



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:	Alderwood (Senior) School Expansion
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Alderwood (Senior) School
Description of the service/policy/project/project phase	<p>Alderwood School is an all through school in Aldershot, Hampshire meaning that it provides an education for children from the ages of 4-16 years. The school is located on three sites, an infant, junior and secondary, with the senior school site located off Tongham Road. The school currently has a Published Admissions Number of 90 for year R admissions and then an additional 80 for year 7 admissions. As it is an all through school, it is expected that pupils from year R will naturally progress through the school and therefore the number of pupils on roll for September year 7 admissions can be anything up to 170 pupils. The three sites can currently accommodate a total of 1480 children with the senior school site being able to accommodate 850 pupils.</p>
New/changed service/policy/project	<p>Owing to an increase in the number of children in the school's catchment area, and in particular demand for future Year 7 places, there is a need for additional school places to be provided. The demand for additional school places is a result of a rise in the number of students reaching secondary school age due to the new housing development in the area. With the support of the headteacher and governing body at the school, Hampshire County Council is proposing to increase the physical capacity of Alderwood (Senior) School to allow them to offer 60 additional places in Year 7 (age 11+) from September 2025. This expansion will increase the Year 7 admission number to 230 students places and create a total capacity of 1,150 pupil places across all five year groups. The expansion will create new teaching facilities that will be of great benefit to the school's existing pupils. It will enable lessons across a number of subjects to be delivered in a modern, state-of-the-art building. The proposed external alterations will not only improve circulation around the school site, but they will also enhance the recreational space available to pupils. The proposed building works will incorporate some of the existing surplus space at the school as well as new accommodation consisting of a new school building together with external alterations. These works will provide the additional classrooms needed to meet the increase in pupil numbers. The current proposed building plans are being developed in line with discussions with the Headteachers and Governing Body. It is planned that the building works for creation of the permanent facilities</p>

will commence in summer 2024 with the permanent facilities being completed and available from September 2025.

Engagement

A consultation ran from 20 February 2023 until 20 March 2023..

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 • Chair of Governors • School staff • Parents of children at the school (via the school) • Headteachers and Chairs of Governors at all schools within 2 miles • Staff union representatives • MP - Leo Docherty • HCC Elected member • Local District Council • Early Years Development and Childcare • Other relevant HCC Officers • Local Diocese

A public meeting was held at the school on 6 March 2023 to allow stakeholders to put forward their views on the proposal directly to officers, offer alternate proposals and ask any questions they might have had.

During the consultation we received 8 number of responses. The responses were in relation to traffic and road infrastructure, active travel opportunities and a query in relation to the catchment area for the new development. Further detail on the responses received can be found within the Elective Lead Member for Children's Services May Decision Day report.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	Positive impact on both children and staff. By expanding the school, more local young people will be able to attend their local secondary school which will enable them to form relationships with other students who live in the locality, help build a sense of community and support enhancement of their social skills. By providing additional places at a local

	<p>school, travel times will be reduced which will have a positive benefit on both the environment and the student's day to day lives.</p> <p>The expansion of the school will create additional jobs which will be open to all including local residents.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>At this stage, this EIA accompanies a report outlining the outcome of a Principle of Enlargement consultation. If the project progresses then further detail to be decided in relation to the specifics of the building. What can be said with certainty is that the building will be fully compliant with any and all relevant legislation regarding disability and accessibility, providing updated facilities.</p> <p>At present, the plan for the expansion is for it to be a stand alone block, close to but separate from the main school building. It is expected that any specialist teaching spaces will be on the ground floor of the block so they are accessible to all.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	As mentioned previously, at this stage, this EIA accompanies a report outlining the outcome of a Principle of Enlargement consultation. If the project progresses then further detail to be decided in relation to the specifics of the building.
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	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	

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	Positive
Impact on staff	Positive
Rationale	As mentioned previously, the expansion will create more local jobs in addition to extra spaces for students which could potentially prevent them from having to travel as far to school. By creating local schools for local young people we are increasing the opportunities for active travel and the possibility to walk or cycle.
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:Rushmoor

Equality Statement

Additional information:

The project is included in the Children's Services Capital Programme, approved at the Executive Lead Member for Children's Services decision day on 12 January 2023.

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: 00374

Date of production of EIA for publication: 23/03/2023