

**South Ayrshire Council      Equality Impact Assessment Scoping**

**1. Proposal details**

Proposal Title LAC06- Library reduction in opening hours.	Lead Officer Jean Inness, Libraries and Museums Coordinator.
--	--

**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts**

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire	Yes	
People from different racial groups, ethnic or national origin.	Yes	
Women and/or men (boys and girls)	Yes	
People with disabilities	Yes	
People from particular age groups for example Older people, children and young people	Yes	
Lesbian, gay, bisexual and heterosexual people	Yes	
People who are proposing to undergo, are undergoing or have undergone a process to change sex	Yes	
Pregnant women and new mothers	Yes	
People who are married or in a civil partnership	Yes	
People who share a particular religion or belie	Yes	
Thematic Groups: Health, Human Rights, Rurality and Deprivation.	Yes	

**3. Do you have evidence or reason to believe that the proposal will support the Council to:**

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	medium negative impact
Promote equality of opportunity between particular communities or groups	Medium negative impact
Foster good relations between particular communities or groups	Medium negative impact
Promote positive attitudes towards different communities or groups	Medium negative impact
Increase participation of particular communities or groups in public life	High negative impact
Improve the health and wellbeing of particular communities or groups	High negative impact
Promote the human rights of particular communities or groups	Medium negative impact
Tackle deprivation faced by particular communities or groups	High negative impact

**4. Summary Assessment**

<b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<b>Rationale for decision:</b>		
		
Signed : .		

Head of Service	
Date: 26.02.16	Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a>

## SOUTH AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

### Section One: Proposal Details\*

Name of Proposal	Library reduction in opening hours
Lead Officer (Name/Position)	Jean Inness, Libraries and Museums Coordinator.
Proposal Development Team (Names/Positions)	
Critical friend (s)	

\*This could include strategy, project or application: see guidance attached.

What are the main <b>aims</b> of the proposal?	To reduce opening hours in libraries and to identify the communities affected.
What are the intended <b>outcomes</b> of the proposal	To make the necessary budget savings and provide the best service possible with reduced opening hours.

### Section Two: What are the Likely Impacts of the Proposal?

Will the proposal impact upon the whole population of South Ayrshire <i>or</i> particular groups within the population (please specify)	The proposal will impact on the local community served by the particular library in question and will particularly affect those who rely on local services and have limited or reduced ability to travel for services to other areas in South Ayrshire. There will be a reduction in local access to research facilities, activities for specific targeted groups such as Book Bugs for babies, health clinics, activities to reduce social isolation and there will be a reduction in ICT access or support in these areas. This is particularly important to support those accessing employability sites and welfare benefits. In libraries with reduced opening hours there will be limited access to these services.
---	--

Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
<b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers	Negative impact on racial groups living within the South Ayrshire area. Reduction in access to local information, free local internet access to link with families, local access to relevant national information around legislation, citizenship etc.
<b>Sex:</b> Issues specific to women or men	Negative impact on both men and women. Reduction in local relevant information on health issues, and legislation and local free internet access to information only available on-line.
<b>Disability:</b> Issues relating to disabled people	Negative impact on disabled people. Local libraries are important for people with reduced mobility and provide local access to software and hardware available for using PCs for disabled people, large print and audio books and JAWS IT training available for those with visual impairments. Reduction in local free internet access for those seeking benefits under the Welfare Reform Act.
<b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people	Negative impact on specific age groups. Reduction in local information on health issues, lack of a local informal and natural meeting place. Negative impact due to reduction in local activities for targeted groups – older and younger people.
<b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)	Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.
<b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay, bi-sexual, heterosexual	Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.

<p><b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.</p>	<p>Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.</p>
<p><b>Gender Reassignment:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	<p>Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.</p>
<p><b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.</p>
<p><b>Multiple / Cross Cutting Equality Issues</b> Issues relating to multiple protected characteristics.</p>	<p>Negative impact. Reduction in local and national information and local free internet service for access to on-line communities or on-line information and resources.</p>
<p><b>Equality and Diversity Themes Particularly Relevant to South Ayrshire Council</b></p>	
<p><b>Health</b> Issues and impacts affecting people's health</p>	<p>Libraries are partners in the South Ayrshire Health and Social Care (H&amp;SC) Partnership and are developing a partnership approach to providing health and well being services in local communities. This includes introducing groups to combat isolation and loneliness amongst older people.</p> <p>The Library Service works in partnership with the H&amp;SC Partnership to deliver a number of health initiatives – many of which are pan-Ayrshire – including piloting hearing aid clinics and foot clinics in libraries.</p>
<p><b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>Libraries provide local free access to information.</p>
<p><b>Rurality</b> Impacts relating to living and working in a rural community</p>	<p>The Library Service contributes to rural life. Branch libraries offer a local service, free internet access, an information network and a social hub for communities.</p>

**Deprivation**

Issues relating to poverty and social exclusion, and the disadvantage that results from it.

More than 350 people per week access Job Search .at South Ayrshire libraries It is anticipated that a similar number will access the library for Universal Credit claims.

Library staff are trained to help with IT skills, support people to upload CVs and required documents and send to prospective employers.

Some areas of South Ayrshire have 51% of the population without internet access.

### Section Three: Evidence Used in Developing the Proposal

<p><b>Involvement and Consultation</b>          In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation?  <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	<p>Consultation has not been carried out. Local consultation on changes to opening hours would take place as part of the process.</p>
<p><b>Data and Research</b>          In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>Public usage of libraries is recorded annually and reported to CIPFA</p>
<p><b>Partners data and research</b>          In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>Partner evidence from Literacy based projects</p>
<p><b>Gaps and Uncertainties</b>          Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>Local consultation could help to identify potential times that would suit local communities.</p>

**Section Four: Detailed Action Plan to address identified gaps in:**

- a) evidence and**
- b) to mitigate negative impacts**

No	Action	Lead Officer(s)	Timescale
1	Local consultation on closure and changes to opening hours to include options for mobile library service.	Jean Inness	TBC
2	Consult branch libraries to get a more detailed report on what library customers use libraries for. Capture the informal uses that will occur under the "Linger Longer in Your Library" initiative	Jean Inness	TBC
3	Discussion with staff affected	Jean Inness	TBC
4			
5			

**Note: Please add more rows as required.**

**Section Five - Performance monitoring and reporting**

Considering the proposal as a whole, including its equality and diversity implications:

When is the proposal intended to come into effect?	
When will the proposal be reviewed?	
Which Scrutiny Panel will have oversight of the proposal?	

## Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Proposal:** .....Library – reduced opening hours.....

This proposal will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p><b>Eliminate discrimination</b></p> <p>Inhibit – due to reduction in local service</p>
<p><b>Advance equality of opportunity</b></p> <p>Inhibit - due to reduction in local service</p>
<p><b>Foster good relations</b></p> <p>Inhibit - due to reduction in local service</p>

<b>Summary of Action Plan to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>
Local consultation.	<b>Immediate</b>

<b>Signed:</b>		<b>Head of Service</b>
<b>Date:</b>	26.02.16	

