

## Portfolio Holder for Young People and Culture

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County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

10/12/2020

For further information please contact

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### NOTICE OF INTENDED PORTFOLIO HOLDER DELEGATED DECISION

The Portfolio Holder has received the following report for a decision to be taken under delegated authority. The decision will be taken on **16 December 2020** (i.e. 3 clear days after the date of this note). The decision will be published on the Council's website but will not be implemented until 5 clear days after the date of publication of the decision) to comply with the call-in process set out in Rule 7.36 of the Constitution.

1.	<b>RADNORSHIRE MUSEUM: REVISED OPENING HOURS</b>
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**CYNGOR SIR POWYS COUNTY COUNCIL****PORTFOLIO HOLDER DELEGATED DECISION**

by

**COUNTY COUNCILLOR Rachel Powell  
PORTFOLIO HOLDER FOR Young People and Culture****December 2020****REPORT AUTHOR: Catherine Richards, Professional Lead – Arts and Culture****REPORT TITLE: Radnorshire Museum: Revised Opening Hours**

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**REPORT FOR: Decision**

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**1. Purpose**

**1.1** The Museum Service has been tasked with making savings of £16k in 2020/21.

**1.2** In the Medium Term Financial Strategy, approved by Full Council on 28 February 2020, the savings were to be achieved by reducing the opening hours of Radnorshire Museum to a seasonal arrangement, opening for 6-9 months of the year.

**1.3** The Museum Service has engaged with some key stakeholders and reconsidered the proposals around seasonal opening and is now seeking approval to maintain the year-round opening of Radnorshire Museum, but to revise the opening hours throughout the week from 5 to 4 days from 1 January 2021.

**1.4** The benefits of the proposed opening hours are:

- Better to support year-round visitors/tourism to Llandrindod and Radnorshire. Tourism contributed £144m to the economy in Radnorshire in 2019, with 0.77m visitors (0.32 “staying” visitors and 0.45 “day” visitors). The number of full-time equivalent jobs supported by tourism spend in Radnorshire is 1,999.
- Year-round opening lends itself to a more diverse and varied exhibition programme, with events and activities targeted at both Powys residents, schools, and visitors to the county.
- Access to the collection is maintained for twelve months of the year for researchers and academics.
- Museum staffing: maintaining staffing is hugely difficult for seasonal opening, which means a continual cycle of appointing and training staff. It would also mean possibly losing existing staff with experience and knowledge of the museum collection, which is important to enhance the visitor experience.

- The three other Council run museums (y Gaer, Brecon; Y Lanfa, Welshpool; Llanidloes Museum) are co-located with libraries with year-round opening. The proposed opening hours for Radnorshire mirrors this arrangement and provides an equitable position across the county.
- There have been past efforts to find a partnership to support the premises, which have already been extensively explored and exhausted. However year-round opening may present more opportunities than seasonal opening for sharing accommodation with an external organisation, which, depending on that partnership arrangement may in turn may allow a review of opening hours.

**1.5** The Museum Service savings target of £16k will be achieved by reducing a minimal amount of staffing at Radnorshire Museum and Y Lanfa, Welshpool. The opening hours at Y Lanfa will be unaffected.

## **2. Background**

**2.1** Radnorshire Museum is housed in the old Carnegie Library in Llandrindod Wells and was established (within the library) in 1929. Radnorshire County Council took control in 1938 with the museum occupying the whole building from 1970. The displays were refurbished, back office facilities improved (including a new store) and a lift installed in 2006 mainly using a large bequest and a Heritage Lottery grant. Visitor numbers are fairly constant reaching around 5,000 visitors per year. The museum is run by one (part-time) curator and two part-time front of house staff.

**2.2** The current opening hours are: Tuesday – Friday 10.00 - 4.00, Saturday 10.00 - 4.00 (April to September), Saturday 10.00 -1.00 (October to March).

**2.3** The proposed new opening hours are: Wednesday – Friday 10.00 - 4.00, Saturday 10.00 - 4.00 (April to September), Saturday 10.00-1.00 (October to March).

