

2025/26 Budget Equality Impact Assessment

1. The Project

Directorate:	Place
Theme or area:	The Campus
Lead Officer:	Emma Wellard
Date:	22 November 2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reduction (£)	2027/28 Budget reduction (£)
CHS09	Campus – reduce the cost to become cost neutral over the next two years	£50,000	£130,000	

Description of the project:

The Campus in Locking Castle, Weston-super-Mare brings together several valuable council services under one roof, alongside a primary school and a specialist school for children and young people who have severe and/or profound and multiple learning difficulties. North Somerset Council manages the Campus building and delivers services from it including:

- A Children's centre
- A public library
- Leisure facilities
- Conference rooms and training facilities
- A café and entrance area

The services on site are well used by the community. Activities run from the site include:

- Martial arts classes
- Maths and English tuition
- Support for people with learning disabilities
- Sports clubs for all ages
- First aid training courses
- Young people's theatre groups
- Swim schools for babies and children
- Adult learning courses for wellbeing and work skills development
- A range of activities to support pre-school children and their families

- Support, advice and guidance from a range of partners (e.g. domestic abuse, Police, Safer Communities, housing)

The purpose of this project is to identify and implement a more cost-effective operating models for The Campus (excluding the schools' provision). This initiative aims to align The Campus with its primary function as a community services provider and transform its financial performance from running at a loss to achieving a sustainable, cost-neutral basis.

Summary of changes:

The project aims to result in the implementation of a more cost-effective operating model. The results of an initial options appraisal will be available in February 2025, when further in-depth investigation will be undertaken into a shortlist of options. Until this point the impacts on customers and staff are not known. More detailed Equality Impact Assessments will be undertaken at this point. In the meantime, this initial assessment has been made based on what we know about the community that uses the facilities on site who could potentially be impacted and what we anticipate changes could look like.

Are any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

No

If yes, please describe what steps you have taken to review the equality impacts from previous years?

2. Customer equality impact summary

Will the changes proposed in this project have a disproportionate impact (or bias) for any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)		X			X	X
People from different ethnic groups		X				X
Men or women (including those who are pregnant or on maternity leave)		X			X	X
People who are LGBTQ+				X		
People on a low income		X				X
People in particular age groups		X			X	X
People in particular faith groups		X				X
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents.		X				
Please specify: Parents					X	X

3. Explanation of customer impact

The project aims to result in the implementation of a more cost-effective operating model. The results of an initial options appraisal will be available in February 2025. Until this point

the impacts on customers are not known. In the meantime, this initial assessment has been made based on what we know about the community that uses the facilities on site who could potentially be impacted and what we anticipate changes could look like.

Disabled people – the Campus facilities are located alongside a school for children with special needs who make full use of the provision. Depending on the nature of any changes made, there could be a negative impact (if a reduction in services were proposed) or a high positive impact (if the offer for young disabled people were strengthened).

People from different ethnic groups – the population surrounding the Campus has a higher % of non-native English speakers than in North Somerset as a whole. The impact of changes at the site are therefore anticipated to have a higher impact on this group.

Men or women (including those who are on Maternity Leave) - the Campus has a Children's Centre on site and a library which through their services offer a range of information and support for parents and prospective parents. Reduction in either service would have a negative impact on this group; however, if these service areas were developed the impact would be positive.

People who are on a low income – this group would be negatively impacted by any reduction in service offered at the Campus.

People in particular age groups – older people are regular users of the Campus facilities and would be negatively impacted by any reduction in service. Children and young people would be negatively impacted by any reduction in service but positively impacted if there was any service development.

No data is held on the use of the facilities by people undergoing gender re-assignment, LGBTQIA+ people or those in a married or civil partnership, so the impacts can not be assessed.

People from different faith groups – a local church runs weekly and holiday activities from site which might be negatively impacted if the delivery model changed.

Please describe how you will communicate these changes to those impacted.

A communications plan has been developed and will be regularly refreshed as the outcome of the project is developed.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Not known at this stage

Explanation of staff impact

The project aims to result in the implementation of a more cost-effective operating model. The results of an initial options appraisal will be available in February 2025. Until this point the impacts on staff are not known.

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

The Campus is a multi-partner site, which includes two schools, a children's centre, a library, leisure facilities and training and conference facilities. Changes to the operating model are likely to affect all partners to a lesser or greater degree.

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review
Equalities impacts could not be identified at this stage in the project	Undertake further assessments as part of options appraisals presented in February 2025	Emma Wellard / Jeremy Morris	February 2025

7. Review and Sign Off

Service Manager Review

Insert any service manager comments here.

The work to achieve these savings is still in development so the impacts cannot yet be ascertained. In February 2025 a shortlist of options will be presented for further exploration, to include consideration of equalities impacts.

Is a further detailed equality impact assessment needed? Yes. To be informed by proposed further assessment in February 2025.

If 'yes', when will the further assessment be completed? TBC

Service Manager: Emma Wellard

Date: 22 November 2024