

KENT COUNTY COUNCIL

EQUALITY IMPACT ASSESSMENT

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

Directorate: Customer and Communities

Name of policy, procedure, project or service

Folkestone Museum Collections:

What is being assessed?

That KCC will gift the Folkestone Museum Collections, including the Master Collection, to Folkestone Town Council on condition that the Town Council can evidence a sustainable funding model and provide premises to the required standard for a museum including environmental conditions and security. The bulk of the collections are currently inaccessible and unavailable to the public, being housed in the basement at Folkestone Library and in store at Kings Hill. Town Council has acquired the Old Town Hall which is in the heart of the town centre.

Responsible Owner/ Senior Officer

Gill Bromley

Date of Initial Screening

October 2012

Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative		
Age	No	High			<p>Yes</p> <p>This project will enable us to reach more people of all ages. The Old Town Hall is in the heart of the town where people, including families, young people and older people shop and spend their leisure time. It will ensure that the collections are more visible and accessible by people of all ages.</p> <p>It will also provide positive opportunities for younger and older people to contribute through volunteering, reminiscence projects etc</p> <p>It will provide new employment opportunities in an area of high unemployment including an apprenticeship.</p> <p>The museum will also enable research into age-related themes and inter-generational projects</p>

Disability	No	High			<p>Yes</p> <p>The Old Town Hall will be fully accessible. The surrounding area is a pedestrianised shopping area with better access than the current locations.</p> <p>The museum will enable research into disability and related activities including exhibitions to promote positive images of disability.</p> <p>It will have a website with digital exhibitions for those not able to access the museum -homebound etc.</p> <p>The new location will be fully accessible for people with sensory disabilities including tactile exhibitions audio descriptions and hearing loops</p>
Gender	No	High			<p>Yes</p> <p>The relocated museum will be more visible to everyone. It will provide access to the collections and promote opportunities to get involved</p>
Gender identity	No	High			<p>Yes</p> <p>The new location will enable positive engagement by all sections of the community through engagement, research, activity, exhibitions etc</p>
Race	No	High			<p>Yes</p> <p>Folkestone is a mixed community. The new location will enable wider access and engagement by ethnic</p>

					<p>communities including a significant Nepalese and Eastern European population.</p> <p>There is a significant opportunity to engage with new communities including refugees. For example the arrival in 1914 of 45,000 Belgian refugees is commemorated in the collections and promotes positive attitudes to new arrivals from other parts of the world</p>
Religion or belief	No	High			<p>Yes</p> <p>Folkestone Town Council has connections with the various churches and religious groups in the town. The new location will enable positive engagement by all sections of the community through engagement, research, activity, exhibitions etc</p>
Sexual orientation	No	High			<p>Yes</p> <p>The new location will enable positive engagement by all sections of the community through engagement, research, activity, exhibitions etc</p>
Pregnancy and maternity	No	High			<p>Yes</p> <p>The new location will be totally accessible. It will provide a location where breastfeeding can take place in a safe and comfortable environment. It will also enable positive engagement by all sections of the community through engagement, research, activity, exhibitions etc</p> <p>It will also help to raise confidence and</p>

					self-esteem by providing new activities for young people in a District where levels of teenage pregnancy, breast feeding initiation and smoking in pregnancy are worse than the England average.
Marriage and Civil Partnerships	No	High			<p>FTC is keen that the Old Town Hall provides a new location for marriages and civil ceremonies</p> <p>This will enable wider and positive engagement linked to the theme of marriage and civil partnership including research, activity, exhibitions etc</p>

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

State rating & reasons: High for the reasons cited above. This location will enable the collection to be accessible to the entire community, backed up by the development of digital access for anyone unable to travel to Folkestone

Context: we believe that this initiative would fully support KCC's Equalities Policy by enabling Folkestone's rich and varied collections to be made more widely accessible. It would also support:

- the **localism agenda**; we recognise that the people of Folkestone have wanted to manage their own museum for a considerable time. The Old Town Hall now provides the opportunity to achieve this
- our **strategic priorities** set out in *Bold Steps for Kent* i.e.

To help the Kent economy grow - we must support and facilitate new growth in the Kent economy by delivering the priorities in our regeneration framework Unlocking Kent's Potential.

To put the citizen in control – power and influence must be in the hands of local people so they are able to take responsibility for their own community and service needs.

To tackle disadvantage – we will make Kent a county of opportunity where aspiration rather than dependency is supported, particularly for those who are disadvantaged or who struggle to help themselves and their family.

