

Savings Proposals 2015/16: Equality Impact Assessment (EIA) – Museums - DRAFT

Officer Name:	Sue Cheriton	Position:	Executive Head
Business Unit:	Residents and Visitor Services	Directorate:	Place and resources
Date Started :	May 2014	Date of current version:	June 2014

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Executive Lead / Head Sign off (*when final version*):

Executive Lead(s)		Executive Head:	
Date:		Date:	

Summary from Overall Savings Proposals:

Proposals – Outline	Savings for 2015/16		Implementation Cost <i>Include brief outline + year incurred</i>	Delivery <i>When will this proposal realise income / savings</i>	Risks / impact of proposals <ul style="list-style-type: none"> • <i>Potential risks</i> • <i>Impact on community</i> • <i>Knock on impact to other agencies</i> • <i>If statutory service please state relevant legislation section and Act together with any statutory guidance issued.</i> 	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Museums Grants Further reduction in Museum Grants		20	None	2015/16	This would mean in 2015/16 museum would lose approx 42% of their budgets (a previously agreed £20k reduction was agreed at Council in February 2014). There is the potential risk that if savings cannot be achieved from the Future Museum Project savings may need to be identified elsewhere within this service. This could mean the museums could not continue to operate			X

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome.</p>	<p>This proposal seeks to reduce the grant currently paid to museums within Torbay by an additional £20k. It should be noted that a £20k reduction to the museum grant was previously agreed at the Council meeting in February 2014 – therefore, this will mean a total £40k reduction in grant – equivalent to a 43% grant reduction.</p> <p>The current value of the grants are :</p> <p>Torquay Museum : £76,500 Brixham Museum : £20,300</p> <p>Currently there is a Future Museums Project funded by the Arts Council which is in progress and is specifically looking at how the museums including Torre Abbey can join together to be more sustainable. It is suggested that the outcome of this project may allow the sharing of resources such as marketing, retail, catering, education, collections management and curatorial support. Each unit provides these separately and probably has more capacity than they need individually therefore by working together this may be of great benefit.</p> <p>If the Future Museums fails to deliver the savings which are identified this may result in a significant loss of service to the museums, or a complete closure.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>The museums are likely to be affected by the reduction in grant and this may result in loss of service – through reduction in opening, or in the worst case scenario the museums being unable to function at all. Admissions have been down over the last year due to the good weather in the summer.</p> <p>Both museums are well supported locally with many volunteers, voluntary trustees and friends groups.</p>

No	Question	Details
		The collections held by these museums are considered important locally and regionally and local people would want to ensure these are maintained appropriately.

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Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>Current usage figures for each museum for the latest full year is as follows:</p> <ul style="list-style-type: none"> • Number of visitors to Brixham Museum (2013/14) – 12,581 (on target) • Number of pupils visiting in groups – Brixham Museum (2013/14) – 562 • Number of visitors to Torquay Museum (2013/14) – 18,743 down from 25,857
4.	How will / have you* consulted on the proposal?	<p>Consultation with the Arts Council Museums Liaison Officer has taken place and it was agreed that any reduction would have to follow the Future Museums Project otherwise the funding by them for this would be compromised.</p> <p>The management and trustees of each museum will need to be consulted and the maximum amount of time will be required for them to plan for these reductions. This will be done face to face and in writing.</p>
5.	Outline the key findings	<p>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN: Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</p>

No	Question	Details
6.	<p>What amendments may be required as a result of the consultation?</p>	<p><i>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN: Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i></p>

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Positive and Negative Equality Impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
Older or younger people			<p>Young people may be affected as the museums are key to field education packages.</p> <p>Brixham Heritage Museum also provides regular work experience opportunities for schools and college students – there is a potential that this opportunity may be lost should the museum be no longer viable.</p> <p>Brixham Heritage Museum coordinates the Mini Museums Project, which also involves Torquay Museum and Torbay Childminders Group. There has been 3-year funding for this work. There is a potential that this opportunity may be lost should the museums be no longer viable.</p> <p>Brixham Heritage Museum has provided memory/nostalgia outreach sessions at local care homes, working with people with dementia, which has had positive lifestyle/health implications. There is a potential that this opportunity may be lost should the museum be no longer viable.</p>	

No	Question	Details	
			<p>Many museum volunteers, including trustees with a wealth of professional experience and knowledge, are older people whose service to the community would be lost should the museums no longer be viable.</p>
	<p>People with caring responsibilities</p>		<p>Through Torbay Carers Discount Scheme (facilitated and administered by Torbay and Southern Devon Health and Care NHS Trust), carers belonging to Torbay Carers Register are offered free access to Brixham Heritage Museum and Torquay Museum to offer carers a break from their caring responsibilities. There is a potential that this opportunity may be lost should the museum be no longer viable.</p>
	<p>People with a disability</p>		<p>No differential impact</p>
	<p>Women or men</p>		<p>No differential impact</p>
	<p>People who are black or from a minority ethnic background (BME)</p>		<p>No differential impact</p>
	<p>Religion or belief (including lack of belief)</p>		<p>No differential impact</p>
	<p>People who are lesbian, gay or bisexual</p>		<p>No differential impact</p>
	<p>People who are transgendered</p>		<p>No differential impact</p>

No	Question	Details	
	People who are in a marriage or civil partnership		No differential impact
	Women who are pregnant / on maternity leave		No differential impact
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		Many children are offered free access to education elements provided by these museums – There is a potential that this opportunity may be lost should the museum be no longer viable.
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		No differential impact
8a.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	There are no impacts on any other budget savings or Council service area	
8b.	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	There are no impacts on any other budget savings or public service area	

Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	<i>Outline each negative impacts identified relating to equalities in question 7 and how each impact will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised?</i>

Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	Outline plans to monitor the actual impact of your proposals	<i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented, including dates and methods.</i>

Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	State a recommended course of action <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the</i>	Outcome 1: No major change required - <i>EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>		
		Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i>		

	<i>reasons for your decision</i>	<p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>		
		<p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		

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