

Public Sector Equality Duty: Analysis Report

Library Services Review

Contents:

1. Introduction and Background
2. Library Services offer - borough wide
3. Consultation process and outcomes of consultation
4. Assessment of impact related to Option B
5. Conclusions and mitigations

Appendix PSED A – maximum travel distance to nearest library.

Appendix PSED B – spread of active users across the borough by key protected characteristic.

Appendix PSED C- comprehensive and efficient key items cross tabulated against protected characteristics

Appendix PSED D – previous information on Option selection

Library Services Review and Public Sector Equality Duty (PSED).

1. Introduction and Background.

In order to meet equality legislation Sefton Council has to consider, in relation to the library review programme, the issues of:

- Eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the act (e)
- Advancing equality of opportunity between persons who share a relevant protected characteristic and person who do not share it (a)
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it (f)

Background:

The library services review started in the financial year 2009/10, and there have been several stages in this process which are well documented. These stages have included gathering of people's views about the library service and the future of the library services, formulating options for reviewing Library services, and then consulting with the public on the Council's preferred option.

The three drivers of the review were:

- The need to consolidate the service in order to ensure its future – as many of the buildings are becoming unserviceable and over costly to maintain as evidenced in the conditions surveys undertaken.

- To look at efficiencies in service delivery, right- sizing the service to the need of Sefton’s population as a whole.
- To meet sefton’s definition of a comprehensive and efficient library service in light of Council’s reduced budget.

The overriding principle in the review was to develop a ‘comprehensive and efficient’ library service.

Sefton Council defined for itself what it meant by a comprehensive and efficient library service and this is set out in the report to Cabinet on 11 October 2012 and is set out below:

“A comprehensive and efficient Library service introduces and sustains a public appreciation and participation in reading and information, for leisure and personal development, formally and informally supporting individuals and groups through lifelong learning journeys.

The Council’s service is universal and will continue to be for all ages, encompassing the widest spheres of public interest and usership. It continues to be comprehensive insofar as it will not exclude any person who lives, works or studies in Sefton from accessing or benefiting from its services; it will do so efficiently by responding to trends in technology and customer interaction, changes in lifestyles and customer requirements, by providing services which may be less efficiently provided elsewhere and being set in the context of whole Council resource.

It should be noted that the service will continue to be delivered in welcoming, safe, democratic, social spaces, which the public generally choose to access rather than have to access. In addition to this the service will look to maximise the use of new technologies, where a business case can be evidenced, provide services in the most efficient and effective manner whilst continuing to develop a culture of reading and literacy across all ages.”

Scope of the Analysis.

This analysis will look at three core elements to the review and Option B to ascertain whether the PSED has been met. The core elements are:

1. The Service offer.
2. The consultation process and results of the consultation
3. The changes due to the review and option B under consideration and the consequential impact of these changes.

2. The Service Offer.

The 'service offer' is what the library service delivers borough wide, albeit in most cases from buildings in the community. It is correct to review the borough service offer to ensure that it is not discriminatory and it is advancing equality both before and after the review.

Whilst there is a clear link between the 'service offer' and the portals from which the services are delivered (library buildings/public buildings) this section will assess the 'available service offer borough wide' and section 3 below will assess the 'physical location and distribution' of service portals.

Table 1 (below) illustrates the types of service the library offers, e.g. lending books, how this service meets the Public Sector Equality Duty, which protected characteristics are relevant to the particular service provision and whether the needs would be met should Members agree Option B.

Table 1 Borough wide service offer. (The PSE duty: eliminate discrimination=e, Advance equality of opportunity = a, foster good relations between different groups = f)

Item/Offer	PSED	Protected characteristic	Pre-review	Post review (option B)
Books - Life styles: books and information	e/a/f	Single parents/ Sexuality /transgender/	Yes	Yes

<p>depicting different and differing lives.</p> <ul style="list-style-type: none"> - Countering stereo types: Positive images/ stories/ information challenging sexism/ racism etc. - Special interests: e.g Gender specify information/ hobbies and interests/medical - Culture and Religion - - - <p>Disability formats Large font / audio books / easy read.</p> <ul style="list-style-type: none"> - 	<p>e/a</p> <p>a/f</p> <p>a/f</p> <p>e/a/f</p>	<p>gender/religion & belief/age</p> <p>Gender & Transgender / ethnicity/ religion and belief/ age/</p> <p>Gender & Transgender/sexuality /disability/age</p> <p>(major world religions/ humanism/ life style choices)</p> <p>Disability & carers</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>yes No Braille</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>
DVDs, CDs	e/a	All	yes	yes
Reservations		all	yes	yes
Prison library	a/f	adult	yes	yes
Reading/ writing groups	a	Adult - all	yes	yes
Home visits	e/a	Disability /mobility/age	yes	yes
Housing benefit form checking	a	Adult - all	yes	yes

