

## EQUALITY IMPACT ASSESSMENT

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	Date of completion	<b>May 2020</b>
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<b>Cabinet Member</b>	Name	<b>Cllr Jim O'Boyle</b>
	Portfolio	<b>Jobs and Regeneration</b>

### SECTION 1 – Context & Background

#### 1.1 What is the title of the project?

St Mary's Guildhall Transformation

#### 1.2 What is the current status of the project?

Existing  New

#### 1.3 In summary, what is the background to the planned change? Why is this change being considered?

St. Mary's Guildhall (SMG) was selected as one of Coventry's flagship cultural attractions as part of the city's Cultural Capital Investment Strategy to support the necessary infrastructure to be ready/accessible to the expected volume and diversity of visitors.

The Transformation Project allows St Mary's Guildhall to become a successful all year round visitor attraction forming part of Coventry's emerging Cathedral Quarter. This will run in parallel with capital works (c.£6m) to ensure the Grade I listed Guildhall plays a significant role in celebrating the City of Culture 2021 providing a complementary heritage offer alongside arts and culture.

The project will create a much more visible heritage attraction working with partners to make the city a destination for heritage visitors. Visitors will be able to learn about the fascinating history of the Guildhall as a centre for trade and commerce, former national seat of power and a place visited by royals, through a multi-layered approach to storytelling including augmented reality interpretation. We will conserve and better display the Coventry Tapestry created in 1500. Visitor numbers will double to 40,000 annually, with new staff, supported by volunteers,

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reaching under-represented audiences. Over the lifetime of the project we expect to run heritage events and new learning sessions attended by 20,000 people.

### 1.4 Who has primary responsibility for delivering the project?

Steve Wiles  
Sports and Arts Team Service Manager – Sport and Culture

### 1.5 Who are the main stakeholders? Who will this project affect?

Access Development Group  
Blue Badge Tourist guides  
City of Culture Trust  
Coventry Register Office  
Coventry Society  
Coventry University (conferences, graduation and balls)  
Disability and Equality Action Partnership  
Elected members  
English Heritage  
Existing users  
Heritage Lottery Fund  
Historic Coventry Trust  
Historic England  
Local Media  
Local people  
Near neighbour businesses  
Staff  
Tudor Coventry Community Interest Company  
Twentieth Century Society  
Volunteers

## SECTION 2 – Consideration of Impact

### 2.1 Relevance: – the Public Sector Equality Duty

In order to assess your project for relevance to the Public Sector Equality Duty, please answer the following questions:

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic

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- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**Yes (X) No ( )**

State reasons below

- There will be more groups that are traditionally less engaged will access St Mary's Guildhall
- People from protected characteristic groups will be better engaged in heritage activities
- St Mary's Guildhall will offer more culturally significant information

### 2.2 Has data and information been used in determining the impact of the project under review?

*(for example, research, surveys, consultation, monitoring data – summarise below, particularly if focused on any of the protected characteristics)*

Conditions surveys and enabling works to have taken place to explore the remedial work required to the building and to discover what was hidden behind the modern kitchen.

We have engaged with stakeholders including Historic England, National Heritage Lottery Fund, City of Culture Trust, Historic Coventry Trust, Tudor Coventry Community Interest Group and the Coventry Society around the initial proposals for the building, tapestry and visitor offer,

Public consultation will take place in June and July. Due to restrictions related to COVID-19 this will be an online consultation but will also include online focus groups and one to one in depth interviews with community and special interest groups, teachers and higher and further education staff and businesses. There will be an online questionnaire for local people and potential visitors, and we will share the information with children and young people as well as disability groups.

#### Baseline data and information (sources and dates)

- Market demand for St. Marys Guildhall – March 2019
  - Fabric condition report – Oct 18
  - Drainage survey – March 20
  - Structural report – Oct 18
  - Enabling Works – January 20

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- Stakeholder workshops - February 2020

**2.3 On the basis of evidence, has the actual/potential impact of the project been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Please include impact on the Council workforce in question 2.8 – not here.**

