



<p>Name of the Officer Rachael Rogers</p> <p>Phone no: 01873 854282 E-mail:</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To install an events pavilion at Abergavenny Castle</p>
<p>Name of Service area: Museums</p>	<p>Date: 9.11.2018</p>

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	We are actively looking to include events that are suitable for the 70 plus audience which is currently under-represented within our events	None	Further consultation with representatives of this age group.
Disability	We are talking to CAIR to ensure the design of the structure is accessible. We are also working towards providing accessible events toilets.	None	Further consultation with this group.
Gender reassignment	N/A	N/A	N/A

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Marriage or civil partnership	If there is a covered structure we would be able to license the site for weddings or civil partnerships. This would provide residents with the opportunity to get married somewhere that is significant to them and for visitors to get married somewhere that has historical and visual importance.	N/A	Discussion with local businesses about how we can work together.
Pregnancy or maternity	N/A	N/A	N/A
Race	N/A	N/A	N/A
Religion or Belief	N/A	N/A	N/A
Sex	N/A	N/A	N/A
Sexual Orientation	N/A	N/A	N/A
Welsh Language	All information at the castle and museum is provided in Welsh	None	Further consideration of more events in Welsh.

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Poverty	<p>We have identified the need for a flexible pricing structure differentiating between private individuals, businesses and community organisations and we would utilise our Skills Exchange Programme, where appropriate: https://www.youtube.com/watch?v=hMXy6SNnLbI</p> <p>Welsh Government's report 'Culture and Poverty' demonstrates the importance of heritage in tackling poverty in Wales. We would be providing an accessible central space within an important heritage site. This will give a wide variety of organisations and individuals the opportunity to access their local heritage in a way that is comfortable to them. The 'Culture and Poverty' report demonstrates how heritage can be used to increase confidence and promote social justice. We will ensure that the events that we run are wide ranging and encourage audiences who attend one type of event develop a confidence to try other types as they become more comfortable with the site itself. Where appropriate we will encourage people to become involved as site stewards as the event programme develops so their skills are developed</p>	There is a danger of events in locations such as the castle becoming too elite.	Ensure a wide variety of types of events





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?

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<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>To ensure much valued local services are maintained and by their nature provide employment, growth and an increasingly skilled workforce.</p> <p>Developing economic opportunities for ourselves and our users.</p>	<p>We have undertaken positive engagement and coordination with community focused organisations and local businesses.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Close working with countryside and planning and ensuring our green spaces and cultural heritage is supported.</p>	<p>We have considered ecological issues in the design and use of the events pavilion.</p> <p>We have had a bat report done when considering the area for the toilets.</p>
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Positive impact by ensuring quality services are provided by offering events and opportunities to encourage a fit and healthy lifestyle through cultural access.</p> <p>The new offer will ensure that events and activities are also well signposted and the benefits of such activities demonstrated.</p>	<p>Working with key partners will ensure that physical and mental health through activity is widely available and that the service is central to this by working directly with its communities.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Our feasibility study worked with our local communities to devise an events programme that is beneficial to us, local communities and businesses.</p>	<p>Community groups have been consulted as part of this process and will have opportunities to get involved with future events programmes.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>The service will work to ensure high standards are met and maintained that do not conflict with the global drivers.</p>	<p>Any decisions taken will take into account global and well-being issues as part of its day to day processes.</p>

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?
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>Monmouthshire Museums contributes greatly to the local culture, heritage and art including the promotion and protection of the Welsh language which will remain part of the core values going forward.</p>	<p>The proposed events programme will be wide ranging in its scope. The Museum Service has experience in working bilingually through its exhibitions and has hosted events through the Welsh language. We will continue with this bilingual approach in our programming.</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>The events pavilion and associated exhibition programme will be available for diverse audiences and all its communities.</p>	<p>The feasibility identified programmes for 2 under represented audiences – one targeting youths and young adults (16 -25) and one targeting older adults (aged 70+). However our events will be open to all and we will refer to MCC equal opportunities policies in our planning.</p> <p>The structure will be DDA compliant and we have spoken to CAIR (the Monmouthshire based Disability Support group) during the design process to ensure practical needs are taken into account.</p>

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

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>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The feasibility was concerned with; identifying useful links across council service delivery, building shared capacity to deliver events, and realising new income generating opportunities in order to improve financial viability and service sustainability. The provision of an Events Pavilion will improve and ease the delivery of an events programme.</p>	<p>The appointment of a dedicated part time events co-ordinator will help to ensure the delivery of a successful events programme.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>A wide variety of organisations, local businesses, stakeholders and internal Monmouthshire staff will be further involved in the delivery of the programme.</p>	<p>The building will be used and the programme will be a balance of events by the museum service and local organisations and will meet both community needs and generate income.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>A wide variety of organisations, local businesses, stakeholders and internal Monmouthshire staff have been consulted on both the Events Pavilion and the Events Feasibility Study.</p>	<p>Local organisations will be further involved in the development of the events programme. Both the programme and the structure will be available to community groups and local businesses.</p> <p>There will be further meetings with neighbours who are concerned about the project.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Museum Service budget has been reduced in recent years. This project will provide opportunities for us to meet increased income targets.</p>	<p>We will monitor and evaluate the use of the structure and the events programme so we can ensure we are meeting the needs of our audiences and stakeholders.</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>	<p>The opportunity to develop a new way of delivering the service and sustaining its long term future will give the opportunity to better connect wellbeing outcomes to other partners and bodies.</p>	<p>One of the key drivers of the offer is the promotion of culture and arts and this programme will reflect that.</p>

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	<p>The 'Culture and Poverty' report demonstrates how heritage can be used to increase confidence and promote social justice. We will ensure that the events that we run are wide ranging and encourage audiences who attend one type of event develop a confidence to try other types as they become more comfortable with the site itself. Where appropriate we will encourage people to become involved as site stewards as the event programme develops so their skills are developed.</p>	N/A	Ensure a wide range of events.
Safeguarding	N/A	.N/A	All staff and volunteers receive safeguarding training
Corporate Parenting	N/A	N/A	N/A

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

This report is founded upon the following:

- Abergavenny Castle Events Pavilion Business Case
- Abergavenny Castle Events Feasibility Study

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 'Events Structure' has been initiated in order to more fully realise the full potential of Abergavenny Museum and Castle to act as an events venue. Events and related activities are well recognised as being central to service delivery. The work has identified useful links across departments, looked to build shared capacity to deliver events, and realise new income generating opportunities in order to improve financial viability and service sustainability. Events provide an excellent vehicle for active engagement of both existing and new target audiences, and are a proactive way to be 'inspiring' and to 'bring alive' museums, heritage, arts and culture – central tenets of the vision and mission of the Monmouthshire Museums Service.

We will carry out the following actions:

- Obtain marriage ceremony licence
- Ensure provision for partnership with local businesses
- Ensure a wide range of events including those through the medium of Welsh

There can be negative associations with events including noise and antisocial behavior. It is important that we consider the type and timing of events. We will ensure that our events are appropriate to our vision and mission for the museum.

The following actions need to be carried out:

- Devise a set of mitigation strategies to keep nuisances to a minimum,
- Continue to discuss the proposals with our neighbours
- Consult further with older audience
- Consult further with disability groups

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
Submission of Planning Application for the Events Pavilion	November 2018	Rachael Rogers

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	Economy and Development Select Committee	22 nd Nov 2018	