Equality Impact Assessment



Changes to the Culture and Communities Grants affecting Gilbert White & The Oates Collections

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Culture. Communities and Business Department:

Services

Date of

assessment:

18/12/2018

Description of current service/policy

The Recreation and Heritage Investment Fund supports Hampshire's strategic cultural and recreational organisations delivering high-quality programmes of regional/national significance. It is an annual fund; organisations must apply each year.

Gilbert Whites House and the Oates Collections houses collections of national significance relating to natural historians. It also operates historical grounds and a field studies centre with a focus on local ecology and learning outside the classroom.

In 2018/19 it was awarded £28,600, 6% of budget, and advised the maximum award available in 2019/20 would be £26,380.

Geographical impact: All Hampshire

Description of proposed change

Over the next three years the Council will need to reduce its budget by a further £80 million having already reduced it by £480 million since 2008. For the services within the Executive Member for Recreation and Heritage's portfolio the Medium Term Financial Strategy approved by the County Council in September confirmed this will mean a further 13% reduction in departmental cash limits.

It is therefore proposed to change the way grants operate from 2020/21, moving away from annual revenue grants to one-off project grants which help organisations transform their operation and

become self-supporting in the future. The organisation would be able to apply to this funding.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried	
out?	Yes

The organisation has been informed of the future changes to the Grants scheme in September 2018, via a letter from the Executive Member for Recreation and Heritage. No response as of yet has been received.

Statutory considerations	Impact	Mitigation
Age: Low	The field studies centre is used by groups of all ages, but predominantly by groups of children and young people.	
Disability: Neutral		
Sexual orientation: Neutral		
Race:		
Religion and belief: Neutral		

Gender reassignment: Neutral		
Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Low	Employing 18 people and offering volunteering opportunities to 130, the organisation is a significant employer in the village of Selborne (population 1288, inc. Oakhanger).	

Any other information

The organisation draws visitors and programme participants from across Hampshire and beyond, although is has a particular impact in East Hampshire.

The organisation has been supported by other HCC grants:

- Towards Sustainability Inspiring Journeys of Discovery in the Natural World £50k in 2014
- Expansion and improvement of the upper car park £5k in 2013
- Creation of a kitchen in the Gilbert White Field Studies Centre £18k in 2014
- Project grants (£3k in 2017 and £1.5k in 2018)

It has also recently completed a three-year Heritage Lottery Funded development project which has included improved exhibitions, catering and retail.

The organisation is working towards financial sustainability and has successfully built free reserves of 6-months running costs and employs 18 members of staff.