

Equality Impact Assessment Screening Tool

1	Lead officer contact details: Deborah Hedgecock, Curator – Bruce Castle Museum (Haringey Archive and Museum Service) 020 8808 8772 deborah.hedgecock@haringey.gov.uk			
2	Date: 12 August 2019			
3	<p>Summary of the proposal: The purpose is to approve and sign the main museum management and policy documents in order to comply with the requirements of the Arts Council England’s Museum Accreditation Scheme and to maintain accredited status for Bruce Castle Museum (this happens approximately every 5 years, at the invitation of ACE to be reassessed for the accreditation process). ACE sets the nationally-agreed standards for museum practice in the UK, to encourage and inspire confidence of the public and funding organisations and governing bodies.</p> <p>The policies will not have any negative impact on equality. They will have a positive impact in elements highlighted in the museum’s Forward Plan, supporting the strategic priorities and outcomes for the Borough Plan.</p> <p>Achieving accredited status shows a commitment to broadening access to communities and information, and service use. The dedicated Access Policy demonstrates a commitment to that aim.</p> <p>Policies are reviewed annually.</p>			
	Response to Screening Questions	Yes	No	Please explain your answer.
a) Type of proposal				
4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?		No	The approval of policies and forward plan is in response to a reassessment of the museum and to improve services, as part of the accreditation process (following the UK standards set for museums) which happens approximately every 5

				years.
5.	Does the proposal remove, reduce or alter a service or policy?		No	Where relevant, only the legislation references in the text that museums operate under is updated (if there are any changes).
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqlAs .		No	n/a
7.	If the service or policy is not changing, have there been any known equality issues or concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?		No	There are no known issues. The proposal will have a positive impact as it shows a commitment to improve access to information and services and providing opportunities for engagement for all residents at the museum, with individuals and relevant groups. Accreditation promotes working with a wider range of organisations and members of our communities.
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		No	The Museum is committed to providing opportunities to all through work with individuals and relevant groups. Accreditation promotes working with a wider range of organisations and members of our communities. For example, from the most recent evidence of service user data available, it is known that (of those people completing the survey), 35% of users describe themselves as from a BAME background and 6% of all users declared they had a disability; this proposal to approve working policies and the forward plan for the museum will have a positive

				<p>impact on BAME communities and for those with a disability, as it will ensure that the programming of exhibitions and events reflect BAME communities and includes opportunities and services for those with disabilities. Feedback and monitoring will help inform future programming of activities and opportunities for projects.</p>
9.	<p>Is the service targeted towards particular disadvantaged or vulnerable residents?</p> <p><i>This can be a service specifically for a group, such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.</i></p>		No	<p>The Museum is committed to providing opportunities to all through work with individuals and relevant groups. Accreditation promotes working with a wider range of organisations and members of our communities and through monitoring and feedback ensures that services are supportive and relevant to users of the services, including minority and disadvantaged groups.</p>
10.	<p>Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.</p>	Yes		<p>The museum strives to include and promote services to any under-represented minority groups amongst our residents (as above). The policies and plan in this proposal are there to support work to engage with and promote the work of the museum and its services to as wide a community as possible. As above, the Museum is committed to providing positive opportunities to all through work with individuals and relevant groups. Accreditation promotes working with a wider range of organisations and members of our communities; from monitoring and feedback we can respond and improve services where highlighted.</p>
11	<p>If you have answered yes to at least one question in both sections a) and b), Please</p>		No	<p>There was only one response 'yes' at question 10, and a full answer provided above.</p>

	complete an EqIA.			
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