

SP23 Equality Impact Assessment - Hampshire Outdoor centres – service users

EIA writer(s) and authoriser

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Section one – information about the service and service change

Service affected	Hampshire Outdoor Centres
Please provide a short description of the service / policy/project/project phase	Hampshire Outdoor Centres (HOC) is a non-statutory service comprising four residential outdoor education centres; three in Hampshire and one in South Wales. The service mission is to improve the lives of customers and deliver a safe, highly valued, cost effective and quality focused service through the provision of accessible outdoor education and recreational facilities. The centres provide opportunities for all customers to connect with the natural environment, create memorable experiences, learn new skills, and grow through personal development.

<p>Please explain the new/changed service/policy/project</p>	<p>Across all Hampshire Outdoor Centres (HOC), the service will focus on developing earned income through customer growth and retention, particularly focusing on modernising the facilities, introducing new products at different price points to encourage year-round use of the facilities, increased commercialisation of the service strengthened by a robust tactical marketing plan and capitalising on the introduction digital booking platforms to provide flexible choices about when and how they access our services.</p> <p>HOC growth objectives focus on three key themes:</p> <ul style="list-style-type: none"> • The development of the core educational offer which provides high quality outdoor learning for schools and other residential groups, supported by an increase in engagement with new customers in the marketplace. • Positioning Calshot Activities Centre as a core destination for visitors to the South Coast and developing into a place that people want to visit, explore, enjoy activities, eat and stay. • Creating new products which broaden 'public' access to the facilities at weekends and during the school holidays.
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Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

(Delete as appropriate)

<p>Yes</p>		
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Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

As part of the business development review, feedback was sought from service users, partners, and schools. These views have directly influenced the shape of HOC plans.

In addition, the service has recently undertaken an informal consultation for the Calshot Café and received 759 responses. These responses will be used to support the outline business case for café improvements.

The focus of income generation within Hampshire Outdoor Centres is on extending the offer to the public and therefore formal consultation is not anticipated but further local consultation may take place for developing new offers, if appropriate.

Section two: Assessment

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	Positive	Neutral	Negative – low	Negative – Medium	Negative – High	Affects staff, public or both?
Age	X					Public
Disability	X					Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public
Race	X					Public
Religion or belief		X				Public

Sex		X				Public
Sexual orientation		X				Public
Marriage & civil partnership	X					Public
Poverty	X					Public
Rurality	X					Public

Table 2 Geographical impact

Does the proposal impact on a specific area?

Area	Yes / no	Area	Yes / no	Area	Yes / no
All Hampshire	Yes	Fareham		New Forest	
Basingstoke and Deane		Gosport		Rushmoor	
East Hampshire		Hart		Test Valley	
Eastleigh		Havant		Winchester	

Section three: Equality Statement

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Gender reassignment	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will disproportionately impact on gender reassignment, and therefore the impact is considered to be neutral.
Pregnancy and maternity	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will impact on pregnancy and maternity, and therefore the impact is considered to be neutral.
Religion or belief	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will disproportionately impact on religion or belief, and therefore the impact is considered to be neutral.
Sex	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will disproportionately impact on sex, and therefore the impact is considered to be neutral.
Sexual orientation	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will disproportionately impact on sexual orientation, and therefore the impact is considered to be neutral.
Rurality	It is not anticipated that modernising the facilities, introducing new products to grow the customer base and support income generation will disproportionately impact on rurality, and therefore the impact is considered to be neutral. It is noted, Hampshire Mountain Centre is located in the Brecon Beacon national park and generally attracts School customers who want to visit a remote mountain environment. In the past 12 months effort have been made to engage local schools who may benefit from using the centre.

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having	Is there a Geographical impact? If so, please explain -use list below to	Short explanation of mitigating actions

	medium or high negative impact	identify geographical area(s)	
N/A			

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age	<p>HOC will be looking at ways to increase work undertaken with Schools and youth based residential groups, and aligning the programmes to an outcome driven model, which will provide more opportunities for young people to access the service and benefit from activities designed to increase their skill and understanding of the world, build relationships and improve physical and mental wellbeing.</p> <p>Calshot Café recently undertook a survey and collected 759 responses. 36% of respondents were over the age of 55 and this is likely good reflection of the customer base. Calshot are looking to improve access to the on-site café which will incorporate more informal users (walkers/dog walkers) and include better seating and a new ramped entrance. Along with other improvements to layout and menu its expected future improvements will positively impact on older people, to access the café and use the space as a social gathering point.</p> <p>Calshot is looking to undertake a movement planning exercise which will evaluate how customers move around the centre and the impact future plans may have. Specific age groups will be looked at as part of this planning exercise.</p>
Disability	<p>Destination Calshot seeks to install new footpaths around centre and improve the external entrance which will improve the safe routes to physically access the centre.</p> <p>Hampshire Mountain Centre is a remote facility situated on the side of the hill. Consideration is being given to include a more accessible parking bay in the centres courtyard. Runways End is considered to be the most accessible facility and Forge lodge is a fully equipped accommodation unit. Consideration is being given to build an accessible pod which would be designed to support people with a range of disabilities.</p>

	No changes at Tile Barn.
Marriage & civil partnership	Destination Calshot will explore opening the centre facilities to host weddings and civil partnership ceremonies creating new opportunities for residents to connect with the centre. No changes at other centres.
Race	Business options are being explored to increase the number of bed spaces at the Hampshire Mountain Centre allowing the centre to accommodate two class sizes. Through the existing partnership with The Portal Trust, HOC could increase the opportunities for BAME participants from inner city London to access a rural mountain environment. For many it may be the first trip outside of a city environment. At this stage, no other proposals will specifically target BAME communities however as the proposals are broadly based on increasing access to the facilities, its likely opportunities will exist to work with BAME groups.
Poverty	HOC are exploring options to introduce a Superpod at Runways End, which will include a self-catered kitchen, communal dining space and environmental classroom, that, combined with the camping pods, will allow the centre to create a low budget activity package which will open access to groups for which budget for such activity is a significant pressure.

Box 1 Please set out any additional information which you think is relevant to this impact assessment:

Tile Barn Poppy Pods were built in partnership with the Military Covenant Fund and the British Legion to provide accommodation for schools/youth groups during term time weekdays and military families only during the weekends and school holidays. The agreement has now expired and continuing to restrict weekend and school holidays access to military families only may mean HCC is not meeting its public equality duties. The service is currently seeking legal advice on the issue which may result in opening weekend and school holidays access to the poppy pods for wider public use. A further EIA will be completed once the legal position has been established and options for future use have been agreed.
A separate EIA that considers the impact of these proposals on staff has been completed.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Some projects are still in the scoping stage and it is not yet known if this will impact on any protected characteristics, however, once the scope has been defined a subsequent EIA will be completed as part of developing the opportunities for growth. As the ambition is to improve the customer offer it is likely any impact will be positive rather than negative.