

## APPENDIX D

# Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service\*\* for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service\*\* may have an adverse impact on a particular community or group of people. It will ultimately ensure that, as an Authority, we do not discriminate and we are able to promote equality, diversity and human rights.

Please refer to the EHRIA [guidance](#) before completing this form. If you need any further information about undertaking and completing the assessment, contact your [Departmental Equalities Group](#) or [equality@leics.gov.uk](mailto:equality@leics.gov.uk)

*\*\*Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	<b>Development of a Collections Hub.</b> A Collections Hub would enable public access to a range of cultural resources, in particular archival and museum collections, through a single centralised facility which provides secure and environmentally sound storage.
<b>Department and section:</b>	Adults & Communities – Communities and Wellbeing Service
<b>Name of lead officer/ job title and others completing this assessment:</b>	Franne Wills, Head of Service Development Jenny Moran, Senior Archivist Kath Perry CLS Operations Manager Alison Clague Senior Curator
<b>Contact telephone numbers:</b>	0116 3050692
<b>Name of officer/s responsible for implementing this policy:</b>	Nigel Thomas, Assistant Director Strategic Services
<b>Date EHRIA assessment started:</b>	15 <sup>th</sup> February 2018
<b>Date EHRIA assessment completed:</b>	

## Section 1: Defining the policy

### Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of the policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's [Equality Strategy](#).

**1** What is new or changed in the policy? *What has changed and why?*

**There are currently three separate services dealing with storage and access to heritage and learning assets. These are:**

- **Creative Learning Services**  
See separate EHRA
- **The Record Office for Leicestershire, Leicester and Rutland (ROLLR)**  
See separate EHRIA
- **Museum Collections**

**Leicestershire County Council Museum's acquisition policy is to collect and record the natural life of the County of Leicestershire and to reflect the histories, interests and aspirations of the people who have made it their home.**

**Our collections comprise about 1 million objects, which fall into several thematic areas: Natural Life, Home and Family Life, Working Life, Cultural Life and Sporting Life and Archaeology. The Harborough Museum Collection continues to be developed under its own collections title. The collections include thousands of plant and insect specimens held in cabinets, paintings and drawings, large horse-drawn vehicles architectural stonework, archaeological material (including human remains) and a large costume collection.**

**The museum collections are currently held in four geographically separate facilities: the Collections Resources Centre in Barrow upon Soar; Snibston Colliery site, Coalville; Unit One, Coalville; and the Eastern Annexe at County Hall, Glenfield. The Collections Resources Centre has been adapted for our use and meets most of our criteria in terms of conditions for the collections and those who access them. However, the mezzanine area is inaccessible for wheelchair users or people with limited mobility. The other sites also present problems with accessibility as well as less than ideal conditions for the collections and those working with them.**

**See separate EHRIAs for ROLLR and Creative Learning Services**

**Summary:**

**It is hoped that bringing together the heritage and cultural resources, currently**

	<p>provided across 6 different venues, will see the creation of modern fit for purpose facility, which meets required standards for good collections care and supports flexible public access, therefore safeguarding these resources for the future and improving public access for current generations, complying with the Equality Act 2010. Co-location presents an opportunity for efficiencies to be made in the way services are delivered, without reducing access to services.</p> <p><b>The Hub will house all the heritage and learning collections in suitable accommodation and facilitate access from the same building. It will be centrally located and accessible by public transport. It will have suitable visitor facilities and comply with the Equality Act 2010 in all respects.</b></p>																		
	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>C &amp; W Strategy 2016 – 2020, “Providing Less, Supporting More”</p>																		
<b>3</b>	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p><b>All users and potential users of these services which are currently based in separate locations. The change will mean that those locations will no longer provide the services and access will move to the new Hub building. Current users will need to travel to a new location to access the service in the way they do now.</b></p>																		
<b>4</b>	<p>Will the policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? <b>(Please tick and explain how)</b></p> <table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td>x</td> <td></td> <td>All the current services seek to do this through compliance with current legislation</td> </tr> <tr> <td>Advance equality of opportunity between different groups</td> <td>x</td> <td></td> <td>The plans, if enacted, will advance equality of opportunity as they will make it easier for different groups to access all the services. The services can, and will, ensure more cohesive service delivery to all groups using the same infrastructure.</td> </tr> <tr> <td>Foster good relations between different groups</td> <td>x</td> <td></td> <td>Bringing the services together will make it easier for groups to meet together and to share experiences or discover new interests.</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	x		All the current services seek to do this through compliance with current legislation	Advance equality of opportunity between different groups	x		The plans, if enacted, will advance equality of opportunity as they will make it easier for different groups to access all the services. The services can, and will, ensure more cohesive service delivery to all groups using the same infrastructure.	Foster good relations between different groups	x		Bringing the services together will make it easier for groups to meet together and to share experiences or discover new interests.
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## Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

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The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for a policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to Section 3 on Page 7 of this document.

