

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Future Management of Nottingham Museums Service

Department: Communities

Service Area: Sport & Culture

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Director: Hugh White

Strategic Budget EIA Y (please underline)

Brief description of proposal / policy / service being assessed:

The Council is to consider the transfer of the management for Nottingham Castle into a not for profit Trust operation. This being considered in the context of the Nottingham Castle Development Scheme due to a contingent VAT liability, that the Council would become responsible for, as a result of the re-development taking place. The City Council considers this the best opportunity to ensure a sustainable service for the Council, with a clear focus on a step change for the Nottingham Castle offer.

Information used to analyse the effects on equality:

In assessing the impact of the proposal, information relating to profile of visitors has been used. This has been gathered from the most recent biennial (2014) Museums visitor survey and a summary analysis is outlined below.

Whilst the proposal may have an impact on all users, in that visitors will need to continue to access the service and activities under a new operator, this will not be at the detriment or disadvantage to a single group or groups as defined by this assessment. Through the proposal the City Council will retain ownership of the heritage buildings, and in any contract negotiations will ensure that an equivalent service is maintained. In the case of the Castle, as a result of the investment, this should provide enhanced access and opportunities for specific groups as outlined below.

The data shows the following:

People from different ethnic backgrounds: 12% of total visitors are from different ethnic groups. This is low compared to the non-white population for Nottingham of almost 25%, but is in line with visitor profile of other museum Heritage sites nationally.

Men, Women: The visitor survey indicates that 59% of visitors are female and 41% are male. This closely mirrors the Citywide profile of 62% Female and 38% Male. There is no information available of Maternity / pregnancy related visitors

Disabled people and carers: 9% of visitor are by disabled people – this has increased by 5% from 2012. Where possible the museum Service has improved accessibility for customers, given the limitations associated with Heritage / listed buildings. The Castle developments in particular will see accessibility improvements to the surrounding areas of the Castle and any alterations will take into account current DDA requirements and provide more accessible spaces

Employees: HR advice, guidance and good practice, shall be adhered to in respect of employees potentially placed at risk as a result of these proposals in line with policies such as the On Merit procedures and legislative protection under Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE).

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The development work at the Castle will include much improved technology which will benefit all ethnic groups through the ability to communicate in a variety of languages. Additional to this the improvement of signage will allow much easier orientation of the Castle site</p> <p>Improved accessibility will be included as part of the Castle Developments. Proposals include the provision of a lift to allow access from Brewhouse Yard to the Castle Grounds, which are currently accessed on foot by a step pathway. Other works to the Grounds will include improvements to pathways and the provision of ramps. The New Visitor Welcome Centre will be built in accordance with building regulations and provide improved reception access for disabled people and carers</p> <p>A key focus from the Heritage Lottery fund (the main funder for the Castle Development Project) is on Education. The improvements to the gallery space and the handling areas will impact on people from all generations. Specifically the use of latest technology will provide an improved offer for both older and younger people.</p>	<p>NCC will continue to consider equality as part of the design of the Castle Development project, ahead of securing any new management operator for the service</p> <p>Any new operator will inherit and continue to manage the improvements and accessible facilities currently offered by the service, as well as those planned for the Castle Development.</p> <p>In any contract negotiation with the new provider the City Council would seek to minimise the direct impact on Citizens and visitors, by encouraging the new provider to maximise visitors from all groups through their promotions and concessions offered.</p>
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).				
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>		

Outcome(s) of equality impact assessment:

- No major change needed •Adjust the policy/proposal •Adverse impact but continue
- Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:

- Review of the building accessibility requirements and enhancements with the architects and appointed building contractors as part of the Castle Development – June 2016

- Commission next (2016) biennial visitor survey ensuring the inclusion of equalities monitoring questions consistent with previous surveys. – March 2016.
- Ensure that there is an ongoing biennial visitors survey undertaken as part of any negotiated contact agreement

Approved by (manager signature):

Date sent to equality team for publishing:

Contact email and telephone:

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk