



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:	Land West of London Road, Waterlooville - New Primary School
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Children's Services - Education - the project is to build a new primary school at Land West of London Road, Waterlooville.
Description of the service/policy/project/project phase	The demand for additional places arises as a result of the development of 3,000 dwellings at Land West of London Road, Waterlooville. There was a need for two new primary schools to meet the expected demand from the development, the first of which was Berewood Primary School which opened in September 2014 as a 2 form entry (fe) (420 place) school.
New/changed service/policy/project	The second primary school will be a 1.5 form entry (315 place) school, intended to open in September 2025. The proposed new primary school would admit up to 30 places for Year R (age 4+) and will grow over time to a total of 45 pupils per year group, an overall total of 315 pupils. The school will also provide places for 8 pupils with special educational needs and disabilities (SEND).

Engagement
<p>Hampshire County Council are proposing to build a new primary school on a new housing development at Land West of London Road, Waterlooville. We ran a pre planning consultation prior to the planning application being submitted. The consultation ran from 10 March 2023 to 7 April 2023.</p> <p>The project proposal was also included on the Hampshire County Council's (HCC) consultation website: https://www.hants.gov.uk/aboutthecouncil/haveyoursay/consultations Letters were sent to; • Headteacher of Berewood Primary School • Parents of children at Berewood Primary School (via the school) • Headteachers and Chairs of Governors at all schools within 2 miles • Staff union representatives • MP - Flick Drummond • HCC Elected member • Local District Council • Early Years Development and Childcare • Other relevant HCC Officers • Local Diocese</p> <p>A drop-in session where residents and other interested stakeholders were able to discuss the proposal with County Council Officers took place on Thursday 23 March 2023 at Waterlooville Community Centre, 10 Maurepas Way, Waterlooville, PO7 7AY between 3.00pm and 6.00pm.</p> <p>Comments were welcome by email, letter or verbally at the drop in event. During the consultation we received 3 responses, 2 pertaining to the impact that the new school will have on other local schools, and the other regarding active travel and how this would be promoted.</p>

A full planning application for the new school will be submitted late May/ early June 2023.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The planned new school will ensure a sufficiency of primary age school places within the new development. This will enable the local children to attend local schools. By providing school places as close to the area of demand, we hope that this will hopefully help to increase active travel to school as children will be able to walk, cycle or scoot to school instead of parents relying on taking their children to school in the car.</p> <p>The new school will offer new job opportunities which could be awarded to those living within the new community. The community as a whole will benefit from the new school as it would offer extended community use of the school building should the academy sponsor choose to. This could be in the form of baby and parent groups, after school clubs, extra curricular activities or holiday camps.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The new school will be fully accessible for children and staff. There will be a lift to first floor to allow those who have mobility difficulties to access every room in the school building.</p>

	<p>The school will also have accessible toilets/ a hygiene room which can be used by both children and staff.</p> <p>The proposal is to make the outside landscape fully accessible which will allow adults and children easy access to all outdoor areas of the school site. These plans are still being developed with the help of access officers within the local authority.</p> <p>It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The intended designation of the RP will be Social, Emotional and Mental Health (SEMH). The RP will provide a provision for local children who have disability as protected characteristic may be able to attend providing they meet admissions criterion.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The accessible toilets will be unisex and therefore will be able to be used by everyone. The academy may also choose to make pupil toilets unisex but this will be at their discretion.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	<p>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.</p> <p>Once the school is open the academy will have appropriate pregnancy and maternity policies in place.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate policies in place.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate policies in place.</p>

Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate policies in place.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate policies in place.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>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.</p> <p>Once the school is open the academy will have appropriate policies in place.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Out of the 3,000 dwellings that are being built at Land West of London Road, Waterloooville, the site has an aspirational percentage of affordable housing of 40% of the total number of dwellings. By providing local schools for local children we reduce the need for long/ expensive travel times and encourage active transport to school for both staff and the children attending.</p>
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:Havant, Winchester

Equality Statement

Additional information:

A full planning application is due to be submitted at the end of May/ beginning of June 2023. This EIA is to support the project appraisal document that is being taken to 22 September 2023 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: 00424

Date of production of EIA for publication: 25/05/2023