#### Section 2

##### A: Research and Consultation

		Yes	No*
5.	Have the target groups been consulted about the following?		
	a) their current needs and aspirations and what is important to them;		x
	b) any potential impact of this change on them (positive and negative, intended and unintended);		x
	c) potential barriers they may face		x
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		x
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		x
8.	*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.		
	<p><b>Consultation will take place with service users and non-users regarding the location, facilities and access.</b></p> <p><b>Information about the times and nature of current visits to the CLS showroom is recorded and this will also be used to shape the future offer</b></p>		

#### Section 2

##### B: Monitoring Impact

		Yes	No
9.	Are there systems set up to:		
	a) monitor impact (positive and negative, intended and unintended) for different groups;	x	

	b) enable open feedback and suggestions from different communities	x	
<b>Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</b>			
<b>Section 2</b>			
<b>C: Potential Impact</b>			
<b>10.</b>	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <i>potentially</i> be affected by the policy and describe any positive and negative impacts, including any barriers.		
		<b>Yes</b>	<b>No</b>
			<b>Comments</b>
	<b>Age</b>	x	<p><b>Current visitors to the Collections Resources Centre and Eastern Annexe include volunteers, community heritage groups, university/college students and researchers Both of these sites are accessible by car or public transport. The new hub will have coach and car parking and good access to public transport.</b></p> <p><b>Unit One has issues around accessibility and so the Collections Hub would improve the accessibility of collections held there.</b></p> <p><b>Therefore there will be no impact or a positive impact for visitors.</b></p>
	<b>Disability</b>	x	<p><b>The Collections Resources Centre has a mezzanine area that is inaccessible for wheelchair users or people with limited mobility. The other sites also present problems with accessibility as well as less than ideal conditions for the collections and those working with them.</b></p> <p><b>The Hub will ensure that there is better disabled access and</b></p>

				facilities which enable everyone to use the service. Bringing the services together may also assist with providing bespoke sessions with access to a wider range of resources and expertise.
	<b>Gender Reassignment</b>		x	No data exists, although there is no foreseeable impact.
	<b>Marriage and Civil Partnership</b>		x	No data exists, although there is no foreseeable impact.
	<b>Pregnancy and Maternity</b>	x		Issues around lone working for staff will be improved by the Collections Hub and its location.  Improved facilities will be available to accommodate expectant, new or breastfeeding parents.
	<b>Race</b>		x	No data exists, although there is no foreseeable impact.
	<b>Religion or Belief</b>		x	No data exists, although there is no foreseeable impact.
	<b>Sex</b>		x	No data exists, although there is no foreseeable impact.
	<b>Sexual Orientation</b>		x	No data exists, although there is no foreseeable impact.
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	x		Depending on the location of the Hub there could an impact on some other groups, this could be positive or negative, as some existing users may find the new location harder to access, others may find it easier.
	<b>Community Cohesion</b>	x		By locating all areas of the service in the same building there would be more opportunity for work across the different areas of the service, sharing of resources/expertise and

				projects that encompass all service areas with different community groups.
11.	<p>Are the human rights of individuals <b>potentially</b> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> may apply to the policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB: include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
<b>Part 1: The Convention- Rights and Freedoms</b>				
Article 2: Right to life			x	No impact
Article 3: Right not to be tortured or treated in an inhuman or degrading way			x	No impact
Article 4: Right not to be subjected to slavery/ forced labour			x	No impact
Article 5: Right to liberty and security			x	No impact
Article 6: Right to a fair trial			x	No impact
Article 7: No punishment without law			x	No impact
Article 8: Right to respect for private and family life			x	Article 8 could be engaged as Leicestershire Museum Collections holds information relating to individuals including personal data. It is expected the impact of the Collections Hub will be neutral or positive as the service will continue to be provided but from another and better equipped location.
Article 9: Right to freedom of thought, conscience and religion			x	No impact
Article 10: Right to freedom of expression	x			Article 10 could be engaged through the collections and the impact is expected to be positive in that with representative collections brought together, freedom of expression should be easier for

				<b>individuals and communities.</b>
	<b>Article 11: Right to freedom of assembly and association</b>		<b>x</b>	<b>No impact</b>
	<b>Article 12: Right to marry</b>		<b>x</b>	<b>No impact</b>
	<b>Article 14: Right not to be discriminated against</b>		<b>x</b>	<b>No impact</b>
<b>Part 2: The First Protocol</b>				
	<b>Article 1: Protection of property/ peaceful enjoyment</b>		<b>x</b>	<b>No impact</b>
	<b>Article 2: Right to education</b>		<b>x</b>	<b>No impact</b>
	<b>Article 3: Right to free elections</b>		<b>x</b>	<b>No impact</b>
<b>Section 2</b>				
<b>D: Decision</b>				
<b>13.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) the policy could have a different affect or adverse impact on any section of the community;		<b>x</b>	
	b) any section of the community may face barriers in benefiting from the proposal		<b>x</b>	
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of the policy			
	No Impact <input checked="" type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report is required.</b>				
<b>14.</b>	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	