

Equality Impact Analysis to enable informed decisions

The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

****Please make sure you read the information below so that you understand what is required under the Equality Act 2010****

Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

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

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

Decision makers duty under the Act

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

Conducting an Impact Analysis

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

The Lead Officer responsibility

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

Summary of findings

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

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Proposals for more than one option If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.

Background Information

Title of the policy / project / service being considered	Future of the Heritage Service	Person / people completing analysis	Heritage Service supported by the Community Engagement team
Service Area	Place	Lead Officer	Assistant Director - Communities
Who is the decision maker?	Executive	How was the Equality Impact Analysis undertaken?	Desktop meeting between Heritage Service and Community Engagement Team, followed by public engagement
Date of meeting when decision will be made	03/09/2019	Version control	V0.21
Is this proposed change to an existing policy/service/project or is it new?	Existing policy/service/project	LCC directly delivered, commissioned, re-commissioned or de-commissioned?	Directly delivered
Describe the proposed change	<p>The Council is considering changes to its Heritage Service, which if implemented would involve changes to its offer including the closure or handing over of a number of sites, and the development of the heritage offer at Lincoln Castle and The Collection Art & Archaeology Museum. And considering how it can be made more financially sustainable for the longer term.</p> <p>The current Heritage Service consists mainly of microsites, with the exception of Lincoln Castle, which can already be seen as a supersite. Microsites are defined as a museum, gallery or heritage site which offers access to a single narrative through a highly specialized collection. This single narrative doesn't provide significant appeal for return visits and so leads to restricted development of the site and the offer and any prospect for increasing income is limited.</p> <p>The current Heritage Service already has one supersite, at Lincoln Castle. Supersites are defined as a heritage site, gallery or museum that offers multiple experiences, including both permanent and temporary exhibitions and events,</p>		

which enables the broadest range of audiences to engage with the widest range of experiences, and which maximizes the potential for commercial return.

The service believes that this does encourage return visits and increases the potential for income generation and so reduces the investment required by LCC. Lincoln Castle has already shown this by generating a net surplus and has attracted national profile exhibitions such as the Poppies Wave, as well as becoming the first venue outside of London to showcase the Domesday Book.

The service believes that investment at The Collection to create a second supersite would also improve the financial viability of the site by becoming more audience focused through listening to what our audiences tell us and would enable replacement of the existing permanent exhibition which is now 15 years old to display more appropriate collections of art, archaeology, natural and social history as well as provide more flexible space enhancing the temporary exhibitions programme.

The service believes that the operation of two supersites would be supported further by the retention of three microsites which tell unique stories of Lincolnshire as well as support the cultural enterprise model. These are Battle of Britain Memorial Flight Visitor Centre, Heckington Windmill and Museum of Lincolnshire Life.

The development of supersites under the cultural enterprise model seeks to improve the visitor experience across the service, providing a more modern, responsive and relevant heritage service, telling a diverse range of stories and offering a range of heritage experiences that aims to enrich the cultural experience of residents of and visitors to Lincolnshire. This model is also considered to support wider income generation opportunities which are not currently available. LCC's contribution to the running of the Heritage Service in 2018/19 was £1.5m. The Detailed Business Case underpinning the proposals forecast that the adoption of the plans which we're consulting about would reduce this figure to approximately £222,000 in 2023/24. Although this forecast reduction was from a lower starting point and so will be more challenging it remains a viable target.

Lincoln Castle

Lincoln Castle requires a number of changes to ensure it can perform successfully as a supersite and drive the overall growth of the Heritage Service. These changes would see office and learning spaces in the prison block freed up to create more flexible exhibition and event space, while also making better use of the Heritage Skills Centre as a dedicated learning center for all, rather than just for traditional craft skills for a very small niche.

The Collection Art & Archaeology Museum in Lincolnshire

The proposal is to create a The Collection Museum and Art Gallery (CMAG) supersite at The Collection building which would display the best of our art and archaeology collections, telling a much more refined and engaging story about

the history of Lincoln and/or Lincolnshire.

