

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Savings Proposals

Essential Information
Name of Officer(s) completing this Template: Alana Ward
Designation(s): Libraries, Education Development and Arts Manager
Directorate/Service: Education, Communities and Organisational Development / Inclusive Education, Culture and Communities / Culture / Libraries
Date of Impact Assessment: 11.01.19
Name of Proposed Budget Saving ¹ : Libraries Savings 2019-21

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

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

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	
Pregnancy and maternity			X
Race		X	
Religion and belief		X	
Sex			X
Sexual orientation		X	
Other groups to consider: -People on low incomes -Universal Credit claimants			X X

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

--	--	--	--

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

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.	
<p>Positive impacts + (Describe groups affected.)</p>	<p>Negative impacts - (Describe groups affected.)</p> <p><u>Age</u> – Library services are used more by children and young people, and by older people. Therefore closures & 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> – People with reduced mobility may find it more difficult to access library services if there are library closures & reductions. Libraries provide local access to adaptive technology (software and hardware) enabling disabled people to access computing and the internet. 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>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p><u>Sex</u> – Library services are both used, and staffed, more by women than men. Therefore closure, service reduction and subsequent redundancies will affect women disproportionately.</p> <p>There are 12 libraries staff potentially affected by this proposal, of which 11 are female and 1 is male. The proposal will therefore affect predominantly female workers. The age profile of the female employees is:</p> <p>Age 20-29 - 1 Age 30-39 - 1 Age 40-49 - 2 Age 50-59 - 3 Age 60+ - 4.</p> <p>This profile is showing 64% of employees are aged over 50.</p> <p><u>People on low incomes</u> – This group has greater need for library services and is therefore disproportionately affected by service reduction and withdrawal.</p> <p><u>Universal Credit claimants</u> – 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. Lack of free internet access in libraries will disproportionately affect this group.</p>
--	--

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 can not only tackle the key indicators of social exclusion (health, crime, unemployment and education) but 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: https://d1ssu070pg2v9i.cloudfront.net/pex/carnegie_uk_trust/2016/02/pub1455011469.pdf (last accessed Jan 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, a library closure, and reduced professional support and therefore its implementation is likely to impact on the ability of the library service to tackle the key indicators of social exclusion.

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)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

X	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
----------	---

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 - Inverclyde's libraries are key cultural assets and in some communities are the only venue providing cultural opportunities for local people. Service reduction and withdrawal, and reduced professional support, will be likely to reduce opportunities to protect and enhance Inverclyde's culture.

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

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

X	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs
<p>Briefly describe how the budget saving proposal will impact on the Corporate Plan Priority/Priorities.</p> <ul style="list-style-type: none"> • (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. 	

<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>	
Evidence	Details
Consultation/Engagement	<p>In the 2018 Budget consultation, 48% of respondents supported the proposal to reduce opening hours at Greenock Central Library and 38% of respondents agreed with the proposal to close South West 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.</p>

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>Respondents were most satisfied with opening hours (85%), library locations (80%) and children and young people's provision (67%). Respondents were least satisfied with range of books and materials (19%).</p>
<p>Research</p>	<p>See above research on Libraries and social exclusion.</p> <p>EQIAs undertaken by other authorities proposing similar service reduction/withdrawal.</p> <p>Legal challenges to other authorities proposing library service reduction/withdrawal.</p>
<p>Officer's knowledge and experience (including feedback from frontline staff)</p>	<p>Yes</p>
<p>Equalities monitoring data</p>	<p>Equal opportunities forms; membership data from library management system.</p>
<p>User feedback (including complaints)</p>	<p>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.</p>
<p>Stakeholders Other</p>	<p>The LOIP delivery group tasked with delivering the 'Culture and Heritage' part of Priority 3 is the Inverclyde Cultural Partnership. Membership is made up of Council officers and representatives of a wide range of groups and individuals with an interest in arts, libraries, culture and heritage. Stakeholders will have a strong input into upcoming public consultation.</p>
<p>Are there information gaps and, if so, what are these?</p>	<p>n/a</p>

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, a service review could partially mitigate the impact by prioritising aspects of the service most used/needed, particularly to meet the aims of the Fairer Scotland Duty, the LOIP, and the Corporate Plan.

Details of the Person(s) who completed the Assessment:	Name: Alana Ward
	Position: Libraries, Education Development and Arts Manager
	Date: 11.01.19
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 24.01.19

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.

21 November 2018