



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:	Proposal to create an additional 2 form of entry at Oakmoor School, Bordon
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Oakmoor School, Bordon.
Description of the service/policy/project/project phase	Oakmoor School is a secondary school in Bordon for children between the ages of 11 and 16. The school became part of the University of Chichester Multi Academy Trust in 2013. The school has capacity currently for up to 900 students and has a resourced provision for students with Moderate Learning Difficulties.
New/changed service/policy/project	There has been an increased demand for extra places at Oakmoor School as a result of the development of housing in the Bordon and the surrounding area. The proposal is to provide additional accommodation to expand the school by 300 places, to 1,200, to provide sufficient school places in the Bordon area for pupils wanting a place at one of the local secondary schools. The proposal will provide a new block attached to the northern teaching block and will also include some internal reconfiguration of the specialist spaces. The school will continue to operate as normal during the building works. Everything will be done to minimise the impact on pupils teaching and learning. The County Council is liaising fully with the headteacher, governors and the academy trust on the project to ensure that the planning for the building works runs as smoothly as possible.

Engagement
<p>A non-statutory Principle of Enlargement consultation was conducted from Friday 17 March until Friday 14 April 2023. 135 local residents living within the direct vicinity of Oakmoor School were notified by letter and directed to the consultation website: Pre-Planning Consultation – Proposal to create an additional 2 forms of entry at Oakmoor School, Bordon About the Council Hampshire County Council (hants.gov.uk)</p> <p>The consultation information was also emailed to key stakeholders including: • Parents of children attending Oakmoor School • Headteacher, school staff and Governing Body of the school • Headteachers and Chairs of Governors of neighbouring schools • East Hampshire Borough Councillors • The town and parish council • Local Diocese • Local MP • HCC Elected Members • Residents of the immediate areas • Other relevant community stakeholders</p> <p>A drop-in session for stakeholders to be able to see the proposed plans and discuss the proposal with officers of</p>

the County Council was held on Tuesday 28 March at Oakmoor School between 3pm and 6pm. This pre-planning drop-in event was not a formal presentation but an opportunity for anyone interested to come in and look at the plans for the proposed internal and external works and discuss them directly with Council officers.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The proposed expansion and alterations to the school site will have a 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 school, travel times will be reduced which will have a positive benefit on both the environment and the student's day to day lives. The expansion of the school will create additional jobs which will be open to all including local residents
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The new extension will be fully accessible for both children and staff. The extension will be accessible by the existing lift provided in the existing north block building ensuring all staff

	and pupils have access to all rooms in the existing and new build.
Mitigation	

Gender Reassignment

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	

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: East Hampshire

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: 00426

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