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| <p>Name of the Officer Matthew Lewis Phone no: 01633 644850 E-mail: matthewlewis@monmouthshire.gov.uk Rachael Rogers 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>Shire Hall / Monmouth Museum.</p> <p>To note the progress in undertaking a feasibility study to establish a new cultural offer at Shire Hall incorporating the Monmouth Museum and the review of museum collection storage. To approve the establishment of an initial phase within Shire Hall.</p> |
| <p>Name of Service area</p> <p>MonLife Attractions & Museums and Arts</p> | <p>Date 28 October 2020 updated 20 November 2020, 19 March 2021 & 20 May 2021</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 | The creation of a new heritage and museum offer in Monmouth enables us to better serve our existing and potential audiences with protected characteristics. The feasibility study outlines a community engagement programme including activities targeted at young people, families and those aged 55+ | None | We are already consulting as part of the MonLife Heritage Strategy project and this will help inform our approach to the initial phase. The desired scope and content of further provision will be developed through a process of full public engagement and involvement. |

| 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? |
|----------------------------------|---|--|--|
| Disability | As above and unlike the existing museum building Shire Hall has lift access to all floors and meets access requirements | As above | The proposal provides the opportunity to address issues of disability through interpretation of the collection, including the Nelson collection. |
| Gender reassignment | As above | As above | As above |
| Marriage or civil partnership | As above | As above | As above |
| Pregnancy or maternity | As above | As above | As above |
| Race | As above | As above | The proposal provides the opportunity to address issues of race through interpretation of the collection, including the Nelson collection. |
| Religion or Belief | As above | As above | As above |
| Sex | As above | As above | As above |
| Sexual Orientation | As above | As above | As above |

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

| | Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage | Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage. | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts? |
|---|---|--|--|
| Socio-economic Duty and Social Justice | Our role as a heritage service is to tell the stories of everyone in Monmouthshire. We would like to ensure we do this more effectively. The feasibility study outlines a community engagement programme including activities targeted at local people and those with lower income. The proposal provides the opportunity to address issues of social justice through interpretation of the chartist's stories. | N/A | The desired scope and content of further provision will be developed through a process of full public engagement and involvement. We will consult on the display and interpretation of the Nelson collection to ensure that we take into account the modern day context. |

3. Policy making and the Welsh language.

| How does your proposal impact on the following aspects of the Council's Welsh Language Standards: | Describe the positive impacts of this proposal | Describe the negative impacts of this proposal | What has been/will be done to mitigate any negative impacts or better contribute to positive impacts |
|---|--|---|---|
| Policy Making Effects on the use of the Welsh language, Promoting Welsh language Treating the Welsh language no less favourably | Telling the stories of all our communities would be central to the development of the new provision, including achieving full bilingual provision. | None | |

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|---|---|--|---|
| Operational Recruitment & Training of workforce | | | Will seek when recruiting to increase the level of Welsh speaking staff and continue to offer language training |
| Service delivery Use of Welsh language in service delivery Promoting use of the language | All promotional provision is produced bilingually and we will continue to do this | | |


4. 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 | Creating a new heritage/museum offer at Shire Hall that better tells the Monmouth story will contribute to enhancing cultural and heritage presence in each of our towns, and uses resources to best effect. The delivery of enhanced arts, cultural and heritage provision is one of the agreed priorities within the Monmouthshire Destination Management Plan to grow tourism revenue to the county by supporting the artistic, cultural and tourism economy. The proposal utilises existing building resources in a more sustainable way and gives the opportunity for Landlord Services to consider future use of the Market Hall | The desired scope and content of further provision will be informed by stakeholder input and an assessment of how it can contribute to an improved visitor experience in Monmouth. |


| 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? |
|--|--|--|
| | The combined offer also presents greater opportunities to support and enhance learning and skills development of all sectors of our communities. | |
| A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change) | Continued participation as a member of the Happy Museum community ensures contribution to initiatives to positively contribute to biodiversity and climate issues. | Shire Hall has previously hosted cultural and artistic activity such as the Wye Valley River Festival to raise awareness of environmental issues and will continue to do so as opportunities arise |
| 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 and the delivery of the new offer will enhance the ability to provide that opportunity to existing and new audiences. | The new provision would enable a contribution to a healthier Wales through cultural activities, volunteering and engagement. |
| A Wales of cohesive communities Communities are attractive, viable, safe and well connected | Telling the stories of all our communities through heritage and museum provision is important in making our communities feel connected and attractive. Creating a new heritage/museum offer would present new opportunities to display and interpret the museum collections and Monmouth's stories in an engaging and relevant way, ensuring everyone's voice is represented | The desired scope and content of further provision will be developed through a process of full public engagement and involvement. |
| A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing | The Museum Services' continued participation as a member of the Happy Museum Community ensures contribution to museum based initiatives to positively contribute to global wellbeing. Re-providing stores gives the opportunity to consider more sustainable methods of museum storage. | When fitting out new stores and deciding what objects are stored where close attention will be given to environmental impact. |

| 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>Telling the stories of all our communities will be central to the development of the new provision, including achieving full bilingual provision and Museum Accreditation standards</p> <p>Local culture and heritage will provide a platform for both formal and informal learning including arts provision.</p> | <p>The desired scope and content of further provision will be developed through a process of full public engagement and involvement.</p> |
| <p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p> | <p>The further development of free to access provision assists together with engagement through the MonLife Heritage Strategy work and the development of the new offer will work towards reducing barriers to access</p> | <p>The desired scope and content of further provision will be developed through a process of full public engagement and involvement</p> |

