

## **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.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance please 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>	Function /Service: Snibston Discovery Museum
<b>Department and Section:</b>	Adults and Communities Communities and Wellbeing
<b>Name of lead officer/ job title and others completing this assessment:</b>	Nigel Thomas Chris Housden Carolyn Abel
<b>Contact telephone numbers:</b>	Chris Housden 0116 3056947 Nigel Thomas 0116 305 7379 Carolyn Abel 0116 305 3468
<b>Name of officer/s responsible for implementing this policy:</b>	Nigel Thomas
<b>Date EIA assessment started:</b>	November 2013
<b>Date EIA assessment completed:</b>	

## Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this 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.

<p><b>1</b></p>	<p><b>What is new or changed in this policy? <i>What has changed and why?</i></b></p> <p>Leicestershire County Council is subject to a significant reduction in funding and as a result all related services are subject to review.</p> <p>In its Medium Term Financial Strategy (MTFS), the County Council details its budget and the requirement to save £110 million for the period 2014-16. C&amp;Ws target is £1.9 million</p> <p>As part of the MTFS, this ERHIA initial questionnaire explores the impact of a proposal to redevelop the Snibston Discovery Museum with a new offer focusing on mining and the Scheduled Ancient Monument (SAM) which identifies £240k annual saving.</p>
<p><b>2</b></p>	<p><b>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></b></p> <p>National legislation regarding Museums is outlined in the 1964 Public Libraries and Museums Act.</p> <p>The Act identifies that museum services are a discretionary function of the local authority. Local authorities may:</p> <ul style="list-style-type: none"> <li>• provide and maintain museums and art galleries within its administrative area or elsewhere in England or Wales, and may do all such things as may be necessary or expedient for or in connection with the provision or maintenance thereof (Section 12 (1))</li> <li>• A local authority maintaining a museum or art gallery under this section may enter into an agreement with any other local authority empowered to maintain it for the transfer of the museum or gallery and its collections to that authority.(section 12 (2))</li> </ul> <p>As part of the Accreditation of its museums, the Council is responsible for the care of its collections as defined by the Code of Ethics for Museums demonstrating the relationship of trust between the museum and the communities it serves.</p> <p>Arts Council England (ACE) has the national responsibility of supporting Libraries and Museums, taking over from the Museums Libraries and Archives Association in 2011.</p>

	<p>In 2013 ACE published their revised 10 year strategy for Arts libraries and museums, <b>Great Art and Culture for Everyone</b> (<a href="http://www.artscouncil.org.uk/advice-and-guidance/browse-advice-and-guidance/great-art-and-culture-everyone">http://www.artscouncil.org.uk/advice-and-guidance/browse-advice-and-guidance/great-art-and-culture-everyone</a>). Their goals are listed as:</p> <ul style="list-style-type: none"> <li>• Excellence is thriving and celebrated in the arts, museums and libraries</li> <li>• Everyone has the opportunity to experience and to be inspired by the arts, museums and libraries</li> <li>• The arts, museums and libraries are resilient and environmentally sustainable</li> <li>• The leadership and workforce in the arts, museums and libraries are diverse and appropriately skilled</li> <li>• Every child and young person has the opportunity to experience the richness of the arts, museums and libraries</li> </ul> <p>Leicestershire County Council has statutory obligations surrounding the scheduled ancient monument (SAM) which encompasses the former Snibston Colliery buildings adjacent to the main museum site.</p> <p>Snibston plays an important function in regard of the acquisitions and disposal policy of Leicestershire's Museums Service.</p> <p>A range of national and local stakeholders have a stake in the museum site, including, for example, Arts Council England, North West Leicestershire District Council, English Heritage, Coalville Town Centre team, the National Forest Company, NEXT Plc., Mantle Arts, Leicestershire Promotions, regional universities, Retro Computer Museum, Stephenson College, Engineering Development Trust, British Science Association, Education CPD+ and a range of volunteers, community organisations and a Friends group.</p>
3	<p><b>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</b></p> <p>Target groups likely to be affected by the proposed redevelopment will be associated with the current scale and diversity of the Snibston offer and service provision. They will also be affected by the related infrastructure consequences of the MTFs.</p> <p>In addition to the SAM, and the artefacts relating to the mining heritage, the current offer includes:</p> <ul style="list-style-type: none"> <li>• Artefacts and exhibitions that reflect Leicestershire's scientific, technological and industrial innovation including large scale artefacts such as Gimson beam engines, Brush loco, Auster aircraft</li> <li>• The fashion gallery that showcases the clothing industry</li> <li>• The Century Theatre and Sheepy Magna wheelwrights building</li> <li>• Outdoor Science Play, Wild Water and Sand pit</li> <li>• Colliery tours and heritage railway rides</li> <li>• Community space/Venue hire/Gallery space</li> <li>• Volunteering and work placements including placements for persons from vulnerable groups</li> <li>• Schools learning across all key stages including expertise in STEM (Science, Technology, Engineering, Mathematics) provision, SEN (Special Educational Needs) and workshops to support the national curriculum.</li> </ul>

