

Equality Impact Assessment: Report and EIA Action Plan

Purpose

This is the narrative report that you will complete when you have captured your evidence and identified any negative impacts that require mitigation.

This is an important part of the process and should not be skipped over.

When reading the conclusion, decision makers need to be able to easily see:

- if there are any adverse impacts,
- what they are,
- who is affected
- what is going to be done about it.

Detail the positive impacts too. Decision makers should easily see the benefits of the proposed changes.

If there are no impacts one way or another you need to explain how you came to that conclusion, by summarising the assessment process.

Where there is insufficient information to make an informed decision the EIA process will need to be revisited.

Policy/Service under development/review:	Poole Museum Service
Service Lead and Service Unit:	Michael Spender, Destination and Culture
People involved in EIA process:	Alison Smith, Rachel Martin, Katie Heaton (Destination and Culture EDI Rep), Rebecca Rossiter, Michael Spender
Date EIA conversation started:	31/05/2018

Background

AIMS AND OBJECTIVES – of the Project

Poole Museum Service (we use the terms ‘Poole Museum’, ‘the museum’ or ‘the service’ synonymously in this document) is undertaking a Capital Redevelopment Project (‘the project’) will transform Poole Museums into a modern, thriving cultural space and community hub that greatly enriches the experience of Poole Quay and of Old Town equally for all visitors. The purpose of the project:

- a. complete urgent conservation works to the Town Cellars and Scaplen’s Court;
- b. improve accessibility and welcome of our spaces and offer for all, update visitor facilities, meet increasing demand, and transform the visitor experience;
- c. deliver 1,540m2 of exciting new displays and public facilities including opening up 650m2 of currently inaccessible or underutilised heritage assets for regular public access in order to significantly increase the scale and appeal of the visitor offer
- d. significant widen participation in terms of equality of access to take account of all sections of the community, bringing people together and enabling people who share different characteristics and heritage to enjoy cultural activity together in a common space, building community cohesion;

- e. attract more visitors to the Quay and Old Town – the ‘Quay Quarter’ – to create a vibrant and appealing cultural space, increasing engagement and dwell time.

OUTCOMES – as a result of the Project

- a. long-term financial sustainability of the service by diversifying and increasing earned income, and organisational resilience as a result of increased cultural profile, a strong and growing Poole Museum Foundation membership base, staff and volunteer skills development, development of and deepening of relationships with a wide range of community partners;
- b. development of and deepening of relationships with a wide range of community partners, contributing to community growth and resilience.
- c. increased visitor numbers, with diverse new audiences, increased visitor dwell time, and repeat visits
- d. enhanced guardianship of public collections and buildings
- e. rejuvenation and an enriched experience of Poole Quay and Poole Town for the community and visitors, it will attract more visitors to the Quay and Old Town – the ‘Quay Quarter’ – to create a vibrant and appealing cultural space, increasing engagement and dwell time, and economic growth by making Poole a more attractive place to live, work, and visit.

ASSOCIATED SERVICES, POLICES, PROCEDURES

BCP Council Corporate Strategy

BCP Council People Strategy

BCP Council Equality Action Commission

Corporate Equality Action Plan

Community Equality Champions

Employee Equality Champions

Equality & Diversity Policy Equality & Diversity Strategy

Equality Governance structure

Equality Monitoring

Public Sector Equality Duty

Service Unit Equality Champions

Strategic Equality Leadership Group (SELG)

Dorset Race Equality Council

BCP EDI Policy (<https://bcpcouncil.sharepoint.com/:b:/s/EqualityandDiversity/EapcHNevuAxBqfljpJkt-mIBeJlm19x2hvSSvtYWeZRA dg?e=qWfp9R>)

PEOPLE AND GROUPS

This is a list of the main people, or groups (and any other stakeholders involved), that this changes to the service as a result of the project is designed to benefit:

Groups of People

- BCP residents
- Visitors to BCP area
- The cultural sector in BCP in particular the creative industries
- BCP businesses and the tourism and hospitality industry
- Young people in educational settings including primary schools, secondary schools, special schools and further and higher education
- Families especially those on lower incomes, young parents and those with children with SEND
- Older people over 65 including carers and cared for and those facing social isolation

- Artists and creatives including digital creative industries
- Staff and volunteers
- Local History Societies and Arts Groups

