

Community Impact Assessment

Staffordshire History Centre

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Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<p>Age - older and younger people</p>	<p>Activity plan identifies younger people as a target audience. Includes activities for older people and volunteer opportunities to support well-being</p>	<p>Ensuring current users are not alienated as service model changes.</p>	<p>Current users are key stakeholders as new service model is implemented. Continue to engage with and consult with different age groups. Monitor and evaluate project during the delivery phase.</p>
<p>Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.</p>	<p>Development of the SHC will include improved physical access. The project Activity Plan will include community venues across the county such as libraries. Online access will provide an alternative offer for some collections and users.</p> <p>Access Strategy for the project will cover both physical and intellectual access to services, events and collections.</p>	<p>Not all collections will be digitised. Access for visitors will be proportionate to use of service or collection. Cost implications in meeting all demands.</p>	<p>Ensure onsite, online and remote access are provided through the project. Ensure programme of activity can be tailored to be accessible in a variety of ways to meet sensory, neurodiverse, learning disabilities, and physical disabilities as identified in the Access Strategy. Implement recommendations from project Access Strategy.</p>
<p>Gender reassignment - those people in the process of transitioning from one sex to another</p>	<p>Activity plan to target non-users of the service</p>	<p>Lack of awareness of service.</p>	<p>Implement Marketing Strategy for the project. Engage with town centre partnership and Enjoy Staffordshire, and other partners for reciprocal marketing.</p>

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			Evaluate response during project and adapt strategy.
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	None identified.	None identified.	None identified.
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers	Proposals for new centre include facilities and activities for families	Lack of awareness of service	Marketing plan for the project as above.
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins	The SHC project is targeting new audiences including different ethnic minorities	Ensuring the project is promoted widely to attract groups from different communities. Ensuring the project delivers diversification of collections	Activity Plan outlines target audiences and include consultation with different groups. Conservation Management Plan includes diversification of collections.
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A belief should affect a person's life choices or the way they live for it to be considered	Activity plan to target non-users of the service.	Lack of awareness of service.	Implement Marketing Strategy for the project. Engage with town centre partnership and Enjoy Staffordshire, and other partners for reciprocal marketing. Evaluate response during project and adapt strategy.
Sex - men or women	Service will continue to attract users of both genders.	Ensuring service remains accessible to both genders	Monitor gender profile through user surveys.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	Activity plan to target non-users of the service.	Lack of awareness of service.	Marketing plan for the project as above.

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
Current staff and volunteers are impacted by the project. The staffing profile is predominantly female and most staff are older. In May 2021 a new staffing structure was implemented reorganising the service into three teams to deliver the History Centre. Some staff have a disability. Information on race, religion, and sexual orientation is not collected.	Four project posts have been created on a fixed term contract of just over three years. The staff team have been involved in developing the project and shaping the temporary service offer during the temporary closure for construction of the new centre.	Staff team have moved from their usual base to a temporary base located nearby. Staff have had to adapt to change of service delivery and will need to adapt to further changes ahead.	Staff have been involved in the development of the project. Regular team meetings and 1-1s are in place to ensure they are supported through the changes the project will deliver.

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The History Centre Activity Plan is organised around target audiences. Key strands of activity include:</p> <ul style="list-style-type: none"> Working with volunteers which will improve their wellbeing both older and young people are being targeted Targeted projects to support people living with dementia 	<p>Range of volunteer opportunities available to promote wellbeing. Life long learning courses available at the centre.</p> <p>Improved physical access to buildings with new building and redevelopment of site. Access Strategy will cover physical access. Review and update risk assessments.</p> <p>Volunteer opportunities to promote social wellbeing and independence. Targeted activities for older people.</p> <p>More activities offered via project. Project staff to support delivery must complete pre-employment checks.</p>	<p>Promoting the offer.</p> <p>Lack of awareness.</p> <p>Access cannot be improved in listed building.</p> <p>Insufficient budget for activities</p>	<p>Marketing plan for the project. Promote volunteer opportunities via voluntary sector agencies.</p> <p>Prioritise resources to promote greater access. Implement Access Strategy and monitor risk assessments.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Communities across the county will be targeted by the project with service delivery especially in Stafford and Lichfield.</p> <p>Schools and young people will be engaged through the learning programme.</p> <p>Residents and visitors to the county will be attracted to the History Centre</p> <p>Current and new volunteers targeted</p> <p>Families engaged especially during school holidays</p> <p>Rural remote users engaged</p>	<p>Countywide activity programme including touring exhibitions and offsite events will increase opportunities to work with communities. New online offer to reach and engage with communities. Targeted projects for rural communities.</p> <p>New learning programme will be developed. Links with local universities will be strengthened to encourage students to use facilities, encourage and support work placements, offer volunteer opportunities for young people.</p>	<p>Not all communities can easily access facilities in Stafford.</p> <p>Poor take up by schools and young people, lack of awareness of offer.</p> <p>Lack of awareness of facilities and poor take-up.</p> <p>Volunteers not aware of opportunities, costs of and finding parking are barriers to access opportunities.</p> <p>Lack of awareness of facilities and poor take up, lack of engagement from rural communities.</p>	<p>Ensure activity plan and online services are developed and promoted, influence parking provision near to the Centre. Include stakeholders and communities in development of new facilities and activity plan. Implement and embed targeted projects. Monitor and evaluate throughout project.</p> <p>Develop programme in consultation with schools and young people. Some activities have been piloted. Promote new offer with strong marketing plan.</p> <p>New Marketing Plan and budget to promote across the county, work with partners to implement reciprocal marketing. Monitor and review during project.</p> <p>Promote volunteer opportunities through voluntary sector. Ensure</p>

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	<p>History Centre will offer new cultural facility for the county with wide range of events and activities for people to enjoy. Programme will be countywide.</p> <p>There will be a wider range of volunteer opportunities and new facilities to support volunteer activities. Project staff will support volunteers.</p> <p>Families are a target audience for the project with new activities and facilities planned to attract them.</p> <p>The project will offer a countywide programme and potentially include a project to target migrant</p>		<p>project includes expenses and training for volunteers. Influence planners around parking facilities.</p> <p>Promote new facilities through strong marketing plan. Evaluate project throughout and adapt in response.</p> <p>Develop programme in consultation with rural communities. Pilot activities. Promote new offer with strong marketing plan. Promote digital services and new website.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	workers in rural communities.		

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Residents and visitors to the county will be attracted to visit the History Centre and promote Staffordshire as a destination.</p> <p>The project will stimulate high street recovery in Stafford town centre and form part of the Eastgate Quarter development.</p> <p>New jobs will be created through the construction contract and four project posts.</p>	<p>New visitor attraction created, business start-up space available.</p> <p>Activities designed to target low/ non-user groups including those from lower income groups.</p> <p>New opportunities for staff. Consultancy work, design team and eventually construction opportunities.</p>	<p>Lack of awareness of offer and take up of new business space.</p> <p>Four project posts only funded for three years, requiring funding plan to continue activities.</p>	<p>Ensure Business Plan includes robust research and analysis to test new model. Use partner organisations to promote new offer and social media.</p> <p>Marketing plan for the project.</p> <p>Regular staff briefings, training plan, promotion of opportunities for staff within the project.</p>

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>The construction of the History Centre re-purposes two buildings: the 1960s Staffordshire Record Office and grade II* listed William Salt Library. New build elements incorporate new technologies to reduce climate change impact.</p>	<p>New strongrooms will be built using passive methods to reduce reliance on air conditioning and impact on the environment.</p> <p>The new extension link will include a green roof to contribute to carbon sequestration. The benefits of green roofs start to accrue after seven years due to the cost of creating the roof. It is estimated that the sedum roof would capture 353.3kg of carbon by 2050. In addition it would help reduce energy consumption, provide some benefits to biodiversity and absorption of other urban pollutants.</p> <p>The SHC will use high efficiency LED lighting throughout all of the archives which provides</p>	<p>New building fails to meet passive standards.</p> <p>Green roof is too expensive, carbon capture cannot be confirmed.</p> <p>PIRs do not fit working patterns in the</p>	<p>Ensure testing and modelling of designs at early stage, use tried and tested solutions.</p> <p>Use ecology report with baseline to monitor impact. Work with sustainability team to calculate carbon capture.</p>

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	<p>a higher lumens per watt output than a fluorescent lamp solution, thereby requiring less power for the same lighting output. PIR presence sensors will be used to automatically switch off when no presence is detected.</p> <p>The Staffordshire History Centre grounds will feature external green urban spaces, including a green walkway linking North Walls with Eastgate Street and a small garden area. The location of the centre means the green walkway has the potential to act as a partial wildlife corridor between the marshes, River Sow and town</p>	<p>strongroom or other areas leaving areas dark.</p> <p>Insufficient funding to deliver landscaping effectively. Maintenance of external green spaces to ensure they meet species requirements.</p>	<p>Ensure PIRs are checked and set appropriate for working patterns.</p> <p>UK Shared Prosperity Funding with Stafford BC covers the costs of this work. Partnership between developed with Victoria Park and National Trust at Shugborough to work volunteers around maintenance of the garden.</p>

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	<p>park. Green urban spaces have shown to mitigate against air pollution, rising temperatures and flooding events in addition to improving wellbeing for residents.</p>		

➤ **Environment Assessment**

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<p>The History Centre extends an existing site in Stafford town centre. It benefits from transport links in the town whilst also providing online access for those unable to travel to the Centre.</p>	<p>Project will deliver more services online and will close some sites.</p> <p>Stafford is accessible by bus and rail. Project will deliver activity plan with events and exhibitions provided at community venues and use digital services.</p> <p>The project will also support a reduction in</p>	<p>Not all users of the building will recycle waste correctly.</p> <p>People may be unable to travel from remote and rural areas of the county.</p>	<p>Promote recycling on the site, staff training.</p> <p>Promote community-based activities delivered through the project.</p> <p>Promote online offer of the project.</p>

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	<p>car use. Having all of the archive collections on one site will reduce the need to move material from the outstore at Beacon Business Park on an average of two visits per week. The Centre benefits from transport links into Stafford town centre and also has car parks nearby as well as a bus stand immediately opposite to the site.</p>	<p>Staff still use cars to get to work.</p>	<p>Promote use of public transport or active travel.</p>