



monmouthshire  
sir fynwy

## Integrated Impact Assessment document (incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> completing the evaluation</p> <p>Rachael Rogers Tel: 01291 440938 E-mail: <a href="mailto:rachaelrogers@monmouthshire.gov.uk">rachaelrogers@monmouthshire.gov.uk</a></p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>To approve the following museum policies in order to achieve Museum Accreditation:</p> <ul style="list-style-type: none"><li>• Collections Development Policy, MonLife Heritage Museums</li><li>• Museums, Documentation Policy, MonLife Heritage Museums</li><li>• Museums Care and Conservation Policy, MonLife Heritage Museums</li><li>• Abergavenny Museum Access Statement</li><li>• Caldicot Castle Access Statement</li><li>• Chepstow Museum Access Statement</li><li>• Shire Hall Museum, Monmouth Access Statement</li></ul>
<p><b>Name of Service area</b></p> <p>MonLife, Customer, Culture and Wellbeing</p>	<p><b>Date</b></p> <p>November 2023</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.

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Age	Museum accreditation means continued access to a wide range of museum specific funds which can be used to improve access to local museums. Increasing access whether by way of physical, economical or attitudinal access will benefit all the members of our communities.	No impact through this action	Not applicable
Disability	As above	None identified	Not applicable
Gender reassignment	As above	None identified	Not applicable
Marriage or civil partnership	As above	None identified	Not applicable
Pregnancy or maternity	As above	None identified	Not applicable
Race	As above	None identified	Not applicable
Religion or Belief	As above	None identified	Not applicable
Sex	As above	None identified	Not applicable

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Sexual Orientation	As above	None identified	Not applicable

## 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.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Socio-economic Duty and Social Justice</b>	Museum accreditation means continued access to a wide range of museum specific funds which can be used to improve access to local museums. These can be used to provide free or low cost programmes and activities which will benefit those suffering from socio economic disadvantage.	None	N/A

### 3. Policy making and the Welsh language.




<b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b>	<b>Describe the positive impacts of this proposal</b>	<b>Describe the negative impacts of this proposal</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b>
<b>Policy Making</b>  Effects on the use of the Welsh language,  Promoting Welsh language  Treating the Welsh language no less favourably	Museums in Wales recognise the Welsh language as an important part of our cultural heritage and our cultural future. Through our Collections Development Policy and our Care and Conservation Policy which are an essential requirement of Museum Accreditation we formalise our role in safeguarding Wales' distributed national collection	Neutral effect	Not applicable
<b>Operational</b>  Recruitment & Training of workforce	Neutral effect	Neutral effect	Not applicable
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	Through continued status as an Accredited Museum we are able to demonstrate that we are a professionally run service worthy of the trust of our users and funders. Our displays are all provided in the medium of Welsh providing users with the opportunity to access their culture through their native language.	Neutral effect	Not applicable



**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.

<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>
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Museums contribute to the Local economy. In Monmouthshire this is estimated to be £16.53 (per local visitor), £33.05 per day visitor and £56.79 per overnight visitor (Association of Independent Museums Economic Toolkit 2019).</p>	<p>Not applicable</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Neutral effect</p>	<p>Not applicable</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The Museum Service has an established programme of activity designed to support people with dementia. Our status as an accredited museum enables us to access a wider range of funding opportunities to further support this work.</p>	<p>Not applicable</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>A Wales of Cohesive Communities – Access in the local area to cultural activities including museums contributes to a sense of place and provides our communities with proven social benefits.</p>	<p>Not applicable</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Neutral effect</p>	<p>Not applicable</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><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</p>	<p>Museum Accreditation provides us with a framework on which to shape our museums, providing our communities and visitors with access to public civic space where they can access information about their culture and heritage, view their collections, contribute to discussion and participate in activities</p>	<p>Not applicable</p>
<p><b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances</p>	<p>Museums are public civic spaces open to all members of our community. Inclusion within the Accreditation scheme means we can continue to access funding and retain our position as trusted partners for others working towards our aim of increasing our inclusivity.</p>	<p>Not applicable</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><b>Long Term</b></p>	<p>Museum accreditation underpins everything we do in museums. It provides us with a framework of what sector specific policies we require. It demonstrates our status as a professionally run organisation enabling us to access specific funding pots. Together with our core funding this gives us the ability to plan both for the operational day to day and longer-term public programmes.</p>	<p>Not applicable</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>There is an expectation within accreditation that museums will work with partners both in our communities and within the sector.</p>	<p>Not applicable</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>We consulted with members of our staffing team on relevant issues within our policies. Parallel to this we are specifically working with representative of different user groups – black and ethnic minority, LGBTQI+, those with a disability and longstanding users to gain their perspective regarding our collections.</p>	<p>Not applicable</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>Accreditation is the tool by which Museums can further access increased funding opportunities and professional advice.</p>	<p>Not applicable</p>
 <p>Integration</p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The Museum sector is able to contribute to many areas of wellbeing. By being Accredited we can continue to operate as a professionally respected service.</p>	<p>Not applicable</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?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Neutral impacts	Neutral impacts	Not applicable
Corporate Parenting	Neutral impacts	Neutral impacts	Not applicable

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

The UK Accreditation Scheme is well established and provides policy templates as starting points. Where there are aspects that can be changed we have considered out we contribute to the Community and Corporate Plan. We particularly contribute to the following areas:

**A fair place to live** – we are enabling our citizens to participate in culture  
*e.g. we offer volunteering opportunities on a range of projects.*

**A thriving place to live** – our museums provide attractive civic spaces both indoors and outside enhancing our town centres that people are proud of  
*e.g. our buildings and grounds are used for community events.*

**A connected place where people care** – our programme contribute to combatting loneliness and isolation and promote wellbeing  
*e.g. We run a series of Dementia workshops.*

**A Learning place** - The benefits of the new curriculum in Wales are maximised through excellent teaching and learning  
*e.g. we have worked with a local school to produce learning resources which contribute to the plan for an anti-racist Wales.*  
 - We recognize that learners have different starting points and needs;  
*e.g. our learning opportunities range from play resources to art history lectures.*

Regarding our Collections Development Policy we have particularly drawn on our experiences in 2020-2022 when we carried out a review of our collections. Regarding our Access Plans we have also considered our ongoing work with user groups.

**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?**

By successfully going through the Accreditation process, we will be able to retain our position as a trusted organisation both to our communities, our users and our funders.

A set of museum policies means we have systems in place to care for and provide access to our collections.

As a thriving and viable museum, we can contribute to many deliverables relating to equalities, Future Generations, Welsh language and socio-economic duty.

**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
If policies are accepted we will finalise associated action plans and submit our application for Accreditation	Accreditation application is due in January 2023	Rachael Rogers

**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	Submission to ICMD	November 2023	

	<i>e.g. budget mandate, DMT, SLT, Scrutiny, Cabinetetc</i>		