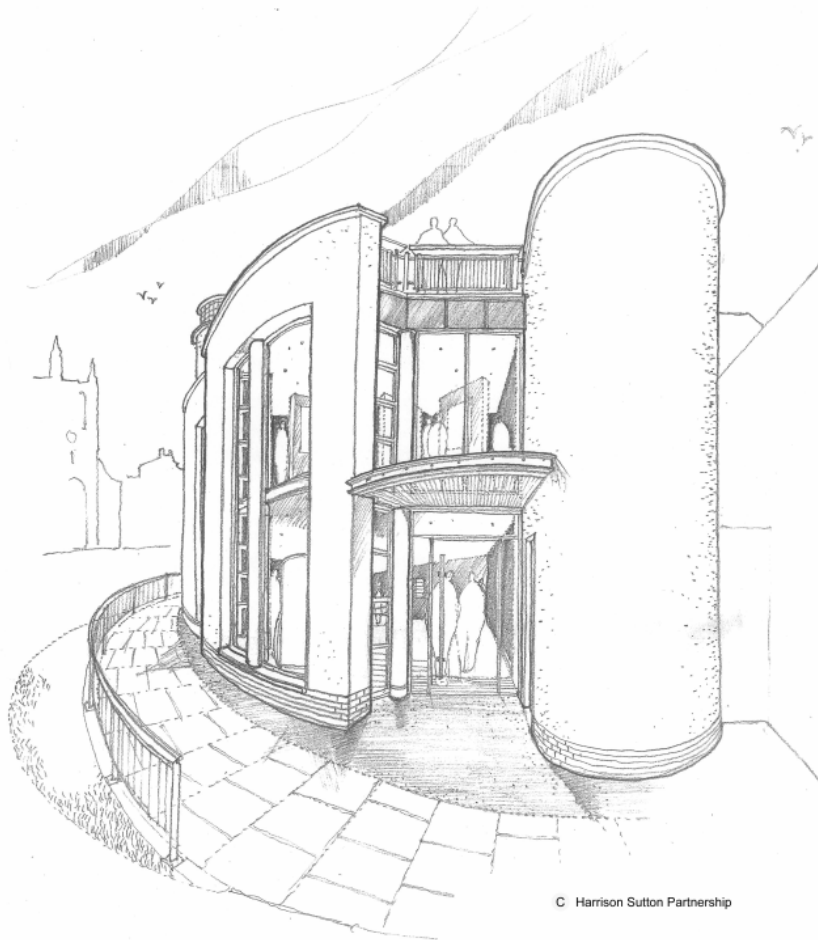


The Teign Heritage Centre

Teignmouth & Shaldon Museum

Devon



Equality Impact Assessment

Equality Impact and Needs Assessment Form

A) Description

Name of service being assessed

Teign Heritage (Ltd) – managing the Teign Heritage Project (the redevelopment of Teignmouth & Shaldon Museum)

Directorate or organisation responsible (and service, if it is a policy)

n/a

Date of assessment (DD/MM/YY)

June 2008

Date next assessment due (3 years)

June 2011

Names and/or job titles of people carrying out the assessment

Ian Blackwell Project Manager; Anna Leatherdale Trustee

Accountable person (e.g. Head of Service)

Colin Trigger, Chair of Trustees

Date EINA Form approved by accountable person (e.g. Head of Service)

17th June 2008

1. What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Teign Heritage exists to provide members of the local community and visitors with a better understanding and appreciation of the heritage within the Teignmouth and Shaldon district by the provision of high quality learning opportunities supported by the Museum's rich collection and its dedicated team of volunteers. Teign Heritage, through the Museum, aims to create and conserve the written, visual and oral history of the area and to encourage an interest in local heritage by as many people as possible. At present the Museum is not accessible to a large proportion of people which is why Teign Heritage has embarked on a major redevelopment programme to create a new building and associated public activities fit for the 21st Century.

2. Location or any other relevant information

The Museum is located at 29 French Street, Teignmouth.

3. List any key policies or procedures to be reviewed as part of this assessment.

Access & Inclusion Policy & Action Plan; Equal Opportunities Policy; Education & Learning Policy & Action Plan; Volunteer Policy; Training & Skills Policy & Action Plan; Marketing & Audience Development Policy & Action Plan; Business Plan

4. Who is intended to benefit from the service, function or policy?

All members of the public, whether local residents or visitors to the area will be able

to benefit from the new Museum

5. Who are the stakeholders? What is their interest?

The Museums operates in a complex network of partners. These include, locally, the Historical Society of around 300 members, local Town & Parish Councils, District Council (Teignbridge), Devon County Council, Teignmouth Regeneration Company, volunteers, local schools and community groups. With the major redevelopment, Teign Heritage has a close partnership with funders (e.g. HLF, CABE/ DCMS, English Heritage and other bodies), MLA South West, Devon Museums Group, SWRDA, the South West Museums Hub and others. The interest of both these groups of stakeholders is mainly in the successful completion of the redevelopment and the long-term viability of the museum as a visitor attraction and local community heritage and education resource.

