

Pre-Assessment Equality Analysis Report – Library Review, October 2012

What is an Equality Analysis?

An equality analysis is the process by which Officers of the Council assess the potential risk of discrimination to demonstrate that Elected Members, when taking decisions, do so in the full knowledge of its statutory Public Sector Equality Duty under the Equality Act 2010.

The primary function of this pre-assessment is to assist Elected Members to understand any equality implications of the options presented at Section 6 of the Cabinet report, and make an open and transparent decision based on this pre-assessment.

In order to meet equality legislation we have to consider the issues of:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity
3. Fostering good relations between different groups and people

Scope of the Analysis

No final decisions have been made and there is further work and consultation to carry out on the library review. As such the review will be subject to further reports on the future of library services in Sefton.

Pre-assessment Equality Analysis – Appraisal of Options

Approval is sought from Elected Members to review the options within the report which recommends approval for Option B to be progressed to public consultation. Option A: a reduction in facilities to three Libraries. Option B : a reduction in the number of libraries to six with supported outreach services. Option C : Retain all libraries but reduce operating levels.

The following assesses the risks from an equality perspective of each option, with 2 points for meeting the equality duty (M), 1 point for partially meeting the duty(P) and zero for not meeting the duty(U).

Protected Characteristic in play	Issue/Need	Option A	Option B	Option C	Comment
Female/ Male	See paragraph 2.3 in the Cabinet Report : the library service will continue to be	Presumed M (2)	Presumed M (2)	Presumed M (2)	Not in play at this juncture as long as consideration is given to the issues below.

	comprehensive in so far as it will not exclude any person who lives, works or studies in Sefton from accessing or benefiting from its services.				
Disability	<p>Travel</p> <p>Physical access</p> <p>Usability (length of opening hours for assistance/time in using facilities as some disabilities result in tasks taking longer)</p>	<p>P (1)</p> <p>M (2)</p> <p>U (0)</p>	<p>P (1)</p> <p>M (2)</p> <p>M (2)</p>	<p>P (1)</p> <p>M (2)</p> <p>M (2)</p>	<p>All libraries are DDA compliant</p> <p>Opening hours will be reduced significantly if the numbers of libraries are reduced to three as outlined in Option A.</p> <p>Opening hours will be reviewed in the next phase of the review.</p>
Pregnancy and maternity (parents with infants/ young children)	Accessibility to library services for adults with infants and small children, including parents / carers with disabilities	P (1)	M (2)	M (2)	Libraries provide good access to parents / carers with infants and small children. Further analysis of user data will be undertaken as part of the final impact assessment to ensure no direct / indirect gender discrimination takes place. The next stage of the review will explore further access to library provision through co-located services thereby reducing the potential travel impacts of option A.
Age: Children	Opening times for parents and length of time service available	U (0)	M (2)	M (2)	Opening hours will be reduced significantly if the numbers of libraries are reduced to three as outlined in Option A.

Teens/young adults	Facilities to go after school/ college safe place for homework/course work/ meet with friends	U (0)	M (2)	M (2)	Within recommendation within the Cabinet report the Members are being asked to agree the general definition of a comprehensive and efficient library service for Sefton (paragraph 2.3) and therefore within Options B and C this duty will be met.
Adults	Opening times and accessibility around work times/school times/bringing in children are a key issue	U (0)	M (2)	M (2)	
Older Adults	Opening times and length of available service. Meeting place.	P (1)	M (2)	M (2)	
Sexuality Religion/ Belief Gender / Transgender	See paragraph 2.3 in the Cabinet Report : the library service will continue to be comprehensive in so far as it will not exclude any person who lives, works or studies in Sefton from accessing or benefiting from its services.	Presumed met (2)	Presumed met (2)	Presumed met (2)	Not in play at this juncture
SCORES		9	19	19	

This pre-assessment equality analysis indicates that at this time Options B and C do not demonstrate any disproportionate impact. Option A potentially shows some impacts, however whichever option is progressed a full equality impact assessment would be undertaken and be presented as part of the final report to Members.