

Equality Impact Assessment (EqIA)

Guidance is available on [Compass](#). Completion of an EqIA should be proportional and relevant to the anticipated impact of the project on equalities. The form can be tailored to your project and should be completed before decisions are made. Key EqIAs should be reviewed by the Business Manager or Service Head, signed off by your department's Equality Action Group (EAG) and sent to the Equality and Diversity team to publish on HertsDirect. For support and advice please contact equalities@hertfordshire.gov.uk.

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	The future of Cuffley Camp	Head of Service or Business Manager	Peter Hosier (01992 555406)
Names of those involved in completing the EqIA:	Katherine Fitzpatrick Simon Banks Shella Taylor Matthew Peirce	Lead officer contact details:	Katherine Fitzpatrick (01992 555745)
Date completed:	November 2017	Review date:	November 2018

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p>	<p>Seek to exit the lease and return Cuffley Camp to the landlord in order to ensure best use of overall county council resources.</p> <p>When YC Hertfordshire assumed operational responsibility for Cuffley Camp (2009) it was on the basis that the site was self-financing. It was evident that this was not the case. On an annual basis the venue is subsidised by YC Hertfordshire. Since 2009 when YC Hertfordshire started to manage the site it has been subsidised by over £300K.</p> <p>Since 2011 with the exception of 2016/17 there has been a year on year reduction in the number of customers utilising the centre and given the poor condition of the site without significant investment this downward trend is likely to continue.</p>
<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>In the last 18 months (which includes two peak seasons) the key stakeholders are schools and other educational establishments (97%). The remaining 3% is made up of youth groups, community bookings, holiday programme and other delivery.</p>

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STEP 3: Available data and monitoring information

Relevant equality information For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.	What the data tell us about equalities																						
User group profile data obtained from booking information	<p>Current user group profile is based on the number of children attending the centre between April 2016- September 2017:</p> <table style="margin-left: 40px; border: none;"> <tr><td>HCC primary schools</td><td style="text-align: right;">49.1%</td></tr> <tr><td>Out of county primary schools</td><td style="text-align: right;">20.7%</td></tr> <tr><td>Independent primary schools</td><td style="text-align: right;">7.2%</td></tr> <tr><td>Primary academies (in and out of county)</td><td style="text-align: right;">5.2%</td></tr> <tr><td>HCC Secondary</td><td style="text-align: right;">0.6%</td></tr> <tr><td>Out of county secondary schools</td><td style="text-align: right;">2.2%</td></tr> <tr><td>Independent secondary schools</td><td style="text-align: right;">1.6%</td></tr> <tr><td>Secondary academies (in and out of county)</td><td style="text-align: right;">8.3%</td></tr> <tr><td>Other independent schools (all stages)</td><td style="text-align: right;">1.2%</td></tr> <tr><td>Other educational establishments</td><td style="text-align: right;">0.8%</td></tr> <tr><td>Other</td><td style="text-align: right;">3.1%</td></tr> </table>	HCC primary schools	49.1%	Out of county primary schools	20.7%	Independent primary schools	7.2%	Primary academies (in and out of county)	5.2%	HCC Secondary	0.6%	Out of county secondary schools	2.2%	Independent secondary schools	1.6%	Secondary academies (in and out of county)	8.3%	Other independent schools (all stages)	1.2%	Other educational establishments	0.8%	Other	3.1%
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Cuffley Camp is predominately utilised by educational establishments (97%) of which 82% of children are from primary schools. The total number of people who attended the provision over the period April 2016 – September 2017 was 14,326.

As indicated in Appendix A with the exception of 2016/17 there has been a year on year decrease in the number of individuals attending the site. Since 2011 there has been an overall 11% decline. In 2016/17 there was a slight increase in the number of individuals attending the centre due to an increase in two day residentials (i.e. overnight stay) however, there was a 30% reduction in the five day residentials.

From previous years data, approximately 75% of individuals attend the centre from April – September, therefore based on this information, the estimated number of individuals attending the centre in 2017/18 will be approximately 7,400. This will be a decrease from 2016/17.

Information gathered since April 2016 puts the proportion of children who attend from out of county schools at 23%. This does not include those who have academy status. When looking at bookings from independent schools (both in and out of county) over a similar period the proportion of children attending the centre from these booking is 9%.

