

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: | Haven Nursery - Internal Refurbishment |
| Related EIAs: | None |
| EIA for Savings Programme: | No |
| Service affected | School education delivery. |
| Description of the service/policy/project/project phase | The Haven Nursery is a school for 112 children aged 2 - 4 in Gosport. The project will include the refurbishment of the Nursery to include asbestos removal, replacement roof coverings including improving thermal insulation, refurbishment of toilets and corridors together with any associated works. |
| New/changed service/policy/project | The project will improve the educational environment in the buildings, reduce maintenance costs and improve energy efficiency. |

| Engagement |
|---|
| Consultation has been undertaken with the Nursery management, Childrens Services and Property Services Access Officer |

Equalities considerations - Impact Assessment

Age

| | |
|------------------|--|
| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | The refurbishments will have a positive impact on children as it will improve the quality of the education facilities at the school. Mitigation measures have been put in place to ensure there is no impact during the works. This includes ensuring that a suitable and local alternative provision is available whilst the work is undertaken at the former Peel Common Infant School building which is approximately 1.2km from the Haven Nursery where there is sufficient space in the building, there is suitable access into the building and parking for Nursery users. Works will be done at Peel Common to ensure it is a suitable temporary alternative. |
| Mitigation | |

Disability

| | |
|------------------|---|
| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | Refurbishment of toilets will include measures to make access for disabled people easier. Colour schemes have also been designed with people with visual impairments in mind. |
| Mitigation | |

Gender Reassignment

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Pregnancy and Maternity

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Race

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Religion or Belief

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Sex

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Sexual Orientation

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Marriage and Civil Partnership

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Poverty

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Rurality

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | There is a neutral impact from this refurbishment project on this group. |
| Mitigation | |

Geographical Impact:Gosport

Equality Statement

Additional information:

None

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: 01028

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