


# 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>Somerset Council</b>				
<b>Version</b>	<b>0.2</b>		<b>Date Completed</b>	<b>20/11/2023</b>	
<b>Description of what is being impact assessed</b>					
<p><b>Review the delivery of the Heritage Service to deliver a minimum service.</b>          The Council deliver a Heritage service to the communities of Somerset for which some of this service is a legal requirement. This proposal is to review the Heritage Services to deliver a minimum service and in doing so realise a saving for the Council.</p>					
<b>Evidence</b>					
<p><b>What data/information have you used to assess how this policy/service might impact on protected groups?</b> Sources such as the <a href="#">Office of National Statistics</a>, <a href="#">Somerset Intelligence Partnership</a>, <a href="#">Somerset’s Joint Strategic Needs Analysis (JSNA)</a>, Staff and/ or <a href="#">area profiles</a>,, should be detailed here</p>					
<p>According to data from Somerset Council’s economy and planning team, In 2021, 16.8%, (91,700), of Somerset’s population were under 16 years of age, and 24.9%, (147,724), were aged 65 and over, (<a href="#">Population Overview - Somerset Trends</a>)          At £30.294, median annual full-time earnings in Somerset (2022) are lower than they are both regionally and nationally, Somerset’s part-time workers earnings are also lower that the South West and Nationally. Somerset is generally better than the national average in terms of overall levels of deprivation, though since 2015 there has been a slight shift towards greater deprivation in Somerset relative to the rest of England, particularly in relation to the quality of housing, (<a href="#">Indices of Deprivation 2019</a> &amp; <a href="#">Population Overview - Somerset Trends</a>)          The latest figures from the SWHT annual report indicate that in the period 2022-2023 there have been:</p> <ul style="list-style-type: none"> <li>• 103,941 visitors to the various sites during the four months they were open, indicating that in an ordinary year, there is a</li> </ul>					

potential to receive over 300,000 people to those sites.

- 584 School learning sessions, with 16,028 in attendance at the learning sessions
- 659 Activities and events, with 25,049 in attendance at those events.
- 1,966.46 days, (7.5 hour days), of volunteer time for SWHT services.

This indicates a significant number of people would be affected by the proposed changes to the SWHT contract, these primarily being, the school attendees, and those, (generally older), volunteers who use the SWHT as a means to 'touch base' with society. While no empirical dataset exists to draw parallels on the visitors to the sites, it would be a logical step to assume that the majority of those people are either tourists and/or those not in work, (around 41.7% of the population, assuming these to be either school age, or 65 and over)

**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?

Given the time scales and the sensitivity of the wider exercise, it has not been possible to.

**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
Age	<ul style="list-style-type: none"> <li>• A number of community events happen in these areas, impacting all ages, including, but not limited to:               <ul style="list-style-type: none"> <li>○ School programmes</li> <li>○ Womens Institute</li> <li>○ University of the New Age</li> </ul> </li> </ul>	☒	☐	☐

	<ul style="list-style-type: none"> <li>Volunteers, many of whom are elderly.</li> </ul>			
<b>Disability</b>	- Having considered Disability, we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Gender reassignment</b>	- Having considered Gender reassignment we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Marriage and civil partnership</b>	- Having considered Marriage and Civil Partnership we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Pregnancy and maternity</b>	- Having considered Pregnancy and Maternity we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Race and ethnicity</b>	- Having considered Race and Ethnicity we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Religion or belief</b>	- Having considered Religion or Belief we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>Sex</b>	- Having considered Sex (Gender) we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	- Having considered Sexual Orientation we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Armed Forces (including serving personnel, families and veterans)</b>	- Having considered Armed Forces we do not foresee any disproportionate positive or negative impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Other, e.g. carers, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>Provides an event space for low-income families, or those socially disadvantaged to visit and socially interact. If a fee were to be charged, it could further exclude this segment of the population</li> <li>School populous, given the number of events that the SWHT carry out as part of the education programme.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Negative outcomes action plan

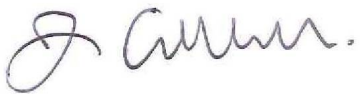
Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Council need to clearly communicate to local communities and key stakeholders alternative provision and options for community heritage, local history, heritage and museum access.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

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	Select date			<input type="checkbox"/>
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	Select date			<input type="checkbox"/>

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

It will not be possible to mitigate should any decisions be made to affect the offering to the public. While parts of the collection could be loaned, it may be to locations outside of the district, or to those establishments charging an admission fee.

<b>Completed by:</b>	<b>Gavin Fear</b>
<b>Date</b>	<b>21/11/2023</b>
<b>Signed off by:</b>	
<b>Date</b>	
<b>Equality Lead sign off name:</b>	 <b>Dave Crisfield</b>
<b>Equality Lead sign off date:</b>	<b>12/12/2023</b>
<b>To be reviewed by:</b> (officer name)	<b>Gavin Fear</b>
<b>Review date:</b>	<b>February 2024</b>

