

Equality Impact Assessment: *RAMM Collections Development Policy 2026-30*

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	Collections Development Policy RAMM (2026-30)	To approve Collections Development Policy RAMM (2026-30)	All characteristics with the exception of age.

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		The updated policy states that RAMM is actively seeking to acquire material that reflects the diversity of contemporary Exeter including race. Exeter's racially and ethnically diverse community will be better represented in the collections.
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		The policy states that RAMM actively seeks acquisitions to better represent people with disabilities (historic and contemporary).
Sex/Gender	Positive		In general, women's history is not currently as well represented in the collection as men's. New acquisitions will seek to redress the imbalance in gender diversity of artists and makers currently represented in the collection by actively seeking works by women artists. Acquisitions that reflect the lives and experiences of women in Devon are also a priority area for collecting within the social history collection.
Gender reassignment	Positive		The updated policy states that RAMM is actively seeking to acquire material that reflects the diversity of contemporary Exeter including gender. Objects associated with gender reassignment would fall within this.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive		The policy states that RAMM is seeking new acquisitions to better reflect Exeter's multi-faith society.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).	Positive		The updated policy states that RAMM is actively seeking to acquire material that reflects the diversity of contemporary Exeter including sexual orientation. The LGBTQ+ community will be better represented in the collection.
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).	Neutral		No particular age groups are specified in the policy
Pregnancy and maternity including new and breast feeding mothers	Positive		While not specifically mentioned in the policy, it does state, 'Women's stories are underrepresented in the social history collection. RAMM will actively seek acquisitions that reflect the lives and experiences of women in Devon.' This broad remit includes pregnancy and maternity (the collection already has objects relating to maternity).
Marriage and civil partnership status	Positive		New acquisitions reflecting Exeter's multifaith society and diversity in sexual orientation are actively sought; both may include marriage and civil partnerships.

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

By developing collections that relate to Exeter and its citizens the museum helps to promote community cohesion and establish a sense of local identity. The updated policy sets out priority areas for collecting to achieve this by redressing historic collecting biases and ensuring contemporary society is accurately reflected. Inclusive and relevant collections enable visitors, both physical and virtual, to better engage with the collections at RAMM and benefit from role the museum plays within the city.

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