IT and Internet access	e/a	all	yes	yes
Safe accepting environment	e/a/f	all	yes	yes
<u>Children and Young people</u>				
Reading challenge	a	Children (all)	yes	yes
Pre-school activity	a	Children (all)	yes	yes
School/class visits	a	Children (all)	yes	yes
Study support	a	Children (all)	yes	yes
Teenage groups	a	Children (all)	Yes	Yes

Table 1 demonstrates that on a borough wide basis the library service offer addresses the Public Sector Equality Duty by:

1. **Eliminating discrimination and harassment (e):** by offering supportive environments and good customer care to service users. By ensuring that the materials available, such as books/magazines cover wide life style choices and is inclusive of all groups. Providing services from many sites/portals (the detail of this will be examined in section 3)

2. **Advancing Opportunity (a):** the purpose for any library service offer is to promote the opportunity for leaning and understanding, the library offer addresses this by:
 - a) Recognising that particular life stages present particular needs and challenges, as such its range of services cater for children, adults and Sefton's older citizens. Also that particular people, such as those with disabilities, may need material and equipment in different formats.

 - b) In addition the service offer recognises that different people have different needs that differ from each other, and as such it offers multi materials on different life styles and interests.

c) It regularly works with schools, and has developed a home visiting service to include those that would be disproportionately excluded from services such that they are included. The active library membership records clearly show that Sefton's' community is represented by active use of the library

3. **Fostering good relations between different groups:** In delivering the offer it demonstrates tolerance and acceptance of different needs and lifestyle. As a public service it promotes the ideal of equality in provision for all of the community.

Should members agree option B, the Council is not fundamentally changing the quality of the **service offer** borough wide, is not discriminating in the borough wide offer and is therefore showing due regard to Section 149 of the Equality act 2010 and meeting its duties.

3. Consultation process and results of consultation.

The consultation and engagement process was an extensive programme of events covering Library meetings, area committee meetings, community meetings including a specific programme for children and young people and the Equality Standing Group meetings. All meetings encouraged feedback and to fill out questionnaires.

As a consequence this generated several petitions, letters & emails from people and organisations and over 3000 completed questionnaires. Whilst there were many comments covering all aspects of the review, the key comments linked to the Public Sector Equality Duty, were:

1. Worry over additional travel and the feeling that when the identified libraries are removed this would be discrimination.
2. Worry over the additional cost incurred by using public /private transport.
3. Worry over the loss of a 'community' building which brings kinship and 'belonging' to library visitors.

These worries and concerns will be addressed in Section 3 below.

Results from the questionnaire that are important from an equality perspective are:

Gender: More females responded than males

Answer Options	Response	Response %
Male	899	40
Female	1356	60
Total	2255	100

Age: All the age groups responded, the largest group being the 40 -74 year olds.

Answer Options	Response	Response %
Under 16 years	37	2
16-24 years	49	2
25-39 years	277	11
40-59 years	706	29
60-74 years	906	38
75+ years	435	18
Total	2410	100

Disability: Out of just over 3000 respondents, 535 respondents reported that they had a particular impairment (some reporting more than one issue). This represents 17% of respondents.

Do you have any of the following (*Tick all that apply*)

Answer Options	Response	Response %
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Physical Impairment	186	28
Visual Impairment	77	12
Learning difficulty	23	3
Hearing Impairment / Deaf	141	21
Mental Health / Mental distress	51	8
Long term illness that affects your daily activity	185	28
Total	663	100

Ethnicity – Out of just over 3000 respondees to the questionnaire, 2092 filled out their ethnicity - the largest group identifies as ‘white British or white English’ (91.3%) which reflects Sefton’s demography.

Answer Options	Response	Response %
Asian:		
Bangladeshi	0	0
Indian	7	0.33
Pakistani	0	0
Other Asian Background	3	0.14
Black:		
African	4	0.19
Caribbean	0	0
British	68	3.25
Other Black Background	2	0.1
Chinese:		
Chinese	5	0.24
Other Chinese Background	2	0.1
Mixed:		

Answer Options	Response	Response %
Asian & White	5	0.24
Black African and White	1	0.05
Black Caribbean & White	2	0.1
Other mixed background	1	0.05
White:		
British	1108	52.96
English	804	38.43
Irish	27	1.29
Scottish	21	1
Welsh	14	0.67
Polish	2	0.1
Latvian	2	0.1
Gypsy / Traveller	2	0.1
Other White Background	12	0.57
Total	2092	100

Religion: Do you have a religion or belief?

Answer Options	Response	Response %
Yes	1442	74
No	510	26
Total	1952	100

If yes, please tick one of the below...

Answer Options	Response	Response %
Buddhist	10	0.71
Christian	1375	97.8

Hindu	6	0.43
Jewish	9	0.64
Muslim	5	0.36
Sikh	1	0.07
Total	1406	100

Sexual Orientation: 1852 responded to this question, that's nearly 61% of people who filled out the questionnaire felt comfortable in answering this question.

However, those that have identified as 'gay or lesbian' 0.5% in both cases it is a low number. A typical survey of the population, according to Stonewall and Government figures should show between 7% and 10% responding as 'gay or lesbian'. The Equality Standing Group which include EMBRACE, (gay, lesbian, bi-sexual network) as a member - was also consulted and this may have meant their views were expressed through this process rather than completing questionnaires.