- **Unlocking Kent's Potential**; including town centre regeneration and tourism.
- **our vision for Kent archives and local history service**, *Understanding our Past, Changing our Future*, recognises that history has the power to change lives and can help us to build stronger communities.

These priorities are particularly relevant to Folkestone, a town which is among Kent's most disadvantaged. We believe this opportunity is timely and could make a significant difference to the economy and quality of life of the town.

Aims and Objectives

The project to relocate the museum collections to a public building in a prime town centre location will promote sustainable economic growth in the community by providing a wide range of services in a prime town centre location.

It will achieve the following objectives:

- new employment opportunities,
- new learning opportunities,
- enhanced leisure and entertainment facilities,
- public involvement through volunteering, exhibitions, events and festivals

Most significantly, and enhanced by a programme of digitisation, it will open up and make the building and the museum collections fully accessible allowing everyone access to their heritage.

Beneficiaries

All the people of Folkestone and the wider catchment area of the museum including tourists from the UK and abroad

Consultation and data

KCC Libraries Registration and Archives have match funded a feasibility study by Evident and HRA consultants. Initial consultation to support a Stage One HLF application was undertaken between May and August 2012 with 205 individuals and organisations. Its findings provide *'strong support for a new local museum for Folkestone at the Old Town Hall'*.

The data below provides further evidence to support this project:

The extent to which people visit museums traditionally varies by age, with younger (16-24 years) and older (75+ years) adults generally less likely to have visited a museum in the last year than those aged 25-74 years (DCMS Taking Part survey 2011).

It is vital that we attract more children to museums. The Taking Part survey 2011 also states that among those who had visited a museum or gallery as a child, 58.0 per cent also visited as an adult. Meanwhile, among those adults who had not visited a museum or gallery as child, a smaller proportion (33.3%) had visited as an adult.

Mosaic data for Shepway shows that the dominant groups are well above the average for Kent:

- 15% of the population are retired people living comfortably in large bungalows
- 12% are middle-aged parents receiving benefits, living in council housing in areas of high unemployment

- 11% are retired owner occupiers with some health issues
- 10% are singles and divorcees approaching retirement
- In addition to this 4200 children live in poverty. 19.5% of Year 6 children are classified as obese.
- Life expectancy is 9.4 years lower for men and 6.9 years lower for women in the most deprived areas (predominantly in the town centre)

Potential Impact

There is real potential to engage people who have never visited a museum and never seen the Folkestone collections because they have been in store in inaccessible locations

Adverse Impact:

There are no adverse impacts

Positive Impact:

This project is entirely focussed on access. It will provide new opportunities to engage all the groups above in new and innovative ways. They will be involved in its development.

JUDGEMENT

Option 1 – Screening Sufficient

YES/NO

Following this initial screening our judgement is that no further action is required.

Justification:

Option 2 – Internal Action Required

YES/NO

There is potential for adverse impact on particular groups and we have found scope to improve the proposal

(Complete the Action Plan at the end of this document)

Option 3 – Full Impact Assessment

YES/NO

A full impact assessment will need to be undertaken if:

- the policy, strategy or service is judged to be major because of high cost, or potential to affect a large number of residents of Kent

OR

- is identified as having a potential impact on any of the listed groups/ individuals with particular characteristics.

OR

- or the potential impacts of a policy, procedure, project or service on a particular group are unknown.

Equality and Diversity Team Comments

The Equality and Diversity Team to make any comments following their review.

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:

Name:

Job Title:

Date:

DMT Member

Signed:

Name:

Job Title:

Date:

Part 2: FULL IMPACT ASSESSMENT

Name

Of the policy, procedure, project or service

Responsible Owner/ Senior Officer:

Date of Full Equality Impact Assessment:

Scope of the Assessment

Set out what the assessment is going to focus on, as directed by the findings from your initial screening

Information and Data

State what information/data/research you have used to help you carry out your assessment

Involvement and Engagement

Provide details of all the involvement and engagement activity you have undertaken in carrying out this assessment and summarise the main findings

Judgement

Set out below the implications you have found from your assessment for the relevant diversity groups. If any negative impacts can be justified please clearly explain why.

Action Plan

Provide details of how you are going to deal with the issues raised in judgement above and complete the Action plan at the end of this document

Monitoring and Review

Provide details of how you intend to monitor and review progress against the above actions

Equality and Diversity Team Comments

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Signed:

Name:

Job Title:

Date:

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Signed:

Name:

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Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications