


# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or [www.somerset.gov.uk/impactassessment](http://www.somerset.gov.uk/impactassessment)

<b>Organisation prepared for (mark as appropriate)</b>						
<b>Version</b>	<b>1.1</b>		<b>Date Completed</b>	<b>1/7/2024</b>		
<b>Description of what is being impact assessed</b>						
<p><b><u>Devolution of South Somerset Heritage Collection to Yeovil Town Council</u></b></p> <p>This EIA assesses the impact of devolving South Somerset Heritage Collection (SSHC) to Yeovil Town Council on the 1<sup>st</sup> August 2024. It only assesses the impact of the initial transfer of services and assets in their current state rather than focusing on what could happen in the future as it is expected that were Yeovil Town Council to decide to make changes to service provision in the future they would carry out their own equality impact assessment to evaluate the potential impacts.</p> <p>Yeovil Town Council will take on responsibility for managing public access to the SSHC, currently housed at Lufton Depot. This will be in partnership with the South West Heritage Trust and Somerset Council will retain ownership of the physical objects which make up the heritage collection.</p> <p>This assessment focuses on what impact the devolution of the SSHC would have on protected groups as well as assessing the impact on staff. Two members of staff would be transferred under TUPE transfer. Equality data for the staff who would be impacted</p>						

as a result of the site being devolved has been considered but is not included in this equality impact assessment due to the risk of identifying individuals.

## 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

### **Data from the Office of National Statistics, Census 2021, Area Profiles and Index of Multiple Deprivation 2019**

These data sets have been used to consider the impacts of devolving Yeovil Country Park to Yeovil Town Council. Some key statistics from these data sets include that the Yeovil parliamentary constituency has a slightly higher percentage of people who are religious compared to the whole of Somerset at 53.5% of the population compared to 52% county-wide. The ratio of sex in the population of the Yeovil parliamentary constituency also differs slightly to the county wide level. 50.7% of the population is female and 49.3% is male, compared to 51.1% and 48.9% respectively across Somerset.

Data showing whether individual visitors to the heritage collection have protected characteristics is not collected so this data does not exist to inform this impact assessment.

### **Protected characteristics data held by the Council relating to staff**

The equality data for staff who would be impacted has been fully considered but is not included in this assessment due to the risk of identifiable data. As a public authority and employer Yeovil Town Council will be under the same obligations as Somerset Council to uphold equalities standards from an employment perspective.

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

No site users or protected groups have been consulted as the only change because of the devolution process will be the change of provider running the service. If Yeovil Town Council were to make changes in the future which impacted on equalities, it would be for Yeovil Town Council to assess the impact.

Staff and trade unions have been consulted on devolution as part of the TUPE process.

### 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>	<p>Visitors of all ages attend the SSHC but there are also school activities and outreach activities for children and families which are aimed to engage younger age groups. Older age groups also regularly engage with the SSHC with the majority of volunteers at the SSHC being over 65 years old.</p> <p>In the immediate term devolution is not expected to have a greater impact on any particular age group. However, it is unknown whether in the future Yeovil Town Council will make any changes to the provision of services at SSHC and there is a risk that any future changes could have an impact on different age groups. It will be for Yeovil Town Council as a public authority to assess the equalities impacts of any changes they decide to make and there may also be future</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

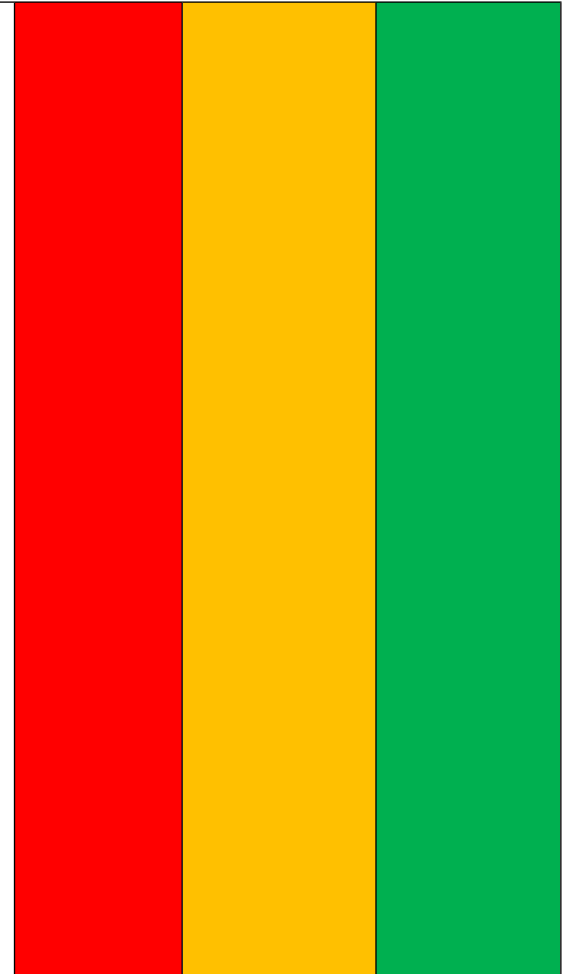
	<p>opportunities that Yeovil Town Council take which continue to improve access and increase inclusion for different age groups in the future.</p>			
<p><b>Disability</b></p>	<p>The heritage collection is currently housed at Lufton Depot. As this is primarily a storage facility there is only wheelchair access to the ground floor of the collection. Disabled toilet facilities are available at the site.</p> <p>In the immediate term devolution is not expected to have a greater impact on people with disabilities compared to other groups. However, it is unknown whether in the future Yeovil Town Council will make any changes to the provision of services at SSHC and there is a risk that any future changes could have an impact on people with disabilities. If changes are made it will be for Yeovil Town Council as a public authority to assess the equalities impacts and there may also be future opportunities that Yeovil Town Council take which continue to improve access and increase inclusion for people with disabilities in relation to the SSHC in the future.</p> <p>Whilst staff are mainly based on site at the SSHC and only occasionally homework this will likely not be possible in the immediate period after devolution of this service on 1<sup>st</sup> August as Yeovil Town Council do not currently have an IT setup which enables homeworking. This could potentially particularly disadvantage any staff with a disability by reducing flexibility around working arrangements. However, the impact</p>	<p>☒</p>	<p>☐</p>	<p>☐</p>