Protected Characteristic	Impact type +, =, -	Nature of impact
Age 0-18	+	Development of education programmes for relevant key stages, themed education programmes exploring areas such as local democracy, history, trade and local studies. Opportunities for project based work, Dedicated staff to lead education activities. More exciting interactive activities for all abilities.
Age 18-64	+	Through joint working with higher and further education leaders, we will develop education programmes and activities in areas such as local studies, history, conservation and architecture.
Age 64-100	+	Physical improvements to the building will improve accessibility of the building including the provision of a new lift to the first floor. However, some access improvements cannot be achieved due to the constraints imposed by a Grade I listed building. An events and activities programme will be developed to encourage more use of the building by this age range.
Disability	+	Physical changes to the building will improve the accessibility including the provision of a new lift to the first floor. However, some access improvements cannot be achieved due to the constraints imposed by a Grade I listed building. The education programme will include activities and engagement for people with special educational needs. Disability groups will be consulted on the planned improvements and visitor experience.
Gender reassignment	=	No specific impact
Marriage and Civil Partnership	+	Improved visitor experience and improved physical accessibility as described above. The Guildhall will continue to function as a wedding

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		and civil partnership venue and the improvements to the building will offer an enhanced experience.
Pregnancy and maternity		New welfare facilities will have baby changing and breastfeeding facilities
Race	+	BAME communities will be engaged as part of the development of the project. The project aims to attract more diverse audiences including BAME residents and visitors and to tell stories about the Guildhall's (and city's) history that are culturally significant, engaging and accessible. Religious beliefs over time will form part of the stories that are interpreted at the Guildhall.
Religion and belief	+	Religious beliefs over time will form part of the stories that are interpreted at the Guildhall. Links will be developed to Coventry Cathedral, but religious themes will not be limited to Christianity.
Sex	+	As part of the consultation and engagement activities to support the development of the events and activities programme and community use of the building, we will engage with existing male and female specific community groups to establish requirements for better use. The roles of males and females historically at the Guildhall will be discussed as part of the education programmes.
Sexual orientation	+	No specific impact.

### 2.4 Does the policy/practice have any potential impact on the most deprived/ vulnerable people – such as Looked After Children, Carers, Armed Forces and their families?

The Transformation Project seeks to celebrate the heritage of St Mary's Guildhall and to communicate key stories associated with the history of the Guildhall and the city in an accessible and engaging manner. The project will seek to attract non-traditional heritage visitors including those from marginalised groups. An Activity Plan will be developed that sets out how these target groups will be engaged.

### 2.5 How will the impact of the policy/practice be monitored?

The impact on protected characteristic groups will be reviewed periodically at the St. Marys Guildhall Project Board and in the future by the management team.

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### 2.6 Who will be responsible for monitoring?

The St. Mary's Guildhall Project Board

### 2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place?

#### Mitigating action / outcome

In order to develop a more sustainable business model, admission charges are being considered to support a significantly enhanced visitor offer. People on low incomes are currently an under-represented audience for St Mary's Guildhall and the Transformation project will seek to attract more people from this category. This will be achieved by:

- The GoCV card available to Coventry residents offers discounts for those on certain benefits. This will provide free access to the Guildhall;
- Other events (Heritage Open Days and National Lottery Thank You events will provide free access)
- Targeted events and activities will be offered with discounts / free admission.

### 2.8 What are the likely impact(s) of this project on Council staff from protected groups? Please summarise:

The proposals require St. Mary's Guildhall to be remain closed to the public for the duration of the project which necessitates changes for the staff. Some roles will continue to provide catering functions from replacement facilities in the Council House (once the immediate COVID situation moves to recovery). However, for some staff, there will be no work in the SMG for at least a period of a year. The implications for staff are that these roles will be considered redundant and the service will consult with staff and Trade Unions to identify any alternative employment in the Council in accordance with the Security of Employment provisions.

**You should only include the following data if this project will have an impact on Council staff:**

Headcount: 7

Contract count:

Contract status

Full-time	7
Part -time	0

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Casual	18
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### Age

16-24	10
25-34	2
35-44	3
45-54	3
55-64	6
65+	1

### Sex

Female	20
Male	5

### Disability

Disabled	0
Not Disabled	22
Prefer not to state	0
Unknown	3

### Ethnicity

White	14
BAME	0
Prefer not to state	0
Unknown	11

### Sexual Orientation

Heterosexual	4
LGBT+	1
Prefer not to state	1
Unknown	19

### Religion

Any other	1
Buddhist	0
Christian	2
Hindu	0
Jewish	0
Muslim	0
No religion	2
Sikh	0
Prefer not to state	0
Unknown	20

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### 2.9 Completion Statement

**As the appropriate Head of Service for this review, I confirm that in this EIA:**

No impact has been identified for one or more equality groups

Positive impact has been identified for one or more equality groups

Negative impact has been identified for one or more equality groups

Both positive and negative impact has been identified for one or more equality groups

**Signed:**

**Date:**