

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:	North Whiteley Secondary School
Related EIAs:	EIA Number: 642
EIA for Savings Programme:	No
Service affected	North Whiteley Secondary School
Description of the service/policy/project/project phase	Hampshire County Council will be building a new 900 place secondary school to serve the new housing development at Whiteley. The new secondary school is planned to open in September 2027 for ages 11 to 16 years, admitting up to 180 students per year group.
New/changed service/policy/project	The project comprises of a three-storey purpose-built main school building with a separate two storey sports block along with hardstanding for informal play and play courts, two all-weather sports pitches, grass playing fields and a staff and visitor car park. The school will also have accommodation for a Resourced Provision for 15 pupils with Special Educational Needs and Disability (SEND). The new school will be future proofed to enable it to extend by a further 300 pupils (60 per year group).

Engagement
<p>A 4 week non-statutory pre-planning consultation ran from Monday 2 September to Monday 30 September 2024. The purpose of this consultation was to consult with the public ahead of submitting a planning application for a new secondary school at North Whiteley.</p> <p>A drop in event was held on Tuesday 10 September 2024 from 3:30pm to 6:30pm at Cornerstone Church of England Primary School, Bluebell Way, Whiteley, PO15 7QE providing an opportunity for parents/carers/stakeholders to discuss these proposals with Hampshire County Council officers. The proposal was also included on the Hampshire County Council's (HCC) consultation website: https://www.hants.gov.uk/aboutthecouncil/haveyoursay/consultations</p> <p>Emails were sent to all local schools, libraries, community centres, HCC local members, MP's, district, parish and town councillors and other interested parties. In total, 33 comments were received. Comments ranged from being in support of a new secondary school for the Whiteley community to concerns around traffic, parking and admissions for the school once it opens in September 2027.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The planned new school will ensure a sufficiency of secondary age school places (11-16 years) will be provided within the new development which will enable the local children to attend local schools. This will hopefully help to increase active travel to school as children will be able to walk, cycle or scoot to school instead of parents relying on taking their children to school in the car.</p> <p>The new school could offer job opportunities which could be awarded to those living within the community of Whiteley.</p> <p>The community as a whole will benefit from the new school as it could offer extended community use of the school building should the school choose to. This could be in the form of baby and parent groups, after school clubs, extracurricular activities or holiday camps.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Location

By providing a school close to where the demand for school places is, this will hopefully limit journey times for students who may have a disability. This will be positive for them as it means that their school day will not be elongated by a lengthy journey to a school which is a substantial distance away from their home address. All paths on the school site will provide level access to the buildings which will ensure that students, staff and the public can enter and exit buildings with ease and comfort. The building will be equipped with lifts in both buildings to ensure that all users can access each floor. The external landscape of the school will be designed and delivered in a way which allows staff, students and members of the public who fall into this protected characteristic to access as much of the site as possible.

WCs

Within the main school building there will be a hygiene room equipped with a change bed, toilet and two sinks. Throughout the school complex there will also be both pupil and staff accessible toilets.

Special Educational Needs and Disability (SEND)

Within the main school building there will be a SEND resource room, a group/therapy provision along with 2 x Resourced Provision (RP) Classrooms which will cater for up to 15 students. These specialist classrooms will be provided on the ground floor with its own dedicated external outdoor area. The proposed location allows good access to other teaching and social areas to promote inclusive learning opportunities. Children will be allocated a place at this RP as part of the Education Health and Care Plan (EHCP) assessment process that is conducted by the Special Educational Needs team. Only children with this school named on their EHCP can attend the RP at this school.

Car Park

A staff and visitor car park will also be provided as part of the new building at North Whiteley. These car parks will include 6 accessible spaces and 3 powered two-wheeler spaces. A drop off and collection area is included within the frontage of the school for minibuses or taxi's that are bringing pupils to the SEN resourced provision.

Mitigation

Gender Reassignment

Impact on public	Neutral
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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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
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. All relevant policies and procedures related to this protected characteristic will be adhered to.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	By building a school close to where the demand for school places is, there is the possibility that we may be reducing the travel time and costs for a child or family who falls into this protected characteristic. The new secondary education provision, specifically the Resourced Provision for children with SEND, in Whiteley could provide a local school place for a local child with an EHCP who requires it, thus preventing them from potentially having to travel a long distance to receive it at an alternative specialist education. The new school being

	built could result in the school needing to recruit additional teaching positions which could provide job opportunities within the local area for teaching and support staff.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Whilst the area that the school being built is is not classed as rural, there are pockets of rurality around the locality which may mean that by providing secondary school education provision within the Whiteley development, we are enabling a child to reduce their travel time to be able to receive their education.
Mitigation	

Geographical Impact:Fareham, Winchester

Equality Statement

Additional information:

This EIA supports a report being taken to the Executive Member for Education's Decision Day in March 2025.

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: 00838

Date of production of EIA for publication: 27/02/2025