

**EqlA #346**

The details of an EqlA and its associated actions, actions and attachments.

1. Project/Activity Information

Collection name	Restricted Education North Tyneside
Name of the policy/project/process being assessed	Outdoor Education Review
EqlA type	Project
Current status	Completed
Service Area	Education, SEND and Employment
Purpose of project	To review the ongoing use of the outdoor education centre to determine if the centre is to be retained taking into consideration the need for ongoing capital, infrastructure and operational investment.
Who is the project intended to benefit?	Users of the centre and staff would have clarity on whether or not the centre is to continue to operate at an asset of North Tyneside.
What outcomes should be achieved	A decision on the future of the centre as a facility a) if it is to be retained it would need to close for a period while work was undertaken, or b) if it is not considered financially viable to keep the centre it would close.

2. Groups Impacted

Does the project / activity impact on the following groups?

Service Users

Yes

What is the estimated number of service users impacted?

1001 +

What is the estimated impact level on the service users?

Low

Service user additional comments

A total of 1,255 North Tyneside children and young people in North Tyneside used the centre in 2025/26 financial year.

There were 18,832 children and young people between the ages of 10 to 18 (School years 5 to 13) based on the January 2026 school census. This includes children and young people in mainstream and special schools (including the Pupil Referral Unit). Children and young people below year 5 would not normally attend the Centre.

Carers or family of service users

Yes

What is the estimated number of carers or family members impacted?

1001 +

What is the estimated impact level on the carers or family members?

Low

Carers or family members additional comments

In the event that a decision was made to either: a) invest in the Centre, and during planned works accept the Centre would be out of use, or b) for the Centre to cease to operate, children and young people would not lose the opportunity to experience an outdoor activity centre experience (where their organisation chooses to provide such) as there are other organisations that offer outdoor education opportunities geographically closer to North Tyneside or in other parts of the country.

Residents

Yes

What is the estimated number of residents impacted?

Unknown

What is the estimated impact level on the residents?

Low

Additional comments for residents

Whilst the centre can be used by residents – who choose to book an activity lead experience, the number of North Tyneside residents who choose to do this is very low due to the limited availability that the Centre can offer due to safeguarding considerations – to ensure safeguarding of children and young people the Centre operates on the basis that no commercial activities are carried out on the site involving visiting members of the public whilst the Centre is being used by pupils. This therefore safeguards children and young people appropriately but also limits the opportunity for others to use the Centre outside school holiday periods. Additionally, the Centre is located approximately 123 miles (return trip) from North Tyneside, and transport costs to and from the Centre can be a factor which discourages use.

In the event that a decision that was made to either a) during planned works for the Centre to be out of use, or b) for the Centre to cease to operate, there are a number of other commercial centres withing close proximity that can offer a programme of similar activities.

Visitors

No

Staff

Yes

What is the estimated number of staff impacted?

21 – 50

What is the estimated impact level on the staff members?

Additional comments for staff members

Partner organisations

Yes

What is the estimated number of partner organisations impacted?

51 – 100

What is the estimated impact level on the partner organisations?

Low

Additional comments for partner organisations

Users who plan to use the Centre either a) during planned works or b) following its closure would need to look to secure provision with an alternative provider.

3. Evidence gathering and engagement

What evidence has been used for this assessment?

Internal evidence

Data on the use of the Centre over previous years, the costs of running the centre, the investment needed to upgrade the buildings, the infrastructure and operational requirements.

Basic employment data on the number of staff employed, their sex and their contractual type and hours.

External evidence

The Centre is a residential outdoor education centre owned and operated by North Tyneside Council, located in the Lake District National Park which raises travel costs for users and planning conditions/costs that would impact on the feasibility of any improvement or development works.

There is no statutory requirement for local authorities to provide or operate outdoor

education centres as noted in:

- Education Act 1944
- Education Act 1996
- School Premises (England) Regulations 2012
- Section 507B of the Education Act 1996

Have you carried out any engagement in relation to this activity?

No

If yes of what kind and with whom? If no, why not?

Due to the potential impact any engagement could have on future users and current employees and so as not to cause any distress before a decision has been made engagement has been limited to date. If a decision is made, further consultation and engagement with stakeholders (including employees, schools and other centre users will be undertaken in a timely way using appropriate methods.

