



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:	Expansion of Mark Way School, Andover
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Mark Way School, Andover.
Description of the service/policy/project/project phase	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.
New/changed service/policy/project	Mark Way School is an 82-place special school catering for 11–16-year-old pupils with autism spectrum disorder and moderate learning difficulties. The school is successfully meeting the needs of children with a range of difficulties in a safe and secure environment. Hampshire County Council is proposing to undertake internal works which will allow the school to increase the capacity by up to 20 additional places from September 2023. The works will provide additional internal teaching accommodation to enable more children to attend the school and improve the overall learning environment for all pupils. This will give a final overall capacity of 102 places at Mark Way School.

Engagement
<p>1. Formal consultations took place between 10 September and 8 October 2021.</p> <p>A letter with details of the proposal was sent to the following stakeholders and feedback was invited by email and letter and meetings with officers offered if requested:</p> <ul style="list-style-type: none"> • <ul style="list-style-type: none"> ○ <ul style="list-style-type: none"> ◆ Parents of children attending the schools ◆ Headteachers, school staff and Governing Body of the schools ◆ Headteachers and Chairs of Governors of neighbouring schools ◆ Borough, district, and parish Councils – Local Councillors ◆ Trade union representatives

- Local Dioceses
- Local MPs
- HCC Elected Members
- Residents of the immediate areas
- Other relevant community stakeholders

One positive comment has been received about the proposed expansion of Mark Way School. This was from Cllr. Kirsty North, a County Councillor who wrote in support of the proposed provision.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The proposals will provide improved facilities for both teachers of, and children with, autistic spectrum disorder, aged between 11 and 16 years.</p> <p>This development will also allow more pupils to attend schools in their respective local</p>

	<p>communities' and alongside their peer groups.</p> <p>For children attending this school it will be because it is deemed the most appropriate setting and as a result, they will 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	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.

Mitigation	
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Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact for both public and staff in relation to this characteristic.
Mitigation	

Geographical Impact:Test Valley

Equality Statement

Additional information:

This expansion is due to go to the Executive Lead Member Decision Day on November 10th at 2pm, in order for permission to go out to Public Notice.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00146

Date of production of EIA for publication: 02/11/2021