



Equality Impact Assessment

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| Please state the service / project your proposal relates to: | Cultural Services |
| Lead Officer: | Kelly Saini Badwal |
| Directorate: | Chief Executive's |
| Is this a new policy or a review of an existing policy or service? : | Review and extension of an existing service |
| What are the aims and purpose of this proposal? : | <p>The EIA is part of a report to E&N Committee on 11 March 2020 which seeks agreement to licence Whitehall Historic House and Honeywood Museum as civil ceremony venues. The introduction of civil ceremonies will widen the appeal of Sutton's Heritage Houses to couples who are looking for an alternative, intimate and local setting for a civil ceremony.</p> <p>Sutton's Heritage Houses exist to preserve and promote the Borough's heritage. With National Lottery Heritage funding, Sutton Council's Heritage Houses are accessible, informative, creative and inspirational heritage venues for local people.</p> |
| Which of the geographic areas does this proposal affect? (Insert any specific wards or state all borough): | Carlshalton Central Cheam |
| Which stakeholder group or groups does this proposal affect? (Broad groups - e.g. Staff at LBS, residents, third and voluntary sector): | Staff within the service and partner services such as Sutton Register Office; customers of cultural services and registration services; businesses that operate locally; cafes which operate within the houses; contractors; volunteer groups such as friends groups and volunteers who volunteer in heritage houses. Residents |

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| | <p>who visit the sites and those residents who want to have a civil ceremony in a small, local venue. Funders who currently fund projects in heritage houses and museums.</p> |
| <p>Whose needs is the proposal designed to meet? (Specific groups of people e.g. those who directly use the service):</p> | <p>The small, intimate venues will improve the offer to all groups giving the opportunity to hold civil ceremonies, civil partnerships or weddings locally.</p> <p>There is also an objective to focus on diversity within the service to further develop the offer to the different groups and communities within the borough.</p> |
| <p>What evidence has been collected to inform this proposal? :</p> | <p>The proposal draws from data from Sutton Register Service and the Council and other strategic priorities; alignment with the Sutton Plan, the corporate plan and the Outcomes Based Commissioning Review that is in progress, the core values and MTFP; and discussion with staff, partners and funders and reviews of neighbouring authorities' and national strategies.</p> |
| <p>What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal? :</p> | <p>None specifically other than as cited above.</p> |
| <p>Based on the information you have collated, which equality characteristics may be affected by this proposal</p> | <p>All equality characteristics could apply including:</p> <ul style="list-style-type: none"> ● age ● Disability ● gender reassignment ● marriage and civil partnership ● pregnancy and maternity ● Race ● religion or belief ● sex ● sexual orientation |
| <p>Please give further information on how these characteristics may be affected</p> | <p>Civil ceremonies in heritage houses could offer more local intimate venues particularly for those with disabilities. All venues are accessible for those with physical disabilities. The option to hold a civil ceremony locally offers those with different religious beliefs options which meet their needs. Civil ceremonies are inclusive and open to residents of all genders and sexual</p> |

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| | orientation. |
| What will be done to promote equality of opportunity as part of this proposal?: | Cultural services has at its heart the council's values and priorities and promoting equality of opportunity and this is reflected in the strategic aims. |
| In what way could this proposal positively or negatively impact on the physical and/or mental wellbeing of residents? If there is a negative impact what action will be taken to mitigate this? What evidence has been or will be collected? : | <p>In placing the service within Chief Executive's, under the Assistant Director for Wellbeing, the Council has recognised the contribution that the service can make to improving health and wellbeing outcomes for all residents.</p> <p>The service has completed a programme of dementia awareness training for staff and this is also being rolled out to volunteers.</p> <p>Residents will be given more choice with the offer of local intimate venues enabling those with lower incomes to hold ceremonies keeping costs to a minimum. For residents who are visiting the sites and not attending a ceremony, the impact is minimised by holding ceremonies during closed hours and keeping the areas discretely separate from the public.</p> <p>No negative impact is predicted.</p> |
| What actions are going to be taken as a result of this EIA to address negative impacts or previously met unidentified needs?: | No major change required. |
| What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal? : | <p>Physical visits to heritage houses are currently collected and reported. Sutton's Register Office systems enable enquiries and bookings to be monitored which can also be verified by local booking systems in heritage houses.</p> <p>Data about bookings, including income, will be monitored monthly and an annual evaluation will assess the effectiveness of adding this new service to heritage houses.</p> <p>Customer feedback will be gathered and evaluated by both Cultural Services and Sutton Register Office.</p> |

