

Equality Impact Assessment – Summary Report

Department: Culture, Communities and Rural Affairs	Date: 25 October 2010
Completing Officers Names: Helen Wheeler, Jo Bailey	
Policy, Strategy, Service or Plan that was Impact Assessed: <p>This assessment reviews the impact of the proposed reorganisation and restructuring of the Hampshire Museums and Arts Service on the staff currently working for the Service and employed by Hampshire County Council.</p> <p>Proposals have been put forward to restructure and reorganise the service to address the significant financial risk associated with changes to the national Renaissance ¹ programme and to ensure a sustainable future for the Museums and Arts Service.</p> <p>The Museums and Arts Service – Future Planning report was approved by the Executive Member for Culture and Recreation on 8 July 2010. The Report identified (section 7) 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”.</p> <p>The restructure objectives that will have a direct impact on staff are:</p> <ol style="list-style-type: none">1. review of the museum venue portfolio and identifying alternative options for service delivery2. increase efficiency in managing museum venues and greater integration of facilities management3. new model of delivering curatorial and collections management expertise4. reduction of the staffing resource by 20% (if Renaissance funds cut completely). <p>The specific proposals are that the existing Community Museums, Museums Resources, Learning & Access, Milestones and Basing House teams are re-modelled into three new teams:</p> <ul style="list-style-type: none">– Community Museums– Learning and Community Engagement– Milestones and Basing House <p>The Exhibitions & Interpretation team is to be retained.</p> <p>The number of full-time equivalent (fte) staff is to be reduced by 28.84fte from 116.24 to 87.4 fte. The reduction is to be achieved through voluntary redundancy offered under the HCC enhanced redundancy package, and other voluntary measures such as reduced working hours to reduce the need for compulsory redundancy where possible.</p>	
Summary of findings: <p>Age - 29% of Museum Service staff are over 55 and it is likely that more people over 55 will seek voluntary redundancy. Redundancy has been offered on an equitable basis although business need and the retention of skills within the service will also be factors in the final decisions.</p> <p>Disability - 3% of staff have a declared disability. In the case of an individual who has agreed reasonable adjustments within their current working arrangements, these would continue under a new structure.</p> <p>Gender - There are currently more female staff in the lower grades. The restructure reduces the</p>	

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

Equality Impact Assessment – Summary Report

posts proportionately across the grades. The overall reduction in posts at the lower grades allows a 44% increase in grade C posts in the new structure. It is possible that some staff may be affected by a change in working location, additional travel costs or a lower grade position in frontline service because of the reduction in E,D & B posts. Neither men or women will be disproportionately affected by the proposals. The restructure is based on a new model to support the future delivery of the museums service. Gender is not a factor in this model, or of the review of grades and posts in the structure.

No other impacts have been identified in relation to any other group.

The greatest impact of the restructure is the anxiety and uncertainty for staff affected over a period of time during the consultation and implementation.

Summary of Recommendations:

No recommendations for action are made as a result of this impact assessment. There is no inequitable impact for any group as a result of the restructure proposals.

The completed impact assessment needs to be published. Please send this to the relevant person in your department to ensure that it is up-loaded onto your departmental website.