



## 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:	Crookhorn College
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Crookhorn College
Description of the service/policy/project/project phase	<p>Crookhorn College School is a mainstream school in Havant for children aged between 11-16 years old. The school is rated by Ofsted as a Good School catering for over 800 pupils. The demand for the school continues to be high and the school have seen an increase in children with Autistic Spectrum Conditions (ASC) and Education Health and Care Plans (EHCP). The proposed additional Special Educational Needs and Disabilities (SEND) provision outlined within this report will help manage some of the school place pressures generated by the increase in the number of Education, Health, and Care Plans maintained by the Local Authority. As of August 2023, the number of maintained Education and Health and Care Plans = was 15,753. By 2030-31, Hampshire expect there to be c28,000 pupils who will have a Education and Health Care Plan if unmitigated.</p>
New/changed service/policy/project	<p>The proposal is to create a new 15 place resourced provision for pupils with Autistic Spectrum Conditions (ASC) at Crookhorn College from September 2025. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Crookhorn College and the school would receive additional resources to ensure that the children's needs are well supported so that they can successfully access the mainstream environment and curriculum, when appropriate. The pupils who would attend this new provision would generally be from the local area. They would be on roll at Crookhorn College and the school would receive additional resources to ensure that the children's needs are well supported so that they can successfully access the mainstream environment and curriculum, when appropriate. Additional specific classroom space is required as a base for this new resourced provision – the College have an established two-storey accommodation block where they currently support pupils with SEN. Two additional classrooms (currently used for humanities), hygiene facilities and office space can be made available in adjacent areas to establish the resourced provision - minor works are required which can be undertaken concurrently with a major re-cladding project in 2024/25. To replace these humanities classrooms, a double modular classroom will be installed. Costs include all capital works, IT and fixed furniture and equipment. These works will allow the</p>

school to add a resourced provision which will add an additional up to 15 places over 3 years starting from September 2025. The proposed cost of the works is in the region of £450,000. The RP will open across 3 years – 5 pupils in first year, then 10 in second and 15 in year 3. This is to allow the resourced provision to get established and to get fully staffed. Costs include all capital works, IT and fixed furniture and equipment.

## Engagement

This project is due to be finalised in September 2025 so a consultation period will take place closer to the proposed opening time. Hampshire County Council will lead this as it is a maintained school.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The new resourced provision will support secondary aged pupils with special education needs, specifically Autistic Spectrum Condition (ASC) and enable them to thrive in an inclusive, and supportive specialist environment. The expansion to the school will provide accommodation to meet the needs of up to 15 junior aged pupils with Autistic Spectrum Conditions. The staff of Crookhorn College will also benefit from working alongside; developing their skills, knowledge and training within the area of Autistic Spectrum Condition Special Educational Needs.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Additional specific classroom space is required as a base for this new resourced provision – the College have an established two- storey accommodation block where they currently support pupils with SEN. Two additional classrooms (currently used for humanities), hygiene facilities and office space can be made available in adjacent areas to establish the resourced provision - minor works are required which can be undertaken concurrently with a major re- cladding project in 2024/25. To replace these humanities classrooms, a double modular classroom will be installed.</p> <p>This project will provide accommodation to meet the needs of up to 15 secondary aged pupils with Autistic Spectrum Conditions and allow more pupils to attend schools in their respective local communities and alongside their peer groups; have access to trained staff and specialist resources, in order to support their needs, and in an environment that can adapt accordingly in an inclusive setting.</p>
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
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>
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	Positive
Impact on staff	Positive
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	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	

## 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

## Equality Statement

### Additional information:

Hampshire County Council has a statutory duty to provide school places for all children including those who have special educational needs and/or a disability. The County Council is committed to further developing successful provision to meet this demand within the Special Education Needs and Disability (SEND) sector within the County of Hampshire to reduce using the more expensive private and independent school sector. This is part of an ongoing drive to seek opportunities in Hampshire Schools to expand, develop or re-designate themselves. or increase their pupil numbers, in order to meet the increasing need for SEN places.

Staff at the school will have opportunity for specialist training in supporting pupils with autism and specialist teachers will also be employed.

### 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: 00577

Date of production of EIA for publication: 12/02/2024