

Equality Impact Assessment

Name of the proposal : Hampshire Museums & Arts Service reorganisation – Phase 2

Department : Culture Community and Business Services

Name of lead officer : Janet Mein

Publication date: 19/11/2010

Review date: 23/01/2012

Departmental Manager Approval by : Helen (CCRA) Wheeler

Departmental Manager Approval date : 18/11/2011

Main purpose and aims of the policy, plan or project

Reorganisation and restructuring of the Arts and Museums Service to address the significant financial risk associated with changes to the national Renaissance programme and the reduction in local authority funding subsequent to the CSR in October 2010.

Main elements of the policy, plan or project

Staff restructuring;

The proposals outlined in section 7, 8 and 9 of the Draft Strategic Plan and proposals set out for consultation to staff and unions on 30th September identify that the strategic and fundamental reorganisation of the service would impact significantly on the staffing structure and imply change in a large proportion of roles.

Proposals that will have a direct impact on staff:

1. review of the arts and museum venue portfolio and identifying alternative options for service delivery
2. increase efficiency in managing arts and museum venues and greater integration of facilities management

Reduction of the budget resource by 16% Museums (2011/12 and 12/13) and 8% arts (2012/13)

The existing Community Museums, Museums Resources, Learning & Access, Milestones and Basing House and Arts teams are remodelled as an integrated service organised into 5 functional areas

- Learning and Community Engagement
- Visitor Services
- Exhibitions
- Collections
- Partnership and Planning

See Table 1 - Overall Summary

In addition to voluntary redundancy other voluntary measures are being investigated such as reductions in working hours

Detailed Assessment

Age:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	
Disability:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Faith:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Gender:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	
Transgender:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Race:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Sexual Orientation:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Marriage / civil partnership:	Impact : No Impact

Any specific issues identified:	
What action will be taken to address any identified issues:	
Pregnancy & maternity:	Impact : Low
Any specific issues identified:	
What action will be taken to address any identified issues:	
Other factors:	Impact : Medium
Any specific issues identified:	
What action will be taken to address any identified issues:	

Details of why some groups are low and/or no impact

Disability - 0.9% of Arts and Museum Staff are declared disabled

Faith - no data is gathered on faith

Transgender - no data is gathered

Race- Only 0.49% of staff have not declared ethnicity and 98% are White-British. Declared B-black – is grade C.

3 staff not obtained/refused – Grades B/C

Sexual Orientation - no data collected

Pregnancy and Maternity - legal protection applies.

Where no data is collected. Note appointments to the service are based on professional qualifications and experience

Conclusion

The proposed new staffing structure is subject to formal consultation with staff and unions and a final decision of structure will be made at the decision Day 20th January 2012.

The proposals may cause uncertainty and anxiety for staff during the period of consultation and implementation - regular communications briefings and face to face meetings will be in place for all staff.

May be unable to grant voluntary redundancy to all staff expressing an interest -

For more information please visit the [Hampshire County Council Equality & Diversity web page](#).