



## 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
Glenn Parkinson	Strategic Development Officer Children's Services	glenn.parkinson@hants.gov.uk Tel:07958 501922

Title:	Hounsome Fields, Basingstoke - 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 Hounsome Fields, Basingstoke
Description of the service/policy/project/project phase	To open a new primary school at Hounsome Fields, Basingstoke catering for 420 primary age pupils and resourced provision for up to 8 pupils with Special Educational Needs and Disability (SEND). It is planned the school opens in September 2025
New/changed service/policy/project	Planning permission has been granted for new housing at Hounsome Fields and the former Golf Course site in southern Basingstoke. Hounsome Fields is a site for 700 dwellings and Golf Course for 1,000 dwellings. The new housing will generate additional primary age pupils and due to the large scale of development a new primary school is proposed to serve the new pupils generated from the new housing that will be built. The new primary school is due to be opened in September 2025, subject to the continued planned build-out rate of new housing, that will generate the pupil yield. The new school is to be located on the Hounsome Fields housing site and will cater for 420 primary age pupils from the age of 4 to 11. The new school will also provide up to 8 places for pupils with Special Educational Needs and Disability (SEND).

Engagement
<p>Pre-planning consultation took place between the 26th of September and 24th October 2022. This was undertaken by writing to the residents on Hounsome Fields where approximately 140 letters were hand delivered to properties. In addition, e-mails were sent to other consultees which included Basingstoke and Deane Borough local elected members, HCC local elected members and relevant officers and Diocesan Bodies. These letters and e-mails contained a link to a website which provided information on the location and plans for the school together with information through some FAQ's.</p> <p>A total of 11 responses were received. The responses covered a number of areas relating to the location of the school buildings on the school site, the location, number and arrangements for pedestrian access to the school, the amount of car parking spaces for staff and the overall capacity of the school. The comments and responses will be incorporated within the planning application documents to highlight that consultation took place and the points raised were considered as part of the planning application process. It is expected that the planning application will be submitted in January 2023.</p>

As part of the process to secure an Academy School Sponsor, once appointed they will undertake further consultation prior to the opening of the school.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The school will provide places, when open, for local children to attend school from the ages of 4 to 11. This will provide school places close to the area of demand thus giving opportunities for active travel to school and to promote community cohesion. The school will cater for 420 pupils thus providing sufficient places for the anticipated numbers from the local housing. The school will offer new job opportunities.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The school building will be fully accessible to all staff and pupils and will also include resourced provision for pupils with special educational needs (SEND). Thus, places will be provided locally for any child with a disability who resides within the school's catchment area.

Mitigation	
------------	--

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed that there is a neutral impact on gender reassignment. The new school is a primary school catering for pupils from ages 4 to 11 and will provide unisex accessible toilets as part of the facilities within the new school building and the new school sponsor will ensure that relevant policies are in place to support children as required.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is assessed that there will be a neutral impact on pregnancy and maternity. The new school academy sponsor will ensure relevant policies are in place to support people who are pregnant or need maternity support. The building will be fully accessible so anyone who is pregnant will be able to access all areas.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been assessed there will be neutral impact on race. The new school academy sponsor will ensure there are relevant policies and procedures in place.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new school academy sponsor will ensure the relevant policies and procedures are in place in respect of this . It is assessed that there is no impact on race or religion as a result of the provision of the new school.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new school academy sponsor will ensure that the relevant policies and procedures are in place for when the new school opens. As such, there is felt to be a neutral impact on sex.

Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new academy sponsor will ensure that the relevant policies and procedures relating to this protected characteristic will be in place for when the new school opens and starts to admit children. There policies will relate to both staff, the public users of the school accommodation and children. There is felt to be a neutral impact on sexual orientation relating to the provision of the new school.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this is the provision of a new school it has been assessed there is a neutral impact on Marriage and Civil Partnership.
Mitigation	

## Poverty

--	--

Impact on public	Neutral
Impact on staff	Neutral
Rationale	As this is a new school it has been assessed that there is a neutral impact on Poverty.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This school is located in the urban area of Basingstoke to serve new housing at Hounsome Fields and the former Basingstoke Golf Club. It has been assessed that there is a neutral impact on Rurality due to the location of the school in an urban area.
Mitigation	

Geographical Impact:

## 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: 00322

Date of production of EIA for publication: 01/03/2023