



<p>Name of the Officer Rachael Rogers</p> <p>Phone no: 01873 854282 E-mail: rachaelrogers@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To approve an interim reduction in the opening hours at Abergavenny, Chepstow and Monmouth Museum. This which will close the museums to the public on Wednesday every week pending a full review of service provision.</p>
<p>Name of Service area</p> <p>Museums</p>	<p>Date 3rd April 2019</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	A review of the Museums Service will enable us to determine how we are able to better serve our audiences with protected characteristics.	A reduction in choice of when people can visit, however this is not specific to people with protected characteristics.	Considering the particularly needs of audiences with protected characteristics will be a key part of the review.
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	<i>As above</i>	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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	Our staff resources are stretched and it is a better use of time to close the museum to the general visitor one day a week to use staff time in a more focused way.	Carrying out the review will enable us to work how to most effectively use our resources to enable us to contribute to a prosperous Wales through Culture
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)		
A healthier Wales 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. It is a better use of time to close the museum to the general visitor one day a week to use staff time in a more focused way.	Carrying out the review will enable us to work how to most effectively use our resources to enable us to contribute to a healthier Wales through Culture
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Telling the stories of all our communities through our work is important in making our communities feel connected and attractive. It is a better use of time to close the museum to the general visitor one day a week to use staff time to explore this in a more focused way.	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 cohesive communities.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
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	It is a better use of time to close the museum to the general visitor one day a week to use staff time to explore this in a more focused way.	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.

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?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	It is a better use of time to close the museum to the general visitor one day a week to use staff time to explore this in a more focused way.	Carrying out the review will enable us to work how to most effectively use our resources to enable us to contribute to a more equal Wales

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 Museum Service is extremely overstretched. This alteration to our hours on initially a short-term basis will enable us to look at the long term and to plan for the future.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>The review will involve working closely with our colleagues across TLCY to see how we can better deliver objectives</p>	
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Within the review we will consult with a wide a range of people as possible.</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>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The Museum Service is not performing to its potential and we need to address this issue.</p>	<p>A properly considered review 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>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>It is well documented that participation in cultural life improves people's wellbeing and this is something we consider throughout our work.</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	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
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5. What evidence and data has informed the development of your proposal?

- Visitor figures across the sites
- Current experience of partial closure at Abergavenny and Monmouth Museums
- Discussion amongst Monmouthshire Museums Team

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. Whilst reducing our period of opening to the public is detrimental by having additional time to consider the entire service provision through a period of closure to allow staff to focus on specific things and through a review will mean we can improve the service in the longer term.

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
Close all 3 museums sites on a Wednesday	As soon as possible	Museums Manager
Carry out a Review of the Museum Service	By Summer 2019	Green Infrastructure & Countryside 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.	Enterprise DMT		