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Data from 2016 and 2017 indicate that schools which visit Cuffley Camp come from across the Hertfordshire and the surrounding counties:

District	Number of schools	% of schools
Broxbourne	10	5.05%
Dacorum	9	4.55%
East Herts	16	8.08%
Hertsmere	19	9.60%
North Herts	15	7.58%
St Albans	27	13.64%
Stevenage	10	5.05%
Three Rivers	5	2.53%
Watford	11	5.56%
Welwyn Hatfield	17	8.59%
North London	43	21.72%
Beds, Bucks, Cambridge and Essex	9	4.55%
Other	7	3.54%
Total number of schools	198	100.00%

With the exception of special schools and education support centres, the data collected by Cuffley Camp does not include a breakdown of protected characteristics. From April 2016, 0.11% of children visiting the centre come from special schools and 0.24% from educational support centres.

In addition to working with schools, Cuffley Camp has offered a summer holiday and half term day time provision targeting primary school children. This accounts for 2% of the individuals attending the centre between April 2016 and September 2017. The average daily attendance is 8 children. These come from the surrounding area: Broxbourne, Cheshunt, Cuffley, Ware, Brookmans Park and North London. The cost of a holiday session is £24 per day.

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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Age	More likely to have a negative differential impact for children given that 97% of users are from schools. 82% of users are from primary schools	<p>Thirty one outdoor activity and residential centres within a 90 minute drive of Cuffley Camp have been identified which cater for children. This information will be made available to users (sent to schools) to assist them to identify alternative providers.</p> <p>Where there is availability Hudnall Park (HCC venue) will be offered as an alternative provision. Priority will be given to bookings from children.</p> <p>Primary schools come from across the county so for some schools the alternative provider may be closer than Cuffley Camp.</p>

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<p>Disability Including Learning Disability</p>	<p>There is unlikely to be a significant impact on children with this protected characteristic. This is based on the fact that only 0.1% of use is by children from special schools (1 school) and 0.24% from education support centres (3 centres).</p> <p>There is the potential for a negative impact on children with a learning disability, who may find it more challenging to travel to and familiarise themselves with alternative provision.</p>	<p>Wherever possible we would look to accommodate these bookings at Hudnall Park which is more suitable for children with physical disabilities with respect to access and accommodation.</p> <p>In addition Hudnall Park is ideally suitable for children with learning disabilities or difficulties as none of its boundaries are next to busy roads, hence there is an increase level of safety and limited road noise.</p> <p>Currently only one special needs school utilises Cuffley Camp. They are located on the west side of the county which means Hudnall Park would be closer.</p> <p>Out of the 2 educational support centres which utilise Cuffley Camp, the travel time to Hudnall Park would be similar, however for the other two it would increase by about 20 minutes. Whilst Hudnall Park is still viable if needed we would look to offer these education support centres an outreach service.</p>
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<p>Race</p>	<p>The data available on usage at Cuffley Camp does not routinely include information on users' ethnic background. We are therefore unable to identify any potential for a differential impact on people due to their ethnic background.</p> <p>Currently 22% of users are from schools in the outer London area. It is not clear whether these locations would have a higher proportion of children from black and minority ethnic (BME) backgrounds – if they did, there may be the potential for a negative impact on people from BME communities who may find it more difficult to travel to equivalent alternative provision if it was further away.</p>	<p>As with all current and previous customers, if the decision is made surrender the lease HCC will be contacting schools and working with them to identify other potential suitable providers.</p> <p>Given that most schools transport children to Cuffley Camp by coach, any negative impact on people from BME communities who may find it difficult to travel to an alternative venue is likely to be mitigated.</p>
<p>Gender reassignment</p>	<p>No negative or differential impact currently identified due to this characteristic.</p> <p>It is unlikely that there would be any impact on those with the protected characteristic of gender reassignment – given that the vast majority of those using the service are primary school age children.</p>	<p>Not Applicable</p>
<p>Pregnancy and maternity</p>	<p>Some families use Cuffley Camp as a holiday resource. This accounts for 2% of individuals using the centre. There may be a potentially negative impact on pregnant mothers, working parents and those on maternity leave; however, this is expected to be minimal.</p>	<p>There are a range of alternative accessible childcare facilities, summer play-schemes etc. in the local area and any impact would be mitigated by sign-posting to similar alternative provision.</p>

