

# **Community Impact Assessment**

## **Staffordshire History Centre**

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## > Equality Assessment

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
<b>Age</b> - older and younger people	Activity plan identifies younger people as a target audience. Includes activities for older people and volunteer opportunities to support well-being	Ensuring current users are not alienated as service model changes.	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.
<b>Disability</b> - 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.	<ul> <li>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.</li> <li>Access Strategy for the project will cover both physical and intellectual access to services, events and collections.</li> </ul>	Not all collections will be digitised. Access for visitors will be proportionate to use of service or collection. Cost implications in meeting all demands.	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. Critical friends group established and contact with specific groups to seek feedback on access.
<b>Gender reassignment</b> - those people in the process of transitioning from one sex to another	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,

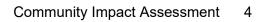


Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
			We Are Staffordshire and other partners for reciprocal marketing. Engage with specific groups to seek feedback.
			Evaluate response during project and adapt strategy.
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work	None identified.	None identified.	None identified.
<b>Pregnancy &amp; Maternity</b> - 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.
nationality (including citizenship) ethnic or	The SHC project is targeting new audiences	Ensuring the project is promoted widely to attract groups from different communities.	Activity Plan outlines target audiences and include consultation with different groups. Targeted projects developed to engage with diverse communities.
national origins minorities	including different ethnic minorities	Ensuring the project delivers diversification of collections	Conservation Management Plan includes diversification of collections.
<b>Religion or Belief</b> - 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/ Ensuring the project delivers diversification of collections.	Implement Marketing Strategy for the project. Engage with town centre partnership and Enjoy Staffordshire, We Are Staffordshire and other partners for reciprocal marketing. Evaluate response during project and adapt strategy.



Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
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.
<b>Sexual orientation</b> - 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. Ensuring the project delivers diversification of collections.	Marketing plan for the project as above. Targeted projects to engage diverse communities.

#### > 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. Restricted access to collections continues to be delivered with staff producing items from the site during construction.	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. Reviewed risk assessments for temporary base for staff. Ensure all staff receive relevant training. Robust process for access to collections from site.

#### > Health and Care Assessment

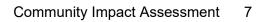


Key considerations	Benefits	Risks	Mitigations / Recommendations
<ul> <li>The History Centre Activity Plan is organised around target audiences. Key strands of activity include:</li> <li>Working with volunteers which will improve their wellbeing both older and young people are being targeted</li> <li>Targeted projects to support people living with dementia</li> </ul>	Range of volunteer opportunities available to promote wellbeing. Life long learning courses available at the centre. Improved physical access to buildings with new building and redevelopment of site. Access Strategy will cover physical access. Review and update risk assessments. Volunteer opportunities to promote social wellbeing and independence. Targeted activities for older people. More activities offered via project. Project staff to support delivery must complete pre-employment checks.	Promoting the offer. Lack of awareness. Access cannot be improved in listed building. Insufficient budget for activities	Marketing plan for the project. Promote volunteer opportunities via voluntary sector agencies. Prioritise resources to promote greater access. Implement Access Strategy and monitor risk assessments.



## > Communities Assessment

Key consideration	Benefits	Risks	Mitigations / Recommendations
Key considerationCommunities across the county will be targeted by the project with service delivery especially in Stafford and Lichfield.Schools and young people will be engaged through the learning programme.Residents and visitors to the county will be attracted to the History CentreCurrent and new volunteers targetedFamilies engaged especially during school holidaysRural remote users engaged	Benefits 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. New learning programme will be developed. Links with local universities will be strengthened to encourage students to use facilities, encourage and support work	Risks Not all communities can easily access facilities in Stafford. Transport costs. Poor take up by schools and young people, lack of awareness of offer. Lack of awareness of facilities and poor take- up. Volunteers not aware of opportunities, costs of and finding parking are barriers to access opportunities.	Mitigations / Recommendations 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. Develop programme in consultation with schools and young people. Some activities have been piloted. Promote new offer with strong marketing plan. Develop offer to deliver in schools. New Marketing Plan and budget to promote across the county, work
	placements, offer volunteer opportunities for young people.	Lack of awareness of facilities and poor take up, lack of	with partners to implement reciprocal marketing. Monitor and review during project.
	History Centre will offer new cultural facility for	engagement from rural communities.	Promote volunteer opportunities through voluntary sector. Ensure project includes expenses and





