



monmouthshire  
sir fynwy

## Equality and Future Generations Evaluation

<b>Name of the Officer</b> Matthew Lewis <b>Phone no:</b> 01633 644850 <b>E-mail:</b> <a href="mailto:matthewlewis@monmouthshire.gov.uk">matthewlewis@monmouthshire.gov.uk</a> Rachael Rogers <b>Phone no:</b> 01873 854282 <b>E-mail:</b> <a href="mailto:rachaelrogers@monmouthshire.gov.uk">rachaelrogers@monmouthshire.gov.uk</a>	<b>Please give a brief description of the aims of the proposal</b>  <b>To seek agreement to implement a staffing restructure following a review of the Museums Service.</b>  <b>To seek agreement to implement new public opening hours following a review of the Museums Service.</b>
<b>Name of Service area</b>  <b>MonLife</b>	<b>Date</b> 8 November 2019

1. **Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The review of the Museums Service will enable us to determine how we are able to better serve our existing and potential audiences with protected characteristics.	Seasonal variation in public opening hours could reduce choice in when people can visit, however this is not specific to people with protected characteristics and needs to be balanced against it facilitating other access to the museums and allowing improvement of the visitor experience.	We intend to consult with non-users and establish a consultative panel as part of the MonLife Heritage Strategy project and this will help inform our detailed approach
Disability	As above	As above	As above
Gender reassignment	As above	As above	As above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	As above	As above	As above
Pregnancy or maternity	As above	As above	As above
Race	As above	As above	As above
Religion or Belief	As above	As above	As above
Sex	As above	As above	As above
Sexual Orientation	As above	As above	As above
Welsh Language	As above	As above	As above
Poverty	As above	As above	As above


**2. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The staffing review is to support the implementation of the forward plan to ensure we have a resilient and sustainable service using our resources to best effect. The delivery of enhanced arts, cultural and heritage provision is one of the agreed priorities within the Monmouthshire Destination Management	Further progressing the museums forward plan will enable us to most effectively contribute to a prosperous Wales through supporting the artistic, cultural, heritage and tourism economy.


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	Plan to grow tourism revenue to the county by supporting the artistic, cultural and tourism economy	
<b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	The positive effects of cultural activities on people's wellbeing is well documented and the forward plan seeks to provide that opportunity to existing and new audiences.	Further supporting implementation of the museums forward plan will enable us to most effectively contribute to a healthier Wales through cultural activities, volunteering and engagement.
<b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected	<p>Telling the stories of all our communities through our work is important in making our communities feel connected and attractive. Ensuring our collections relate directly to our stories and are suitable housed and displayed will enable us to do this in a more focused way.</p> <p>There may be a negative impact on communities of antipathy and distrust of the service that they had thought was going to look after donations in perpetuity.</p>	<p>Carrying out the rationalisation will enable us to work how to most effectively use our resources to enable us to contribute to a Wales of cohesive communities.</p> <p>Museum Ethical Guidelines will be followed at all times to ensure we remain within Museum Industry Standards at all times. We will provide full information on the process to ensure that members of the public are aware of what we are doing at all times. We will keep relevant organisations up to date including MALD the body responsible for museums in Wales.</p> <p>We will also prepare written statements of explanation available at each museum for custodians to hand out; provide positive press stories e.g. publicising successful 'rehomings' in other museums etc.</p>
<b>A globally responsible Wales</b>		

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Collections Rationalisation means we can focus on the appropriate culture and heritage for our area.	Carrying out the review will enable us to work how to most effectively use our resources to enable us to contribute to a Wales of vibrant culture and thriving Welsh language.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Museums will continue to provide free access to the public and in consulting with non-users and via a consultative panel we will seek to identify and overcome barriers to use	

### 3. How has your proposal embedded and prioritised the sustainable governance principles in its development?

<b>Sustainable Development Principle</b>	<b>Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.</b>	<b>Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	Supporting the delivery of the Forward Plan is intended to position the service to be sustainable in the long term – addressing the collection review is essential to this as the Museum Stores are extremely full. Introducing seasonal variation in public opening hours could reduce choice in when people can visit, but needs to be balanced against facilitating other access and allowing time to work collaboratively on projects, including collection review, delivering project outcomes, improving teamwork and ultimately the visitor experience.	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>Delivery of the Forward Plan involves working closely with our colleagues across MonLife and MCC, partnership with funders, National Lottery Heritage Fund, working closely with our colleagues across other museums in respect of collection review and building partnerships related to art, cultural and heritage activities</p>	
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>Delivery of the Forward Plan involves consultation with volunteers and community partners. We intend to consult with non-users and establish a consultative panel as part of the MonLife Heritage Strategy project and this will help inform our detailed approach. We have consulted with museum bodies and followed UK wide principals.</p>	<p>We will provide full information on the collection review process to ensure that members of the public are aware of what we are doing at all times. We will keep relevant organisations up to date including MALD the body responsible for museums in Wales.</p> <p>We will also prepare written statements of explanation available at each museum for custodians to hand out; provide positive press stories e.g. publicising successful 'rehomings' in other museums etc.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p><b>Prevention</b></p>	<p>The Museum Service is not performing to its potential and we need to address this issue. The Museum Stores are almost at capacity and we need to address this in order to plan for the future.</p>	<p>Further delivery of the Forward Plan and properly considered collections rationalisation will help us to prioritise the needs of our service and ensure we can put in place the best resources to care for them.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	It is well documented that participation in cultural life improves people's wellbeing and this is something we consider throughout our work.	

**4. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Social Justice, Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Social Justice	Our role as a museum service is to tell the stories of everyone in Monmouthshire. We would like to ensure we do this more effectively.		
Safeguarding	N/A	N/A	N/A
Corporate Parenting	N/A	N/A	N/A

**5. What evidence and data has informed the development of your proposal?**

- Visitor figures across the sites
- Experience of operations across the last 2 years
- Discussion amongst Monmouthshire Museums Team and with National Lottery Heritage Fund
- Consultation with staff and union

**6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The work we do in the Museums Service holds the wellbeing of our Future Generations at its very heart. It is well documented that participation in cultural life improves people's wellbeing and this is something we consider throughout our work. Delivery of the Forward Plan will ensure that we can have a resilient and sustainable service into the future contributing to the economy, to health, cohesive communities and to a vibrant culture by supporting artistic, cultural, heritage and tourism activity

**7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible
Completing staff review / new structure	By late 2019 / early 2020	Environment & Culture Manager /Museums Manager
Completing Review of the Museum Forward Plan	By early 2020	Environment & Culture Manager /Museums Manager

**8. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.	ICMD	27 Nov 2019	