

Equality Impact Assessment: *RAMM NPO business plan for extension year*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive Committee: 1 Oct 2024 Council: 15 Oct 2024	RAMM NPO business plan for extension year	2.1 That Executive recommend to Council to:- 1. endorse the Royal Albert Memorial Museum & Art Gallery (RAMM) Business Plan;	Race and ethnicity Disability Sex/Gender Gender reassignment Religion and belief Sexual orientation Age

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		<ol style="list-style-type: none"> 2. To grant delegated authority to the Strategic Director for Place, in consultation with the Portfolio Holder for Arts, Culture & Tourism, to apply to Arts Council England for the additional year's funding (2026-27); and 3. authorise the Council to enter into the 2026-27 funding agreement with Arts Council England, should the application for funding be successful. 	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive		<p>The museum will be working with communities to better understand and respond to their needs and interests.</p> <p>The museum has developed an inclusivity and relevance plan aimed at ensuring that:</p> <ul style="list-style-type: none"> • Visitors, staff & volunteers are representative of our local communities. • Everyone, whatever their background, feels welcome in the museum. • Under-served communities are involved. • Staff feel safe, supported & empowered. • We work with artists and creative practitioners from all backgrounds to enrich our work.
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive		<p>As above</p> <p>In addition:</p> <ul style="list-style-type: none"> • RAMM will continue its accessibility work to make the museum as welcoming as possible for d/Deaf and disabled people.
Sex/Gender	Positive		As above
Gender reassignment	Positive		As above
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive		As above
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive		As above

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<p>Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).</p>	<p>Positive</p>		<p>As above</p> <p>RAMM's business plan contains: A programme of creative activities for children and young people, using RAMM's collections and core themes as inspiration. These include creative workshops, school visits, home education visits and activities, online learning materials and family craft activities promoting wellbeing and creativity.</p> <p>RAMM will deliver an innovative skills development programme in partnership with local schools, colleges and universities. It will provide opportunities for people from all backgrounds to gain experience of working in the cultural, heritage and arts sectors, aiming for representation of local population</p> <p>Older people: RAMM will provide opportunities to nurture everyone's creativity through workshops, craft, object handling, wellbeing activities, dementia and age friendly activities etc.</p>
<p>Pregnancy and maternity including new and breast feeding mothers</p>	<p>Neutral</p>		<p>As above</p>
<p>Marriage and civil partnership status</p>	<p>Neutral</p>		

Actions identified that will mitigate any negative impacts and/or promote inclusion

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Date: 22 Aug 2024