- Out of school learning opportunities supporting maths and science such as Royal Institution maths master classes
- Targeted engagement work with vulnerable audiences including people with dementia and their carers, young people with a disability and their siblings, looked after children and vulnerable families.
- Adult learning courses and skills development
- Changing programme of exhibitions and events (including in the Century Theatre), conference/ room hire and weddings

1,146, items are on display at the Museum. This represents approximately 2.3% of the total collections held by the Museums Service. Many of the items are large (e.g. carriages, buses) and therefore, storage and /or disposal will present a significant issue if the focus of the site is changed.

Snibston offers a universal service that is open to all of Leicestershire's residents.

An analysis of a range of data coupled with the current offer suggests that the following groups of people may be most affected:

#### **General Visitors**

- Snibston had 91,000 paid visitors in the 2013 calendar year - this does not include people visiting the free parts of the museum. Indicative figures from postcode analysis representing 40% of all visits indicates that 60% of these come from outside Leicestershire, 29% from across the county and within that 15% from NW Leicestershire.
- The reduction of the current offer to a single subject mining-themed offer is forecast to impact on the volume of visitors attracted to the site and therefore Leicestershire.

A full EHRIA assessment is needed in order to detail the extent that any change may affect protected groups and also any subsequent economic impact that a change in site focus may have. **Appendix 1** details visitor numbers by location for different aspects of the service for 2013.

#### **Volunteers**

- There are currently 85 volunteers registered at Snibston. **Appendix 2** provides data on volunteers engaged at Snibston. This reflects characteristics of age, employment status, disability and ethnicity. There are also figures for the main attractions and benefits for volunteers and their home postcode. A little under half of the volunteers are self classified as disabled. The majority of the volunteers classify themselves as White British.
- The proposed change in focus to the site will impact on the volunteering and skills development opportunities available. Consideration will also need to be given to the support available for volunteers with particular needs. This would require remodelling as part of any potential change to the site.

#### **Local Communities**

- As a local community resource, large and small scale events such as the Fireworks and the Miners' Gala are well attended by local communities; the make-up of audiences at the Century Theatre is predominantly local. Local groups also exhibit their works in the Community Gallery and are represented among the Season Ticket Holders.
- A full EHRIA needs to look at the scope of any changes within the context of the equalities agenda to determine the impact of any potential reduction in the capacity to use the venue on protected groups.

### **Students**

- 14,392 students visited Snibston as part of a school visit including National Curriculum workshops. A change in size and focus of the museum will reduce the National Curriculum offer to schools and access to offers e.g. National Science and Engineering Week, fashion and design, transport, engineering etc., the majority of which come from out of County.
- Specialist provision for SEN students will need to be reviewed in the context of the setting of sessions and appropriate resources to support learning.
- There may be a reduced offer to young people at risk of exclusion, if outreach work is significantly reduced.
- Out of school provision of STEM subjects increasing educational attainment of students would need to be reassessed.
- There is likely to be an impact on further and higher education students, particularly around fashion and STEM subjects, with a reduced offer – specialist activity delivered in partnership with regional universities and others
- Adult learning courses currently delivered at Snibston, involving students with learning difficulties and work experience placements are offered to students from Stephenson College, for example.

### **Stakeholders**

- A range of national and local stakeholders have a stake in the museum site, including, for example, Arts Council England, North West Leicestershire District Council, English Heritage, the National Forest Company, Next, Mantle Arts, National Coal Mining Museum for England, Leicestershire Promotions and a range of volunteer and friends groups. A redevelopment of Snibston will require consultation with these groups as part of the change process.

The Snibston site is situated at the centre of an area of deprivation in the County ,but also serves the rest of Leicestershire.

