

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Building of a two-form entry Free School in the centre of Southampton
<b>Brief Service Profile (including number of customers)</b>	
<p>Currently the Hope Community School is sited in temporary buildings in the centre of Southampton. It is an undersubscribed one form entry school. The DfE are keen to double its size and build a new school at an approximate cost of £17 million if the Council agree to sell it some land on which it can be built.</p>	
<b>Summary of Impact and Issues</b>	
<p>The impact will be to increase the number of primary school places in the centre of the city. It will provide greater choice for parents and offer a faith based school.</p> <p>The increase in the number of primary school places in an area with an over supply of these may have a detrimental effect on other schools in the area, although plans to increase housing by 5000 households in the area will mitigate against this in the longer term.</p>	
<b>Potential Positive Impacts</b>	
A new state of the art building will be provided in the centre of the city,	

allowing pupils to be educated in more pleasant and modern surroundings.

Those wanting to educate their children in a school with a strong Christian ethos will have an increase in the range of choices available to them.

<b>Responsible Service Manager</b>	Robert Henderson
<b>Date</b>	September 4 <sup>th</sup> 2021
<b>Approved by Senior Manager</b>	Robert Henderson
<b>Date</b>	September 4th

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	5-11  Increase in number of places available	
<b>Disability</b>	Hopefully the design of the building will accommodate those with disabilities	
<b>Gender Reassignment</b>	N/A	
<b>Marriage and Civil Partnership</b>	N/A	
<b>Pregnancy and Maternity</b>	N/A	
<b>Race</b>		
<b>Religion or Belief</b>	Enhance the number of places available for those wishing to educate their children in a Christian school	
<b>Sex</b>	N/A	
<b>Sexual Orientation</b>	N/A	
<b>Community Safety</b>	The school should be designed to ensure a safe environment for the children using it	
<b>Poverty</b>	N/A	
<b>Health &amp; Wellbeing</b>	The national curriculum should be followed which stresses the	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	importance through the PSHE programme of healthy lifestyles.	
<b>Other Significant Impacts</b>	Potential detrimental impact on other schools in the area by expanding the number of primary school places at Hope School at a time where pupil forecasting has evidenced a significant surplus of places across the city.	<p>Clear information to be provided to other schools in order for them to prepare for redundancies / reduction of staff through natural wastage.</p> <p>Plans to build new properties in the surrounding areas.</p>