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	<ul> <li>the county with wide</li> <li>range of events and</li> <li>activities for people to</li> <li>enjoy. Programme will be</li> <li>countywide.</li> <li>There will be a wider</li> <li>range of volunteer</li> <li>opportunities and new</li> <li>facilities to support</li> <li>volunteer activities.</li> <li>Project staff will support</li> <li>volunteers.</li> <li>Families are a target</li> <li>audience for the project</li> <li>with new activities and</li> <li>facilities planned to</li> <li>attract them.</li> <li>The project will offer a</li> <li>countywide programme</li> <li>and potentially include a</li> <li>project to target migrant</li> <li>workers in rural</li> <li>communities.</li> </ul>	Inflationary impacts on cost of living for families.	<ul> <li>training for volunteers. Influence planners around parking facilities.</li> <li>Promote new facilities through strong marketing plan. Evaluate project throughout and adapt in response.</li> <li>Develop programme in consultation with rural communities. Pilot activities. Promote new offer with strong marketing plan. Promote digital services and new website.</li> <li>Promote low cost or free activities for families utilising the library network.</li> </ul>



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

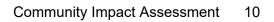
## > Climate Change Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
The construction of the History Centre re-	New strongrooms will be	New building fails to	Ensure testing and modelling of
purposes two buildings: the 1960s	built using passive	meet passive	designs at early stage, use tried and
Staffordshire Record Office and grade II*	methods to reduce	standards.	tested solutions.
listed William Salt Library. New build elements	reliance on air		





Key considerations	Benefits	Risks	Mitigations / Recommendations
incorporate new technologies to reduce climate change impact.	conditioning and impact on the environment. 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.	Green roof is too expensive, carbon capture cannot be confirmed.	Use ecology report with baseline to monitor impact. Work with sustainability team to calculate carbon capture.
	The SHC will use high efficiency LED lighting throughout all of the archives which provides a higher lumens per watt output than a fluorescent lamp solution, thereby requiring less power for	PIRs do not fit working patterns in the strongroom or other areas leaving areas dark.	Ensure PIRs are checked and set appropriate for working patterns.





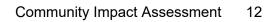
green urban spaces, including a greeneffectively. Maintenance of external green spacesStafford BC covers the costs o work. Partnership between developed with Victoria Park a	Key considerations	Benefits	Risks	Mitigations / Recommendations
Street and a small       work volunteers around         garden area. The       maintenance of the garden.         location of the centre       means the green         walkway has the       potential to act as a         partial wildlife corridor       between the marshes,	Key considerations	the same lighting output. PIR presence sensors will be used to automatically switch off when no presence is detected. The Staffordshire History Centre grounds will feature external green urban spaces, including a green	Insufficient funding to deliver landscaping effectively. Maintenance of external green spaces to ensure they meet	UK Shared Prosperity Funding with Stafford BC covers the costs of this
park. Green urban spaces have shown to mitigate against air pollution, rising		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 park. Green urban spaces have shown to mitigate against air	species requirements.	



Key considerations	Benefits	Risks	Mitigations / Recommendations
	temperatures and flooding events in addition to improving wellbeing for residents.		

### > Environment Assessment

Key considerations	Benefits	Risks	Mitigations / Recommendations
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.	Project will deliver more services online and will close some sites. Stafford is accessible by bus and rail. Project will deliver activity plan with events and exhibitions provided at community venues and use digital services.	Not all users of the building will recycle waste correctly. People may be unable to travel from remote and rural areas of the county.	Promote recycling on the site, staff training. Promote community-based activities delivered through the project. Promote online offer of the project.
	The project will also support a reduction in car use. Having all of the archive collections on	Staff still use cars to get to work.	





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	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.		Promote use of public transport or active travel.