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<p>Religion or belief</p>	<p>No negative or differential impact is anticipated due to this characteristic.</p> <p>This data is not routinely collected at the centre and as such it is not be possible to determine whether closure would particularly affect one faith or belief group.</p>	<p>The range of alternative provision (see below appendix B) provided by both secular organisations as well as those with a faith background would mitigate against any potential impact.</p>
<p>Sex</p>	<p>No negative or differential impact is anticipated due to this characteristic.</p> <p>The centre does not have data on the gender breakdown of those attending and as such it is not possible to know whether one sex would be significantly impacted over another.</p> <p>Given the users are predominantly primary school aged children it is likely that both sexes will be equally affected.</p>	<p>There is a significant range of alternative provision available for which provides activities for all children regardless of sex.</p>
<p>Sexual orientation</p>	<p>No negative or differential impact is anticipated due to this characteristic.</p> <p>It is unlikely that there would be any impact on those with the protected characteristic of sexual orientation – given that the vast majority of those using the service are primary school age children.</p>	<p>None</p>
<p>Marriage & civil partnership</p>	<p>No negative or differential impact is anticipated due to this characteristic.</p>	<p>None</p>

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<p>Carers (by association with any of the above)</p>	<p>Given that the majority of users are school groups and that the children are transported by coach, it is unlikely that there will be an impact on those with the protected characteristic of carers.</p> <p>For carers utilising the holiday schemes they may be required to travel further to alternative facilities, which will add further pressures on their time. However this is expected to be minimal.</p>	<p>There are alternative childcare facilities, summer play-schemes etc. in the local area and any impact would be mitigated by sign-posting to similar alternative provision.</p>
<p>Carers and CARE ACT 2014</p>	<p>From April 2015, carers will be entitled to an assessment of their own needs in the same way as those they care for. If the focus of your EqIA relates to care and support, consider carers' new rights and see the Care Act pages on Compass for more guidance</p>	
	<p>Some families use Cuffley Camp as a holiday resource and this may potentially impact on those with caring responsibilities.</p>	<p>There are alternative childcare facilities, summer play-schemes etc. in the local area and any impact would be mitigated by sign-posting to similar alternative provision.</p>

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Opportunity to advance equality of opportunity and/or foster good relations

The service has identified 31 alternative outdoor activities and residential providers within 90 minutes of Cuffley Camp with over 6,000 residential spaces. Given the distances which some schools travel to Cuffley Camp there are other providers who are located closer to them.

If the decision to surrender the lease is agreed then HCC will work with customers to identify suitable alternative providers to minimise the impact.

Although Hudnall Park, which is an HCC outdoor educational centre, does not have the same capacity as Cuffley Camp, where possible HCC will look to accommodate customers at Hudnall Park. The centre is looking to increase its camping facilities in 2018 which will increase the capacity. With the exception of the high ropes course Hudnall Park has a similar offer to Cuffley Camp and is situated in a rural location which is safe for children. With the addition of the new toilet and shower block, Hudnall Park is better equipped to cater for individuals with limited mobility.

It is not envisaged that the surrender of the lease at Cuffley Camp will have an impact on traffic congestion as most children are transported to residential centres via coach.

Signposting current customers to a range of alternative provision available may help raise awareness of wider community facilities available in the county,

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Impact Assessment – Staff (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Age	Between 39 – 66 – no differential impact identified	
Disability Including Learning Disability	None – no differential impact identified	Staff can raise any pertinent issues during 1-1's and as part of the consultation process including FAQ's.
Race	All White British – no differential impact identified	
Gender reassignment	Not known – no differential impact identified	Staff can raise any pertinent issues during 1-1's and as part of the consultation process including FAQ's.
Pregnancy and maternity	None on maternity leave – no differential impact identified	
Religion or belief	3 Christian, 2 no religion – no differential impact identified	Managers will ensure compliance with equalities legislation throughout the consultation process – staff can raise any pertinent issues during 1-1's and as part of the consultation process including FAQ's.
Sex	3 Female, 2 Male – no differential impact identified	
Sexual orientation	1 Heterosexual/ Straight, 4 not declared – no differential impact identified	
Marriage & civil partnership		
Carers (by association with any of the above)	2 have caring responsibilities – no differential impact identified	Staff can raise any pertinent issues during 1-1's and as part of the consultation process including FAQ's. Staff will also be signposted to the HCC Carers staff network where appropriate, so they can access an independent support network where required.

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Opportunity to advance equality of opportunity and/or foster good relations

In the event that the decision is made to surrender the lease, HCC will endeavour to help staff and direct them to guidance and support in relation to applying for jobs and preparing for interviews if this is something they want.

