

## Appendix 6 – Equalities Impact Assessment information

1. Age: A negative/low public impact has been identified for children and young people aged 4-16, as well as adult staff members. With Option 3, a relocation of The Henry Cort Community College, young people (11-16 years) and staff may have an increased commute to the new school if it were located on the North Whiteley development. This would result in linked primary schools changing and therefore potentially having an impact on children aged 4-11 years.
2. Should Option 3 be progressed there would be implications for School Transport in the short term with the potential for a split site arrangement as well as some existing The Henry Cort Community College pupils needing to be transported to Whiteley. This could impact on children aged 11-16 years. In the longer term, alongside a catchment area change, demand for the relocated The Henry Cort Community College would become more locally generated, so transport costs should be significantly reduced. Currently, School Transport are already transporting Whiteley children to local schools, including The Henry Cort Community College.
3. If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if required.
4. Disability: A negative/low public impact has been identified for disability. As with age, there is likely to be a period of uncertainty for those children, young people or staff who have a disability. The new North Whiteley secondary school will be fully accessible for children and staff but depending on which option is taken forward, there may need to be a split site arrangement in the short-term.
5. There will be a lift to first and second floors to allow those who have mobility difficulties access to every room in the school building. The school will also have accessible toilets/ a hygiene room which can be used by both children and staff. These plans are still being developed with the help of access officers within the local authority. It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The RP will provide a provision for local children and young people who have disability as a protected characteristic and may be able to attend providing they meet admissions criterion.
6. Children that have the school named on their EHCP and are entitled to transport assistance will continue to receive transport to and from the new school in accordance with School Transport policies. If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including any staff with a

disability or long-term health conditions, to assist with finding alternative employment elsewhere.

7. **Pregnancy and Maternity:** A negative/low impact has been identified for pregnancy and maternity. The proposed options are expected to have a negative/low impact on people who share pregnancy and maternity as a protected characteristic. Should Option 3 be taken forward and The Henry Cort Community College relocate to the new North Whiteley Secondary School, all students and staff would remain on roll or employed by the college.
8. **Poverty:** A negative/moderate impact has been identified for poverty as a protected characteristic. Should Option 3 be taken forward any child currently attending The Henry Cort Community College would remain on roll and therefore retain their place at the college. While transition arrangements are yet to be discussed, there could be the potential for all students to move across to the new building on the North Whiteley development. This could be challenging for students who are from low-income households, although they may be entitled to transport assistance if they meet the criteria.
9. Alternatively, should Option 1 be taken forward there could be a sudden decrease in pupil numbers and therefore the associated funding. A decline in pupil numbers, and a subsequent reduction in funding, presents difficulties for a school or college in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes. This could have an impact on lower income families whose children still attend The Henry Cort Community College.
10. If Option 2 were to be taken forward, there would be a period of uncertainty for many of the students that currently attend The Henry Cort Community College. This could be challenging for students who are from low-income households however, they may be entitled to transport assistance providing they meet the criteria.