

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

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| Name of Head of Service for area being assessed | Chris Jenner |
| Directorate | Community Wellbeing |

| Individual(s) completing this assessment | Name | Job Title |
|---|--------------|---------------------------------------|
| | Jon Chedgzoy | Museums, Libraries & Archives Manager |
| Date assessment completed | 17/5/22 | |

2. What is being assessed

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| Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.) | Proposed redevelopment of Hereford Museum and Art Gallery | | |
| What is the aim, purpose and/or intended outcomes of this activity? | <p>Aim: To redevelop the Hereford Museum and Art Galley creating a modern high quality visitor attraction in the city, and improving access to culture for all.</p> <p>Outcome: modernised museum and art gallery, offering visitors and residents access to culture, new experiences and learning opportunities.</p> | | |
| Name of lead for activity | Roger Allonby | | |
| Who will be affected by the development and implementation of this activity? | <input checked="" type="checkbox"/> Service Users <input type="checkbox"/> Patients <input type="checkbox"/> Carers <input checked="" type="checkbox"/> Visitors | <input checked="" type="checkbox"/> Staff <input checked="" type="checkbox"/> Communities <input type="checkbox"/> Other _____ | |
| Is this: | <input type="checkbox"/> Review of an existing activity <input checked="" type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence? | | |
| What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.) | <p>Only a small proportion of visitors to Herefordshire as county visit the city, this leads to a low average visitor spend across the county as a whole. Through creating a new focal point for visits to the city, the new museum will provide a primary attractor encouraging existing visitors to extend their stay and new visitors come to the Hereford.</p> <p>The current museum and art gallery is limited in terms of accessibility, is dated, of limited size, and will be unable to showcase new exhibitions such as the Herefordshire Hoard.</p> | | |

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| | <p>The project will create a cultural hub to promote and celebrate the heritage, creativity, design and entrepreneurship of the county. The facility would enable national and international exhibitions to come to Hereford. The building would include space for digital exploration, and provide a digital gateway for the public. The project will encourage and deliver Community involvement and engagement. The facility would require skills investment and the creation of new jobs.</p> <p>The project will also provide new skills development opportunities through work placements in for example archaeology and a Café and restaurant employing staff and offering NVQs.</p> |
| <p>Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)</p> | <p>The project is being brought forward as part of the development of the Hereford Town Investment Plan (TIP) development. The TIP was submitted to Government in January 2021 and subsequently an offer of £5m funding for the scheme has been received from Government.</p> <p>The development of the plan includes significant engagement with stakeholders and the general public. A consultation strategy has been developed in conjunction with Archetype – the project’s architects – and this is currently being implemented. The consultation process has begun with staff and will then be rolled out to key stakeholder groups and the wider public.</p> <p>The development of the TIP is being led by a partnership Board including representatives from public, private, education, and community/ voluntary sectors.</p> |
| <p>Summary of relevant findings</p> | <p>There is broad support for the redevelopment of the now dated Museum and Art Gallery redevelopment, creating a new primary visitor attraction and improving access to culture for all. The development would also contribute to the local economy by encouraging footfall into the city centre with the resulting spend in local businesses and hospitality venues.</p> |

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

| Equality Group | Potential <u>positive</u> impact | Potential <u>neutral</u> impact | Potential <u>negative</u> impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|---|----------------------------------|---------------------------------|----------------------------------|---|
| Age | X | | | <p>A modernised museum and library building will improve accessibility for all.</p> <p>Access to cultural and learning opportunities in the new museum will improve their health and wellbeing for the local population.</p> <p>Attracting more visitors to the city will help sustain and create new employment opportunities as the city looks to recover from the significant impacts of Covid 19.</p> |
| Disability | X | | | |
| Gender Reassignment | | X | | |
| Marriage & Civil Partnerships | | X | | |
| Pregnancy & Maternity | X | | | |
| Race (including Travelling Communities and people of other nationalities) | | X | | |
| Religion & Belief | | X | | |
| Sex | | X | | |
| Sexual Orientation | | X | | |
| Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc) | X | | | |
| Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies) | | X | | |


| What actions will you take to mitigate any potential negative impacts? | Risk identified | Actions required to reduce/ eliminate negative impact | Who will lead on the action? | Timeframe |
|--|---|---|------------------------------|-----------|
| | Design of the building restricts access | Professional technical teams will lead the design and implementation of the changes to ensure redeveloped site has full access to all areas to comply with relevant legislation | JC | Ongoing |
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4. Monitoring and review

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| How will you monitor these actions? | A Towns Fund Project Board will oversee the development of the projects. An updated EIA will be submitted along with other relevant papers for consideration at each stage of Herefordshire Council's Governance process |
| When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation) | Once submission of the Final Business Case is made in June 2022, the EIA will be reviewed on a monthly basis as the project progresses. |

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

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| Signature of person completing EIA |  |
| Date signed | 17.5.22 |