



Exeter
City Council

Equality Impact Assessment: RAMM charging for exhibitions

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 16 December 2025	Charging for RAMM exhibitions	To introduce admission fees for all exhibitions at the Royal Albert Memorial Museum (RAMM).	Age Disability Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity Race Religion or belief Sex Sexual orientation

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
Age	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 68.6% of people were aged between 16 and 64 years. 16.6% of the local population were aged 65 years and over and 14.8% were reported to under the age of 15 years.</p> <p>Data from RAMM Demographics 2024/25, report usage by age as follows; Age 19 – 8% - 15,520 people (based on 194K visitors) 20-29 – 17% - 34,980 people 30-39 – 10.5% - 20,370 people 40-49 – 13.3% - 25,802 people 50-59 – 13% - 25,220 people 60-69 – 20% - 38,800 people 70+ – 17% - 32,980</p> <p>The is no fee for exhibitions for those aged 18 or under, meaning there is no impact for this age group, RAMMs major funding currently requires this age group to have free entry, future plans longer term 2028 onwards could review this. For those aged 19 and over, there is no evidence available of specific impact on those of different ages and no targeted provision in relation to age.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			Consequently, exhibition fees across the museum will equally impact all Exeter residents aged 19 years or older.
Disability	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 7.3% of the population identified as disabled under the Equality Act with day-to-day activities limited a lot. 11.6% of the population identified as disabled under the Equality Act with day-to-day activities limited a little. 81.4% of the local population identify as not disabled under the Equality Act.</p> <p>Data from RAMM demographics report 2024-25 that 9% of visitors identify as disabled – 17,460 visitors to the museum each year.</p> <p>There is no evidence available of specific impact in relation to disability. The Museum is fully accessible, and tickets to exhibitions are available both online and via the museum reception. There is no charge for an accompanying carer. Consequently, exhibition fees across the museum will equally impact all Exeter residents, regardless of disability. There is currently no discount for disabled visitors, certified carers are free.</p>
Gender reassignment	Neutral	Low	There is no evidence available of specific impact.
Marriage and civil partnership	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 35.7% of the local population aged 16 or over were married or in a registered civil partnership. 64.3% of people aged 16 or over held other marital or civil partnership status.</p> <p>RAMM does not collect data on pregnancy and maternity status.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			There is no evidence available of specific impact.
Pregnancy and maternity	Neutral	Low	RAMM does not collect data on pregnancy and maternity status. There is no evidence available of specific impact.
Race	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 4.9% of the local population identified as Asian, Asian British or Asian Welsh, 0.9% identified as Black, Black British, Black Welsh, Caribbean or African. 2.5% of the local population identified as mixed or multiple ethnic groups and 1.4 % identified as another ethnic group. 90.3% of the local population identified as White.</p> <p>Data from RAMM demographics report 2024-25 identifies that 8% of RAMM's visitors are from Global Majority communities.</p> <p>There is no evidence available of specific impact on those with different races or ethnicities and no targeted provision in relation to race or ethnicity. Consequently, exhibition fees across the museum will equally impact all Exeter residents, regardless of race or ethnicity.</p>
Religion or belief	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 48.5% of the local population were reported to have no religion or belief, followed by 40% who reported to be Christian. 4.2% of people identify as Buddhist, Muslim, Hindu, Jewish or Sikh and 7.4% failed to answer.</p> <p>RAMM does not collect data on religion or belief.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
			There is no evidence available of specific impact.
Sex	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 51.3% of the local population were female and 48.7% were reported to be male.</p> <p>Data from RAMM demographics report 2024-25 identifies that 44% of visitors are male (85,360 people), 56% of visitors are female (108,640 people). No visitors stated they were other/intersex in 2024-25.</p> <p>There is no targeted provision in relation to sex, and all exhibitions are equally accessible to males and females. Consequently, exhibition fees across the museum will equally impact all Exeter residents, regardless of sex.</p>
Sexual orientation	Neutral	Low	<p>Data from the 2021 Census Profile for the Exeter LAD report that 5.3% of the local population were reported to identify as either gay, lesbian, bisexual, pansexual, asexual, queer or other sexual orientation. 86.2% of the local population identified as either straight or heterosexual. 8.5% failed to answer.</p> <p>13% of RAMM's visitors identify as LGBTQ+</p> <p>There is no evidence available of specific impact.</p>

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