

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Jo Burns

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**Head of Section:** Andy McCartan

**Chief Officer:** Nicki Butterworth

**Directorate:** Libraries, Leisure & Community Engagement

**Date:** 20/01/2021

## **Section 2: What Council proposal is being assessed?**

**The closure of Williamson Art Gallery & Museum**

## **Section 2a: Will this EIA be submitted to a Committee meeting?**

**Yes / No**                      **If 'yes' please state which meeting and what date**

17<sup>th</sup> February 2021 Policy & Resources Committee

**Hyperlink to where your EIA is/will be published on the Council's website**

<https://democracy.wirral.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13797>

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All Groups	The closure of the Williamson would reduce the opportunities for free access to cultural engagement, participation in arts and creative activity adversely impacting on mental health and well-being and reduce the opportunities for social interaction	We may be able to explore keeping a reduced staff team at the Williamson to provide digital content providing remote access to the collections, facilitating online engagement and looking for opportunities to loan collection items to other venues.	Jo Burns	Ongoing	Budget to run the service
		Whilst in post Museums staff with work with the Comms team and partners to advertise and promote alternative art galleries and museums, children's art activities, adult art classes	Corporate Comms	As needed	Whilst still in post Museums staff would work closely with Comms Teams

		etc in the area			
Children and young people	Closure of the service may reduce opportunities to celebrate their achievements through exhibitions of their work, undermining aspirations and their schools/youth organisation's ability to build self-confidence and self-belief in children and young people from the most deprived backgrounds.	Whilst there are other areas that could exhibit works, we need to consider the elevation and profile that showing works within a gallery setting brings to the community.	Alternative locations	Ongoing	Budget/capacity
People with disabilities and anxiety disorders	Closing the Williamson may reduce the opportunity for learning and development in a non-traditional educational space. Closure would also remove a service that is situated in a building which has good accessibility	Other private services are available and accessible, however this would be on a much smaller scale and would not bring the level of community participation currently on offer.	Jo Burns	Ongoing	Budget
Older persons	Many visitors to the Williamson are in this demographic.	The Comms team will work with community groups and the 3 <sup>rd</sup> sector to promote alternative services which can be accessed within the area	Comms	Ongoing	Budget/staff capacity

<p>Local artists and craftspeople that may have protected characteristics or live in deprived areas.</p>	<p>Williamson Art Gallery provides opportunities for local artists and craftspeople to exhibit and sell their work. In addition the staff team offer support and guidance in the presentation/exhibition of their work and how to bring their work to market. This is an important community resource which encourages inclusivity, diversity, equality and participation which promotes socio- economic mixing</p>	<p>Create an online shop to provide a low-cost outlet for local artists and craftspeople.</p> <p>Create a resource, that is regularly updated, listing all selling opportunities available to local artists and craftspeople eg regular fairs</p>	<p>Corporate digital team</p> <p>Wirral Chamber? Corporate Comms</p>		<p>Budget/staff capacity</p> <p>Budget/staff capacity</p>
<p>Staff</p>	<p>There are 14 members of staff that would be directly impacted by the closure of the Williamson. Within this cohort are people with protected characteristics but it is not appropriate to highlight them as the individuals could be identified due to the small number of people involved.</p> <p>Birkenhead Priory is expected to remain open. The line management, financial and administrative functions that support the operation of this venue are provided by Williamson staff. Closure of the Williamson and redeployment of the staff would leave the four Priory staff without the necessary support to operate safely. We need to consider that Birkenhead Priory provides services to a wide section of the community and many will have a protected characteristics. The proposed closure of Williamson will have a negative impact on this service.</p>	<p>Any change of role as a direct result of potential redeployment, needs to take account of employees with protected characteristics needs.</p> <p>Retention of a reduced staff team at the Williamson that would support the ongoing operation of Birkenhead Priory,</p>	<p>HRBP</p> <p>Jo Burns if in post</p>		<p>Available opportunities</p> <p>Budget/capacity in other teams</p>

**Section 4a: Where and how will the above actions be monitored?**

If a reduced staff is maintained at the Williamson they would monitor engagement. If all the staff are redeployed an alternative team would have to be found to monitor the impact.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

**Section 5: What research / data / information have you used in support of this process?**

Pre-lockdown activity and visitor statistics.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes / No** – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7: How will consultation take place and by when?**

The proposal to close the Williamson has been part of the public and staff consultation processes for the Budget proposals for 2021/22. If the decision is taken to close the Williamson all staff affected will be offered the opportunity of a one-to-one consultation,

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting

it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**