6. Are there any concerns at this stage which indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, outcomes of a scrutiny review. Please describe:

None apparent – the Museum has been in regular contact with experts, community groups, professional bodies, Local Government officers and individuals to ensure access and inclusion issues are addressed in the redevelopment and subsequent programme.

B) Relevance

Select **all** that apply:

		Scale of relevance	
7. Front line service or facility for people.	x	Low	Section C applies
8. Discretion is exercised, or potential for people to experience different treatment or level of satisfaction with the service.		Medium	
9. Employment policy – where discretion is not exercised.		Medium	Sections C & E apply
10. Employment policy – where discretion is exercised (e.g. recruitment or disciplinary process).		High	
11. Concerns at a local, regional or national level of discrimination/inequalities.		High	
12. Major change such as the closure, removal or transfer of a service/provision.		High	
13. Community and regeneration strategies, local area agreements and organisational or directorate/partnership strategies/plans.		High	

(Note: if not relevant, do not complete this form)

Mark 'X' to confirm which strands are relevant to the review:

Age	<input type="checkbox"/>	Disability	<input type="checkbox"/>
Gender (men and women)	<input type="checkbox"/>	Race/ethnicity	<input type="checkbox"/>
Trans-gender	<input type="checkbox"/>	Religion/belief	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	Other (state below)	<input type="checkbox"/>

Any other (such as Human Rights, people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

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C) Information

14. What information (monitoring or consultation data) have you got and what is it telling you? *Required where relevance is Medium or High.*

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D) Assessment

15. Describe any NEGATIVE impacts (actual or potential):

Strand/community	Impact (<i>how they may be affected</i>). Include assessment of risk (likelihood and severity).
n/a	n/a

16. Describe any POSITIVE impacts:

Strand/community	Impact (<i>how they may be affected</i>)
All sections	Renewed interpretation reflecting more diverse voices
All users	Fully accessible building
Disabled users/ low income/ non-car owners	More outreach work; new on-line resources
Low income	New venue whilst retaining very low entry charge
Low income/ families/ community groups	Many more activities at little or no cost

17. Provide any information about NEUTRAL impacts that have been identified (there is neither a positive or negative impact):

Strand/community	Why there is 'no differential impact'

E) Consultation

18. Did you carry out any consultations? *Required where relevance is High.*

YES/NO – yes with Teignbridge Access Group & RNIB, local schools, local people, visitors to town, local community groups (e.g. Age Concern)

19. Who was consulted? Include your findings in 15, 16 and 17 above.

We have consulted a number of education and community groups throughout the Teign Heritage Project and will continue to do so. Evaluation will allow us to gauge
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whether we are engaging with a diverse cross-section of the local community, as well as representing diverse views in our interpretation and activities. We anticipate on-going dialogue with community organisations, including faith groups, schools, access groups, young people, elderly people, other volunteer organisations and social services, and hope to engage people in the redisplay of collections and in contributing their stories to the displays. We also aim to broaden our volunteer base to include more people from sections of the community that are under-represented in our volunteer profile.

20. Describe other research, studies or information used to assist with the assessment and include your findings above:

Evaluation will track the involvement of community groups and allow us to understand how we are (or are not) reaching a broad cross-section of the community; audience profiling will help us meet our performance indicators; focus groups will advise us on inclusive practices; new activities will enable us to reach out to more people; marketing will target more effectively a wider group of audiences

F) Conclusions

	Action/objective/target OR Justification	Resources required	Timescale	I/R/S/O
a)	Implement Access & Inclusion Action Plan	See A&I Plan	See A&I Plan	I
b)	Implement Marketing & Audience Development Action Plan	See M&AD Plan	See M&AD Plan	I
c)	Implement Education & Learning Plan	See E&L Plan	See E&L Plan	I
d)	Implement Business Plan & other relevant Action Plans	See relevant Plans	See relevant Plans	I

(I) Taking immediate effect.

(R) Recommended to Council/Directors through a Committee or other Report*.

(S) Added to the Service Plan.

(O) Added to the Fair for All Programme (as an organisational improvement)**