Other organisations, statutory, voluntary or community

- BCP partners including Children's Services and Communities team
- Community Groups and partners working with older people and carers including PramaLife, Crisp Carers and Community Action Network
- Dorset Race & Equality Council
- Access groups and organisations including DOTS Disability, Access Dorset, Parent Carers Together
- Tourist Information Centre
- History Centre users
- Local schools

SUPPORTING EVIDENCE

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings:

- a) **INITIAL CONSULTATION (SUPPORTED BY BCP INSIGHT TEAM):** Consultation was undertaken between 31st May to the 29th June 2018 with BCP residents, stakeholders, and local businesses. A total of 855 responses were received to the main open survey, 14 responses from stakeholder survey, and 24 responses from the business survey.
- b) **ONGOING CONSULTATION:** Extensive additional consultation and engagement was undertaken from June 2020 with 24 stakeholders who work with and represent target audiences for the project. The main external funder, the National Lottery Heritage Fund, has a mandatory inclusion outcome: 'a wider range of people will be involved with heritage'. Access and inclusion are at the heart of the ambitious approach to audience development for the Our Museum project, to ensure that barriers relating to gender, socio economic background, ethnicity and disability are tackled across audience groups to encourage the widest range of people to engage and ensure that the whole community can take part equally, confidently, and independently. Consultation has informed project development to ensure that capital work, interpretation and formal and informal engagement programmes meets specific needs, includes, welcomes and inspires, and represents diverse histories and cultural narratives. Specifically, consultation and engagement has taken place with under-served groups or their representatives such as Access Dorset, Dots Disability, Dorset Race Equality Council and community groups.
- c) **INITIAL ACCESS AUDIT:** 2018 Quality Check by People First Forum – recommendations for:
 - improved facilities and interpretation
 - café provision including Easy Read,
 - Changing Places toilet
 - Microwave for heating food
- d) **INITIAL CONSULTATION WITH DOTS/ACCESS DORSET:** Oct 2020 Consultation with Access Dorset / DOTS highlighted need for access to museums for those without a formal education, current lack of provision of BSL and provision for families with children with SEND

- e) **LIVED EXPERIENCE ACCESS AUDIT:** Dec 2020 Access Audit by DOTS Disability – site visit by group facilitator followed up with zoom session with participants with lived experience of disability – written report with key findings relating to:
- Wayfinding
 - getting to the museum
 - getting around the museum
 - interacting and taking part in activities
 - the café, toilets, stairs and lift
- f) **FORMAL ACCESS AUDIT:** December 2020 Access Audit by Access Matters – a formal access audit at the start of RIBA-2 design phase for capital works to ensure that development of the scheme is inclusive. **Access Matters have been commissioned to carry out inclusive design reviews at each RIBA stage.** The audit assessment is based on the following criteria: • The provisions in Approved Document Part M of the Building Regulations, 2015 edition. Volume 2: Access to and use of buildings. • BS8300-1:2018 Design of an accessible and inclusive built environment. Part 1: External environment – Code of Practice • BS8300-2:2018 Design of an accessible and inclusive built environment. Part 2: Buildings – Code of Practice • Sign Design Guide – A Guide to Inclusive Signage. P. Barker and J. Fraser, JMU 2004 • Other current good practice guidance as relevant. Access Matters will draw out key findings from DOTs disability ‘lived experience’ and Kids in Museums report to ensure these are prominently positioned in the access audit and inclusive design reviews. Access Matters will identify key areas for the museum to work with the inclusive reference group to inform design choices. Key findings include:
- A consolidated approach to pre-visit access and orientation, pre-visit information in clear print, audio description and a choice of formats.
 - Accessible parking/drop off
 - Step-free routes and level access
 - Horizontal and vertical circulation improvements
 - Accessible WC provision
 - Acoustics and lighting
 - Reliance on visual interpretation
 - Safe and dignified egress in emergencies
- g) **PRIORITY AUDIENCE CONSULTATION:**
- Nov 2020 Consultation with PramaLife and Crisp Carers – identified barriers for carers and older people. Highlighted need for respite for carers, social interaction, able to take part in creative activity. Highlighted importance of access, improved lift, drop off points and parking. Also reaching those who cannot visit the museum in person or without access to technology
 - Oct 2020 Session with Carers Reference Group to identify barriers to access for carers and cared for persons. Highlighted importance of adequate space to move around, accessible interpretation and quiet spaces
 - Oct 2020 Interview with BCP Children’s Services staff (Family Hubs and Short Breaks teams) to identify barriers for access for families on lower incomes, young parents and families with children with SEND. Highlighted importance of a welcoming environment without judgment, hands on activities, regular activities to interact with others, accessible interpretation
- h) **KIDS IN MUSEUMS AUDIT:** Dec 2020 Kids in Museums a sector organisation that promotes a manifesto to result in more families and young people accessing museums performed a Family Friendly audit of Poole Museum and Scaplen’s Court which made recommendations to improve visitor offer for families. Findings included:
- Providing family-friendly interpretation

- Visits should be easy and comfortable
- Breastfeeding welcome attitude
- Cloakroom and buggy area
- Improvements to toilets
- Encourage intergenerational activity
- Invest in accessible resources to support visits by families (including ear defenders and fidget toys)
- Communicate offer clearly
- Collaborate on development of offer and resources with families
- Consider what different family members need from their visit and provide ways for them to explore together
- Ensure there is enough to do for under-5s
- Include opportunities for parent/carers and children to play together, Enable children and young people to become consultants as part of Takeover Day
- Check heights of displays
- Promote family friendliness online

i) **MARKET ASSESSMENT:** Alongside detailed consultation, a **market assessment** was undertaken in December 2020 focussing on the BCP area, with additional insight drawn from a comparison with the hyper-local Poole Town Ward area. The assessment drew on data from the 2011 Census Statistics; BCP Insight team; Audience Agency; Wessex Museums Partnership; Arts Council; Visit England and Visit Dorset; Dorset LEP; and central government briefing documents. This assessment identified underserved, gaps in provision and highlighted potential opportunities for audience development in the project.

- With a high level of over 65s in the local population, there is an opportunity to both deepen engagement with this group, as well as reaching out through targeted work to deliver social impact with local older people who currently are not engaged and have been identified as living isolated lives and potentially suffering from loneliness.
- Families comprise a large proportion of day trip visitors to Poole, so there is an opportunity to build on this already significant audience, however, more targeted work with hyper-local audiences will reach families from lower socio-economic backgrounds and deliver deeper impact and benefits.
- Black, Asian and Minority Ethnic groups are under-represented in current museum audiences when compared to the local population and those within an hour's drive time. Whilst this under-representation isn't large, it is clear from the demographic data that by targeting family and schools, the ethnic diversity of museum audiences could be broadened.

j) **AUDIENCE DEVELOPMENT REPORT:** In December 2020/January 2021 **audience development report** undertaken as part of the NLHF activity planning process identified audience development priorities for the project ('target audiences'). Establishing clearly defined priority groups will ensure the project reaches its full potential in terms of resonance, relevance and reach. This specifically addresses EDI considerations and identifies which audiences the service currently underserves and proposes approaches and partners for audience development;

- Families and 65+ audiences with prior low engagement with heritage and from lower socio economic backgrounds are currently underserved by the museum. This is particularly true of these audiences within Poole Town Ward.
- Large 65+ community locally, high care home and sheltered housing provision, high loneliness scores particularly in Poole Town Ward.
- Those with long term health conditions and disabilities are underserved by the museum across all audience groups.

- Local schools, especially with high Pupil Premium numbers are currently underserved by the museum - particular focus on engagement and cultural capacity development for schools and potential pathways to local creative FE, HE and industry offer.
- The creative industries are a key local economic driver, a strong cultural ecology helps support the development of the creative industries and the local HE offer is outstanding in this field. Experience seekers (likely to be graduates/or recent graduates) are the segment with most potential for growth within museum audiences.

k) **PROJECT LAB:** Engagement with the public included a 'Project Lab' which ran in the Temporary Exhibition Gallery in Poole museum between 3 Oct 2020 and 10 Jan 2021. 400 people have engaged through the project via the Project Lab and public events. 18 volunteers have supported the project as facilitators and with specific skills such as research or design. 216 people have directly participated in creative engagement and consultation events and activities including 'gallery shake-ups', academic round tables, play sessions, design workshops, and creative responses workshops – 101 of these participants were FE students working on collaborative design projects. As noted elsewhere, as a result of covid we were unable to engage directly with some groups, and this area needs further work as set out in the action plan. We tracked EDI comments as part of this process and these are listed below:

- Improved wayfinding
- More accessible and diverse interpretation and programming
- Loud and quiet zones, and sensory maps
- Engaging audiences of all abilities and ages with serious topics
- Marginal and absent histories in displays and collections need to be addressed including histories of slavery and People of Colour, LGBTQ+ histories, women's histories or histories of poverty and inequality
- Histories of ordinary, everyday people including fishermen, seafarers, families of seafarers, not rich merchants
- Contextualising challenging historical objects and narratives for example Benjamin Lester in the wider context of trade, slavery and the role of women in maritime history at the time, to show a nuanced but critical approach to the era and topic, linking to Black Lives Matter
- The museum is not helpful for those that need encouraging to get involved - people without an existing interest in history will not want to come
- There was a clear imperative to include more diverse stories and histories of minorities not commonly represented in history
- Students asked to see diverse histories in the museum, including exhibits on slavery and a decision to display critical and controversial topics in gallery spaces. There was also an interest in including spaces for debate around these themes rather than didactic displays. There was also a recognition of the museum's nationalistic and colonial role as an institution. Students also made the point that visitors to the museum tend to be white and middle-aged, and that diversifying exhibits could diversify audiences.
- Students showed a statistical understanding of demographics in Poole, including low education, skills and cohesion of different ethnic groups. There was a clear interest in turning the museum into a community centred space including publicly-voted exhibits and the creation of spaces to bring the people of Poole together. Suggestions included working with students or artists to re-interpret collections and histories, freshening these for younger and more diverse audiences.
- the idea of the museum as a community hub, a people-led, co-creative space which can strengthen the voices of members of Poole's community and bring people together.

- l) **REVIEW OF ALL CONSULTATION DATA:** We specifically reviewed all consultation notes for comments relating to equalities and protected characteristics groups – the key findings were as follows:
- The museum needs to provide a welcoming and understanding environment for people to cross the threshold and to feel welcome
 - Interpretation needs to be more accessible and less reliant on text.
 - Hands on interactives provide new ways for different people to engage with the collections and stories
 - Accessible facilities are important to an enjoyable overall visit including ground floor toilets
 - Wayfinding to the museum is important including disabled parking bays and ability to drop off
 - Representation of multiple viewpoints and stories are important to make sure people from diverse ethnic and social backgrounds are represented
- m) **EDI COMMENTS ON SOCIAL MEDIA:** We tracked comments relating to EDI about the museum and redevelopment project on social media
- Analysis of Google reviews and Trip Advisor for EDI comments generally reveal positive references to access and facilities, however, do reference size of labels being too small
 - Facebook comment relating to Project Lab highlighted need for digital resources for those that cannot make it to the museum
 - We didn't check specifically for EDI comments on social media as part of the 2018 consultation, this was captured within the survey. We will ensure these are tracked going forwards.
- n) **BEST PRACTICE REVIEW:** Sectoral best practice has been reviewed to understand barriers for less engaged groups. These reports include:
- Government's Taking Part survey
 - Let's Create – Arts Council's case across the board for creative learning, young people, artist and talent development
 - Age UK – creativity and wellbeing in older life
 - Kids in Museums – hurdles to participation
 - Vocaleyes – report on Access

PRIORITY AREAS FOR ADDITIONAL CONSULTATION

- a) As a result of covid – we were unable to reach people who were not able to or not comfortable visiting the Project Lab or taking part in events within the museum. Where possible engagement events were moved online which enabled more people to take part than otherwise would have been the case, but we recognise this is a barrier for some. Therefore, additional consultation will be held with people within our key audience groups including families with children with SEND, formal education providers with an emphasis on schools with higher percentage of pupil premium, special schools. We have commissioned experience activity planning consultants to support this consultation and audience development work. A plan for this additional consultation is in production Feb/March 2021 and is noted in the action plan below.
- b) March 2021 Inclusive Reference group to be set up with the assistance of DOTS Disability to cover range of impairments groups and protected characteristics including someone from the black community and someone from the LGBT community. A budget is in place for reward and recognition and BSL interpretation. Access Matters will identify key areas for the museum to work with the inclusive reference group to inform design choices as part of the inclusive design reviews.
- c) April 2021 we have commissioned local disabled people's organisation DOTs disability to work with us as a strategic partner to support Poole Museum in the co-creation of a 'Welcome' manifesto, a

project in collaboration with our inclusive reference group, staff, volunteers, and academic researchers at AUB Human