The Collection

To create a new Supersite at The Collection Museum & Art Gallery we propose a number of changes that would significantly alter how we use that space in order to improve and diversify the visitor experience and maximise income generation opportunities. To create the CMAG Supersite we propose a range of changes that would reinvent the museum experience completely. The basement would become a 'white cube' gallery, the main gallery would be reconfigured to create a larger temporary and a smaller permanent gallery, and a smaller range of physical changes would help to re-energise the museum. We also propose to retain control of the café operation which is currently operated by Stokes.

Usher Gallery

The building is leased by LCC from City of Lincoln Council and around 80% of the art in the collection is owned by City of Lincoln Council with the remainder being loaned to or owned by LCC. The Heritage Service proposes to cease to operate the Usher as an art gallery but for it to remain within LCC as it could potentially be used by other departments with a public-facing role. This would require a renegotiation of the lease with City of Lincoln Council.

Alongside exploring alternative uses of the building with or without an art offer, LCC will explore the potential for a third party to operate the Usher Gallery building as an art gallery. In the meantime LCC would terminate its existing agreement with City of Lincoln Council under which it currently manages the City Council's collections.

Gainsborough Old Hall

The proposal is to not renew the lease and to return the operation of Gainsborough Old Hall to its owner, English Heritage. This site would no longer be part of the LCC Heritage service. English Heritage owns the building and LCC currently manages the attraction via a lease agreement which has a one year break clause in 2019. The building is of national architectural significance and English Heritage, as the national body who have the remit to preserve and present the architectural treasures, are therefore best placed to interpret and showcase its history upon activation of the break clause in 2019 which will then come into effect in 2020. After activation of the break clause, the operation of this attraction at Gainsborough Old Hall, including the opening hours, event and exhibition programmes and facilitated learning programme would be determined by English Heritage.

Discover Stamford

The proposal is to explore opportunities to engage with a third party who has expressed an interest in the social history collections currently contained within Discover Stamford (which consist of the museum display at Stamford Library and the Stamford store) to display them in their own buildings for public access. This would mean the current sites would close as public attractions and the collections display would be provided by a third party at a new site.

If the collection was not transferred to a third party, LCC could not guarantee that the attraction would remain part of the LCC Heritage Service.

Ellis Mill

The proposal is to explore the transfer of ownership and/or full operational responsibility for the mill to a third party. Any transfer of ownership would include transfer of the existing covenant covering its use as a mill. If we cannot transfer the ownership or lease the mill, LCC could not guarantee that the attraction would remain part of the LCC Heritage Service.

Burgh le Marsh Mill

The proposal is to explore the transfer of ownership and/or full operational responsibility for the mill to a third party. If we cannot transfer the ownership or lease the mill LCC could not guarantee that the attraction would remain part of the LCC Heritage Service.

Alford Mill

The proposal is to explore the transfer of ownership and/or full operational responsibility for the mill to a third party. If we cannot transfer the ownership or lease the mill LCC could not guarantee that the attraction would remain part of the LCC Heritage Service

Evidencing the impacts

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

Data to support impacts of proposed changes

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1st April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

Positive impacts

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

Age	<p>Work to both Lincoln Castle and the Collection building would be consistent with the Council's obligations to ensure accessibility to its buildings. It also allows improvements to be considered which would give greater access to the interpretation of the collections through, for instance, audio guides.</p> <p>The increased scope for flexibility of display and the attraction of temporary and touring exhibitions gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including different age groups. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including age.</p> <p>Updated 18 04 19 information from meeting with groups</p> <p>Young people</p> <ul style="list-style-type: none">• Refreshing offer for young people if the Art is displayed in a new building• Good thing to give Gainsborough Old Hall back to English Heritage as they do a good job• More events would be good for young people such as those offered at the Castle even if a price was implemented (but consider concessions for young people)
Disability	<p>Work to both Lincoln Castle and the Collection building would be consistent with the Council's obligations to ensure accessibility to its buildings. It also allows improvements to be considered which would give greater access to the interpretation of the collections through, for instance, audio guides.</p> <p>Evidence: Anecdotal evidence suggests that access may even be improved with Investment in Lincoln Castle to redevelop existing spaces currently used for learning and utilising the Heritage Skills Centre.</p> <p>The increased scope for flexibility of display and the attraction of temporary and touring exhibitions gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people with a disability. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including disability.</p> <p>Updated 18 04 19 information from meeting with groups</p> <p>Carers</p>

