

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Alana Ward
Designation(s): Libraries, Education Development and Arts Manager
Directorate/Service: Education, Communities and Organisational Development / Inclusive Education, Culture and Communities / Culture / Museum
Date of Impact Assessment: 13 December 2018
Name of Proposed Budget Saving ¹ : Museum Savings 2019-21

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)		X
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
2. If “yes” is selected for any part of Section 1, please populate the other relevant		

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

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Sections of this Template.

If “no” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy Officer:

karen.barclay@inverclyde.gov.uk.

Signature

Date

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3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age		X	
Disability		X	
Gender Reassignment		X	
Pregnancy and maternity		X	
Race		X	
Religion and belief		X	
Sex		X	
Sexual orientation		X	
Other groups to consider			

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4. Which parts of the Equality Duty will the proposed budget saving impact on?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input type="checkbox"/>	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p>Positive impacts + <i>(Describe groups affected.)</i></p>	<p>Negative impacts - <i>(Describe groups affected.)</i></p>

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6. Impact – Fairer Scotland Duty

What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive Impact +	Neutral Impact =	Negative Impact -
		X

Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.

Research shows that museum and galleries can not only tackle the key indicators of social exclusion (health, crime, unemployment and education) but also play a wider, and even unique, role in tackling disadvantage, inequality and discrimination. (See *Museums and Social Inclusion: the GLLAM Report*), available at <https://www2.le.ac.uk/departments/museumstudies/rcmg/projects/museums-and-social-inclusion-the-gllam-report/GLLAM%20Interior.pdf> (last accessed Dec 2018)

Examples include: reminiscence programming in museums has been shown to improve relationships between older people and their carers; object handling in museums has been shown to improve the exam results of students who interact with museum objects as part of their learning; people over the age of 50 who visit museums regularly show a lower risk of dementia. (See *Measuring Social Value – Museums Galleries Scotland*), available at <https://www.museumsgalleriesscotland.org.uk/advice/raising-your-profile/measuring-social-value/> (last accessed Dec 2018)

This budget saving proposal entails reduced opening hours and reduced professional support and therefore may impact on outreach and educational opportunities available through the Museum Service, and its ability to tackle the key indicators of social exclusion.

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input checked="" type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be

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	reduced (This may already have been highlighted during section 6)
X	3. Environment, culture and heritage: Inverclyde’s environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<p>Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.</p> <p>Please see Section 6 above on potential impact on the Inequalities priority.</p> <p>The McLean Museum and Art Gallery is one of Inverclyde’s key cultural and heritage assets, and is currently the only Council-run museum in the area, attracting around 51,500 residents and visitors per year (2015 figures, last year of full year stats available). Reduced opening hours and professional support will be likely to reduce opportunities to protect and enhance Inverclyde’s culture and heritage, as well as reduce opportunities to attract visitors to the area.</p>	

8. Impact – Corporate Plan 2018/22	
Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?	
X	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
X	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage

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<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input checked="" type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.

- (1) Please see response to Section 7
- (8) Please see response to Section 7
- (10) The proposed budget saving is likely to reduce the quality of service available from the McLean Museum and Art Gallery, and its ability to meet current and anticipated service needs.

9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	In the 2018 Budget consultation, 55% of respondents supported the McLean Museum budget proposal. As part of the Great Place Scheme, Inverclyde Council will be carrying out public consultation on heritage services from Jan 2019.
Research	See above research on Museums and social exclusion. EQIAs undertaken by other authorities

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	proposing similar service reduction/withdrawal.
Officer's knowledge and experience (including feedback from frontline staff)	Yes.
Equalities monitoring data	This is not collected.
User feedback (including complaints)	Museum visitors are encouraged to feed back in a number of ways and this is held by the service and taken into account when decisions are made.
Stakeholders Other	The LOIP delivery group tasked with delivering the 'Culture and Heritage' part of Priority 3 is the Inverclyde Cultural Partnership. Membership is made up of Council officers and representatives of a wide range of groups and individuals with an interest in arts, culture and heritage. Stakeholders will have a strong input into upcoming public consultation.
Are there information gaps and, if so, what are these?	Equalities monitoring data.

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10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of this Budget Saving Proposal.

Should the Budget Saving Proposal go ahead, a service review could partially mitigate the impact by prioritising aspects of the service most used/needed, particularly to meet the aims of the Fairer Scotland Duty, the LOIP and the Corporate Plan.

Details of the Person(s) who completed the Assessment:	Name: Alana Ward
	Position: Libraries, Education Development and Arts Manager
	Date: 13 December 2018
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 3 January 2019

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

21 November 2018