STEP 5: Gaps identified

Gaps identified

Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on [Compass](#)). How will you make sure your consultation is accessible to those affected?

The relatively high level the information collected appears to be sufficient to identify the likely equalities impact. The vast majority of users are primary aged school children who will be supported to access this type of resource in a planned way through school trips. The impact on those with protected characteristics can be readily mitigated by use of alternative providers and support through the provision of other services generally available, for example, support that would be specified within a child's Education Health and Care Plan.

Staff have been kept informed of the challenges which have faced the centre. If the decision to surrender the lease is agreed then a formal consultation will be carried out with them as part of HCC Change Management Process.

STEP 6: Other impacts- Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

By withdrawing this provision there is a potential impact on children's access to opportunities for learning outside the classroom, however, as there are many outdoor activity and residential centres in and around Hertfordshire some of which may be closer to the service users, the impact will be limited.

If the decision to surrender the lease is agreed, Children's Services will be working with schools to identify suitable alternative facilities. Where possible, HCC will look to accommodate schools at Hudnall Park.

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STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> No equality impacts identified – No change required to proposal.	
<input checked="" type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	The potential for minimal negative impacts have been identified – mainly in relation to age, disability and carers. However, sufficient mitigations have been proposed, primarily an undertaking to signpost current and potential customers to the wide range of outdoor activity and residential providers in and around Hertfordshire.
<input type="checkbox"/> Potential equality impacts identified – Take ‘mitigating action’ to remove barriers or better advance equality. – Complete the action plan in the next section.	
<input type="checkbox"/> Major equality impacts identified – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

STEP 8: Action plan

Issue or opportunity identified relating to:	Action proposed	Officer Responsible and target date
– Mitigation measures – Further research – Consultation proposal – Monitor and review		
Informing Schools and Customers	If the decision is made to surrender the site, HCC will be sending letters to all schools and customers who have attended the centre in the last 2 years. Letters will include information regarding alternative providers. Information will also be placed on the website.	Katherine Fitzpatrick

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This EqIA has been reviewed and signed off by:

Head of Service or Business Manager:

Date:

Equality Action Group Chair:

Date:

HCC's Diversity Board requires the Equality team to compile a central list of EqIAs so a random sample can be quality assured. Each Equality Action Group is encouraged to keep a forward plan of key service decisions that may require an EqIA, but please can you ensure the Equality team is made aware of any EqIAs completed so we can add them to our list. (email: equalities@hertfordshire.gov.uk).

Thank you.

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Appendix A – Cuffley Camp Usage Data

Number of individuals visiting the site from April 2011 to September 2017

	Apr 11 – Mar 12	Apr 12 – Mar 13	Apr 13 – Mar 14	Apr 14 – Mar 15	Apr 15 – Mar 16	Apr 16 – Mar 17	%Change in number of individuals from 2011 to 2017	Apr – Sep 17
No. of days	No. of Individuals	No. of Individuals	No. of Individuals	No. of Individuals	No. of Individuals	No. of Individuals		No. of Individuals
0.5	710	451	584	516	84	462	- 34.93%	0
1	5717	5820	4967	5304	5252	5468	-4.36%	3495
2	548	481	759	376	463	637	16.24%	374
3	1741	1635	1693	1630	1330	1312	-24.64%	1405
4	311	291	279	337	367	234	-24.76%	180
5	192	134	142	133	80	90	-53.13%	114
TOTAL	9219	8812	8424	8296	7576	8203	-11.02%	5568

% of individuals in first 6 months	72.6%	76.8%	77.6%	73.2%	73.2%	74.9%
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Appendix B - Alternative Outdoor Activity and Residential Centres

- There are 31 activity and residential centres in and around Hertfordshire within a 90 minute drive of Cuffley Camp.
- Those venues listed have in excess of 6,000 residential places available for young people.
- In addition to the residential venues there are three providers who can cater for day visits: Herts Young Mariners Base, Stanborough Activity Centre and Essex Outdoors Harlow.