	<ul style="list-style-type: none"> There would a positive impact if there are displays moved into the Collection as there are more modern facilities <p>DDA compliance of new buildings would allow better for people with a physical disability (the Collection) and this was echoed in a consultation response about access and manoeuvrability.</p>
Gender reassignment	The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people considering, undergoing or who have undergone gender reassignment. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including gender reassignment.
Marriage and civil partnership	The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people who share this protected characteristic. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including marriage and civil partnership.
Pregnancy and maternity	The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people who share this protected characteristic. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including pregnancy and maternity.
Race	<p>Work to both Lincoln Castle and the Collection allows improvements to be considered which would give greater access to the interpretation of the collections through, for instance, audio guides.</p> <p>Evidence: Anecdotal evidence suggests that there are a number of visitors to Heritage sites from different racial backgrounds whose first language is not English.</p> <p>Impact: This provides an opportunity to enhance language/translation (including Audio Guides) services at the newly developed site that might make it more appealing and accessible to visitors/tourists/students and migrant communities who are visiting or are new to Lincolnshire. This might in turn attract a more international audience (diverse cohort of visitors), reduce social isolation, increase wellbeing and enhance the experience of all visitors.</p> <p>The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people of different races. The increased capacity to incorporate different narratives alongside</p>

	the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including race.
Religion or belief	<p>Insofar as people having a particular religion or belief may also share the protected characteristic of race, the evidence and impacts set out in the preceding box will apply.</p> <p>The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people of different religions or beliefs. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including religion and belief.</p>
Sex	The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people who share this protected characteristic. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including sex.
Sexual orientation	The increased scope for flexibility of display and the attraction of temporary and touring exhibitions at Lincoln Castle and the Collection Museum and Art Gallery gives greater scope for tailoring the Heritage offer to the interests and experiences of different groups including people who share this protected characteristic. The increased capacity to incorporate different narratives alongside the core offer has the potential to advance equality of opportunity and foster good relations in relation to people with a protected characteristic including sexual orientation.

If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Rural Isolation/wellbeing: This gives an opportunity to consider and review opening hours, which might attract more visitors and volunteers to the sites, reduce social isolation and increase wellbeing. If the Windmills are to transfer over to a community collective, this may improve the social fabric of the community by people coming together for community ownership.

Adverse/negative impacts

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.

