

## Equality Impact Assessment Form (Page 1 of 2)

**AMBER**

**Title of EIA/ DDM:** Nottingham Castle Transformation

**Department:** Sport and Culture

**Service Area:** Museums

**Author (assigned to Covalent):**

**Name of Author:** Richard Hamblin

**Director:** Hugh White

**Strategic Budget EIA Y/N (please underline)**

**Brief description of proposal / policy / service being assessed:**

The transformation plans for Nottingham Castle, which aim to create a world class heritage destination and nationally significant centre for learning about protest and rebellion.

**Information used to analyse the effects on equality:**

During the development phase of the Nottingham Castle Project, significant and sustained consultation took place with a variety of people, including (but not restricted to) disability groups, young people from BAME communities, teachers, youth groups and the general public. The methods of consultation included focus groups, online and paper questionnaires, face to face events, presentations and workshops. A full report has been prepared entitled *Revisoning Nottingham Castle, development stage consultation report for Nottingham City Council, DBA Consulting, May 2016.*

<..\..\Activity Planning\ACTIVITY PLAN - FINAL\NC Activity Plan 150616 FINAL.pdf>

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>The current visitor profile does not fully reflect the ethnic background of the population of Nottingham, with visitor surveys indicating that 15% of visitors are from a non-white ethnic background compared to a non-white population of almost 29% in Nottingham.</li> <li>Ethnic groups are cross-cutting: they make up a proportion of the local population, of the tourist audience and of formal learning audiences. Within the local population, there are many different ethnic groups and communities, including international and UK students, established BAME communities and emerging communities.</li> <li>The physical improvements to</li> </ul>	<ul style="list-style-type: none"> <li>Over the next 4 years, the Heritage Lottery Funded (HLF) Castle Activity Plan will engage with non-white ethnic groups through a combination of off-site and on-site project work.</li> <li>Continue to monitor attendance and make necessary adjustments to improve the statistic for attendance of people from a non-white ethnic background</li> <li>Applicable to all groups where economic barriers are an issue, is the Introduction of a Gift Aid ticket that enables a one off payment for a year pass to the site.</li> <li>The professional consultancy team includes accessibility consultants both for the capital build and the interpretation.</li> <li>All galleries have been designed to be</li> </ul>
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 checked="" 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"/>

<p>Nottingham Castle will have a positive impact on disabled people, as any alterations will take into account current Equality Act requirements and provide more accessible spaces. Proposals include the provision of a wheelchair accessible land train which will enable visitors to travel between Brewhouse Yard and the Castle and around the Castle grounds up to the Ducal Palace. The landscape proposals include the provision of an increased number of designated disabled parking bays and improved pathways and ramps. A new visitor centre will be built in accordance with current building regulations and will provide a much improved reception access for disabled people and carers. In addition a Changing Places facility will be created on site.</p> <ul style="list-style-type: none"> <li>All galleries have been designed to be fully accessible.</li> <li>Improved accessibility around the site by means of the land train will mean that older, less mobile visitors will be able to enjoy a full and extended visit to the Castle and Brewhouse Yard.</li> <li>The development of a comprehensive and engaging Learning Strategy and Schools Programme, aligned to the National Curriculum, and an Activity Plan targeting non-visitor, will ensure that the offer for young people at Nottingham Castle will be greatly improved.</li> <li>Focusing on participation and co-creation, young children will be given the opportunity to learn, play, and create through investigation of the three project themes - Explore, Rebellion and the Power of Art and Making.</li> </ul>	<p>fully accessible.</p> <ul style="list-style-type: none"> <li>Specific timely consultations with groups and families with disabilities to inform design. Eg. Tell Me an Artwork and Playground consultation.</li> <li>Continue to monitor all aspects against the key HLF outcomes which are as follows:</li> </ul> <p><b>Outcomes for Heritage:</b></p> <ul style="list-style-type: none"> <li>site of national importance revision</li> <li>1,000 years of heritage brought to life</li> <li>2 Scheduled Monuments conserved, protected and enhanced</li> <li>1 ancient protected cave system opened and interpreted</li> <li>12 significant Collections housed and improved</li> <li>1 Grade I Listed Building brought into sustainable high profile use</li> <li>2 underused heritage buildings brought into productive use</li> <li>1 new Independent Trust created</li> </ul> <p><b>Outcomes for People:</b></p> <ul style="list-style-type: none"> <li>500 volunteers recruited</li> <li>1,086 people trained</li> <li>16,000 schoolchildren visit per annum</li> <li>50 activities developed and delivered to widen participation</li> </ul> <p><b>Outcomes for Communities:</b></p> <ul style="list-style-type: none"> <li>400,000 visitors attracted per annum</li> <li>£90m of additional visitor spend in the economy over 10 years</li> <li>2,000 additional jobs created in the local economy</li> <li>226 construction jobs supported</li> </ul>
--	---

<p>Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).</p> <p><b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b></p> <p>Parents/Carers with young children, especially single parent groups, will be have improved and easier accessibility.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>• The creation of a new outdoor Play Space within the Castle ditch will also add a new layer of interest for young people and increase dwell time for families.</li> <li>• The capital works will include significant use of AV technology, AV interactives and mechanical interactives applied in animation, film and gaming experiences on gallery, the Activity Plan also includes Gallery Explainers to facilitate visitors experience on gallery - the variety of engagement tools will benefit all groups through the ability to communicate in a variety of highly visual, verbal and non-verbal methods.</li> <li>• All text used throughout the site will be DDA compliant.</li> <li>• The improvement of signage will allow a much easier orientation of the Nottingham Castle site.</li> </ul>	

**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:**

The aims of the evaluation programme will be to:

Evaluate the project through quantitative and qualitative measures, contributing to a final evaluation report which explores how the project has met its outcomes for people, communities and heritage and reports against the targets and measures of success set out in the project Activity Plan.

Collect audience data from ticket admission information and evaluate data – eg. postcode monitoring

Collect monitoring information to report back to the Heritage Lottery Fund

Improve future practice and inform projects run by NCC and other organisations

Outputs of the evaluation process will include:

Interim evaluation reports post-capital works and 12 months after opening, assessing progress to date and identifying lessons and challenges

Final project evaluation report, incorporating quantitative and qualitative evidence

Database of project activities delivered and participant numbers

Monitoring data reported back to the HLF and NCC

The evaluation will be based on Heritage Lottery Fund guidance for evaluating projects. The success of the project will be

measured against how successfully it has achieved the desired outcomes for people, communities and heritage.

The evaluation will include input from visitors, community participants, volunteers, staff and other stakeholders.

**Approved by (manager signature):**

Hugh White

[Hugh.white@nottinghamcity.gov.uk](mailto:Hugh.white@nottinghamcity.gov.uk)

0115 876 4980

**Date sent to equality team for publishing:**

Date 12/02/2020

Send document or link to:

[equalityanddiversityteam@nottinghamcity.gov.uk](mailto:equalityanddiversityteam@nottinghamcity.gov.uk)

**12/3/2020 Saema Mohammad**

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.