

# Equalities and Diversity Impact Assessment

**NS 24.6**

## Future DLI Museum Arrangements 2016



## Durham County Council – Altogether Better equality impact assessment form

**NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments.**

You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

### Section one: Description and initial screening

<b>Section overview: this section provides an audit trail.</b>	
Service/team or section: Culture and Sport, Neighbourhood Services	
Lead Officer :- Service manager – Growing and Learning	Start date: 28 <sup>th</sup> August 2015
Service Improvement Officer (Equalities)	
Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)	
A review of the way in which the DLI collection will be stored and exhibited has taken place which has led to a number of recommendations to change the current operation of the service.	
Who are the main stakeholders: <b>Public / Employees / Elected Members</b> / Partners/ Specific audiences/Other (please specify) – <b>Durham University; Trustees of the Former Durham Light Infantry Regiment; Friends of DLI Museum other Interest Groups</b>	
Is a copy of the subject attached? <b>Yes</b>	
<b>Initial screening</b>	
The current museum caters for a range of customers including families and those researching their family history. By taking a more flexible approach to how collections are displayed and the retention of the educational function of the museum, the reviewed approach will ensure continuity of service to current customers and potentially reach others. Some aspects of the collection will be shared online and via educational on line resources to, widening access further. Providing access to the collection initially within the City centre will improve access to most residents and visitors due to the strong transport links. The provision of some of the collection in the City means that visitors will find all of the key sites linked to DLI regiment in very close proximity such as the DLI memorial chapel and gardens and the DLI statue.	

## Visitors

### Access

In terms of access, the proposed new location for the first temporary loan of the DLI collection is in the Palace Green Library where arrangements are to be in place at the rear of the Wolfson Gallery. There is a platform lift from the entrance to the reception, from where visitors can access galleries on the ground floor, accessible toilets, the shop and the search room.

A platform lift can take visitors including wheelchair and pushchair users to the Wolfson Gallery on the first floor from where they can then access the new DLI exhibition.

The regular Durham Cathedral Bus stops directly outside the entrance to Palace Green Library. The Durham Cathedral Bus service runs between the railway station, Market Place and some car parks to and from Palace Green. The buses are adapted for wheelchair users and people with pushchairs as well as having priority seating for the elderly and disabled.

The Cathedral Bus operates Monday to Saturday. It does not run on Sundays, public holidays or on the Saturday of the Durham Miners' Gala in July.

There is a congestion charge for entering this area but there are exceptions for vehicles used by disabled people exempt from vehicle excise duty (road tax) under the 'disabled' class, however these are not automatically exempt and the owner **must register** with the Parking Shop.

Visitor parking is not available on Palace Green, but exceptions may be made for disabled customers and those with limited mobility, disabled parking is organised in advance through Palace Green security office.

The present DLI museum is located quite a distance from public transport although there is disabled parking available. The museum is also some distance from the other sites of interest located within the World heritage site and the city centre.

Where the collections are loaned in the future consideration of access would always be considered. A more versatile approach should assist.

## Admission Fees

At present there are a range of admission fees applicable at the museum.

It is likely that there will be charges for other temporary loan exhibitions but in negotiating the terms of any loan pricing will be a consideration and should not be at such a level to be prohibitive to residence.

With regards to Sevenhills there is visitor parking and accessible parking in the vicinity of the building. The building has ramped access and entry phone system to enable controlled visiting of the site.

Sevenhills is centrally located in the County at Greenhills Business Park (Spennymoor), with bus stops close to the new Durham Gate Complex. This is approximately a fifteen minute walk. The building is accessible and will allow families researching history to have improved access. The retention of the educational resource role will also allow the development of new flexible opportunities and innovation in taking the collection to new audiences.

The use of spaces such as the Gala Theatre to tell the stories of both the DLI and individual soldiers, will also allow visitors to interact with, and becoming part, of the story itself. There are several groups connected with the DLI who will be engaged during the process including

- Friends of the DLI Museum
- Annual pass holders of DLI Museum
- AMOT – the military specialist network
- Groups that regularly use the museum for workshops and events
- North East Military Vehicle Club
- Museum Association
- DLI Regimental Association
- Army Museums Ogilby Trust
- HLF
- ACE
- DLI staff and volunteers
- DLI collection donors and lenders

It is recognised that Friends of the DLI are almost totally men, elderly and many disabled. The DLI Regimental Association – again many elderly men, many of whom will be disabled. DLI volunteers – again many of these are men who are elderly. Given that the DLI Regiment was disbanded in 1968 those who could have served in the regiment are likely to be approaching at least 70.