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Tolmers Activity Centre - Scouts (Cuffley): Cuffley EN6 4JS	1.4 miles Approx. 4 mins	<ul style="list-style-type: none"> <li style="width: 50%;">• Residential <li style="width: 50%;">• Crazy golf <li style="width: 50%;">• Aeroball <li style="width: 50%;">• Giant slide <li style="width: 50%;">• Archery <li style="width: 50%;">• Gladiator Duel <li style="width: 50%;">• Air Rifles <li style="width: 50%;">• Assault Course <li style="width: 50%;">• Bungee Run <li style="width: 50%;">• Trampoline <li style="width: 50%;">• Canoeing <li style="width: 50%;">• Zip Line <li style="width: 50%;">• Climbing/Abseiling <li style="width: 50%;">• Pedal karts <li style="width: 50%;">• Tree Climb <li style="width: 50%;">• Raft building 	<ul style="list-style-type: none"> • Total indoor residential capacity of 116. • 70 acres of camping fields are also available. • Capacity of 4,000 for day visits. • Open throughout the year.
Danemead Scout Campsite: Broxbourne EN11 8GG	6 miles Approx. 11 mins	Back to basics site – activities are led by the group staying on site.	<ul style="list-style-type: none"> • Total indoor residential capacity of 24. • Camping is also available.
Fairmead Scout Campsite: Waltham Abbey IG10 4AJ	11 miles Approx. 26 mins	<ul style="list-style-type: none"> • Obstacle Course • Campfire Circle • Altar fires 	<ul style="list-style-type: none"> • Total indoor residential capacity of 40. • Camping is also available.
Scout Park: London N11 2PB	11 miles Approx. 30 mins	<ul style="list-style-type: none"> <li style="width: 50%;">• Air rifle shooting <li style="width: 50%;">• Fire lighting <li style="width: 50%;">• Archery <li style="width: 50%;">• Orienteering <li style="width: 50%;">• Campfire circle <li style="width: 50%;">• Nature centre <li style="width: 50%;">• Climbing 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 262.

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Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
Gillwell Park – Scouts: Chingford E4 7QW	11 miles Approx. 31 mins	<ul style="list-style-type: none"> • 3G swing • Aerial trek • Archery • Campfire • Climbing • Free fall • Jacob's ladder • High ropes • Medium ropes • Rifle shooting • Raft building • Kayaking • Zipwire • Low ropes • Pond dipping • Team building • Pioneering • Aeroball • Pedal karts • Revolving climbing wall 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 1,196. • Open throughout the year.
Harmergreen Wood – Scouts: Welwyn AL6 0US	15 miles Approx. 26 mins	<ul style="list-style-type: none"> • Woodland crafts • Orienteering 	<ul style="list-style-type: none"> • Total indoor residential capacity of 18. • 15 glades cleared in the woodland for camping.
Girlguiding Chigwell Row Campsite and Activity Centre: Chigwell IG7 6EN	17 miles Approx. 35 mins	<ul style="list-style-type: none"> • Abseiling • Archery • Crafts • Grass sledging • Orienteering • Climbing (indoor and outdoor) • Pedal boats • Environmental activities • Trampolines • Water zorbing • Zip line 	<ul style="list-style-type: none"> • 56 acres of campsites are available. • Open throughout the year.
Michael Mallinson Scout Centre: Woodford Green IG8 6RE	17 miles Approx. 35 mins	<ul style="list-style-type: none"> • Climbing Wall • Canoeing • Archery • 'Hawk' throwing range 	<ul style="list-style-type: none"> • Total indoor residential capacity of 36. • Open throughout the year.

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Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
Lees Wood – Scouts: Watford WD17 4YA	21 miles Approx. 35 mins	<ul style="list-style-type: none"> • Climbing • Boulder box • Assault course • Rifle range • Archery • Suction crossbow range • Orienteering • Pedal karts • Pioneering • Conservation • Slack lining 	<ul style="list-style-type: none"> • Total indoor residential capacity of 68. • Camping available.
Phasels Wood – Scouts: Kings Langley WD4 9NA	22 miles Approx. 28 mins	<ul style="list-style-type: none"> • Trampoline • 360 travers • 3G gyro • Abseiling • Aeroball • Air rifle shooting • Archery • Batak • Environment and nature activities • Buzzwire • Climbing • High ropes • Kayaking • Zorbing • Orienteering • Underground tunnels • Zipwire 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 200. • Open throughout the year.
Wymondley Wood – Scouts: Letchworth Garden City SG6 2UB	23 miles Approx. 36 mins	<ul style="list-style-type: none"> • Mini assault course • Pioneering • Archery • Trampoline • 5-a-side football • Volleyball • Play parachute • Earthball • Small group games 	<ul style="list-style-type: none"> • Total indoor residential capacity of 42. • 4 acres of camping fields are available.