- d) We have explored the provision of a changing places WC with BCP as part of the wider regeneration plans for the quay and lower high street, this has been discussed as part of the design development with Access Matters and DOTs disability. Provision of a changing places WC in the locality would greatly improve accessibility to the area. We will continue to discuss with BCP colleagues and advocate for the provision of facilities.
- e) The co-creation of the new museum displays and activity will take place alongside all priority audience groups. Working in depth with priority groups to co-create new interpretation, resources and experiences that pay attention to meeting specific audience needs will result in a wider offer for the public that is a stronger one. The aim is to create a cultural asset at the heart of Poole which resonates with and reflects the contributions of the diversity of the local community and which in turn is representative of many perspectives and connects more meaningfully to every visitor. This work is ongoing throughout the development and delivery phases of the project, and will be an approach that is embedded as part of the museum's new 'Business as Usual'

RELEVANT EVIDENCE BASE

Please see below for a list (with links where available) to relevant research, census and other evidence or information that is available and relevant to this EIA:

- 2011 Census Statistics
- 2018 consultation report
- BCP Insight <https://public.tableau.com/profile/bcpinsight#!/>
- Audience Agency Area Profile Report 30 min drive time BH15 1BW November 2020 and Area Profile Report 60 min drive time BH15 1BW November 2020, Audience Agency
- House of Commons Briefing Paper, 7th July 2020 Informal Carers
- Visit England 2016 report
- Visit England 2018 report
- The State of Bournemouth, Christchurch and Poole Key Facts November 2019, BCP
- BCP Insight Ward Profiles
- The Economic Impact of Dorset's Visitor Economy 2019, The South West Research Company
- Covid-19 Economic Impact and Recovery Dorset July 2020, Dorset LEP
- National Arts Creative and Cultural Education Survey Research Findings July 2020, Bridge England Network
- Tech Nation Report 2017
- Dorset Local Industrial Strategy Draft, Dorset LEP
- Bournemouth, Christchurch and Poole Cultural Enquiry <https://bcpculturalcollective.co.uk/wp-content/uploads/2020/02/BCPCultural-Enquiry-Report-VF.pdf>

BEST PRACTICE BIBLIOGRAPHY

As part of our process we have reviewed and drawn lessons from the following best practice and guidance on EDI in our sector:

- Contextual document setting out how people can participate in culture: 'Let's Create' – Arts Council England's 10-year strategy: <https://www.artscouncil.org.uk/letscreate>
- National Lottery Heritage Fund Inclusion Guidance <https://www.heritagefund.org.uk/good-practice-guidance/inclusion>
- Kids in Museums Access Resources, including exploring barriers that families face accessing museums <https://kidsinmuseums.org.uk/wp-content/uploads/2018/12/Hurdles-to-Participation.pdf>
- post covid schools insight on visiting <https://bridge.realideas.org/2020/08/17/national-school-survey-results/>

- State of Museum Access Report 2018 <https://vocaleyes.co.uk/state-of-museum-access-2018/> - access
- Creativity and Wellbeing in Older Life Report <https://www.ageuk.org.uk/bp-assets/globalassets/oxfordshire/original-blocks/about-us/age-uk-report--creative-and-cultural-activities-and-wellbeing-in-later-life-april-2018.pdf>
- Group for Education in Museums Case Studies 'Access and Inclusion' ISSN 1759-6378 and 'Early Years' ISSN 1759-6378
- Autism in Museums Resources <https://www.autisminmuseums.com/resources/>
- Welcoming families and young people with autism <https://kidsinmuseums.org.uk/resources/how-can-your-museum-better-welcome-familiesand-young-people-with-autism/>
- Breastfeeding welcome scheme <https://kidsinmuseums.org.uk/resources/thebreastfeeding-welcome-scheme/>
- Changing places toilet <http://www.changing-places.org/>
- Disability Collaborative Network Changing Places toilets information for museums and heritage organisations <https://www.musedcn.org.uk/2018/02/01/changingplaces-toilets-information-for-museums-and-heritage-organisations/>
- Kew Gardens access information <https://www.kew.org/kew-gardens/visit-kewgardens/accessibility#:~:text=Accessible%20toilets&text=The%20two%20main%20toilet%20facilities,ticket%20desk%20at%20Brentford%20Gate.>
- How can your museum better welcome families with a wheelchair user? <https://kidsinmuseums.org.uk/resources/how-can-your-museum-better-welcome-familieswith-a-wheelchair-user>
- How can your museum better welcome families and young people who are blind or partially sighted? <https://kidsinmuseums.org.uk/resources/how-can-yourmuseum-better-welcome-families-and-young-people-who-are-blind-or-partially-sighted/>
- How can your museum better welcome families and young people who are D/deaf or hearing impaired? <https://kidsinmuseums.org.uk/resources/how-can-yourmuseum-better-welcome-families-and-young-people-who-are-d-deaf-or-hearing-impaired/>
- Welcoming special needs families resource <https://kidsinmuseums.org.uk/resources/welcoming-special-needs-families/>

