

## 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
Kathy Murphy	Childcare Development Officer Children's Services	kathy.murphy@hants.gov.uk

Title:	Locks Heath Infant School to go age down, taking children from 2 years of age
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Locks Heath Infant School
Description of the service/policy/project/project phase	Locks Heath Infant School is a community school for 4 to 7 year olds. It is located in the Locks Heath Area of Fareham. It has a PAN of 90 per year group and a capacity of 330 pupils and provides education to children of mixed genders 5.4% of pupils are eligible for free school meals. Currently there is no early years childcare on the school site.
New/changed service/policy/project	Locks Heath Infant School proposes to open a new term time only preschool provision which will be accommodated within the existing school building. This proposed provision will be directly managed by the school's governance. The provision will come under the schools existing Ofsted registration. The school governors have approved a business plan to open and operate a pre-school for a minimum of 21 children, taking children from two years old. Locks Heath Infant School are also in the process of applying for a Department for Education

School Based Nursery grant to change the use of some facilities to accommodate the needs of the younger age range. All policies and procedures will be reviewed in light of taking on this younger age group.

Engagement
Consultation with Locks Heath Infant School Headteacher and Governors
The headteacher and governors of the school are leading a four week consultation with all stakeholders, which will be completed as part of the statutory age down process.
The consultation period is from 29 November 2024 until 10 January 2025
Notice of the consultation will be published in the local media.

### Equalities considerations - Impact Assessment

#### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new intended early years childcare provision at Locks Heath Infant School will support children from age two years. This will give the children and families in the locality increased access to the extended early years entitlements within their immediate community.  Age has been considered as neutral for staff. All relevant policies and procedures will be adhered to.
Mitigation	

#### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The early years service will be inclusive and support local children aged 2, 3 and 4 including those with Special Educational Needs and Disabilities (SEND) and will be accessible to parents who have disabilities.  Disability has been considered as neutral for staff. All relevant policies and procedures will be adhered to.
Mitigation	

#### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Gender Reassignment has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The proposed early years provision will provide childcare places for local families and staff at the school. The additional childcare capacity supports parental choices during pregnancy, maternity and paternity leave and on completion of maternity and paternity leave.</p> <p>All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Race has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Religion or belief has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Sex has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Sexual Orientation has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
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.</p> <p>Marriage and Civil Partnership has been considered as neutral for staff. All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The proposed early years provision will increase access to childcare places for local disadvantaged children. The proposal will directly and indirectly increase local employment opportunities, through employment opportunities at the school or by extending childcare and consequently enabling parents to access local employment opportunities or access their existing employment for more hours.</p> <p>The provision will promote and accept tax free childcare and promote</p>

	<p>Universal Credit payments enabling parents to receive up to 85% of their childcare cost for hours above their Early Years entitlements. The school will promote access to Early Years Pupil Premium and Benefit Related Free Schools Meals in advance of children transitioning to school at Reception year.</p> <p>The increase in access to early years places for children from 2 years old from the recent government initiatives for working families, would be a positive impact for staff.</p> <p>All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Locks Heath Infant School sits in Locks Heath ward, which is an urban area of Fareham. The proposed early years childcare at Locks Heath School offers choice for families in the ward locally and reduces the need for families to travel to other settings, this includes opportunities for staff.</p> <p>All relevant policies and procedures will be adhered to.</p>
Mitigation	

## Geographical Impact:Fareham

## Equality Statement

### Additional information:

Discussions have taken place with the Headteacher, staff and school Governors. A four week consultation is required as part of the Local Authority statutory duty to consider all stakeholders on this proposal. This proposal has been considered as part of Locks Heath School financial sustainability.

This proposed early years setting will provide additional childcare places to meet the requirements of the extended early years entitlements.

### 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: 00738

Date of production of EIA for publication: 13/01/2025