**Staff**

The proposal will have an impact on staff in terms of overall staff reduction and changes in responsibilities.

Prompts to help you:

Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?

**Is there an actual potential negative or positive impact on specific groups within these headings** Indicate :Y = Yes, N = No, ?=Unsure

**Visitors**

Gender	?	Disability	Y	Age	Y	Race/ethnicity	N	Religion or belief	N	Sexual orientation	N
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**Staff**

Gender	?	Disability	?	Age	?	Race/ethnicity	N	Religion or belief	N	Sexual orientation	N
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**What evidence do you have to support your findings?**

Anecdotal evidence of friends of DLI. In terms of access information, we have taken evidence from the Palace Green Library website, the Cathedral and Durham County Council website relating to the congestion charge and the cathedral bus service.

**Decision: Proceed to full impact assessment – Yes      Date: 28<sup>th</sup>August 2015**

**If you have answered 'No' you need to pass the completed form for approval & sign off.**

**Section two: Identifying impacts and evidence- Equality and Diversity**

<b>Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.</b>			
	Identify the impact : does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
<b>Gender</b>	<p><b>Staff</b></p> <p>No disproportion effect on gender has been identified.</p> <p><b>Visitors</b></p> <p>No adverse implications identified as no data is available regarding the makeup of visitors in terms of gender</p>	<p>Staff profiling from resource link</p> <p>The existing structure within the DLI staff indicates approximately 45% of staff are female.</p>	<p>Change Management Toolkit and Corporate HR Procedure followed including consultation where appropriate</p> <p>Communications and Marketing plan not only of locations but also means of delivery – more active interpretations in various locations</p>
<b>Age</b>	<p><b>Staff</b></p> <p>Numbers are too low to provide age profile data to ensure anonymity</p> <p><b>Visitors</b></p> <p>There is a range of activities and workshops at present. In the future there will be not only be</p>	<p>Staff profiling from resource link</p> <p>Visitor Profiling</p> <p>The makeup of the visitors is a mixture of families with young children and older people (grandparents) with children and</p>	<p>Change Management Toolkit and Corporate HR Procedure followed including consultation where appropriate</p> <p>Communications and Marketing plan not only of locations but</p>

	<p>exhibitions but the retained educational resource will allow work alongside schools and the university making it more attractive to all ages as the exhibitions will change theme and are animated as well as being sited within the World Heritage site and local venues throughout the County.</p> <p>Relocation could have a potential positive impact for visitors especially those who are elderly and/or with young families and schools, because of more central locations.</p>	<p>school parties.</p> <p>The initial loan to the university at Palace Green is part of a UNESCO (United Nations Educational Scientific and Cultural Organisation) world heritage site</p> <p>The new university Learning Centre is designed for teaching, schools and other community groups. The majority of Palace Green Library's events and activities are based in this room.</p> <p>Schools organise visits, workshops and talks to give children of all ages the opportunity to explore Durham University's museums, attractions and collections. Temporary exhibitions at other spaces such as the gala theatre will also support in reaching people of all ages</p> <p>Sevenhills is in the immediate vicinity of the Durham Education Centre, a focal point for teachers and children throughout County Durham attending events, further supporting access to younger residents.</p>	<p>also means of delivery – more active interpretations in various locations</p>
<p><b>Disability</b></p>	<p><b>Staff</b></p> <p>The Council's disability profile does not provide sufficient data to enable interpretation of the impacts the change may present to disabled staff.</p> <p>Should any member of staff identify a need, reasonable</p>	<p>Staff profiling from resource link</p> <p>Staff are invited to volunteer information regarding disability during regular staff appraisals.</p> <p>Such information is then fed into the HR</p>	<p>Change Management Toolkit and Corporate HR Procedure followed including consultation where appropriate</p> <p>Reasonable adjustments will be</p>