EMPLOYEE MONITORING DATA

<https://public.tableau.com/profile/bcpinsight#!/>

Findings

The table below summarises the findings

	Actual or potential positive outcome	Actual or potential negative outcome
1. Those of Different Age ¹	There is a wide body research that arts and culture can improve wellbeing and quality of life for older people and is beneficial to their wellbeing, creative development and confidence and this our social impact programme aims to improves the quality of life,	The barriers to older people engaging in cultural activity include location, transport, poor health (mental or physical), caring responsibilities, poor social networks, digital exclusion, and low income.

¹ Under this characteristic, The Equality Act only applies to those over 18.

	Actual or potential positive outcome	Actual or potential negative outcome
	using positive creative activity to support the improvement of the mental health and wellbeing of Hampshire's older people, making a positive change to their lives. Older people face a number of challenges in particular, loneliness and social isolation, and living with chronic health conditions and disability, including dementia. Covid-19 has exacerbated the risk factors for loneliness and social isolation including, bereavement, caring responsibilities, low income, poor physical and mental health, digital exclusion and transport connectivity. Improving access to and participation in cultural activity can potentially address the challenges faced by older people resulting in improved health, well-being, and quality of life for older people. Those under 18 are not included in this characteristic young people are a target audience for the project, with a particular focus on groups with low levels of engagement in cultural activity, and work with currently underserved families from lower socio-economic backgrounds. Locally targeted work will also have a focus to support parents and carers of SEND children and those with children under the age of 5.	Although many activities are free, there are indirect costs such as transport, materials, room hire, or simply refreshments. Carers may need respite care, and older people who are on their own may need a friend to go with them. With particular focus on those facing social isolation, the project will deliver accessible and lively content which supports lifelong learning both as a good day out or adult focused educational offer, those where the museum can offer a regular, amenity focused space to spend social time and feel connected through the catalyst Poole's cultural heritage and those who would like to contribute time through volunteering. Failure to overcome barriers to access for older people won't achieve the desired positive outcomes and as the population ages have an overall negative effect. If the council does not protect the buildings and services that older people value this will negatively impact the project. The number of residents aged 65 and over in BCP is predicted to increase by 18% between 2018 and 2028. Reflecting its ageing population profile, BCP has a high proportion of residential and nursing care beds for its older population: 2,391 residential care beds and 2,248 nursing care beds per LA population aged 65+. This compares to national age standardised rates of 1,956 for residential care and 1,764 for nursing care.
2. Mental of Physical Disability ²	Engagement with arts and culture can have a transformative impact on disabled people, offering additional opportunities to enhance health and wellbeing as well as enrich lives. Disabled artists are an important cultural asset in the UK and their engagement will be a	Adults, children and young people with disabilities do not currently have equal access to cultural opportunities. Residents living within a 30 minute and 60 minute drive time of the museum, whose day-to-day activities are limited by a long term health problem or disability,

² Consider any reasonable adjustments that may need to be made to ensure fair access.