**2.4** The collections are Shire-based and include important artefacts for the county of Radnorshire:

### **Archaeology**

A fine collection of items from pre-historic to medieval periods including the Llandrindod Wells Log Boat and Sheela na Gig, the Castell Collen collection.

### **Palaeontology**

An outstanding collection of Ordovician specimens from the Builth-Llandrindod Inlier.

### **Fine Art**

Featuring the work of Thomas Jones, J.M. Ince, William Stone, John Opie, Sir Alfred East, William Mills, Elizabeth and Bryan Organ, Catherine Lyons.

### **Natural History**

Preserved specimens of some of Radnorshire's natural inhabitants along with souvenirs of more exotic climes. An insight into the tastes and fashions of past times.

### **Military History**

Artefacts and information relating to the men and women of Radnorshire who served in two World Wars and material from Radnorshire's Home Front.

### **Social History**

A rich and diverse collection including: a large photographic collection, items relating to Llandrindod's Spa heritage, the Kilvert Society Collection relating to the famous Victorian diarist, and John Roberts' magnificent Welsh Triple Harp.

## **3. Resource Implications**

- 3.1** The Museum Service has been tasked with making savings of £16k in 2020/21. This will be achieved by revising the opening hours of Radnorshire Museum throughout the week from 5 to 4 days from 1 January 2021, and reducing a minimal amount of staffing to support the new opening hours. Staffing will also be slightly reduced at Y Lanfa, Welshpool. The opening hours at Y Lanfa will be unaffected. This will meet the approved saving of £16k.

The Head of Finance (Section 151 Officer) notes the position above and can support the recommendation.

- 3.2** **Communications Comment:** A press release will be issued

## **4. Legal implications**

- 4.1** Legal: The recommendation can be supported from a legal point of view.

The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

## **5. Integrated Impact Assessment**

- 5.1** An impact assessment is attached as appendix A

## **6. Recommendation**

- 6.1** That Radnorshire Museum opening hours are revised from 5 to 4 days a week.

**6.2** The reason for the recommendation is to amend the seasonal opening proposal approved by Full Council on 28 February 2020; to maintain the year-round opening, but to revise the opening hours throughout the week from 5 to 4 days. The savings targets of £16,000 will still be met through minor staff reductions.

Contact Officer:	Catherine Richards, Professional Lead – Arts and Culture
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Head of Service:	Nina Davies, Head of Housing and Community Development Gwilym Davies, Head of Property, Planning and Public Protection
Corporate Director:	Nigel Brinn, Corporate Director (Economy and Environment)

DELEGATED DECISION NEW REPORT TEMPLATE VERSION 2

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

The integrated approach to support effective decision making



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Powys Museum Service	<b>Head of Service</b>	Nina Davies	<b>Director</b>	Nigel Brinn	<b>Portfolio Holder</b>	Clr Rachel Powell
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<b>Proposal</b>	Revised opening hours for Radnorshire Museum – from 5 days a week to 4 days a week
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### Outline Summary / Description of Proposal

**Powys Museum Service**  
 The Council currently has 4 museums in Powys:

- Brecknock Museum and Art Gallery (Shire museum) – currently under development as Y Gaer – a co-location project with Brecon Library, completed in 2019.
- Llanidloes Museum (local/town museum) – co-location project with Llanidloes Library completed in 2016
- Powysland Museum and Cottages, Welshpool (Shire museum)
- Radnorshire Museum, Llandrindod (Shire museum)

The Judge's Lodging (visitor attraction) in Presteigne was owned by the Council but operated by the Judge's Lodging Trust. A freehold CAT was agreed by Cabinet in November 2016 and has been concluded. The Council retains ownership of some of the collection held at the Judge's Lodging.

The Museum Service also manages the Old Market Hall building in Llanidloes. This is leased by PCC from Llanidloes Town Council, but the facility run by the Old Market Hall Committee.

