

## Short Equality Impact and Outcome Assessment (EIA) Template - 2018

**EIAs make services better for everyone and support value for money by getting services right first time.**

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users. They analyse how all our work as a council might impact differently on different groups. They help us make good decisions and evidence how we have reached these decisions.

### 1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed.

<b>Title of EIA</b>	<b>Royal Pavilion and Museums – transfer to Trust</b>	<b>ID No.</b>	EEC06
<b>Department</b>	RPM, Environment, Economy and Culture Directorate. (Janita Bagshawe, Head of RPM, ext 2840)		
<b>Focus of EIA</b>	<p><b>Governance</b> - The service is being transferred out of direct council control, on a 25 year contract, to the RPM Trust, formerly the RPM Foundation. The Trust has commissioned a review of its governance, including its commitments to equality, diversity and inclusion. This will be reflected in the recruitment of a new body of Trustees. It will also inform the development of a Community Advisory Panel (CAP) made up from representatives of RPM's community groups such as the Access Advisory Group, Youth Forum, BME Heritage Network and LGBTQ Network.</p> <p><b>Staff</b> will transfer on their current terms and conditions, and the new employer will contractually ensure that equal pay and conditions compared to their council colleagues will continue – this ends the 'two-tier workforce' and ensures equal pension entitlement for all employees.</p> <p><b>Service users/customers</b> No changes proposed. The service will take the opportunity of the move to Trust status to review how it monitors and build on its approach to equalities and inclusion, for its staff and its customers.</p> <p><b>Systems</b> - The new ICT system will be compatible with equalities standards for accessibility. It will continue to record data that will enable the Trust to demonstrate its compliance with its equalities duties.</p>		

## Assessment of overall impacts and any further recommendations

Overall impacts and notes:

### Impact on Staff:

- The objective of the transfer is to secure a more sustainable future for the service over the next 20-30 years.
- Staff currently have access to council forums (women's; Disabled; LGBT; BME) and are represented by the council's recognised Unions. Recognition and union facilities for staff will continue with their new employer, the RPM Trust. GMB and UNISON are represented at Board level at all stages of the move to Trust. Staff have been, and will be, involved at every stage using a co-operative approach, with staff/Trustees/managers working together. There will be staff representatives involved in recruiting new Trustees, and there will be an observer slot for staff on both the Board of Trustees and Leadership Team. There are, and will continue to be, regular staff briefings and an open door policy to the Head of Service and other managers. RPM already has a BME Heritage Network with strong links to the BME communities that can be easily expanded to involve more staff; RPM has an LGBTQ Network that already involves staff; RPM has an Access Advisory Group made up of disabled consultants that advise on access and equalities; RPM's lead for Equalities and Health & Wellbeing will be exploring with staff what needs there may be regarding the setting up of forums and networks related to specific protected characteristics.
- No two tier workforce - The contract between the council and the RPM Trust will commit both sides to ensuring equal pay and conditions for new staff, and no worse pay and conditions compared to council colleagues (as represented through the National Joint Council). Aside from contractual employment policies which are covered by TUPE and by the two-tier protections above, staff will be engaged in the process of identifying non-contractual employment policies which they might want to see in place for the RPM Trust.
- Pensions – All existing staff signed up to the Local Government Pension Scheme (LGPS) will continue to access this with no change, and the LGPS will continue to be available to new staff joining the service.

### Impact on service users:

- RPM works to ensure that its services are responsive and accessible to a range of communities in the city through the implementation of its Community Engagement Strategy and Equalities Action Plan. No changes (e.g. to concessionary pricing) are proposed as part of this transfer to Trust and continuing compliance with the equalities duty will be incorporated into the contract, and monitored by council staff. Fees and charges proposals include a section on Equalities which considers the balance between income generation and access. A charity group rate is offered. Resident adults are offered half price admission at Preston Manor and the Royal Pavilion and free admission at Brighton Museum. All resident children enjoy free admission at all sites. Brighton and Hove schools don't pay admission. All students of the City's universities or higher education colleges are eligible for admission at Resident rate regardless of whether their residence is within the City. The Royal Pavilion has an Annual free day and Brighton Museum hosts monthly free community days. Those that access RPM via the community engagement programme do not incur entrance fees for the duration of their time working with us; e.g. the development of new galleries, specific projects such as Museum Mentors, youth engagement, early years, etc, therefore many of those priority groups are able to access RPM without incurring any cost. All volunteers have free entry to RPM sites.
- To the extent that the transfer permits the Trust to raise additional funds, access to the buildings and the collection could be

improved for all.

**Governance:**

- An independent review of the governance of the Trust has ensured that equalities and diversity principles are reflected in the composition of the Board of Trustees. Staff were involved in the Trustee recruitment process. Equality, Diversity & Inclusion will be led by the Trustees ensuring that agreed delivery plans and the Manifesto are embedded at all levels of the organisation. There will be a Trustee rep responsible specifically for Equality, Diversity and Inclusion, linking to the Arts Council’s Creative Case for Diversity.
- A Community Advisory Panel (CAP) is being established to work alongside the Board of Trustees. The CAP will be made up from representatives of RPM’s networks and groups established with local communities. This includes the BME Heritage Network, the LGBTQ Network, the Museum Collective (youth forum) and the Access Advisory Group (disabled consultants). This will ensure greater diversity in governance and decision making and a greater diversity in skills, knowledge and experience, particularly lived experience and ‘grass roots’ knowledge.
- In addition, the council retains responsibility for the management of the contract with the Trust, and through that, oversight of the Equalities Duty. Three councillors will serve on the governing Board.

**ICT systems:**

- New systems will largely be ‘off-the shelf’ products which already comply with international accessibility standards for the staff that will use them. There are no changes proposed to the information on staff and service users, so the Trust will continue to have the capability to monitor its compliance with its equalities duties.

<b>Potential issues</b>	<b>Mitigating actions</b>
<ul style="list-style-type: none"> <li>• <i>Impact on staff</i></li> <li>• <i>Impact on service users</i></li> <li>• <i>Governance</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Staff reps on the Board and HR Working group. Comms and Engagement Plan produced, and regular engagement opportunities in place through a range of means. Ensures all staff can hold management to account and have their voice heard, in addition to formal TUPE processes.</i></li> <li>• <i>No changes are proposed to the services, but equalities and inclusion will be written into the contract, and monitored.</i></li> <li>• <i>Governance – specific review, explicitly including a focus on diversity and inclusion, including the establishment of a Community Advisory Panel to ensure greater diversity, with reference to lived experience and grass roots knowledge.. 20% of Trustees will be elected members of the council.</i></li> </ul>

**Actions planned**

*This EIA will be presented to the P&R Committee on 5 December 2019.*

**EIA sign-off:**

**Person completing the EIA: Steve Foster**

**Date: 18 November 2019**

**CCG or BHCC Equality lead: Anna Spragg**

**Date: 18 November 2019**