Is there any information you don't have?

Yes

Why is this information not available?

Detailed staff information – this assessment will be updated once that information is available.

Signposting information on other centres and what they offer.

All evidence attachments that have been added to this EqIA

There are no attachments for this EqIA

All evidence links that have been added to this EqIA

No evidence links have been added to this EqIA

4. Impact on groups with different characteristics

Will the project/activity positively or negatively impact on each of the

following groups

Legally Protected Characteristic	Potential positive impact identified	Potential negative impact identified
Age	No	Yes
Description of the potential impact and evidence used in the assessment: Children and young people may not being able to take part in and benefit from residential outdoor education (either during planned works or if the Centre ceases to operate) if their school is unable to secure a booking with an alternative provider. For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations plans to change and this could have impact on all staff, but may have more of an impact on either older employees or younger employees with a shorter employment history, particularly in terms of the opportunities available to them to secure employment elsewhere.		
Disability	No	Yes
Description of the potential impact and evidence used in the assessment: Children and young people with disabilities may not being able to take part in and benefit from residential outdoor education (either during planned works or if the Centre ceases to operate) if their school is unable to secure a booking with an alternative provider that can meet their needs. For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could impact on staff with disabilities particularly in terms of their opportunities to secure employment elsewhere. The Authority is likely to need to consider how it seeks to engage staff with this characteristic in the change process and if necessary to make adjustments to meet any identified communication needs.		
Gender reassignment	No	No
Marriage and civil partnership	No	No
Pregnancy and maternity	No	Yes
Description of the potential impact and evidence used in the assessment: For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could impact on all staff, for individuals who are pregnant or those on maternity leave		

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Legally Protected Characteristic	Potential positive impact identified	Potential negative impact identified
particularly in terms of the opportunities available to them to secure future employment elsewhere. The Authority is likely to need to consider adjustments to how it seeks to engage people with this characteristic in the change process.		
Race	No	No
Religion or belief	No	No
Sex	No	Yes
Description of the potential impact and evidence used in the assessment: For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could impact on all staff, for individuals of either sex, or who work part-time (which can be more prevalent for female staff members) this could impact on the opportunities available to them to secure future employment.		
Sexual orientation	No	No
Intersectionality	No	Yes
Description of the potential impact and evidence used in the assessment: Any female employees who are carers are likely to face additional challenges securing employment.		

Non-Legally Protected Characteristic	Potential positive impact identified	Potential negative impact identified
Carers	No	Yes
Description of the potential impact and evidence used in the assessment: For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could have more of an impact on staff who are carers particularly in terms of the opportunities available to them to to secure employment elsewhere.		
Socio-economic disadvantage	No	Yes
Description of the potential impact and evidence used in the assessment: More children and young people may not being able to take part in and benefit from residential outdoor education (either during planned works or if the Centre ceases to operate) if the cost of booking with an alternative provider are higher. However if the costs are lower it may be possible for more children and young people to benefit from outdoor education.		

Non-Legally Protected Characteristic	Potential positive impact identified	Potential negative impact identified
For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could impact on all staff, but may have more of an impact on those who are economically disadvantaged particularly in terms of the opportunities available to them to secure employment.		

5. Achievement of the Authority's Public Sector Equality Duty

Will the activity contribute to any of the following?

Eliminate unlawful discrimination, victimisation and harassment?

Yes

How will it eliminate unlawful discrimination , victimisation and harassment?

By ensuring that the way in which the change process is communicated and undertaken aligns with good practice and is non-discriminatory.

Advance equality of opportunity between people who share a protected characteristic and those who do not?

Yes

How will it advance equality of opportunity?

By ensuring that all staff are engaged in the change process and the Authority follows good practice which ensures staff receive appropriate advice and support that shows due regard to their needs/ characteristics.

By supporting any schools whose existing bookings need to be cancelled to identify alternative provision.

Foster good relations between people who share a protected characteristic and those who do not?

No

6. Negative Impacts

All negative impacts logged against the EqIA

Negative Impact #1

Potential negative impact

If schools are not able to secure a booking with a suitable alternative provider (either during planned works or if the centre ceases to operate) their pupils will not be able to take part in outdoor education provision and enjoy the benefits it brings.