**Proposals**  
**Revised opening hours for Radnorshire Museum – from 5 days a week to 4 days a week**

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V01	Catherine Richards	Principal Lead Museums, Archives & Information Management Services (Economy & Environment)	January 2020
V02	Catherine Richards	Professional Lead – Arts and Culture	December 2020

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£15,602	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation

Public consultation required	
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4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?)  
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Corporate Property  
HR  
Legal Services

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Page 8</b> <b>The Economy</b> <b>We will develop a vibrant economy</b>	<p>Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions. To further help with financial sustainability Powys Museums must consider how they can further increase the income they already generate.</p> <p>Museums and libraries draw people into town centres, and attract tourists, both of which benefit the local shops and businesses. Maintaining both services in Welshpool ensures the continuation of such benefits.</p> <p>Co-location should improve these outcomes through broadening the offer in one location.</p>	Good	Potential to further develop visitor attractions and associated spend	Unknown
<b>Health and Care</b> <b>We will lead the way in effective, integrated rural health and care</b>	<p>Visits to Museums for recreational purposes improve the health and wellbeing of residents, boosting mental health, along with social interaction.</p> <p>Volunteering contributes to community wellbeing and improves the Museum Service in addition to enabling personal development and involvement with heritage.</p> <p>Access to arts and cultural services overall enhances wellbeing.</p>	Neutral	Continue to investigate any ways to improve health and wellbeing outcomes for residents through partnerships and joint working with others.	Unknown

Council Priority	How does the proposal impact on this priority?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Learning and skills</b> We will strengthen learning and skills Page 9	<p>Museums have proved to be ‘safe’ places in which people can learn and develop. This learning experience can come about either as a visitor or a volunteer giving people the opportunity to learn more about their local history and heritage.</p> <p>For volunteers the payback can be significant in terms of skills and employability. Volunteering helps people with their sense of being part of a workplace; helps them learn or improve their IT or other work-related skills; and improves their confidence to look for work.</p> <p>Museums have always been a vital resource of educational attainment, providing source material for a range of qualifications from GCSEs to PhDs. Museum collections have been widely used to bring a wide range of school subjects to life such as history, geography and provide the stimulus for projects as such as art and drama productions.</p>	Neutral	<p>Volunteer opportunities can offer the chance to develop new skills.</p> <p>Opportunities to develop local partnership working to promote learning opportunities</p>	Unknown
<b>Residents and Communities</b> We will support our residents and communities	<p>Powys Museums hold, care for and continue to develop collections for the county, which represent our rich and diverse culture. These in turn enrich the lives of people in our communities and help them live fulfilled lives.</p> <p>Volunteer opportunities should support a feeling of belonging to the local community.</p>	Unknown	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.	Unknown
<b>Source of Outline Evidence to support judgements</b>				
Powys Museum’s visitor surveys Powys Museum’s Accreditation documentation submitted to Welsh Government Expert Review of Local Museum Provision in Wales 2015 A museum Strategy for Wales 2010-2015 Spotlight on Museums 2016				

6. How does your proposal impact on the Welsh Government's well-being goals?

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>A prosperous Wales:</b>                      An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>Powys Museums make a valued contribution to the economy in Powys, both as local businesses and tourist attractions.</p> <p>Museums provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Work experience and volunteer opportunities in both develop skills for employability.</p>	<p>Neutral</p>	<p>Continue to investigate any ways to improve opportunities for residents</p>	<p>Unknown</p>
<p><b>A resilient Wales:</b>                      A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>N/A</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A healthier Wales:</b>                      A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p><b>Public Health (Wales) Act, 2017:</b>                      Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Visits to cultural/heritage services such as libraries and museums improves the overall health and wellbeing of residents, and reading boosts mental health, along with social interaction.</p> <p>Volunteer opportunities also boost health related outcomes.</p>	<p>Neutral</p>		<p>Neutral</p>

