

Equality Impact Assessment Form **Reference –**

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| **Department** | Children’s Services | **Version no** |  |
| **Assessed by** | Rachel Roberts | **Date created** | 19.12.2023 |
| **Approved by** |  | **Date approved** |  |
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The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Future of the Outdoor Education Centres

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

Outdoor Education Centres (Ingleborough Hall and Buckden House) are a traded service with a deficit of £152,000 funded from the Councils core budget.

As part of a review into the future operating arrangements for these assets, Ingleborough Hall has had a condition survey completed. This survey has outlined the costs of works to bring the building up to required standards, which would cost £2,996m.

Due to the scale and costs of the works outlined therefore, the sale and disposal of the building at a valuation of £800,000 is being proposed, with the release of staffing at Ingleborough Hall and a transition of bookings into the other outdoor education centre, that will allow the other centre Buckden House to run as a fully self-funding traded service. The Ingleborough staffing cost savings have been identified as £402k.

The closure and sale of Ingleborough Hall and the transition of bookings to Buckden House would enable Buckden House to become fully traded.

The only service difference at Ingleborough was the catered option and the larger group sizes it can support. Offering catered and self-catered from one location, Buckden House, will ensure consistency of offer for transitioning Ingleborough customers.

12 staff will be impacted by redundancy if they are not able to be redeployed.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

**No**

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

**No**

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

This proposal will predominantly impact children and young people and children and young people with disabilities. However, to mitigate against this all bookings can be transferred and catered for at Buckden House. We will continue to support schools in delivering outdoor education packages to support the curriculum, as well as supporting respite and running sessions for short breaks and fostering.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | M |
| Disability | M |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

As outlined in 1.2

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

N/A

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

* A current deficit of £152,000 funded from the Councils core budget.
* A condition survey which has outlined the costs of works to bring the building up to required standards to be approx. £2.9m

**4.2 Do you need further evidence?**

**No**

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

**N/A**

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

**N/A**

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

**Feedback provided from consultation includes concerns raised around the loss of Ingleborough Hall and the smaller size of Buckden House. Given both buildings are not currently at full capacity there is no change to the equality impact already noted. The retention of Buckden House would still mean an outdoor education service can be provided.**

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

The number of responses to the proposal have shown how valued Ingleborough Hall is. The decision to include its sale in the budget proposals was not an easy one. However, the funding needed to bring Ingleborough Hall up to standard still remains at £2.9m

Concerns were raised that if a decision was made to sell Ingleborough Hall, that it would be sold as a private residence or hotel. We have provided assurances that any sale needs to meet the council criteria in addition to the National Park criteria. This includes a need for the building to be sold for community use, which could include outdoor education. We have received some expressions of interest from organisations that meet the criteria. However, as the building is not currently for sale we are unable to progress these conversations