<p>Age</p>	<p>Reducing the opening times or closing any sites would impact on the accessibility of attractions and potentially require some people to travel further distances to access a particular type of heritage experience, particularly windmills. This is likely to disproportionately impact on older and younger people who may use facilities as form of social activity and find it more difficult to travel thereby potentially impacting on isolation or wellbeing, especially those who may already experience travel challenges in rural areas of Lincolnshire.</p> <p>There may be a reduction in educational provision for young people depending on what English Heritage provide if it takes over direct management of Gainsborough Old Hall.</p> <p>Updated 18 04 19, information from meeting with groups</p> <p>Young people</p> <ul style="list-style-type: none">• Young people currently congregate in the grounds of the Usher Gallery, if there was a change of use they may feel that they can no longer use the public space. <p><i>Mitigation – there has been no suggestion to the change of use of the open spaces</i></p> <ul style="list-style-type: none">• It will have a negative impact if cost and charges were applied to entry of any of the sites <p><i>Mitigation – to consider concessions for students/young people if charging policy changes, but there are no plans to do so as part of these proposals</i></p> <ul style="list-style-type: none">• It may affect Young people's mental health because the art being displayed in a busy area would not allow adequate space for quiet reflection <p><i>Mitigation – to consider introducing quiet time periods</i></p>
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	<p>Older people</p> <ul style="list-style-type: none"> Should cost entry fees rise this would affect older people as they may have a limited budget <p><i>Mitigation – consider concessions for older people if charging policy changes, but there are no plans to charge as part of these proposals</i></p> <ul style="list-style-type: none"> It will impact on older peoples mental health due to where the art is displayed (no quiet space) i.e. people would not attend art groups so increase social isolation <p><i>Mitigation – to consider introducing quiet time periods. This could provide greater opportunities for overcoming social isolation.</i></p> <p>Updated 29/05/19, information from consultation document</p> <ul style="list-style-type: none"> Should any of the sites close, or opening times change, there could be a negative impact on older people who rely on public transport <p><i>No mitigation identified at this time</i></p> <ul style="list-style-type: none"> Should any entry fees be introduced this may have a negative impact older and younger people with limited incomes <p><i>Mitigation – to consider concessions for students/young people and older people if charging policy changes, but there are no plans to charge as part of these proposals</i></p> <ul style="list-style-type: none"> Should the Heritage Service offer reduce children and future generations could lose out on interactive educational and cultural experiences <p><i>Mitigation – the schools offer will continue on sites, such as the Museum of Lincolnshire Life and access to collections would remain alongside a wider variety of exhibitions if proposals are implemented</i></p>
Disability	<p>Reducing the opening times or closing any sites would impact on the accessibility of attractions and potentially require some people to travel further distances to access a particular type of heritage experience, particularly windmills. This is likely to disproportionately impact on people with a disability who may use facilities as a form of social activity and find it more difficult to travel thereby potentially impacting on isolation or wellbeing, especially those who may already experience travel challenges in rural areas of Lincolnshire.</p> <p>There may be a reduction in educational provision for young people with special educational needs or a disability depending on what English Heritage provide if it takes over direct management of Gainsborough Old Hall.</p> <p>Updated 18 04 19, information from meeting with groups</p> <p>Mental Health</p> <ul style="list-style-type: none"> It may affect Young people's mental health because the art being displayed in a busy area would not allow adequate space for quiet reflection <p><i>Mitigation – to consider introducing quiet time periods at the Collection</i></p> <ul style="list-style-type: none"> Carers who have to pay entry fee themselves when taking a cared for person to a venue – impacted on financial

	<p>exclusion <i>Mitigation – consider introducing concessions for carers if charging policy changes, but there are no plans to charge as part of these proposals</i> Physical disability</p> <ul style="list-style-type: none"> • Because people may rely on public transport and it can take longer to get around the venue <p><i>Mitigation - to consider opening hours in relation to public transport</i></p> <p>Updated 29/05/19, information from consultation document</p> <ul style="list-style-type: none"> • If any sites close or reduce opening times may have a negative impact on people mental health due to increased social isolation and loneliness <p><i>Mitigation – to explore with third sector organisations and community groups new venues where people could get involved to reduce social isolation and loneliness</i></p> <ul style="list-style-type: none"> • People who are on the Autistic spectrum may have difficulties in busy environment such as the collection may be impacted on if the Usher gallery is no longer available view art. <p><i>Mitigation – to consider introducing quiet time periods at the Collection</i></p>
Gender reassignment	<p>No perceived adverse impact</p> <p>Updated 29/05/19, information from consultation document Consultation responses highlighted that there may be nervousness about having exhibitions with a sexual component and this would be a missed opportunity for these groups to express and share their art <i>Mitigation – a broad range of art and exhibits will continue to be on offer as a result of the proposals in this consultation that attracts a wider audience and is designed to meet the needs of a variety of needs '</i></p>
Marriage and civil partnership	<p>No perceived adverse impact'</p>
Pregnancy and maternity	<p>Reducing the opening times or closing any sites would impact on the accessibility of attractions and potentially require some people to travel further distances to access a particular type of heritage experience, particularly windmills. This is likely to disproportionately impact on pregnant women or women with very young children who may use facilities as form of social activity and find it more difficult to travel thereby potentially impacting on isolation or wellbeing, especially those who may already experience travel challenges in rural areas of Lincolnshire.</p> <p>Updated 29/05/19, information from consultation document</p> <ul style="list-style-type: none"> • Should any entry fees be introduced this may have a negative impact for families on a low income <p><i>Mitigation – to consider concessions for students/young people and older people if charging policy changes, but there are</i></p>

	<i>no plans to charge as part of these proposals</i>
Race	No perceived adverse impact'
Religion or belief	No perceived adverse impact'
Sex	<p>Reducing the opening times or closing any sites would impact on the accessibility of attractions and potentially require some people to travel further distances to access a particular type of heritage experience, particularly windmills. This is considered likely to disproportionately impact on women who may be expected to be disproportionately likely to be carers or have primary responsibility for children. They may use facilities as form of social activity and find it more difficult to travel thereby potentially impacting on isolation or wellbeing, especially those who may already experience travel challenges in rural areas of Lincolnshire.</p> <p>Updated 29/05/19, information from consultation document</p> <ul style="list-style-type: none"> No evidence of adverse impact, however two consultation responses highlighted that making changes could affect women who are 'overlooked' in the arts/Lincolnshire life. <p><i>Mitigation – a broad range of art and exhibits will continue to be on offer as a result of the proposals in this consultation that attracts a wider audience and is designed to meet the needs of a variety of needs '</i></p>
Sexual orientation	<p>No perceived adverse impact'</p> <p>Updated 29/05/19, information from consultation document</p> <ul style="list-style-type: none"> Consultation responses highlighted that there may be nervousness about having exhibitions with a sexual component and this would be a missed opportunity for these groups to express and share their art, which could marginalise them and reduce opportunities for social meetings and forming friendships through shared experiences. <p><i>Mitigation – a broad range of art and exhibits will continue to be on offer as a result of the proposals in this consultation that attracts a wider audience and is designed to meet the needs of a variety of needs '</i></p>

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If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.

Rural isolation/wellbeing: Reducing the opening times or closing any sites may impact on people who may use facilities as form of social activity, thereby potentially impacting on isolation or wellbeing, especially those who may already experience travel challenges in rural areas of Lincolnshire.

Updated 29/05/19, information from consultation document

Volunteers

- If any sites are to close or offer reduced hours, may lead to fewer opportunities for volunteering and thereby increase social isolation and loneliness.

Mitigation – signposting to the volunteer Centres for other opportunities. If sites are taken on by communities the opposite may be true

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Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at consultation@lincolnshire.gov.uk

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

Objective(s) of the EIA consultation/engagement activity

The objective was to test assumptions about the likely impact Heritage Service changes would have on people with protected characteristics. These assumptions were made during the initial development of the EIA and updated in response to stakeholder feedback and evidence.

Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic

Age	Age UK- Older People Lincoln College – Young People Heritage Transformation survey
Disability	Carers First – Carers Carers First – Practitioners Heritage Transformation survey
Gender reassignment	Heritage Transformation survey
Marriage and civil partnership	Heritage Transformation survey
Pregnancy and maternity	Heritage Transformation survey
Race	Heritage Transformation survey
Religion or belief	Heritage Transformation survey

Sex	Heritage Transformation survey. To be conducted at the next stage of the process
Sexual orientation	Heritage Transformation survey. To be conducted at the next stage of the process
Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way? The purpose is to make sure you have got the perspective of all the protected characteristics.	Yes, at this stage the document has been revisited during and after consultation and updated as appropriate. Test groups were invited to comment on, and enhance, this EIA. Further opportunities are booked to consult with Lincolnshire Association of Local Councils regarding rural issues, LCC adult care day services regarding mental and physical disability and a nursery regarding pregnancy and maternity.
Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?	If the proposal is approved and changes are made, outcomes will be evaluated with representative groups.

Further Details

Are you handling personal data?	<p>No</p> <p>If yes, please give details.</p>
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Actions required	Action	Lead officer	Timescale
Include any actions identified in this analysis for on-going monitoring of impacts.	Complete EIA test meeting with protected characteristic groups	Community Engagement Team	After consultation

Version	Description	Created/amended by	Date created/amended	Approved by	Date approved
V0.23	Version v0.23 EIA – Future of the Heritage Service	Heritage Service supported by the Community Engagement team and legal team	17 07 2019	Assistant Director – Communities, Place Directorate	

Examples of a Description:

'Version issued as part of procurement documentation'

'Issued following discussion with community groups'

'Issued following requirement for a service change; Issued following discussion with supplier'

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