Equality Impact Assessment



Changes to the Culture and Communities Grants affecting QE2 Activity Centre

Accountable officer: Nicola Horsey

Email address: jessica.brown2@hants.gov.uk

Department: Culture, Communities and Business Services

Date of 18/12/2018 assessment:

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.

The organisation provides high-quality day care and residential outdoor activities (climbing, archery, ropes course, motorboat, orienteering, environmental activities) for children and adults with additional needs, including learning disabilities, autism, physical disabilities, sensory impairments and challenging behaviour.

In 2018/19 it was awarded \pounds 9,400, 3% of budget, and advised the maximum award available in 2019/20 would be \pounds 8,184.

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

Engagement and consultation

Has engagement or consultation been carried out?

The Company 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.

Statutory considerations	Impact	Mitigation
Age: Low	There is a risk that due to reduced funding the organisation may reduce its targeted programmes for children and young people and/or older people.	
Disability: Medium	children and adults with additional needs, including learning disabilities, autism, physical disabilities, sensory impairments and challenging behaviour, there is the possibility that	The Council has given over eighteen month's notice of the end of the annual revenue grants to allow time for the organisation to adjust. The organisation can apply for alternative one-off Council funding to support its transformation and increase income generation to support these programmes in a more sustainable way, without ongoing reliance on Council funding.
Sexual orientation: Neutral		
Race: Neutral		

Yes

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:		
Neutral		

Any other information

The organisation has successfully raised the funds required for a new day service building, expected to open in October 2018. The next phase of development will be fundraising for new residential facilities to counteract a trend in declining residential visits and income, in contrast with steady activity income and increasing day service use.

It has three months running costs in free reserves and employs ten members of staff.