

Durham County Council Equality Impact Assessment

The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Completion of this template allows us to provide a written record of our equality analysis and demonstrate due regard and must be used as part of decisions making processes with relevance to equality.

Please contact equalities@durham.gov.uk for any necessary support.

Section One: Description and Screening

Service/Team or Section	Regeneration, Economy & Growth / Culture, Sport and Tourism
Lead Officer name and job title	Alison Clarke, Head of Culture, Sport and Tourism
Subject of the impact assessment	Feasibility study to refurbish/ remodel the former DLI museum and art gallery at Aykley Heads
Report date (Cabinet/CMT/Mgt team etc)	Cabinet report 16 March 2022
MTFP Reference (if relevant)	
EIA Start Date	February 2022
EIA Review Date	

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link)

On 29 September 2021, Cabinet considered the findings of the review into the potential future use of the former DLI Museum & Art Gallery and Grounds at Aykley Heads and agreed that a further feasibility study be undertaken to consider the options for refurbishment and reopening of the facility, including identification of the potential operating model and associated operating costs.

The preferred solution is for the development of the former DLIMAG building as an exhibition centre, gallery and café venue, including dedicated space for display of DLI Collection items that will complement plans for exhibitions in Durham History Centre (DHC), noting the purpose built DHC will be the permanent base for the DLI Collection its storage, care and curation.

Who are the main people impacted and/or stakeholders? (e.g. general public, staff, members, specific clients/service users, community representatives):

County Durham Residents

General Public

Staff

Members

Key stakeholders including but not limited to:

- Regimental and Chattels Charity of the Former Durham Light Infantry (referred to as the DLI Trustees),
- DLI Association,
- the Army Museums Ogilby Trust (AMOT),
- the National Army Museum (NAM),
- Arts Council England (ACE; the accrediting body for museums),
- Museums Development NE
- Faithful Durhams campaign group
- Culture Durham Partnership

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics¹?

Protected Characteristic	Negative Impact Indicate: Yes, No or Unsure	Positive Impact Indicate: Yes, No or Unsure
Age	unsure	Yes
Disability	unsure	yes
Gender reassignment	unsure	unsure
Marriage and civil partnership (only in relation to 'eliminate discrimination')	unsure	yes
Pregnancy and maternity	unsure	yes
Race	unsure	yes
Religion or Belief	unsure	yes

¹ <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Sex	unsure	Yes
Sexual orientation	unsure	yes

Please provide **brief** details of any potential to cause discrimination or negative impact. Record full details and any mitigating actions in section 2 of this assessment.

There could be access issues due to the nature of existing building depending on which option is progressed as current condition of building is not compliant with Doc M.

Monies spent on redeveloping this site may mean less money for other projects which may or may not have a negative impact.

Please provide **brief** details of positive impact. How will this policy/proposal promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

Building design will ensure appropriate and reasonable accessibility in line with our duties under The Equality Act 2010.

The project will actively seek to broaden the range of people that engage with culture. This is positive across all protected groups but is likely to be more advantageous for a broad range of age groups (inc. younger age groups on educational visits), disabled people and people with low incomes who are disproportionately working age families with young children, disabled people and ethnic minorities.

There will be a range of activities targeted at the different needs and concerns of different groups to create positive drivers for the audience to participate with arts and culture.

Evidence

What evidence do you have to support your data analysis and any findings?

Please **outline** any data you have and/or proposed sources (e.g. service user or census data, research findings. Highlight any data gaps and say whether or not

you propose to carry out consultation. Record your detailed analysis, in relation to the impacted protected characteristics, in the following section of this assessment.

Data from the audience agency indicate that overall the population of County Durham has lower levels of cultural engagement than the base population.

A condition survey of the current building outlines significant issues with Doc M compliance.

Should the project proceed, further engagement and public consultation is advised to allow participation in creating an inclusive programme which is sustainable and reflects the wider cultural offer.

Screening Summary

On the basis of the information provided in this equality impact screening (section 1), are you proceeding to a full impact assessment (sections 2&3 of this template)?

Please confirm (Yes/No)

Yes pending the outcome of a report to Cabinet in March 2022

Sign Off

Lead officer sign off: Alison Clark	Date: 22.02.22
Equality representative sign off (where required): M Gallagher, E&D Team leader	Date: 22.02.22

If carrying out a full assessment please proceed to sections two and three.

If not proceeding to full assessment, please ensure your screening record is **attached to any relevant decision-making records or reports**, retain a copy for update where necessary, and forward a copy to equalities@durham.gov.uk

If you are unsure of assessing impact please contact the corporate equalities team for further advice: equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details of impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions, including any necessary mitigating actions to ensure fair treatment.

Protected Characteristic: Age		
What is the actual or potential impact on groups affected in relation to age?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Disability		
What is the actual or potential impact on groups affected in relation to disability?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Gender reassignment		
What is the actual or potential impact on groups affected in relation to gender reassignment?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Marriage and civil partnership (only in relation to 'eliminate discrimination')		
What is the actual or potential impact on groups affected in relation to	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

marriage and civil partnership?		

Protected Characteristic: Pregnancy and maternity

What is the actual or potential impact on groups affected in relation to pregnancy and maternity?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Race

What is the actual or potential impact on groups affected in relation to race?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Religion or belief

What is the actual or potential impact on groups affected in relation to religion or belief?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Sex

What is the actual or potential impact on groups affected in relation to sex?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Protected Characteristic: Sexual orientation

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What is the actual or potential impact on groups affected in relation to sexual orientation?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings; a summary of any positive and/or negative impacts across the protected characteristics, links to the involvement of different groups and/or public consultation, mitigations and conclusions made.

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Will this promote positive relationships between different communities? If so how?

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Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?

Review and connected assessments

Are there any additional or connected equality impact assessments that need to be undertaken? (If yes, provide details)

When will this assessment be reviewed?

Please also insert this date at the front of the template	
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Sign Off

Lead officer sign off:	Date:
Equality representative sign off (where required):	Date:

Please ensure:

- **The findings of this EIA are carefully considered and used to inform any related decisions and policy development**
- **A summary of findings is included within the body of any relevant reports or decision-making records**
- **The EIA is attached to reports or relevant decision-making records and the report Implications Appendix 1 is noted that an EIA has been undertaken**

Please retain a copy for review and update where necessary, and forward a copy to equalities@durham.gov.uk