A full EHRIA report is recommended in order to analyse the full impact of the proposed redevelopment on the locality and beyond within the equalities and human rights contexts as well as economy of the area. This would include a full risk analysis and mitigating actions.

<b>4</b>	Will this 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>			
		<b>Yes</b>	<b>No</b>	<b>How?</b>
	Eliminate unlawful discrimination, harassment and victimisation		X	
	Advance equality of opportunity between different groups	x		Any redevelopment will need to address any reduction in activities that promote equality of opportunity, e.g. volunteering and skills development opportunities that currently take place at Snibston for people with learning disabilities and young people at risk; SEN and schools provision
Foster good relations between different groups	x		Any redevelopment will need to address any changes to activities that foster good relationships in communities, e.g. Miners Gala, Fireworks and the volunteering projects fostering intergenerational and cross cultural relations.	

## Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

### Section 2: Equality and Human Rights Assessment Screening

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 this 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*
<b>5.</b>	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
<b>6.</b>	If the target groups have not been consulted directly have representatives been consulted or research explored (e.g. Equality Mapping)?		X
<b>7.</b>	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in term of potential unintended impacts?		X
<b>8.</b>	*If you answered 'no' to the questions above and feel that consultation is not necessary, please use the space below to explain why.		
	Broad public consultation was undertaken by the Council in Summer 2013 (Leicestershire's Future) on a range of council services as part of the process of enabling the council to begin the budget planning process. This asked consultees about their views on a range of council services in helping to shape future prioritisation of resources. The outcome of the consultation indicated that museum services were service areas where less money could be spent through an exploration of alternative delivery models. The full consultation response can be accessed via the following link: <a href="http://www.leics.gov.uk/leicestershires_future_consultation_report.pdf">http://www.leics.gov.uk/leicestershires_future_consultation_report.pdf</a>		
	A range of consultation exists as part of the strategic review of Libraries Heritage and Arts services undertaken in 2010. This included stakeholders, focus groups and residents. However this did not cover in any detail a proposal to redevelop the site along the lines proposed.		

<p>The proposed redevelopment to Snibston described in Section 1 (1) would require further consultation with the public and the identified stakeholders and this is scheduled for April 2014.</p> <p>Consultation will be underpinned by the statutory requirements contained in the Museums and Libraries Act 1964. Guidance is also provided by the Museums Association in the form of a Code of Ethics (see <b>Appendix 3</b>).</p>
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<b>Section 2</b>			
<b>B: Monitoring Impact</b>			
<b>8.</b>	Are there systems set up to:	<b>Yes</b>	<b>No</b>
	a) monitor impact (positive and negative, intended and unintended) for different groups;	<b>x</b>	
	b) enable open feedback and suggestions from different communities	<b>x</b>	
<b>Note: If no to Question 8 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>9.</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 <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.		
		<b>Yes</b>	<b>No</b>
			<b>Comments</b>
	<b>Age</b>	<b>X</b>	Issues affecting representation may be positive or negative, depending on the option under consideration. Redevelopment of the site may remove access to the local heritage and collections, community activities and good value place to visit which may impact disproportionately on young people, families, and other vulnerable groups. The Volunteer data in <b>Appendix 2</b> shows that 33% of all volunteers fall into the under 25 age range, suggesting a disproportionate impact on young people if the opportunities are lost.
	<b>Disability</b>	<b>X</b>	Key volunteering opportunities may be affected that specifically target people with learning disabilities and mental health issues. <b>Appendix 2</b> shows that 42% of all volunteers regard themselves as disabled, and 34% as



			unable to work. Redevelopment of the site may remove access to the local heritage and collections and a good value place to visit. There are educational opportunities specifically aimed at SEN children and others with Autism who may be disadvantaged by a remodelled offer. There are clubs supporting the wellbeing of young people who are risk of mental health issues.
	<b>Gender Reassignment</b>		<b>X</b>
	<b>Marriage and Civil Partnership</b>		<b>X</b>
	<b>Pregnancy and Maternity</b>		<b>X</b>
	<b>Race</b>	<b>X</b>	Redevelopment of the site may remove access to the local heritage and collections and good value place to visit. National Curriculum workshops on 'Discrimination & Difference' may be affected by the change in the offer.
	<b>Religion or Belief</b>		<b>X</b> No issues in relation to religion or belief have been identified at this stage but monitoring data will be scrutinised as part of the consideration of this proposal and through the consultation process,
	<b>Sex</b>		<b>X</b> No issues in relation to sex have been identified at this stage but monitoring data will be scrutinised as part of the consideration of this proposal and through the consultation process,
	<b>Sexual Orientation</b>		<b>X</b>
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	<b>X</b>	The redevelopment of site may remove access to the local heritage and collections and a good value place to visit. Redevelopment of the site may have impact on the local economy Redevelopment of site may remove volunteering opportunities that specifically target people with learning disabilities and mental health issues, local young people at risk of anti-social behaviour, single parents and long term unemployed.  On this last point, the data in <b>Appendix 2</b> shows that 33% of

				volunteers named training/employability as the main benefit of volunteering, and 36% cited personal skills. Some educational events are specifically aimed at looked after children (e.g. curriculum booster days).
	<b>Community Cohesion</b>	<b>X</b>		<p>Redevelopment of site may remove access to the local heritage and collections and a good value place to visit, helping to reinforce sense of place and identity.</p> <p>Redevelopment of site might mean that events and exhibitions previously organised by Snibston that pull local communities together disappear.</p> <p>Snibston is seen by visitors, volunteers and stakeholders and a key community hub in Coalville.</p> <p>Volunteering is seen as a key factor in community cohesion. Reduction in levels and types of opportunities offered would affect this. 74% of listed volunteers live in the Coalville area (See <b>Appendix 2</b>).</p>
<b>10.</b>	<p>Are the human rights of individuals <u>potentially</u> 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 your 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>			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
<b>Part 1: The Convention- Rights and Freedoms</b>				
	<b>Article 2: Right to life</b>		<b>X</b>	
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>		<b>X</b>	
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		<b>X</b>	
	<b>Article 5: Right to liberty and security</b>		<b>X</b>	
	<b>Article 6: Right to a fair trial</b>		<b>X</b>	

<b>Article 7: No punishment without law</b>		<b>X</b>	
<b>Article 8: Right to respect for private and family life</b>	<b>X</b>		Privacy and data protection rights will need to be taken into account in managing any changes to exhibitions/collections belonging to persons other than the County Council
<b>Article 9: Right to freedom of thought, conscience and religion</b>		<b>X</b>	Although any proposals to remodel the provision would not deprive any one of their Article 9 rights it may be that the acquisition/ display of museum objects, provision of events and learning resources enhance a person's ability to explore a range of thoughts and ideas
<b>Article 10: Right to freedom of expression</b>		<b>X</b>	Although any proposals to remodel the provision would not deprive any one of their Article 10 rights it may be that the acquisition/ display of museum objects, provision of events and learning resources enhances a person's ability to form and express different views as . exhibitions/ events/ collections reflect a variety of different beliefs/ views/ expression.
<b>Article 11: Right to freedom of assembly and association</b>		<b>X</b>	
<b>Article 12: Right to marry</b>		<b>X</b>	
<b>Article 14: Right not to be discriminated against</b>		<b>X</b>	Article 14 relates to discrimination in the way in which the convention rights are applied and is not believed to be engaged
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/ peaceful enjoyment</b>		<b>X</b>	
<b>Article 2: Right to education</b>		<b>X</b>	The right of the individual to access the existing educational system is not denied by any proposed changes but a broader educational objective may be affected if the service does not deliver universal, specialist and/or targeted learning provision for a range of groups. There may be an

				<p>impact on an educational opportunity to adults and young people. Education is also provided through informal activities e.g. intergenerational events/ activities, volunteering. Approximately 50% of visitors are from Schools. Feedback and evaluation from School visits confirm that their purpose is closely linked to the formal curriculum rather than having a leisure purpose.</p>
	<b>Article 3: Right to free elections</b>		<b>X</b>	<p>However, Snibston site used as Polling station</p>

**Section 2****D: Decision**

<b>11.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) this policy could have a different effect 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>12.</b>	<p>Based on the answers to the questions above, what is the likely impact of this policy?</p> <p>The varied future options and potentially significant change to the provision requires us to be mindful of the impacts on different sections of the community. As far as we are able to appraise at this stage, it is incorporated in sections 9 and 10 above, and will be reappraised as Consultation develops. In addition, we will be mindful of the potential for indirect discrimination on any protected Equality groups and direct discrimination as related to engaged Human Rights Act Articles.</p>			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>

**Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.**

13.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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## APPENDICES

- 1 Visitor analysis
- 2 Volunteer Analysis
- 3 Museum Association Code of Ethics

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