

## Equality Impact Assessment – Summary Report

<b>Department:</b> Culture, Communities and Rural Affairs	<b>Date:</b> 26 October 2010
<b>Completing Officers Names:</b> Jo Bailey and Helen Wheeler	
<b>Policy, Strategy, Service or Plan that was Impact Assessed:</b> This assessment reviews the impact of the proposed reorganisation and restructuring of the Hampshire County Council Museums and Arts Service on existing and potential users of the museums and related services.  Proposals have been put forward to reorganise the service to address the significant financial risk associated with changes to the national Renaissance <sup>1</sup> programme and to ensure a sustainable future for the Museums and Arts Service.  The proposals outlined in the Culture, Community and Rural Affairs Select Committee report ' <b>Hampshire Museums and Arts Service- Planning for the Future</b> ' (published October 2010) identify that the strategic and fundamental reorganisation of the service would be guided by five principles, including 'widening participation'. To achieve this particular principle, the proposals aim to provide a balance of front line services between: 'strategically located museum venues in population centres with a strong exhibition and learning programme' and 'sustaining capacity to deliver experiences beyond the museum buildings into everyday places for a wide range of audiences, including young people and older residents'.  The proposals that will have a direct impact on the public are: <ul style="list-style-type: none"><li>○ Restructuring and reducing the size of the workforce to create an area based Community Museums Team, Learning and Community Engagement Team and joint management of Milestones and Basing House. (The equalities impact on staff is covered in a separate Equalities Impact Assessment).</li><li>○ Significant reduction in core investment in four venues from April 2011 and exploration of how Hampshire County Council can further engage the wider local community to support delivery of these public venues in the future – Allen Gallery and Curtis Museum in Alton; Rockbourne Roman Villa, near Fordingbridge and Bursledon Windmill near Eastleigh. These sites were selected using a number of criteria that included location, population surrounding the venue, contribution to tourism, visitor figures, running costs and partnership contributions.</li><li>○ Minor reductions in opening hours at some other sites – Aldershot Military Museum, Westbury Manor Museum, Willis Museum and the Red House Museum and Gardens.</li></ul>	
<b>Summary of findings:</b>  <b>Age</b> - Reduced access to museums for <b>older people</b> in Alton, the Red House Museum in Christchurch, Westbury Manor Museum in Fareham and SEARCH in Gosport - due to reductions in opening hours and staffing levels that may have a greater impact on older people due to age profile of current visitors/users and services provided.  <b>Age</b> – Reduced access to museums/services for <b>children and families</b> in all museums due to reduced opening hours and lower staffing levels leading to a possible reduction in	

<sup>1</sup> Renaissance programme - Central Government funding received as a Hub lead for the SE Region.

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family holiday activities organised by front-of-house staff.

**Gender** - Reduced opening hours at Aldershot may have a greater impact on **men**. The military collections at Aldershot tend to attract more men than women.

Reduced access to the Allen Gallery, and reduced opening hours at the Red House Museum and Westbury Manor Museum may have a greater impact on **women** to judge by the profile of current visitors.

**Income** - Reduction in opening hours at Westbury Manor Museum may have an impact on **low income** groups judging by current visitor profile.

**Location** - Reduction in staffing levels at SEARCH will have an impact on targeted work with children and with older **people in deprived areas**

Minimal or no impact has been identified in relation to any other group.

### Summary of mitigating actions:

#### Age – older people

- Clear communications about open days and new opening hours
- Programme of activities beyond the museum buildings in everyday places to engage older people who are currently not able to use museums
- More online services to be developed that will appeal to older people.

#### Age – children and families

- Proposed development of the Curtis Museum as a Learning Resource Centre which is intended to improve access to the museum for young people by increasing the activities provided for young people
- Joint management and marketing of Milestones and Basing House which should increase key shared target audiences – families and schools.
- Lead officers for ‘Young people’, ‘Adult learning and older people’, ‘Schools’ and ‘Families’ are to be appointed within the Learning and Community Engagement Team who will develop new ways of working with these key target audiences.

#### Gender

- Clear communications about open days and new opening hours
- Programme of activities beyond the museum buildings in everyday places
- Improvements in online services

#### Income

- Continuation of targeted marketing (programming and promotion) to low or no income groups to increase awareness of our new opening hours, other museum services and encourage more visits.

#### Location

- Learning and Community Engagement Team to provide services in deprived urban areas and in rural areas. In rural areas this should benefit people living in rural isolation, including young and old without transport.
- Improvements in online services.
- Continuation of services for schools and for children in care, principally through visits to museums, to improve educational attainment levels and some programmes targeted at schools within deprived areas.