5. 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>Balancing short term need with long term and planning for the future</p> | <p>Creating a new heritage/museum offer at Shire Hall that better tells the Monmouth story, including the current Monmouth Museum and the Shire Hall heritage offer address the need to improve facilities and the visitor experience and provides a framework for long term development of the offer and the engagement of new audiences.</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 data-bbox="331 272 510 504">Working together with other partners to deliver objectives</p> <p data-bbox="129 488 295 512">Collaboration</p> | <p data-bbox="544 256 1317 520">Delivery of a new heritage/museum offer involves working closely with our colleagues across MonLife and MCC, existing stakeholders, including the Town Council, market and partnership with funders. It builds on the heritage strategy and collection review work already supported by the National Lottery Heritage Fund and continuing partnerships related to art, cultural and heritage activities</p> | |
|  <p data-bbox="349 560 517 743">Involving those with an interest and seeking their views</p> <p data-bbox="143 783 300 807">Involvement</p> | <p data-bbox="544 560 1328 783">Delivery of a new heritage/museum offer involves consultation with stakeholders, volunteers and community partners. We intend to build on the engagement through the MonLife Heritage Strategy project and undertake a process of full public engagement and involvement to help us identify the stories important to all our communities.</p> | <p data-bbox="1350 560 2085 655">We will consult on the display and interpretation of the collection, including the Nelson collection, to ensure that we take into account the modern day context.</p> |
|  <p data-bbox="342 839 506 1142">Putting resources into preventing problems occurring or getting worse</p> <p data-bbox="152 1078 295 1102">Prevention</p> | <p data-bbox="544 823 1317 1158">Shire Hall has struggled to deliver the expected level of business or footfall expected and Monmouth Museum is dated and would require significant investment to bring the visitor experience up to modern expectations. The Museum Stores are almost at capacity and we need to address this in order to plan for the future. The proposal utilises existing building resources in a more sustainable way and gives the opportunity for Landlord Services to consider future use of the Market Hall</p> | <p data-bbox="1350 823 2096 983">Creating a new heritage/museum offer at Shire Hall that better tells the Monmouth story helps addresses these issues relating to Shire Hall and Monmouth Museum and will contribute towards developing a wider solution for museum storage</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 data-bbox="349 363 521 624">Considering impact on all wellbeing goals together and on other bodies</p> | <p data-bbox="546 256 1245 363">It is well documented that participation in cultural life improves people’s wellbeing and this is something we consider throughout our work:</p> <p data-bbox="546 400 931 427">Museums Association Report</p> <p data-bbox="546 464 768 491">Happy Museums</p> <p data-bbox="546 528 1305 600">Happy Museums: Future Generations Act (Monmouthshire are specifically mentioned in this one)</p> <p data-bbox="546 636 1249 663">Welsh Government Arts and Culture Vision Statement</p> | |

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: 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? |
|---------------------|---|---|--|
| Safeguarding | The safeguarding responsibilities of the Authority and partners for children and young people are fully integrated into the identification of appropriate actions, and reflected within MonLife’s culture and documentation for these services. | N/A | Safeguarding procedures will be reviewed through the SAFE process as the new provision is planned and developed to ensure maintenance of existing standards. |
| Corporate Parenting | N/A | N/A | N/A |

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

- Visitor figures / financial performance across the sites
- Experience of operations
- Discussion amongst / input from MonLife Attractions, Learning and Museum teams
- Development of MonLife Heritage Strategy
- Shire Hall Feasibility Study Innes Associates 2021

8. 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?

Creating the offer at Shire Hall better tells the Monmouth story, it will address the need to improve facilities and the visitor experience and provides a framework for long term development of the offer and the engagement of new audiences improving people's wellbeing. The process of developing new provision allows for full public engagement to help identify the stories important to all our communities. Better facilities will support children and young people, lifelong learning, wider community engagement and involvement.

The inherent purpose of MonLife is to make the best possible contribution to improving the quality of life for all of the communities, aligning to Public Service Board priorities from the Well-being Plan and Assessments. The positive engagement and activities with communities, customers and staff will enable a focus on investment in key aspects of this new visitor attraction to ensure the culture and business thrives and that it contributes to the economy, add vibrancy to the town centre and support artistic, cultural, heritage and tourism activity. Creating a new heritage/museum offer will contribute to the economy, add vibrancy to the town centre and support artistic, cultural, heritage and tourism activity.

The Shire Hall has lift access to all floors and will ensure more people can view future displays and exhibitions.

The safeguarding responsibilities of the Authority and partners are fully integrated into the identification of appropriate actions, and reflected within MonLife's culture and documentation for these services

9. 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 |
|---------------------------------------|---|-------------------------------|
| Seek approval for a feasibility study | ICMD 9 December 2020 | Environment & Culture Manager |
| Consider the outcome of the study | Cabinet 9 June 2021 & Council 24 June 2021 | Environment & Culture Manager |
| Develop a full implementation plan | tbc | |

10. 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 | 9 December 2020 | Subsequent to decision amended to reflect the work undertaken on community engagement and the concept options through the feasibility study |
| 2. | Cabinet | 9 June 2021 | |
| | Council | 24 June 2021 | |