	Actual or potential positive outcome	Actual or potential negative outcome
	priority. Access to culture for those with disabilities, as well as access to platforms for work for artists with disabilities, will be equal to those of able bodied. Anti Ableist principles to support and protect disabled people will be embedded and promoted. Gaining insight from people who are visually impaired, deaf, have physical or learning disabilities will ensure that capital development work, interpretation and formal and informal engagement programmes are designed to meet their specific needs.	is in line with the average for England and Wales, at 18%. The rate is slightly higher for both residents of BCP and Poole Town Ward at 19% and 20% respectively. The project will work to eliminate those barriers or it will not achieve the positive outcomes. The museum must be advocates for access and inclusion to arts and culture. If the museum buildings, exhibitions, services, and the public realm do not provide equal physical access this will negatively impact the project and may breach the Equality Act.
3. Sex	Ensure that males and females have equal access to fully participate in cultural activity. Provision will be ensured for single sex cultural activity or participation within the exceptions defined in the Equality Act. Males dominate Art & Culture sectors. Females will be fully and as much as possible equally represented in cultural provision. Female artists and cultural providers will have the same opportunities as males to participate, engage, provide and showcase. Ethnic females will have greater representation. Females will be represented fully in the workforce and at leadership levels.	Females are under represented in Art and Culture sector providers and as artistic participants. Ethnic females are further underrepresented. If the project does not seek to promote and improve representation of females across the sectors it will negatively impact positive aspiration to provide equal access and participation. Failure to provide equal opportunity for females may breach the Equality Act. Certain exemptions make it permissible for the provision of single sex facilities. Failure to do so may breach the Equality Act.
4. Gender reassignment ³	Ensure no Gender Reassignment discrimination or barriers to access, engage and participate in cultural activities. Promote inclusion equally with all other characteristics. Foster good relations for those who share this characteristic and those who do not.	Negative only if activity excludes or is biased against those individuals undergoing, intending to undergo or have gone through gender reassignment.
5. Pregnancy and Maternity	Cultural activity will be fully accessible to women who are pregnant or have young children. Cultural organisations have good policies and practices for pregnant	Negative only if opportunities are not made available for pregnant women or young families.

³ Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

	Actual or potential positive outcome	Actual or potential negative outcome
	women and those with young families. This is a priority audience for the service, and the museum and project will work with families to collaborate and co-create resources and an offer that meets the need of people who are pregnant and have young children. We will follow best practice guidelines from Kids in Museum (listed in resources above), and aim for recognition as a 'family friendly' museum	
6. Marriage and Civil Partnership	Cultural activity will be fully accessible for people in all marriages and civil partnerships.	Negative only if opportunities are not made available for people in marriages and civil partnerships.
7. Race	People of all races will be enabled to engage and co-create through opportunities to participate in cultural activity. Black, Asian, and Ethnic Minorities will be positively encouraged to contribute, shape and be part of the project. They will have the same opportunities and have equal access to culture and its creativity. Black, Asian, and Ethnic Minorities heritage will be recognised and valued equally and they will have the same opportunities to participate, engage, provide and showcase. Black, Asian, and Ethnic Minorities will be represented fully in the workforce and at leadership levels	Black, Asian, and Ethnic Minorities are under represented in the Cultural Sector both in provision and participation. Black, Asian and Minority Ethnic groups are under-represented in current museum audiences when compared to the local population and those within an hour's drive time. If the project does not increase participation and engagement and contribution to the cultural programme the policy will not have achieved its aspirations. BCP has a rich mix of cultural diversity that can have positive impact on the community as a whole. Over 85 languages are spoken across BCP. Failure to engage these groups will result in lost opportunities for a vibrant cultural sector. Failure to take positive action to reduce inequality and access to cultural activity may breach the Equality Act.
8. Religion or Belief	People of all religions and beliefs will be enabled to engage and co-create through opportunities to participate in cultural activity. The religious heritage of our diverse faith groups will be recognised and valued. Minority faith groups will be encouraged to be part in cultural activity.	Negative if diverse religions and beliefs not recognised in cultural activity. Although the population is largely Christian other faith groups include Muslim, Hindu, Buddhist and Jewish. Failure to take positive action to engage minority faith groups, reduce inequality and access to cultural activity may breach the Equality Act.
9. Sexual Orientation	Everyone regardless of sexual orientation will have equal access to engage, participate and contribute to the project. Positive action will be taken to ensure where sexual orientation disadvantage varies across the groups (Heterosexual,	Negative if sexuality is not recognised in cultural activity. Only 2% of residents identify as Lesbian, Gay or Bisexual. These groups already experience more discrimination and may be more negatively impacted if the policy

