



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Community Partnership Libraries/alternative library provision	
Details are set out:	B12 Option for Change	
Officers undertaking the assessment:	Peter Gaw	
Assessment approved by:	Derek Highton, Service Director, Youth, Families and Cultural Services	Date:10/11/2015

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

This proposal continues the programme of establishing Community Partnership Libraries (CPLs).

The proposal ensures that the comprehensive public library service is maintained and provides an extensive network of physical access points, based on maintaining access to current library facilities or alternative forms of library provision.

A CPL is a formal agreement between the partner and the County Council, which ensures that access to library services is maintained to all members of the community and the service is delivered on the same basis as the rest of the network of libraries, meeting the statutory duty to provide a library service.

The establishment of a CPL will mean new operational arrangements, including the use of volunteers in some circumstances. This could impact on protected characteristics if the volunteers are not trained in equality and diversity.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

- | | | | |
|------------|-----------------------------------|--|---|
| Age | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Disability | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |

Gender reassignment	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
The people with protected characteristics could be discriminated against as users of the library service.	Volunteers will be trained in equality and awareness as part of their induction process.	Consultation will be through the corporate budget process.

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation