

**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.

Service Area	Powys Museum Service	Head of Service	Nina Davies	Director	Nigel Brinn	Portfolio Holder	Cllr Rachel Powell
Proposal							Revised opening hours for Radnorshire Museum – from 5 days a week to 4 days a week
<b>Outline Summary / Description of Proposal</b>							
<b>Powys Museum Service</b>							
The Council currently has 4 museums in Powys:							
<ul style="list-style-type: none"> <li>• Brecknock Museum and Art Gallery (Shire museum) – currently under development as Y Gaer – a co-location project with Brecon Library, completed in 2019.</li> <li>• Llanidloes Museum (local/town museum) – co-location project with Llanidloes Library completed in 2016</li> <li>• Powysland Museum and Cottages, Welshpool (Shire museum)</li> <li>• Radnorshire Museum, Llandrindod (Shire museum)</li> </ul>							
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.							
<b>Proposals</b>							
<b>Revised opening hours for Radnorshire Museum – from 5 days a week to 4 days a week</b>							

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
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Public consultation required							
4. Impact on Other Service Areas							
<b>Does the proposal have potential to impact on another service area? (Have you considered the implications on Health &amp; Safety, Corporate Parenting and Data Protection?)</b> <b>PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b>							
Corporate Property HR Legal Services							
Council Priority	How does the proposal impact on this priority?	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			
The Economy We will develop a vibrant economy	Maintaining the Shire museums across the county will have a positive impact on this priority.  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.  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.  Co-location should improve these outcomes through broadening the offer in one location.	Good	Potential to further develop visitor attractions and associated spend	Unknown			
Health and Care We will lead the way in effective, integrated rural health and care	Visits to Museums for recreational purposes improve the health and wellbeing of residents, boosting mental health, along with social interaction.  Volunteering contributes to community wellbeing and improves the Museum Service in addition to enabling personal development and involvement with heritage.  Access to arts and cultural services overall enhances wellbeing.	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?	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>Learning and skills</b> <b>We will strengthen learning and skills</b>	<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> <b>We will support our residents and communities</b>	<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	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p>	Unknown
<b>Source of Outline Evidence to support judgements</b>				
<p>Powys Museum's visitor surveys</p> <p>Powys Museum's Accreditation documentation submitted to Welsh Government</p> <p>Expert Review of Local Museum Provision in Wales 2015</p> <p>A museum Strategy for Wales 2010-2015</p> <p>Spotlite on Museums 2016</p>				

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

Well-being Goal	How does proposal contribute to this goal?	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>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>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>	Neutral	Continue to investigate any ways to improve opportunities for residents	Unknown
<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).	N/A	Neutral		Choose an item.
<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. <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>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>	Neutral		Neutral

Well-being Goal	How does proposal contribute to this goal?	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>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	<p>Powys Museums contribute much to their local communities. Maintaining the Shire museums across the county will have a positive impact on this priority.</p> <p>Volunteer opportunities also help to build community cohesion and a sense of belonging and contributing.</p>	Neutral	<p>Continue to investigate any ways to improve this support for residents through partnerships and joint working with others.</p>	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.	<p>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.</p>	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>	<p>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.</p>	Neutral		Neutral
<b>Opportunities to promote the Welsh language</b>	As above	Neutral		Neutral

Well-being Goal	How does proposal contribute to this goal?	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
<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>A 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
<b>Source of Outline Evidence to support judgements</b>				

Well-being Goal	How does proposal contribute to this goal?	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
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 Spotlite 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?	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>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	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> Working with others in a collaborative way to find shared sustainable solutions.	As above	Neutral		Neutral
<b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.	As above	Neutral		Neutral
<b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.	As above	Neutral		Neutral
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	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?

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

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

<b>What additional evidence and data has informed the development of your proposal?</b>

12. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>

**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

<b>Decision to be made by</b>	Choose an item.	<b>Date required</b>

# FORM ENDS