	of this is expected to be less severe for staff at the SSHC than other sites which are devolving due to the limited amount of homeworking staff carry out.			
<b>Gender reassignment</b>	Based on the information available and following consideration it is not expected that any impact would be greater for this protected group than other groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Marriage and civil partnership</b>	After consideration, it is not expected that any impact of the site devolving to Yeovil Town Council would be greater for this protected group than any other groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Pregnancy and maternity</b>	Data is not held regarding this protected characteristic but following consideration, it is not anticipated that any impact of the site devolving to Yeovil Town Council would be greater for this protected group than any other groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Race and ethnicity</b>	Data is not however collected about the race and ethnicity of users of the site. It is not expected that any impact of the site devolving to Yeovil Town Council would be greater for this protected group than any other groups.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>Religion or belief</b>	The overall percentage of users of the site who are religious is unknown as this data is not collected but the impact on these protected groups is not expected to be greater than the impact all groups would experience because of the service devolving.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sex</b>	In the Yeovil parliamentary constituency 50.7% of the population is female and 49.3% is male, compared to 51.1% and 48.9% respectively across Somerset (Area Profiles, Census 2021). However, based on the last available data, 100% of the volunteers at the SSHC were female. Despite this, after consideration, in the immediate term devolution is not expected to have a significantly greater impact on one gender as there is not expected to be changes to the service in the immediate term.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	Based on the limited data available it is not thought that people will be impacted to a greater or lesser extent by the devolution of the facilities based on their sexual orientation.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Armed Forces (including serving personnel, families and veterans)</b>	Given the relatively close proximity of the site to the RNAS Yeovilton base it is possible that serving personal or their family members visit the collection, though no data on this is collected. However, it is not thought that this group will be affected to a greater degree than others by devolution of this service.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Other, e.g. carers, low income, rurality/isolation, etc.</b>	Low Income: The SSHC is free to view and open to all though appointments must be booked in advance. Outreach and partnership activities are also currently provided for low-income families. In the immediate term devolution is not expected to have a greater impact on people with a low income. However, it is unknown whether in	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

the future Yeovil Town Council will make any changes to the provision of services at SSHC and there is a risk that any future changes could have an impact on people with a low income. If changes are made it will be for Yeovil Town Council as a public authority to assess the equalities impacts and there may also be future opportunities that Yeovil Town Council take which continue to improve access and increase inclusion for people on low incomes in relation to the SSHC in the future.

Whilst staff are mainly based on site at Lufton Depot and only occasionally homework this will likely not be possible in the immediate period after devolution of this service on 1<sup>st</sup> August as Yeovil Town Council do not currently have an IT setup which enables homeworking. This could potentially particularly disadvantage any staff with caring responsibilities by reducing flexibility around working arrangements. However, the impact of this is expected to be less severe for staff at the SSHC than other sites which are devolving due to the limited amount of homeworking staff carry out.



**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.

<b>Action taken/to be taken</b>	<b>Date</b>	<b>Person responsible</b>	<b>How will it be monitored?</b>	<b>Action complete</b>
Impacted staff and trade unions will be consulted regarding the change to working arrangements and homeworking as part of the TUPE process.	31/7/24 Select date			<input type="checkbox"/>
Somerset Council will work with Somerset Association of Local Councils (SALC) to deliver training and development opportunities around equality and diversity including legal and practical responsibilities for Parish and Town Councils.	1/8/24 Select date			<input type="checkbox"/>

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

It is possible that there could be negative impacts for groups with a protected characteristics as a consequence of devolution if Yeovil Town Council were to decide to make changes to service provision in the future after devolution of the service and facilities has occurred which had a negative impact for groups with protected characteristics. However, it would be for Yeovil Town Council to conduct their own assessment of any equalities impacts of any decisions they made in the future and as a public authority they are bound by the same legal duties as Somerset Council in relation to equalities.

**Completed by:****Jessica Kemmish****Emily Glover**



<b>Date</b>	<b>1/7/2024</b>
<b>Signed off by:</b>	<b>Elizabeth Dawson</b>
<b>Date</b>	<b>4/7/24</b>
<b>Equality Lead sign off name:</b>	<b>Tom Rutland</b>
<b>Equality Lead sign off date:</b>	<b>5/7/24</b>
<b>To be reviewed by:</b> (officer name)	<b>Jessica Kemmish</b>
<b>Review date:</b>	<b>10/8/24</b>