Can it be reduced or removed

Reduced

If yes how? If no, why not and what alternative options were considered and not pursued?

In the event that a decision is made to invest in the Centre the Authority would need to work with any organisations who have made a booking to rearrange those bookings should the Centre not be able to operate. In the event of a decision to cease operate, the Authority would work with the organisations who have bookings to support them to look at alternative outdoor centres, particularly those which are closer geographically or who may offer a more varied and/or cost effective experience.

Negative Impact #2

Potential negative impact

For employees (either during planned works or if the Centre ceases to operate) there is the potential for their employment expectations/ plans to change and this could impact on all staff and their opportunities to secure employment elsewhere, but may more of an impact due to age, disability, pregnancy or maternity status, carer status and socio-economic circumstances.

Can it be reduced or removed

Reduced

If yes how? If no, why not and what alternative options were considered and not pursued?

In the event that the decision is made to invest in the Centre the Authority would work with employees to look at alternative work that could be done or redeployment opportunities dependent upon the closure period.

In the event that a decision is made to cease to operate the Centre meaning employment at the Centre would cease to be provided, the Authority would work with staff and respective Trade Unions to identify the most appropriate ways to communicate with and support staff through this process, provide job seeking support, explore alternative employment options in the Authority or if required provide appropriate redundancy/ ending of employment payments.

7. EqlA Review

Date review of EqlA to be completed

23-06-2026

Responsible officer

Christina Ponting

Responsible officer's directorate

Childrens Services

Responsible officer's service area

Education, SEND and Employment

8. Outcome of EqlA

Outcome

Continue with amendments

Please explain and evidence why you have reached this conclusion

The EqlA will be updated once further information on staff demographics/needs and alternative outdoor education options are available.

Actions

All actions that have been created for this EqIA

Action ID: 1103

Action Title

Support for service users

Action Type

Action that will be taken to remove or reduce potential negative impacts

Due Date

30-Nov-2026

Status

To do

Impact

Reduce

Assignee/Responsible officer

Christina Ponting

Assignee/Responsible officer's Directorate

Childrens Services

Assignee/Responsible officer's Service Area

Education, SEND and Employment

Description

Once a decision is made to either a) invest in the centre or b) to cease to operate the centre, we will work with service users who have future confirmed bookings to advise them of the decision and to offer support appropriate for them to secure an alternative booking.

Where the decision is a) to invest in the centre this could include offering a future date (when the centre would be operational again) or helping the service user to find an alternative location or offering refund of what they have paid for their booking so they can source a booking at another venue/ location.

Where the decision made is b) to cease to operate the aim will be for the bookings up to a set point in time to be delivered, however we would support service users who had a confirmed booking where they wanted to go elsewhere, a refund of what has been paid to date. However, in the event that we could not support the booking (for example if we did not have enough staff/ instructors to support the booking (as individuals had chosen to seek alternative/ leave our employment, and we were not able to secure other staff/ instructors at the right level of qualification/ experience)) we would look to offer a a refund of what has been paid to date and to offer our support to secure an alternative booking elsewhere.

Action ID: 1104

Action Title

Support for Employees

Action Type

Action that will be taken to remove or reduce potential negative impacts

Due Date

30-Nov-2026

Status

To do

Impact

Reduce

Assignee/Responsible officer

Christina Ponting

Assignee/Responsible officer's Directorate

Childrens Services

Assignee/Responsible officer's Service Area

Education, SEND and Employment

Description

Once a decision is made to either a) invest in the centre or b) to cease to operate the centre, we will work with Trade Unions and employees to advise them of the decision and to offer support appropriate for them in line with employment law and good employer practice.

Where the decision is a) to invest in the centre this could include being clear on what could be provided for them when the centre would be operational again, helping them to be engaged in other activities on behalf of the service area, or helping them to find work (for those on fixed term appointments) at an alternative location.

Where the decision made is b) to cease to operate the aim will be for the bookings up to a set point in time to be delivered and all staff retained to deliver to this. It is accepted that some staff may choose to seek alternative/ leave our employment prior to the closure period and we would support them to be able to prioritise what is right for them as we are aware that some staff will have very unique skills and may wish to secure longer term employment at an alternative locations rather than wait for a closure date which is proposed to be at the end of the calendar year/ in the winter.