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Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
Thriftwood Scout Camp Site: Brentwood CM13 2DP	25 miles Approx. 40 mins	<ul style="list-style-type: none"> • Assault Course • Archery • Abseiling • Axe Throwing • Bushcraft • Climbing • Crate Stack • Crossbows • Demolition Derby • Fishing • Jacob's Ladder • Kayaking • Orienteering • Pedal Cars • Pond Dipping • Rafting • Rifle Shooting • Sky Hi Walk • Slacklining • Trampolines • Zip Line 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 1134. • Open throughout the year.
Dell Farm Outdoor Centre: Dunstable LU6 2LG	27 miles Approx. 41 mins	<ul style="list-style-type: none"> • Orienteering • Bouldering • Climbing • Archery • Nordic walking • Caving • Problem solving • Learning centre 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 80.
Stubbers Adventure Centre: Upminster RM14 2TY	29 miles Approx. 40 mins	<ul style="list-style-type: none"> • Kayaking • Canoeing • Bell Boats • Sailing • Paddle boarding • Raft building • Archery • Rifle shooting • All-terrain boarding • Grass sledging • Caving • Orienteering • Climbing • Abseiling • High ropes • Zipline • Quad bikes 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 272.

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Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes	
Hudnall Park – HCC: Berkhamsted, Near Hemel Hempstead HP4 1QN	29 miles Approx. 46 mins	<ul style="list-style-type: none"> • Archery • Map reading • Shelter building • Obstacle course • Zipline • Low ropes • Parachute games • Tracking 	<ul style="list-style-type: none"> • Mountain biking • Problem solving • Environmental studies • Orienteering • Problem solving • Pond dipping • Go-Karting 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 90 from spring 2018.
Woodrow High House – London Youth Charity: Amersham HP7 0QG	30 miles Approx. 52 mins	<ul style="list-style-type: none"> • High ropes • Jacob's ladder • Low ropes • Archery 	<ul style="list-style-type: none"> • Orienteering • Raft building • Pioneering 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 210. • Open throughout the year.
Skreens Park Activity Centre: Chelmsford CM1 4NL	31 miles Approx. 53 mins	<ul style="list-style-type: none"> • Air rifle shooting • Archery • Team building • Assault course • Pedal karts • Slacklining • Climbing • Mini crossbows 	<ul style="list-style-type: none"> • Pond dipping • Traverse wall • Raft building • Orienteering • Kayaking • Abseiling • Air rifle shooting 	<ul style="list-style-type: none"> • Total indoor residential capacity of 212. • 26 camping areas available.
Cherrywood Campsite – Scouts: Purfleet RM19 1TS	32 miles Approx. 41 mins	<ul style="list-style-type: none"> • Air Rifle Shooting • Archery • Campfire • Hike Routes 	<ul style="list-style-type: none"> • Inflatables • Orienteering • Backwoods Cooking • Volleyball 	<ul style="list-style-type: none"> • Total indoor residential capacity of 14. • Large area available for camping.

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Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
Green Park – ALF (Adventure Learning Foundation): Aston Clinton HP22 5NE	34 miles Approx. 42 mins	<ul style="list-style-type: none"> • Mountain biking • Archery • Zipwire • High ropes • Sailing • Rafting • Bell boats • Pedal karts • Canoeing • Kayaking • Fencing • Jacob's ladder • Climbing • Orienteering • Bushcraft • Abseiling 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 346. • Open throughout the year.
Hillingdon Outdoor Centre: Harefield UB9 6JN	34 miles Approx. 42 mins	<ul style="list-style-type: none"> • Caving • Fencing • Low ropes • Archery • Orienteering • High ropes • Climbing • Abseiling • Zipwire • Pedal karts • Bushcraft • Kayaking • Canoeing • Sailing • Raft building 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 50.
Kingston Ridge – Scouts: Basildon SS16 5PW	35 miles Approx. 48 mins	<ul style="list-style-type: none"> • Back to basics camping. 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 250.
Walter Davies Scout Campsite: Slough SL2 4AH	38 miles Approx. 48 mins	<ul style="list-style-type: none"> • Challenge course • Aerial runway • Crate stacking 	<ul style="list-style-type: none"> • Total indoor residential capacity of 16. • Camping is available.