	<p>adjustments will be made</p> <p><b>Visitors</b></p> <p>There are implications identified as service delivery will be affected by this efficiency proposal – working with the University or any loan partner it will be important to ensure that, accessibility is included in any design for exhibition space. The university has already hosted many exhibitions of national and international interest.</p>	<p>database. Staff with disabilities have been identified within the profile</p> <p>Visitor Profiling</p> <p>In terms of access, the initial loan of collections to the Palace Green Library where arrangements are in place complex at the rear of the Wolfson Gallery and has been adapted wherever possible for wheelchair access.</p> <p>There is a platform lift from the entrance to the reception, from where visitors can access galleries on the ground floor, accessible toilets, the shop and the search room.</p> <p>A platform lift can take visitors including wheelchair and pushchair users to the Wolfson Gallery on the first floor from where they can then access the new DLI exhibition.</p> <p>With regards to Sevenhills there is visitor parking and accessible parking in the vicinity of the building. The building has ramped access and entry phone system to enable controlled visiting of the site.</p> <p>All other loans and community outreach work will consider the appropriateness for those residents with disabilities, reducing barriers to access.</p>	<p>made to support staff</p> <p>Communications and Marketing plan not only of locations but also means of delivery will be developed by the University – more active interpretations in various locations</p>
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<p><b>Race/Ethnicity</b></p>	<p><b>Staff</b></p> <p>The Council's race/ethnicity profile does not provide sufficient data to enable interpretation of the impacts the change may present to staff</p> <p><b>Visitors</b></p> <p>No adverse implications have been identified. There is no evidence to suggest a differential impact in relation to ethnicity. There may be a positive impact through the initial loan as part of the collection will be set within the UNESCO site attracting visitors from all over the world.</p>	<p>Staff profiling from resource link</p>	
<p><b>Religion or belief</b></p>	<p><b>Staff</b></p> <p>The Council's Religion/ belief profile does not provide sufficient data to enable interpretation of the impacts the change may present to staff</p> <p><b>Visitors</b></p> <p>No adverse implications have been identified. There is no evidence to suggest a differential impact in relation to religion or</p>	<p>Staff profiling from resource link</p> <p>N/A</p>	

	<p>belief.</p> <p>There may be a positive impact in that the museum will become part of the UNESCO site attracting visitors from all over the world</p>		
<b>Sexual Orientation</b>	<p><b>Staff</b> The Council's sexual orientation staff profile does not provide sufficient data to enable interpretation of the impacts the change may present to this group.</p> <p><b>Visitors</b> No adverse implications have been identified</p>	<p>Monitoring of sexual orientation was introduced in October 2010 on a voluntary basis. Data remains limited.</p> <p>N/A</p>	

**How will this promote positive relationships between different communities?**

The DLI offers communities the opportunity to share their history in a local environment, and is especially important in the years when County Durham commemorates the centenary of the battle of the Somme in 2016. There may be a positive impact of the service changes in that some of the DLI collection is to be initially loaned to the University and displayed within palace green and therefore part of the UNESCO site attracting visitors from all over the world who can share in the exhibition, the chapel and the market square. There are also supporting Heritage programmes which provide a wider offer within the city centre than that which currently exists.

### Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.			
The service changes, whilst removing a permanent base for much of the collection to be on display, will allow for a more dynamic approach to exhibitions in a central location in the first instance. This, it is considered has the potential to increase access to all the special groups considered above and all visitors. The approach connects a range of attractions in one place, providing a greater offer to the visitors.			
Action to be taken	Officer responsible	Target Date	In which plan will this action appear
Consultation and engagement with interested parties	Service Manager – Growing and Learning		
Change Management toolkit	Service Manager - Localities		
Communications including updating website, leaflets, tourist information sites	Service Manager – Improvement and Development		
EIA to be updated following engagement			
When will this assessment be reviewed?	Date:		
Are there any additional assessments that need to be undertaken in relation to this assessment?	None		
Head of Service - sign off: Head of Culture and Sport			Date:
Service equality representative - sign off: Customer Relations, Policy and Performance Manager			Date: