



## Transformation, Income, and Saving Proposal No 27

# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer

**Organisation prepared for** South Somerset District Council – South Somerset Heritage Collection

**Version** 1 **Date Completed** 06/01/2023

### Description of what is being impact assessed

Reduction of £1,150 to expenditure budget of South Somerset Heritage Collection. NS-2324-TSIGP-117

Suggest decrease in service budget lines as follows; £700 from consultant and professional fees, £100 from Subscriptions, £200 from Travelling allowances and £100 from Hospitality.

These particular budget nominals have been reviewed and can be reduced to cumulatively generate the £1,150 saving, with lowest service impact, from GM864. The budget nominals included do not impact volunteering, heritage outreach and engagement, interpretation and exhibitions and therefore have low to no impact on visitors, residents, or protected groups. By removing these budgets, you lose the resilience of the Heritage Service to unexpected occurrences and discoveries e.g. toxic substances in donations, actions to mitigate for this will include closer working with the South West Heritage Trust to support on professional heritage and curatorial advice, and greater use of grant funding to deliver project works and build in house knowledge.

### Evidence

**What data/information have you used to assess how this policy/service might impact on protected groups?** Sources such as the [Office of National Statistics](#), [Somerset Intelligence Partnership](#), [Somerset's Joint Strategic Needs Analysis \(JSNA\)](#), Staff and/ or [area profiles](#),, should be detailed here

The Heritage Collection strives to deliver a range of volunteering and outreach and engagement activities; sharing heritage and local stories with residents and visitors. The saving proposed here will not impact this work, as those budget lines are preserved, and staffing to deliver activities remains in place. Subsequently the impact of the reduction will not impact any protected groups.

**Who have you consulted with to assess possible impact on protected groups?** If you have not consulted other people, please explain why?

Joseph Lewis, Heritage Coordinator and Clare Petherick, Leisure Operations Manager.

**Analysis of impact on protected groups**

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<b>Age</b>	<ul style="list-style-type: none"> <li>None</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Disability</b>	<ul style="list-style-type: none"> <li>None</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>None</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Sex</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□
<b>Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>• None</li> </ul>	□	⊗	□

**Negative outcomes action plan**

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

**If negative impacts remain, please provide an explanation below.**

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<b>Completed by:</b>	<b>Katy Menday, Leisure and Recreation Manager</b>
<b>Date</b>	<b>06/01/2023</b>
<b>Signed off by:</b>	<b>Angela Farmer</b>

<b>Date</b>	
<b>Equality Lead/Manager sign off date:</b>	<b>16<sup>TH</sup> January 2023</b>
<b>To be reviewed by:</b> (officer name)	
<b>Review date:</b>	