

# 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** Sustainable Growth

**Title of policy, service, function, project or strategy**

City Museum redevelopment

**Type of policy, service, function, project or strategy:** Existing ☒ New/Proposed ☐

**Lead Officer** Carolyn Dalton

**People involved with completing the EIA**

Carolyn Dalton (using externally produced Disability Access Audits)

## Step 1.1: Make sure you have clear aims and objectives

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

To redevelop the building and museum displays at the City Museum

Q2. Who is intended to benefit? Who will it have a detrimental effect on and how?

It is intended to benefit the people of the Lancaster district and visitors. The project will have a detrimental impact on museum visitors for 3 years as the building will need to close for the work to be carried out.

## 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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

## 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

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We currently have a full Disability Access Audit conducted by EMBED and a smaller Accessibility survey conducted by 'The Marketplace and I' at Lancaster University. We also build upon work with groups representing those with a disability (Disability Advisory Group and Touch & See project for those with sight loss in conjunction with Lancaster University and Galloway's Society for the Blind). We are also building upon significant work around black histories looking at Lancaster's connection with the Slave and West Indies trades, the Abyssinia Campaign of 1868 (King's Own Royal Regiment Museum), the Windrush and Black Entertainers in Morecambe - working with the Lancaster Black History Group, the Facing the Past project, the Ethiopian Orthodox Church and Ethiopian community and the University of Central Lancashire. As part of the project we intend to consult with local communities (including all groups covered by the Equality Act) in order to deliver the project, including building improvements and to inform the new museum displays. In order to develop a Development Phase application we intend to undertake community consultation.

## 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?

<b>Age:</b> Positive impact - improved accessibility for those with mobility issues (e.g lift) and those suffering particularly with dementia and sight loss. Improved public facilities (e.g public toilet). Museums have been shown to reduce incidences of dementia and depression in the over 50s
<b>Disability:</b> Positive impact - improved accessibility for those with mobility issues (e.g lift) and those suffering from neurodivergent disabilities. Improved public facilities (e.g public toilet). The lived experience of different disabilities will be represented within the displays
<b>Faith, Religion or Belief:</b> Positive impact through provision of a quiet space/prayer room. Different beliefs within local communities will be represented in displays.
<b>Gender including Marriage, Pregnancy and Maternity:</b> Positive impact - increased accessibility (e.g. lift) and public facilities (e.g. public toilets). Representation in the displays
<b>Gender Reassignment:</b> Positive impact through representation in the displays
<b>Race:</b> Positive impact through representation of black histories (including positive ones demonstrating black agency) within the displays.
<b>Sexual Orientation including Civic Partnership:</b> Click here to enter text.
<b>Rural Communities:</b> Click here to enter text.

## 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?

We are not directly discriminating

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

As part of the work to develop a Development Phase application to NLHF we will be conducting wide-ranging community consultation. This will include our Disability Advisory Group. If the Development Phase application is successful then the formal Development Phase of the project will involve further widespread consultation and engagement.

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

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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.

The recommendation to develop the City Museums (prioritising the redevelopment of the City Museum) was taken by Cabinet in February 25 following a full Museum Service Review with assessment of 8 options for the future of the museums. The City Museum possessed the greatest potential for improvement - including physical accessibility to the building and public toilet facilities

Q9.  
If  
you

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

We will continue to develop our EDI work, following and developing our EDI action plan

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

This is a decision that is the first stage in a wider project. Impact and effectiveness will not be experienced at this stage except in terms of helping to make the project as effective and impactful as possible through consultation