Emotional Wellbeing and Mental Health Board quarterly. As well as the routine evaluation planned by My Happy Mind in conjunction with us locally, a local Hampshire and IOW wide robust evaluation is planned to look at broader children and young people outcomes such as referrals into Mental Health Support Teams, Child and Adolescent Mental Health services, and school engagement.

### 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: 00901

Date of production of EIA for publication: 11/06/2025