

Equality Impact Assessment Form

Part 1 – Initial Screening

1. Officer(s) & Unit responsible for completing the assessment:

Paul Stevenette, Programme Manager / Clare Pavitt Business Intelligence Manager

2. Name of the policy, strategy or project:

Strategic Review of Libraries and Community Assets

3. What is the main purpose or aims of the policy, strategy or project?

The key drivers for the strategic review of libraries is to assess whether the facilities and services currently provided are still fit for purpose and relevant to modern local community needs, whilst taking account of the budget pressures due to a significant reductions in funding from Central Government.

The outcomes of initial reviews and consultation have led to the design of a new service delivery models. This model ultimately meet changing community needs and budget pressures whilst fulfilling the council's statutory obligations as Libraries are a statutory service under the Public Libraries and Museums Act 1964.

As a result of a 12 week consultation period it is proposed to retain all libraries and extend the number of hours service users can access the facility. However this will be achieved through a self-serve system and therefore the number of hours libraries will be staffed will be reduced but not eliminated.

4. Who will be the beneficiaries of the policy/strategy/project?

Current service users of libraries.

Wider community through extended hours of access to libraries in particular those who are unable to use the facilities during normal working hours.

Users/potential users who do not have internet access at home.

5. Has the policy/strategy/project been explained to those it might affect directly or indirectly?

Phase two of the library consultation puts the preferred option (delivery model, based on the outcome of the first stage) to service users. This stage of the consultations will be disseminated through focus groups, surveys and public meetings. The preferred option being consulted on outlines the new opening times and structure for libraries.

6. Have you consulted on this policy/strategy/project?

An initial 12 week consultation was carried out to establish usage of facilities covering aspects such as location, travel, frequency, purpose and importance of services.

The outcomes of this consultation have contributed to the identifying the requirements of future operating models and have informed the shape of the future operating models. However it is worth noting for the purpose of the EIA that 85.9 % of responses were white British, 65.5% were women and only 4.3% were aged between 16-24

The second phase of the consultation will seek community opinion of the future operating model. This phase will also provide the platform for further consultation on equality issues and engage community groups with a relevant protected characteristic for representation and views not already captured.

7. Please complete the following table and give reasons/comments for where:

(a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.

(b) The policy/strategy/project could have a negative impact on any of the equality target groups, i.e. disadvantage them in any way. **If the impact is high, a full EIA should be completed.**

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Gender					There are no positive or negative impacts as a result of a person's gender, however there may be an impact under socio economics that may be affected by gender.
Race					There is no positive or negative impact as a result of a person's race or ethnic origin.
Travelling Communities					There are no positive or negative impacts as a result of persons living as part of a travelling community
Disabled					The reduction in staffed hours could pose a low negative impact on some disabled groups who may need assistance with access or use of facilities.

		✓		✓	<p>Retaining all libraries in all locations enables disabled people to continue accessing the service in their preferred location. This is particular positive for those who are unable to travel.</p> <p>Retaining Bretton library in its current location poses a low negative impact as a result of a person's disability. The building is on 3 levels and the disabled access is out of date and does not cover the whole facility.</p>
Gay, Lesbian and Bisexual					There are no positive or negative impacts as a result of a person's sexual orientation.

Transgender/sexual					There are no positive or negative impacts as a result of a person's gender identity
Age		✓			Retaining all libraries in all locations enables older people to continue accessing the service in their preferred location. This is particular positive for those older people who are unable to travel.
Children and Young People				✓	<p>Lack of young people's response to consultation.</p> <p>Risk of decrease usage or restricted access to library services for teenage groups due to the nature and process of obtaining a vivacity card.</p> <p>During Open+ hours libraries will not be accessible for those under 16 years of age who are not accompanied by a parent or guardian. As the facilities are not staffed during Open+ times access for unaccompanied young persons may pose a child protection risk.</p>
Religious/Faith groups (please specify)					There are no positive or negative impacts as a result of a person's religion or beliefs
Socio economic background		✓			Volunteering creating workplace experience, preventing isolation, Providing services with a positive social impact, access to information and guidance where travel may be an issue.

8. Please give a brief description of how this policy benefits the equality target groups identified in the above table, i.e. promotes equality?

The extended hours of the service allows for access to service for groups who may not normally be able to access the services, it also give a greater opportunity and increased access to public internet facilities.

9. If there is a negative impact on any equality target group, is the impact intended or legal?

The potential low negative impact on older people, younger people and disabled groups is not intended, however further consultation will identify the reality of the impact and any mitigations.

With regards to young persons of teenage years, current usage is being analysed to assess the level of proportionality. Access to those under 16 years of age to none supervised facilities has the potential to poses a child protection risk which has to be taken into consideration when assessing impact.

If the negative impact is not intended, discriminatory and/or high in impact, complete part 1 and move on to the full assessment.

10. What actions could be taken to amend the policy/strategy/project to minimise the low negative impact?

Further consultation will identify any actions to mitigate or minimise the potential for low negative impact.

With regards to young persons of teenage years, current usage is being analysed in conjunction with access to school research, IT and learning facilities.

11. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

N/A the project does promote equality of opportunity.

12. How will the policy, strategy or project be implemented including any necessary training?

This section will be dependent on the outcome of the second phase consultation.

Full Assessment necessary: No

Date completed: 15th December 2014

Signed by: Lisa Roberts, Client Manager: Culture and leisure

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