

People Impact Assessment

People impact assessment helps you assess the contribution your proposal - strategy, policy, programme etc. - will make to addressing inequalities and socio-economic disadvantage. Identifying positive impact strengthens the case for approval of your proposal. Identifying potential adverse impact enables you to eliminate or mitigate negative effects in its delivery.

Most importantly this strengthens HIE's ability to influence and deliver inclusive growth, particularly those elements which relate to people and place.

It guides you through 3 stages:

- Screening : screens out proposals which do not need assessment
- Assessment : identifies how your proposal is likely to address inequality and socio-economic disadvantage
- Action Plan : identifies action you will take as a result of the assessment

Proposal being assessed

Title of the proposal being assessed:

Kilmartin Museum Expansion and redevelopment

Type of activity:

please tick as appropriate

at HIE's own hand

third party intervention

partnership activity

Is your proposal:

please tick as appropriate

new

existing and being revised

Group or Area Team delivering the proposal:

Argyll and the Islands

Name and role of person leading the assessment:

Kirsten Logue, Project Appraiser

October 2017

Screening

Question A1

Please tick any of the following which apply to your proposal:

- a)** it contributes to achieving one or more of **HIE's equality outcomes 2017-21**:
- increasing the diversity of leadership and workforce participation in the Highlands and Islands
 - people better recognise and understand prejudice-based incidents and hate crimes and feel confident reporting them
 - growing the working age population in every part of the Highlands and Islands
- b)** it contributes to the following in relation to any of the **protected characteristics** (age, disability, gender, gender-reassignment, marriage or civil partnership, maternity or pregnancy, race, religion or belief, sexual orientation)
- eliminating unlawful discrimination, victimisation or harassment
 - advancing equality of opportunity:-
 - by removing or minimising disadvantage for a group(s) of people
 - by meeting the needs of particular groups which differ from the needs of others
 - by encouraging participation in public life for a group(s) of people
 - by taking account of disabled people's impairments
 - fostering good relations:-
 - by tackling prejudice
 - by promoting understanding between groups of people
- c)** it addresses **known areas of inequality** such as the gender pay gap, youth out-migration, occupational segregation, in-work poverty, income inequality, inequalities in educational attainment
- d)** it considers proposals of a strategic nature. Consider the impact of **socio-economic disadvantage**:
- in communities within particular disadvantaged places
 - within particular disadvantaged communities of interest such as disabled people, young people leaving care etc.
 - specifically for people in rural, remote and islands areas
- e)** it uses **EU funding**; assessment is mandatory for European Structural Fund Programmes

If you have **ticked** any of the options a) to e) above proceed now to the Assessment on page 4.

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If you have **not ticked** any of the options a) to e) this indicates that your proposal is not relevant to equality and not likely to address socio-economic disadvantage. You should sign off the screening below.

Signing off the screening

You must include in relevant approval papers:

- a) a statement to confirm that the proposal has been screened for impact in relation to equality and socio-economic disadvantage and that full assessment is not required
- b) a statement to confirm, if your proposal includes procurement activity above OJEU threshold levels, that there is no need to consider award or contract performance criteria related to equality.

Assessment of your proposal ends at this stage.

Name of person who carried out the screening:	Claire McMurchy
Job Title:	Head of Strengthening Communities
Date of decision:	26-02-18

This document must be retained with your strategy, policy or programme papers. Screening documentation is subject to the provisions of the Data Protection Act 1998 and Freedom of Information Act 1998.

Assessment to address inequality and socio-economic disadvantage

Requirement to publish impact assessments

Impact assessments must be published, demonstrating that HIE has paid due regard to equality in the development and delivery of our functions. Assessments are subject to the provisions of the Data Protection Act 1998 and Freedom of Information Act 1998.

Question B1

What is the purpose of the proposal; how will it achieve this; who will benefit from it?

Kilmartin Museum is embarking upon a £6.7m redevelopment and HIE is appraising a £400k investment in the project. The project will benefit community organisations, volunteers, the business community, and the members of the public of H&I through provision of a world-class visitor attraction.

Question B2

What evidence do you have of the likely impact your proposal on different groups of people (younger or older people, men or women, disabled people etc.) or communities within particular disadvantaged places, including rural, remote or islands areas?

What does the evidence tell you	Source of evidence
This project will provide opportunities for people living in rural areas to access employment, voluntary work, culture and education. The redeveloped museum will be more accessible to those with mobility issues and to a wider audience	KM business plan, activity plan, architecture scheme
With a larger budget, marketing is planned to be more inclusive and wide-spread. This will include more accessible publications, use of different media, and more engaging language and imagery.	As above
Visitor numbers are expected to rise by 30%. The offering will be made more applicable to diverse audience and seeks to engage new audiences.	As above. Exhibition design report.

Question B3

If there are evidence gaps which prevent you from understanding the likely impact on groups of people or communities affected, how will you fill the gaps?

Some of the "fit-out" and marketing strategy etc. will not be finalised until closer to re-opening. This evidence gap will not be able to be filled at this time.

Question B4

Note below any positive or adverse impact which may occur as a result of the planned delivery of your proposal. Leave blank any groups you consider will not be disproportionately affected.