Equality Impact Assessment (EqIA)

Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
Boyd Campsite and Activity Centre: Henlow SG16 6AR	39 miles Approx. 41 mins	<ul style="list-style-type: none"> • Rifle shooting • Climbing • Kayaking • Archery • Abseiling • Rafting • Pioneering • Fishing 	<ul style="list-style-type: none"> • 12 campsites are available for residential groups.
Essex Outdoors – Essex County Council: Danbury CM3 4AB	39 miles Approx. 48 mins	<ul style="list-style-type: none"> • Zipwire • Archery • Biking • Caving • Adventure and obstacle course • High ropes • Low ropes • Orienteering • Quad biking 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 400. • Open throughout the year.
Belchamps Centre – Scouts: Hockley SS5 4JD	43 miles Approx. 1hr 2 mins	<ul style="list-style-type: none"> • Fencing • High ropes • Jacob's ladder • Pedal karts • Pioneering • Pond dipping • Slacklining • Trampolining • Traverse wall • Abseiling • Air rifles • Archery • Assault course • Bridge building • Bungee run • Bushcraft • Caving • Indoor & outdoor climbing 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 196. • 20 campsites are available.
The Leslie Sell Activity Centre: Bedford MK43 8LD	51 miles Approx. 64 mins	<ul style="list-style-type: none"> • Archery • Rifle range • Pistol range • Pedal karts • Bouldering wall • Mini crossbows • Orienteering • Caving • Team building 	<ul style="list-style-type: none"> • Total indoor residential capacity of 26. • Camping available.
Grendon Outdoor Learning Centre: Northampton NN7 1JW	59 miles Approx. 78 mins	<ul style="list-style-type: none"> • Archery • Canoeing • Raft building • Tarzan challenge • Low ropes • Adventure walk 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 156. • Open throughout the year.

Equality Impact Assessment (EqIA)

Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes
The Jarman Centre: Newmarket CB8 9HB	60 miles Approx. 80 mins	<ul style="list-style-type: none"> • Trampolines • Geocaching • Archery • Woodland skills 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 137.
Essex Outdoors Bradwell - Essex County Council: Southminster CM0 7QY	61 miles Approx. 83 mins	<ul style="list-style-type: none"> • Archery • Canoeing • Dinghy sailing • High ropes • Orienteering 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 60. • Open throughout the year.
Everdon Activities Centre: Daventry NN11 3BL	67 miles Approx. 84 mins	<ul style="list-style-type: none"> • Canal visits • Orienteering • Navigation • Woodland survival • Team building • Natural arts • Habitat studies 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 30. • Open throughout the year.
Essex Outdoors Mersea - Essex County Council: Colchester CO5 8SX	69 miles Approx. 86 mins	<ul style="list-style-type: none"> • Zipwire • Archery • Canoeing • Caving • Coastal discovery • Adventure and obstacle course • High ropes • Kayaking • Kit karts • Low ropes • Orienteering 	<ul style="list-style-type: none"> • Total indoor residential and camping capacity of 500. • Open throughout the year.

Equality Impact Assessment (EqIA)

Day Visits Only

Site Name	Distance / Travel Time	Examples of Services/Activities Provided	Notes	
Herts Young Mariners Base: Cheshunt EN8 9AJ	6 miles Approx. 20 mins	<ul style="list-style-type: none"> • Fencing • Kayaking • Orienteering • Raft Building • Paddle boarding • Sailing • Adventure Games 	<ul style="list-style-type: none"> • Archery • Bell Boating • Bush Craft • Canoeing • Caving • Problem Solving 	<ul style="list-style-type: none"> • Ideal for day visits. • Open throughout the year.
Stanborough Activity Centre – Finesse Leisure: Welwyn Garden City AL8 6DF	10 miles Approx. 19 mins	<ul style="list-style-type: none"> • Adventure Days • Power Boating • Archery • Fishing 	<ul style="list-style-type: none"> • Canoeing Courses • Taster Sessions • Sailing Courses • Adventure Parties 	<ul style="list-style-type: none"> • Ideal for day visits. • Open throughout the year.
Essex Outdoors Harlow – Essex County Council: Harlow CM20 2QS	16 miles Approx. 28 mins	<ul style="list-style-type: none"> • Abseiling • High ropes • Kayaking • Canoeing • Orienteering 	<ul style="list-style-type: none"> • Raft building • Archery • Low ropes • Paddle boarding 	<ul style="list-style-type: none"> • Capacity of 120 for day visits. • Open throughout the year.