

Template for Impact Assessment Level 2: Full impact assessment

Subject of assessment:	REG03 Concentrate the town's museum offer in the Dorman Museum (80,437 annual visitors) and withdraw from the Captain Cook Birthplace Museum (5,360 annual visitors).			
Coverage:	Service specific			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input checked="" type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input type="checkbox"/>	Local or corporate requirements:	<input checked="" type="checkbox"/>
Description:	<ul style="list-style-type: none"> Key aims, objectives and activities <ul style="list-style-type: none"> To reduce the cost of the Council's Museum Service as part of wider budget savings proposals. Statutory drivers (set out exact reference) The Council does not have a statutory duty to provide this service. The Museum operates in line with clear policies informed by legal and regulatory frameworks including health and safety, safeguarding and collections care/management. Differences from any previous approach Currently the Captain Cook Birthplace Museum (CCBM) is open to visitors 6 days a week (Tuesday – Sunday) from April to November each year. Its learning programme for schools operates all year-round during term time. The proposed change is that the CCBM will either be operated by another organisation or closed and integrated into the Dorman Museum offer, with the building used for other purposes. Key stakeholders and intended beneficiaries (internal and external as appropriate) Visitors - including local residents and visitors from across the UK and overseas, Local school children – who participate in the annual learning programme, Museum staff, Trade Unions, Captain Cook Birthplace Trust, Captain Cook Society, Café tenant – who has an existing lease to operate from the CCBM building, Tees Valley Museums Group – a consortium of 7 Tees Valley Museums and an Arts Council National Portfolio, Organisation, of which the CCBM is a member and recipient of funding, Funders – Including Arts Council England and National Lottery Heritage Fund Intended outcomes Reducing the cost of the Council's Museum Service through savings made from building costs. However, as a result of withdrawing from the CCBM, other likely outcomes will include reducing public access to the Cook collection and reducing the number of school workshops delivered on the Cook collection. 			

Live date:	The Council would not reopen the Museum from 1 April 2024. The proposed staff savings won't be realised until a staff review has been undertaken, other than from any agreed removal of vacant posts in the Museum Service.
Lifespan:	Ongoing from April 2024 onwards.
Date of next review:	N/A

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Human Rights						
Engagement with Convention Rights (as set out in section 1, appendix 2 of the Impact Assessment Policy).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Having considered both the service that the CCBM provides and its audience base, there are no concerns that this proposal could have an adverse impact on human rights.
Equality						
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Within the stage 1 impact assessment, it was identified that the proposals would have a disproportionate adverse impact on children & young people, who currently benefit from the learning programme delivered at the CCBM. The impact assessment identified that that proposal could only be partially mitigated by the merged education delivery programme that would be located at the Dorman museum and would result in reduced delivery in comparison to last year by around 660 places.</p> <p>The benefits of the schools' workshops to the children who take part include valuable opportunities to learn about their local heritage (in terms of the life and voyages of Middlesbrough's famous son, Captain Cook) and a chance to see and engage with fascinating collections. For many children, learning outside of the classroom in this way is a completely different experience and can be hugely rewarding and enjoyable.</p> <p>Consideration was given to whether this impact could be fully mitigated, however it cannot be fully mitigated without maintaining the two bases and has been partially mitigated as far as it can be.</p> <p>In line with the PSED, consideration was then given as to whether this impact can be justified. It is felt that given the size of the savings required in order to maintain a financially sustainable council and the partial mitigation that has been put in place, that the impact is justified.</p> <p>The drop in the number of school workshops overall and the move of workshops to the Dorman (where admission is free) will also result in reduced income to the Museum Service.</p>

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Following completion of the level 1 impact assessment, there were no concerns that the proposals could have a disproportionate, adverse impact on any of these groups.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy / maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage / civil partnership**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Dependants / caring responsibilities**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Criminal record / offending past**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

** Indicates this is not included within the single equality duty placed upon public authorities by the Equality Act. See guidance for further details.

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Community cohesion						
Individual communities / neighbourhoods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No concerns were identified in relation to community cohesion within the stage 1 assessment process.
Relations between communities / neighbourhoods	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Further actions		Lead	Deadline
Mitigating actions	Plan to incorporate some Captain Cook schools' workshops into the schools' programme at the Dorman Museum.	JR Bowes	1 April 2024
Promotion	<p>We have written to the schools who take part in the workshops at the CCBM to make them aware of the proposals and to encourage them to take part in the current public consultation. We have done the same for key stakeholders including funders, friends groups, other local authority museums, local historians, etc.</p> <p>Once we know the outcome of the decision by the Council at the end of February, we will recontact the same groups to advise on the plans moving forward and any mitigating actions that we'll be taking.</p>	Gaye Kirby	01 March 2024
Monitoring and evaluation	<p>We will continue to monitor key metrics including the number of museum visitors, number of school workshops delivered, etc., to assess the impact of the decision on the service and affected groups e.g. children and young people.</p> <p>We will also collect any feedback the Museum Service receives from visitors, schools participants and stakeholders in relation to the decision.</p>	JR Bowes	On going

Assessment completed by:	Gaye Kirby	Head of Service:	Richard Horniman
Date:	23 January 2024	Date:	23 January 2024