Tick Nature of anticipated impact for groups of people likely to be affected

Age – younger or older people, people of a particular age

- Positive impact identified 😊
 Adapted facilities, better signage, digital interpretation, inclusive marketing campaign, young people through engagement in Education Service.
-
- Adverse impact identified ☹️

Disability - people who have a disability (physical or mental health condition, long term illness)

- Positive impact identified 😊
 Adapted accessibility-friendly facilities, better signage with clear, plain English

Gender - men or women

- Positive impact identified 😊
 Adverse impact identified ☹️

Gender-reassignment - people who have undergone or plan to undergo gender re-assignment

- Positive impact identified 😊

- Adverse impact identified ☹️

Marriage or civil partnership - people who are married or in a civil partnership

- Positive impact identified 😊

- Adverse impact identified ☹️

Pregnancy and maternity - women who are pregnant or linked to maternity

- Positive impact identified 😊

- Adverse impact identified ☹️

Race - people of diverse race, nationality or ethnicity

- Positive impact identified 😊

- Adverse impact identified ☹️

Religion or belief - people of diverse faiths or beliefs

- Positive impact identified 😊

- Adverse impact identified ☹️

Sexual orientation – lesbian, gay, bisexual or transgender people

- Positive impact identified 😊

- Adverse impact identified ☹️

Question B5

General Equality Duty

In what way will your proposal contribute to:

- eliminating unlawful discrimination, victimisation or harassment
- advancing equality of opportunity (by removing/minimising disadvantage, meeting the needs of particular groups, encouraging participation in public life, taking account of disabled people's impairments)
- fostering good relations (by tackling prejudice or promoting understanding)

This proposal mainly contributes to advancing equality of opportunity by removing disadvantage caused by rural location and through improved accessible facilities

Question B6

Economic, social and cultural (human) rights

HIE is well placed to create the conditions in which economic, social and cultural rights can be realised, such as working towards:

- an adequate standard of living e.g. Minimum Income Standard, addressing poverty
- access to well-paid employment for all e.g. job creation, income levels
- just and favourable work conditions e.g. encouraging inclusive workforce practices
- social participation and community confidence e.g. inclusive capacity building and representation

In what way will your proposal help people realise their economic, social or cultural rights?

Identify any areas where there is risk of preventing individuals from realising their human rights. Provide justification where this is considered a proportionate response to achieving the overall aim of the proposal.

There are no identified risks

Question B7

Socio-economic impact

Public authorities, including HIE, are expected to consider how to address socio-economic disadvantage, when taking decisions of a **strategic** nature, such as economic development strategy, setting budgets for key investment choices, city / region deals etc. Consider how this might impact on:

- communities within particular **disadvantaged places**
- particular **disadvantaged communities of interest** (e.g. young people leaving care; disabled people; people from minority ethnic communities)
- people in **rural, remote and islands** areas

Disadvantaged places

In what way does your proposal address socio-economic disadvantage in communities within particular disadvantaged places?

Much of Argyll and the Islands is rural/remote rural. The audiences KM will serve will benefit from better access to culture, volunteering opportunities and employment. This will reduce social isolation.

Disadvantaged communities of interest

In what way does your proposal address socio-economic disadvantage within communities of interest not already outlined in question 5 above?

KM has a history of providing supported employment opportunities. This is likely to continue Post re-opening

Rural, remote, and islands areas

In what way does your proposal address the specific nature of socio-economic disadvantage experienced by people in rural, remote and islands areas?

Reducing social isolation, as above. Also, given the anticipated GVA post-reopening at £5.8M, this will support growth of rural businesses, particularly in the tourism sector.

Question B8 European Structural Fund Programmes only

Equal Opportunities - “to increase the opportunities within the programme for all groups and to prioritise and adapt support for groups facing particular disadvantages to participation”

Clarify precisely how the proposal takes account of and reflects the diverse needs of any target group(s).

Outline how the proposal will overcome any potential barriers to access to participation and how policies in place will make a positive difference.

N/A

Social inclusion - “to ensure that economic growth and tackling exclusion go hand in hand to help people overcome multiple barriers to employment and realise their full potential”

Demonstrate how the proposal will reconcile a commitment to social inclusion with a focus on improving the competitiveness and economic performance of the locality.

Outline how it will reduce inequalities between the least advantaged communities and the rest of society.

Outline how the proposal will overcome any potential barriers to access to participation and how policies in place will make a positive difference.

N/A

**People Impact Assessment
Action plan to address inequality and socio-economic disadvantage**

Title of the proposal assessed: Kilmartin Museum Co Ltd. Museum expansion and redevelopment

Financial and resource allocation decisions must take into account potential equality impact and, for strategic decisions, socio-economic impact. Proposals which include procurement activity at OJEU level must consider whether to include contract award or performance criteria related to equality. We also recommend this as good practice for lower value contracts.

The following summarises actions to be taken as a result of People Impact Assessment and should be submitted with relevant approval papers.

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Summary of impact identified and action to be taken to ensure inequalities and socio-economic disadvantage are addressed

Potential impact to be addressed	Action to be taken	By whom	When
Age – younger and older	Accessible facilities, better signage, digital interpretation	KM	Dec 2020
Disability	Accessible facilities, better signage, digital interpretation	KM	Dec 2020

Arrangements to monitor and review impact over time

Monitoring and review arrangements	By whom	When
KM is in account management – these elements will be monitored through meetings and project review stages	KM account manager	Quarterly

Procurement

Proposal involves procurement activity at OJEU level **No**

Award criteria to be included in tender	How criteria will be evaluated

Contract performance criteria	How delivery of performance criteria will be monitored

The full signed assessment is held with proposal papers and published on the HIE website.

Senior Responsible Officer (name):	Claire McMurchy
Job Title:	Head of Strengthening Communities
Date of signing off completed assessment:	26-02-18