	Actual or potential positive outcome	Actual or potential negative outcome
	Gay, Lesbian and Bisexual) inequity is removed and equal access is maintained for all groups. Ensure that those groups continue to be represented in events and cultural programmes.	does not take positive action to address that. Failure to do so may breach the Equality Act.
10. Armed Forces Community	Cultural activity, particularly in the heritage sector, is respectful of services commemorations and activity. Positive action will be taken to engaged the local Armed Forces community in cultural programming and activity. Veterans will be actively encouraged to engage and participate in cultural events.	Armed forces community should be fully included in activity and opportunities to avoid negative impact on the services or the well-being of veterans.
11. Low socio-economic status	Culture and cultural engagement are particularly beneficial for those with health and wellbeing issues. Research shows a clear link between participation in creative and cultural activity. For example carers, young carers, socially disadvantaged, those living in deprivation, and those with health issues will be positively targeted to provide equal access to engage and participate in culture. Disadvantaged families, children, and older people will be a priority. Positive action will be taken to engage under-served communities	People with good social networks, good health and good financial resources are more likely to have high levels of wellbeing. These people also have greater access to cultural activity. 3% of BCP's population lives in the 10% most deprived areas of England. 10% live in the 20% most deprived area whilst 20% live in the 20% least deprived in England. Poole Town Ward is the fourth most deprived ward in Poole. It includes two Lower Super Output Areas in the worst 20% nationally for multiple deprivation. Both children and older people in Poole Town Ward experience higher levels of income deprivation than BCP overall. Barriers to those underserved and under represented communities are often location, transport and cost. Failure to over come those barriers and engage will result in these groups falling further behind. The project will actively work with range of community partners to reach and involve target audiences from a range of socio-economic backgrounds.
12. Carers	Caregiving can have a negative impact on a person's health and wellbeing if they are not given adequate support. Caregiving is complex and can take a toll on the carer both physically and mentally.	Drawing on information in the 2011 Census, there are more than 40,000 people providing informal care in BCP. According to research by Carers UK, caring responsibilities have increased during the Covid-19 pandemic.

	Actual or potential positive outcome	Actual or potential negative outcome
	There are many young people acting as caregivers. These young carers can often miss out on some of the fun and social activities that their peers enjoy. The cultural sector can play a role meeting the needs of carers who may be in need of respite or social connection outside of a caregiving role. For younger carers this could be providing the chance to play and be creative and a focus on a creative outlet. A priority audience for the project will be families with additional caring responsibilities, including parents and carers of SEND children, and older people who are carers and those they care for.	Failure to engage carers and provide opportunities to engage in cultural activity will negatively impact the project.
13. Human Rights	The policy will benefit people by supporting their human rights to life, live free from discrimination and the right to freedom of expression.	An opportunity to challenge infringements to human rights would be missed if culture does not continue to champion such causes.

Equality Impact Assessment: Action Plan

Issue identified	Action required to reduce impact	Timescale	Responsible officer
Further consultation with groups we were unable to engage directly with during Covid and lockdown	Working with Activity Plan consultants for focus group, interviews and consultation session	Feb/June 2021	Alison Smith/Rachel Martin
Further research with staff and volunteers about impact of changes to working conditions	EQIA process started,	March – June 2021	Alison Smith/Rachel Martin

Conclusion

Summary of Equality Implications:

1. The EIA process has revealed no adverse impacts as a result of the proposed changes. The development of these proposals and the assessment process has been robust and informed by best practice in the cultural sector. Consultation has entailed both formal and lived experience access audits, consultations with individuals and groups, identification of priority audiences who are currently underserved, a market assessment, tracking of all comments relating to EID, and a sector best practice review to understand barriers for typically underserved groups.
2. While we have identified areas for additional research and consultation, we have a high degree of confidence in our findings, and the expectation is that we will be able to further maximise the benefits of the changes through this additional work.
3. Ultimately, positive impacts as a result of the changes will bring about a step change in increasing access to and participation in cultural activity across protected characteristics. The proposed changes will actively engage people as contributors in shaping and being part of the project. Increased cultural engagement and participation has considerable potential for positive outcomes, including improved mental and physical wellbeing and improved quality of life and opportunity. The proposals actively foreground in inclusion of diverse perspectives, multiples voices and representation of cultural diversity, this has the potential to lead to greater inter-group understanding, contributing to improved social cohesion.

2 Prepared

by:
Date:

Equality Impact Assessment: Report and EIA Action Plan

Equality Impact Assessment Action Plan

Please complete this Action Plan for any negative or unknown impacts identified above. Use the table from the Capturing Evidence form to assist.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
<i>e.g. the effect on disabled people is unknown</i>	<i>Undertake research and consultation</i>		

Date:

3 Prepared by: