

Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	Title of Proposal:	Trimontium Museum Extension and Redevelopment
2.	Service Area: Department:	Culture People
3.	Description:	<p>Support proposal by Trimontium Trust to expand and redevelop their museum in the Ormiston Institute, Melrose by building an extension to the building and refurbishing current display areas. The project cost is estimated at c£1.9m and delivery is dependent on the Trust making a successful Heritage Lottery Fund grant application and undertaking separate fundraising campaign. Scottish Borders Council is being asked to support the project by awarding a £60k capital grant and £63k of in-kind support (Architecture Services and Clerk of Work support). This support is dependent on the Trust successfully raising the required funds to deliver the project.</p> <p>In their stage 1 HLF the Trimontium Trust provide a brief description of themselves and the project:</p> <p><i>‘For 25 years we have successfully been running the Trimontium Museum in Melrose (the only museum in Scotland dedicated solely to Roman history) interpreting and promoting the history of Trimontium, an internationally significant Roman site near Melrose.</i></p> <p><i>We will refurbish and extend our museum so that we can better present our collections, including never-before-seen artefacts in storage, on loan and from a 1989/98 excavation of Newstead carried out by Bradford University. We will create</i></p>

a purpose-built education space, also available for use by other community groups, and will provide new retail and ambient spaces. We will build on our extensive learning and outreach by running a community archaeology programme, including field-walking, a Young Archaeologists Club, 3-D digital modelling of the site, upgraded website, new learning resources for schools, and traineeships, and school placements.'

The project will deliver a range of benefits including:

- Significant investment in a community owned listed building, increasing its use and sustainability
- The creation of a high quality tourism destination to add to the tourism offer of Melrose and the wider area
- Engaging in and supporting tourism initiatives emerging from the Borders Railway Tourism strategy
- The new facility will act as a signpost for similar heritage across the Scottish Borders encouraging visitors to explore and visit other locations
- An additional 100m² of visitor/display accommodation creating a total area of 224m² providing a 120% increase in display space, improved displays and new interpretive methods
- New and improved security and display standard including better environmental and security conditions for display and storage, crucially to national accreditation standards
- The finds from the 1989-99 excavations will be conserved and displayed for the first time
- An upgraded web site to provide another layer of interpretation
- Community Archaeology projects and other community and research projects to increase engagement, understanding and widen access to the heritage
- Increased schools engagement, including work with secondary schools
- The opportunity for individuals of all ages to develop new skills through a range of learning activities
- Volunteer training programmes and volunteering opportunities
- Opportunities for interns and trainees
- Young People can develop skills and gain accredited qualifications
- An increased understanding and awareness of the Romans in Scotland
- Increased footfall and economic benefit. Estimated increase in visitors is from 3,000 to 12,000 per annum, this includes educational and outreach projects.

Providing the stage 1 HLF application is successful the project timetable is as follows:

June 2017 – Stage 1 award

To Jan 2019 Develop proposals and submit HLF stage 2 application

April 2019 - Stage 2 decision

late 2020 - Commence building work

	July 2021 – opening of new facility
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4.	Relevance to the Equality Duty.	
	Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?	
	Duty	Yes/No
	Elimination of discrimination (both direct & indirect), victimisation and harassment.	Yes. Improved access
	Promotion of equality of opportunity?	Yes. Improved access
	Foster good relations?	Yes. Improved/increase opportunities

5.	Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
	Equality Characteristic	Impact			Description
		No Impact	Possible Positive Impact	Possible Negative Impact	
All equality characteristics including: Age Disability Gender, Race, Groups. People with religious or other beliefs, sexual orientation, and the associated themes of Poverty,		X		<p>At this this stage it is envisaged that the proposals will bring positive benefits to all communities irrespective of their protected characteristic. It is anticipated that the proposals will provide :</p> <ul style="list-style-type: none"> • An Increase in volunteering opportunities • An Increase in activities • Improved access to heritage • Improved physical access to building and displays • Improved opportunities for intellectual access to displays and heritage 	

Carers and Employees				
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6.	Mitigation	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. If you are unsure of the answer please state this and recommend further investigation.	
	Characteristic	Mitigation
	All	Whilst at this stage it is envisaged that the proposals will bring many benefits it is recommended a further Equality Impact Assessment is conducted to ensure that no negative impacts become evident as the project progresses.

7.	How certain are you of the answers you have given?	
	Answer	Tick One
	Certain - I have populated the evidence base to support my answers.	
	Fairly Certain – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	X
	Not Certain – further assessment is recommended if proposal is progressed.	

Completed By			
Name	Ian Brown	Service Area.	Culture
Post	Cultural Services Advisor	Date(s)	8 March & 10 th May 2017
	Simone Doyle	Service Area	Human Resources
	Equality & Diversity Officer (HR)		