Where staff did not wish or were not able to secure alternative employment we would continue to work with individuals right up the closure period to support them to seek alternative but where this was not the case we would follow employment law and good employer practice, working with Trade Unions throughout the process to ensure that individuals would received a termination of employment payment (e.g. redundancy) that was appropriate to their length of service, age and earnings/ salary.

Action ID: 1105

Action Title

Collection of employee information/ data

Action Type

Action that will be taken to remove or reduce potential negative impacts

Due Date

10-Jul-2026

Status

Completed

Impact

Reduce

Assignee/Responsible officer

Christina Ponting

Assignee/Responsible officer's Directorate

Childrens Services

Assignee/Responsible officer's Service Area

Education, SEND and Employment

Description

Collection of more detailed employment information relating to roles undertaken, contractual terms, skills and experience alongside equalities information and other personal information relating to each person so that such information can be taken into consideration and appropriate levels of support and guidance offered to each employee dependent upon their personal circumstances.

Action ID: 1106

Action Title

Alternative provider information

Action Type

Action that will be taken to remove or reduce potential negative impacts

Due Date

30-Nov-2026

Status

To do

Impact

Reduce

Assignee/Responsible officer

Christina Ponting

Assignee/Responsible officer's Directorate

Childrens Services

Assignee/Responsible officer's Service Area

Education, SEND and Employment

Description

In the event that a decision is made to either a) invest in the centre resulting in a period of closure, or b) cease to operate the centre, we would look to support future users to obtain a booking at an another centre. In doing this we would need to work with the user organisations so that they can understand and risk assess what alternative providers were able to offer and whether or not the alternative provision including location could have an impact on the accessibility for children and young people, particularly those with a disability or other characteristic so that those children and young people were not disadvantaged or excluded from using the alternative provision secured by their organisation.

We would also need to support future users to ensure they are able to understand how the other providers operate so that any children or young people attending could be safeguarded and so that the cost of any future booking that the user organisation chooses to put in place considers the socio-economic impact particularly if the cost of the future booking were to increase.

Restricted EqlA

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EqlA History

This section shows the submission and approval history of the EqlA, including any rejections

Status	Actioned by	Actioned Date	Comments
Completed	Rebecca Wall	04/06/2026 16:19:47	
Approved by CEG Member	Anne Foreman	28/05/2026 18:34:34	
Submitted	Anne Foreman	28/05/2026 18:32:27	
Draft	Anne Foreman	28/05/2026 18:25:49	
Rejected by CEG member	Anne Foreman	28/05/2026 18:07:40	System issues
Submitted	Christina Ponting	28/05/2026 14:56:05	
Draft	Leslie Platt	28/05/2026 13:57:36	
Draft	Leslie Platt	28/05/2026 13:49:53	
Rejected by CEG member	Leslie Platt	28/05/2026 11:42:07	As discussed
Submitted	Christina Ponting	27/05/2026 17:41:49	
Rejected by CEG member	Anne Foreman	27/05/2026 16:45:59	As discussed
Submitted	Christina Ponting	27/05/2026 16:02:41	
Draft	Christina Ponting	27/05/2026 14:07:06	
Draft	Anne Foreman	27/05/2026 13:37:05	
Rejected by CEG member	Anne Foreman	27/05/2026 12:33:09	As outlined in e-mail
Submitted	Christina Ponting	26/05/2026 16:50:09	
Draft	Christina Ponting	26/05/2026 16:46:46	
Draft	Christina Ponting	26/05/2026 16:31:49	
Draft	Christina Ponting	26/05/2026 16:19:51	
Draft	Christina Ponting	26/05/2026 16:18:51	
Draft	Christina Ponting	26/05/2026 16:15:55	
Draft	Christina Ponting	26/05/2026 15:42:18	
Draft	Christina Ponting	22/05/2026 13:13:10	
Draft	Christina Ponting	19/05/2026 17:29:18	
Draft	Christina Ponting	19/05/2026 17:15:58	
Draft	Christina Ponting	19/05/2026 16:43:26	