

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information	
Name of Officer(s) completing this Template:	Alana Ward
Designation(s):	Libraries, Educational Development and Arts Manager
Directorate/Service:	Education, Communities and Organisational Development : Culture, Communities & Education Resources : Culture : Libraries
Date of Impact Assessment:	Completed Sept 2021 as part of wider Library Saving. Updated to reflect Kilmacolm Library only - 23 February 2022
Name of Proposed Budget Saving ¹ :	2022-23 Savings - Reduce Support & Staffing at Kilmacolm Library CCER 8

1. Does the proposed budget saving impact on:		
	Yes	No
a. Protected characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	

¹ Please attach the Budget Saving Proposal to this Template

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

2. If “yes” is selected for any part of Section 1, please populate the other relevant Sections of this Template.

If “no” is selected for **every part** of Section 1, **please sign below and email** a copy of this Template to Karen Barclay, Corporate Policy Officer:

karen.barclay@inverclyde.gov.uk.

Signature

Date

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

3. Impact – Protected characteristics

Which of the protected characteristics will the proposed budget saving have an impact upon? (See guidance for examples of key considerations under each characteristic – this is on ICON.)

Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			X
Disability			X
Gender Reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity			X
Race		X	
Religion and belief		X	
Sex			X
Sexual orientation		X	
Other groups to consider • Carers			X

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

4. Which parts of the Equality Duty will the proposed budget saving impact on?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - groups	
<p>From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.</p>	
<p style="text-align: center;">Positive impacts +</p> <p style="text-align: center;"><i>(Describe groups affected.)</i></p>	<p style="text-align: center;">Negative impacts -</p> <p style="text-align: center;"><i>(Describe groups affected.)</i></p> <p><u>Age</u> – Library services are used more by children and young people, and by older people. Therefore reductions in service will affect these groups disproportionately. A reduction in the Books on Wheels service (library services for housebound people) will impact on very elderly people who cannot travel to a library.</p> <p><u>Disability</u> – A reduction in the Books on Wheels service (library services for housebound people) will impact on disabled people who cannot travel to a library.</p> <p><u>Pregnancy and maternity</u> – Libraries are well used by new mums on maternity leave. A reduction in Bookbug provision may impact on this group.</p> <p><u>Sex</u> – Library services are both used, and staffed, more by women than men. Therefore service reduction and subsequent redundancies will affect women disproportionately.</p> <p><u>People on low incomes</u> – This group has greater need for library services and is</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

5. Impact - groups

From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.

therefore disproportionately affected by service reduction.

Universal Credit claimants – Welfare payments now have to be claimed using an online system. People in this group are less likely than average to have access to the internet at home. Reduced opportunities for free internet access in libraries will disproportionately affect this group.

Other groups – There would be a reduction in partnership working with other organisations to deliver services in libraries.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

6. Impact – Fairer Scotland Duty

What impact will this budget saving proposal have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive Impact +	Neutral Impact =	Negative Impact -
		X

Briefly describe how the budget saving proposal will impact on reducing inequalities of outcome.

Research shows that libraries not only tackle the key indicators of social exclusion (health, crime, unemployment and education) but can also play a wider role in tackling disadvantage, inequality and discrimination. (See *Speaking Volumes: The Impact of Public Libraries on Wellbeing*; Carnegie UK Trust, 2014, available at: [Carnegie UK The Impact of Public Libraries on Well Being](#) (last accessed Aug 2019))

Libraries provide free access to books and reading including special collections promoting inclusion such as large print, audio, dyslexia friendly etc; free access to PCs, the internet, hardware and software; IT classes, job clubs and other forms of support for Universal Credit claimants; a partnership with Macmillan Cancer Support improving access to information for local people living with cancer; events and activities for both adults and young people, including some specifically aimed at reducing inequalities for excluded groups including people with autism, and people at risk of social isolation.

This budget saving proposal entails reduced opening hours and reduced professional support, and therefore its implementation is likely to impact on the ability of the public library service to tackle the key indicators of social exclusion.

According to the Scottish Government's Scottish Index of Multiple Deprivation 2020, Greenock Town Centre (within which Greenock Central Library is situated) is the most deprived data zone in both Inverclyde and Scotland. Kilmacolm, Quarriers, Greenock Upper East/Central, where Kilmacolm Library is situated, is the least deprived data zone in Inverclyde.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this budget saving proposal impact on?

<input type="checkbox"/>	1. Population: Inverclyde’s population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input checked="" type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted during section 6)
<input checked="" type="checkbox"/>	3. Environment, culture and heritage: Inverclyde’s environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit
<input checked="" type="checkbox"/>	4. The local economy: Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential

Briefly describe how the budget saving proposal will impact on the LOIP Priority/Priorities.

Inequalities - please see Section 6 above on potential impact on the Inequalities Priority.

Environment, Culture and Heritage Priority - Inverclyde’s libraries are key cultural assets and in some communities are the only venue providing cultural opportunities for local people. Service reduction and reduced professional support are likely to reduce opportunities to protect and enhance Inverclyde’s culture.

Local economy – Service reduction and reduced professional support are likely to reduce opportunities to support those furthest from the labour market who often rely on the informal support offered by libraries as trusted and safe spaces required for ‘first steps’ in literacy and skills development.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will this budget saving impact on?

X	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
X	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
X	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
X	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage
<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.

- (1) Please see response to Section 7
- (2) Please see response to Section 6
- (6) Please see response to Section 6
- (8) Please see response to Section 7
- (10) The proposed budget saving is likely to reduce the quality of service available from Inverclyde Libraries, and its ability to meet current and anticipated service needs.

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

9. Evidence

What evidence do you have to help identify any potential impacts of the proposed budget saving?

Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.

Evidence	Details
Consultation/Engagement	<p>In the 2019 Budget Consultation, 43% of respondents supported a reduction in library services.</p> <p>In the 2018 Budget consultation, 48% of respondents supported the proposal to reduce opening hours at Greenock Central Library.</p> <p>In the 2017 Budget consultation, 46% of respondents supported the proposal to reduce library services.</p> <p>In the 2016 Citizen's Panel Spring 2016 survey, 83% of respondents who had used a public library in the previous 12 months were either very satisfied or satisfied with Inverclyde's libraries. Respondents were most satisfied with opening hours (85%), library locations (80%) and children and young people's provision (67%). Respondents were least satisfied with the range of books and materials (19%).</p>
Research	<p>See above research on Libraries and social exclusion.</p> <p>Legal challenges to other authorities proposing library service reduction/withdrawal – please see this link for a comprehensive list, including one in Scotland (Moray Council):</p> <p>Public Libraries News: Legal Situation</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the proposed budget saving?</p> <p>Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.</p>	
Officer's knowledge and experience (including feedback from frontline staff)	
Equalities monitoring data	Equal opportunities forms; membership data from library management system. The data available tells us that 57% of library users are female, 43% are male and 0.26% are transgender. Around 12-13% of library users have a disability, and just over 5% come from an ethnic minority group.
User feedback (including complaints)	Yes. The Service has a Consultation & Engagement Strategy. Library visitors are encouraged to feed back in a number of ways and this is held by the service and taken into account when decisions are made.
Stakeholders Other	
Are there information gaps and, if so, what are these?	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of this Budget Saving Proposal.

Should the Budget Saving Proposal go ahead:

- We will increase local engagement to better understand the library services most required by local residents.

Details of the Person(s) who completed the Assessment:	Name: Alana Ward
	Position: Libraries, Educational Development Manager
	Date: 23 February 2022
Authorised by:	Name: Ruth Binks
	Position: Corporate Director, Education, Communities & OD
	Date: 23/02/22

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.