Equality Impact Assessment



This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

Service Regeneration & Planning

Title of policy, service, function, project or strategy

Reshaping the Council's Museums Service

Type of policy, service, function, project or strategy: Existing 🛛 New/Proposed 🖂

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People involved with completing the EIA

Paul Rogers

Step 1.1: Make sure you have clear aims and objectives

Q1. What is the aim of your policy, service, function, project or strategy?

The reoprt contains considerations for the future direction for the City Council's museums service and considers some early actions to underpin successful future management and development .

Q2.

Who is intended to benefit? Who will it have a detrimental effect on and how?

The initial focus of work over the next 6 months is the successful transfer of the museums service back to the city council and recruitment of a specialist manager to play a key role in management and development of the service. This should provide positive benefits to residents and vsitors to the aims of the counci's startegic objectives. Transfer of the Museums Service back to the City Council and recruitment of a specialist manager to play a key role in management and development of the service. This will be undertaken alongside the development of a HLF Resilient Heritage funding bid and more detailed consideration of options for a potential new Collections Centre and identification of a preferred site

Step 1.2: Collecting your information

Q3. Using existing data (if available) and thinking about each group below, does, or could, the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age		\boxtimes	
Disability		\boxtimes	
Faith, religion or belief		\boxtimes	
Gender including marriage, pregnancy and maternity		\boxtimes	
Gender reassignment		\boxtimes	
Race		\boxtimes	
Sexual orientation including civic partnerships		\boxtimes	
Other socially excluded groups such as carers, areas of deprivation		\boxtimes	

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Rural communities

Step 1.3 – Is there a need to consult!

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

Consultation work has been undertaken in support of the reports as follows: Discussions with Arts Council England, Heritage Lottery Fund and Museums Development North West are ongoing; A Cabinet Liaison Group discussed these proposals September and again in December. In terms of consultation with the public and with museums staff, details of these proposals have to date been treated as confidential, given the potential impact on county council staff currently employed within the Museums Service. However, no major decisions on reshaping the service have been taken at this time and meetings with staff will take place imminently.

Step 1.4 – Assessing the impact

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

Age: The report recommendations do not impact negatively on any groups by age.

Disability: Work on options for buillings will take into account accessibility considerations.

Faith, Religion or Belief: The report recommendations do not impact negatively on any groups by religious affiliation.

Gender including Marriage, Pregnancy and Maternity: The report recommendations do not impact negatively on any groups by gender.

Gender Reassignment: The report recommendations do not impact negatively on any groups by geneder reassignment.

Race: The report recommendations do not impact negatively on any groupd by race

Sexual Orientation including Civic Partnership: The report recommendations do not impact negativelyon any groups by sexual orientation.

Rural Communities: The report recommendations do not impact negatively on any rural groups.

Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

N/A

Q7. Do you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

No

Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

N/A

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Q9. If you are not in a position to go ahead, what actions are you going to take?

N/A

Q10. Where necessary, how do you plan to monitor the impact and effectiveness of this change or decision?

N/A