

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	THREE RIVERS MUSEUM TRUST – PROPOSED LEASE OF PART BASING HOUSE
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Property Services
EIA Author <i>Name and Job Title</i>	Ben Huggins – Property and Asset Manager
Date EIA drafted	20 June 2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	PS003

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>Three Rivers Museum Trust (TRMT) currently have just under eleven months remaining on their 5-year term (lease term expires 31 May 2026) and approached the Council because they are seeking UK Museum Accreditation from the Arts Council. The requirements of accreditation require that the applicant has at least 12 months left of their lease term in order to qualify.</p> <p>The report seeks to grant a new lease to TRMT for a term of 15 years, whereupon the rent and contribution towards the service charge are considered 'less than best consideration', but in accordance with the provisions of the Local Government Act 1972 and subsequent guidance on 'best value', the Council acknowledges that the grant of a new lease will become a net costs to the Council.</p> <p>The intention is to retain TRMT and the important work they do beyond the implementation of Local Government Reorganisation and to continue supporting the provision of access to local history and the promotion of the social and environmental well-being of the Three Rivers area.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	No issues likely to occur	
Disability	No issues likely to occur	
Gender reassignment (or affirmation)	No issues likely to occur	
Pregnancy or maternity	No issues likely to occur	
Race	No issues likely to occur	
Religion or belief	No issues likely to occur	
Sex	No issues likely to occur	
Sexual Orientation	No issues likely to occur	
Marriage and Civil Partnership	No issues likely to occur	
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	No issues likely to occur	

Actions Planned
<p>The Council will maintain its positive relationship with TRMT as both Tenant and as a local community service. The principles adopted by the TRMT and the purposes of seeking a longer lease are so that TRMT can join the Arts Council's: UK Museum Accreditation Scheme. This is seen as a key benchmark for Museum that commit to high standards, which the Arts Council refer to as "The nationally agreed standards to ensure all museums are sustainable, focused and trusted, inspiring the confidence of the public and funding and governing bodies."</p> <p>It is therefore anticipated that TRMT will strive to meet higher standards and meet equality principles and goals.</p>

Additional Information
The Tenant must ensure compliance with statutory obligations, such as DDA/ accessibility/ equality legislation.

Sign off:

Equalities Lead Officer	Date
Shivani Dave	26/06/2025