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	Powys Museums contribute much to their local communities. Maintaining the Shire museums across the county will have a positive impact on this priority.  Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.	Neutral	Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.	Neutral
<b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being. <b>Human Rights - is about being proactive (see guidance)</b> <b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	Powys Museums promote the cultural life of our county, they encourage active participation in culture, protect our heritage, help expand our international profile and contribute to our tourism industry.	Neutral		Neutral
<b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b>	Providing access to Museums for everyone must include developing services that reflect the importance of the Welsh language. Our language is an important part of our heritage, and many tourists who come to Powys are drawn by our heritage and culture.	Neutral		Neutral
<b>Opportunities to promote the Welsh language</b>	As above	Neutral		Neutral

Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Welsh Language impact on staff</i>	There are no Welsh language speaking staff within the Museum Service at this current time.	Neutral	Continue to investigate all possible partnerships to improve Welsh language opportunities for staff and residents. It may prove possible to enhance this through community partnerships and use of volunteers.  Seek to recruit Welsh speaking members of staff and volunteers wherever possible	Neutral
<i>People are encouraged to do sport, art and recreation.</i>	Powys Museums enable people to explore collections for inspiration, learning and enjoyment	Neutral	Continue to investigate any ways to improve this participation for residents through partnerships and joint working with others	Unknown
<b>More equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	Powys Museums welcome increased use of the service by existing and new audiences regardless of their background or circumstances. It is important that the demographic of our communities is understood and this is used to inform forward planning. Understanding and dismantling barriers, real or perceived, that deter those who do not currently use our collections, or do not participate in our activities is crucial if Powys Museums are to be fully inclusive.	Neutral	Continue to investigate all possible partnerships and ways to improve outcomes for residents.	Unknown
<i>Disability</i>	As above	Neutral	As above	Unknown
<i>Gender reassignment</i>	As above	Neutral	As above	Unknown
<i>Marriage or civil partnership</i>	As above	Neutral	As above	Unknown
<i>Race</i>	As above	Neutral	As above	Unknown
<i>Religion or belief</i>	As above	Neutral	As above	Unknown
<i>Sex</i>	As above	Neutral	As above	Unknown
<i>Sexual Orientation</i>	As above	Neutral	As above	Unknown
<i>Pregnancy and Maternity</i>	As above	Neutral	As above	Unknown

**Source of Outline Evidence to support judgements**

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Powys Museum’s visitor surveys Powys Museum’s Accreditation documentation submitted to Welsh Government Expert Review of Local Museum Provision in Wales 2015 A museum Strategy for Wales 2010-2015 Spotlight on Museums 2016				

7. How does your proposal impact on the council’s other key guiding principles?

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposals generally have a negligible impact on both the Council’s strategic vision and Welsh Government’s well-being goals. It is therefore anticipated that there will be a negligible impact on the Council’s other key guiding principles also.	Neutral		Neutral
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	As above	Neutral		Neutral
<b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them.</i>	As above	Neutral		Neutral
<b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring.</i>	As above	Neutral		Neutral
<b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	As above	Neutral		Neutral

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	As above	Neutral		Neutral
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	As above	Neutral		Neutral
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	As above	Neutral		Neutral
<b>Impact on Powys County Council Workforce</b>	Change to working hours and patterns for staff	Poor	PCC policies to be followed and appropriate support offered.	Unknown
<b>Source of Outline Evidence to support judgements</b>				
Trent staff data				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
Low	Low	Low
<b>Mitigation</b>		

9. How likely are you to successfully implement the proposed change?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
<b>Mitigation</b>		

Appropriate consultation and engagement with staff and communities.

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Negative reaction from local community	Medium	Positive communication strategy needed. Staff will need to be proactively consulted and engaged	Medium
<b>Overall judgement (to be included in project risk register)</b>			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
Revised opening hours for Radnorshire Museum – from 5 days a week to 4 days a week	

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11. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Please state when this Impact Assessment will be reviewed.
2021

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Catherine Richards		Dec 2020
Head of Service:	Nina Davies		Dec 2020
Director:	Nigel Brinn		Dec 2020
Portfolio Holder:	CLlr Rachel Powell		Dec 2020

14. Governance

Decision to be made by	Choose an item.	Date required

FORM ENDS