How would you describe your sexual orientation?

Answer Options	Response	Response %
Heterosexual	1765	98
Gay	14	1
Lesbian	3	0.5
Bisexual	14	0.5
Total	1796	100

Transgender: Do you currently live in the gender you were given at birth?

Answer Options	Response	Response %
Yes	1839	99
No	13	1

Total	1852	100
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The above tables show that there was a good cross section of the community represented in the surveys. This, coupled with additional meetings and other forms of responses demonstrates a comprehensive and effective consultation process.

In using the equality data, and breaking down key questions we can ascertain if any one group had radically different views from the main stream view. This helps to identify areas of concerns and mitigations that may need to be put in place that affect one group more than another.

When looking at Option B, two key groups identify their preferred options: **Gender** because this encompasses the biggest two differing groups (the community is roughly split 50 -50 between men and women) and **Disability** and those that have identified as **having an impairment** (this captures individuals who believe themselves to meet the legal definition of disabled and those that consider they have a serious impairment, which would include older people with mobility problems).

Gender:

Of the 2203 who answered both question 2 and the question about gender, 60% were Female, of which **595 (45%)** chose Option B, **558 (42%)** chose Option C

Answer Options	None	Option A	Option B	Option C	Total
Female	153	20	595	558	1326
Male	144	21	374	338	877
Total	297	41	969	896	2203

Disability

Q2 Options	Cross Tabulation Disability
	People who have identified as having a disability and/or an impairment

Option A	14
Option B	228
Option C	214
None of the Options	61
Option not identified	18
Total	535

When looking at the data as to which option is supported, in both 'Gender' and 'Disability', Option B is the preferred choice.

Although Option B was clearly the preferred choice, many people had particular comments:

Equality Issues – 329 comments

162 comments expressed concern for **older people** and those with a **disability**. The majority of respondents were worried about how these people in the community would access library facilities if changes were implemented.

92 comments related to the importance of the library for **social interaction** both for themselves and others. Respondents stated that a local library service was critical for the vulnerable and isolated in society. It was often stated that the service offers; "a lifeline", "point of contact" and "human interaction".

61 comments related to **financial impact**. Some of the points highlighted the current economic hardship they were personally experiencing. Other people expressed that the cost of public transport and parking would limit their visits. Most respondents in this category believed that the library offer was crucial in this economic situation.

14 people commented on the difficulty of **carrying library books**. This concern was especially for older people, those with a physical disability and parents with young children. This feeling was particularly notable in the Southport area in relation to lack of parking facilities and public transport concerns.

Children and Young people comments, relating to them as a protected characteristic:

213 respondents made **general** comments suggesting that the reduction in libraries could adversely affect young people at a critical time in their development.

64 comments referred to the library service's role in supporting children's **education**, especially with regards to resources for home work and school projects.

22 comments indicated the need for children to have **safe access** to the library. Parents pointed out that visiting an alternative library would limit the frequency and independence of their children's library visits.

14 comments related that their local library had been fundamental in **parental and family support**. Observations were expressed by single and/or working mothers and grandparents. They noted that libraries were vital to families as a fun and cost effective means of recreation.

4. Option B and its impact.

The primary and most significant change linked to Option B is the reduction of 13 specific library buildings to 6. This raises issues of accessibility and would be a concern to people with mobility problems such as some older citizens, people with particular disabilities, parents with small children, unaccompanied children. The protected characteristics of age (under 18's) and disability would come in to play.

In relation to travel and accessibility the protected characteristics of; sexual orientation, gender and transgender, marital status, religion and belief, ethnicity are not affected.

Travel & Distance

The consultation (phase one) showed that 40% of people walked to their library and 60% either took public or private transport. Both the 40% group and the 60% group have diverse characteristics, in that, they

contained individuals from all age ranges, both genders, all ethnicities as well as disability.

Therefore there was no preference of travel linked to any protected characteristic.

Whilst it is understandable that there is concern over additional travel, it cannot be discriminatory if as a consequence of Option B more people have to use public or private transport to access their nearest portal, **as 60% of library users already** do this and the previous reports to Council, helping to formulate option B, showed bus routes and time tables which indicated 20- 30¹ minutes maximum were added to journeys.

Particular concern was raised by people with disabilities; and in particular whether the library service was so structured that people with disabilities found the service inaccessible, if this was the case then this could be deemed a negative disproportionate effect and may be discriminatory.

In response to this, three things need to be noted; firstly coming from the questionnaire there was support for Option **B** from those identifying themselves as disabled or having impairment (see above), secondly; when asked ‘do you think there will be a gap in service provision with ‘Option B’ people with disabilities and limiting long term illness, said ‘yes’ (305 to 279) but not overwhelmingly so. This implies that people with disability and limiting long term limiting illnesses, themselves do not recognise that there will be a significant disproportionate effect.

People who have identified as having a disability and/or an impairment	Gap in provision	No Gap in provision
	305	279

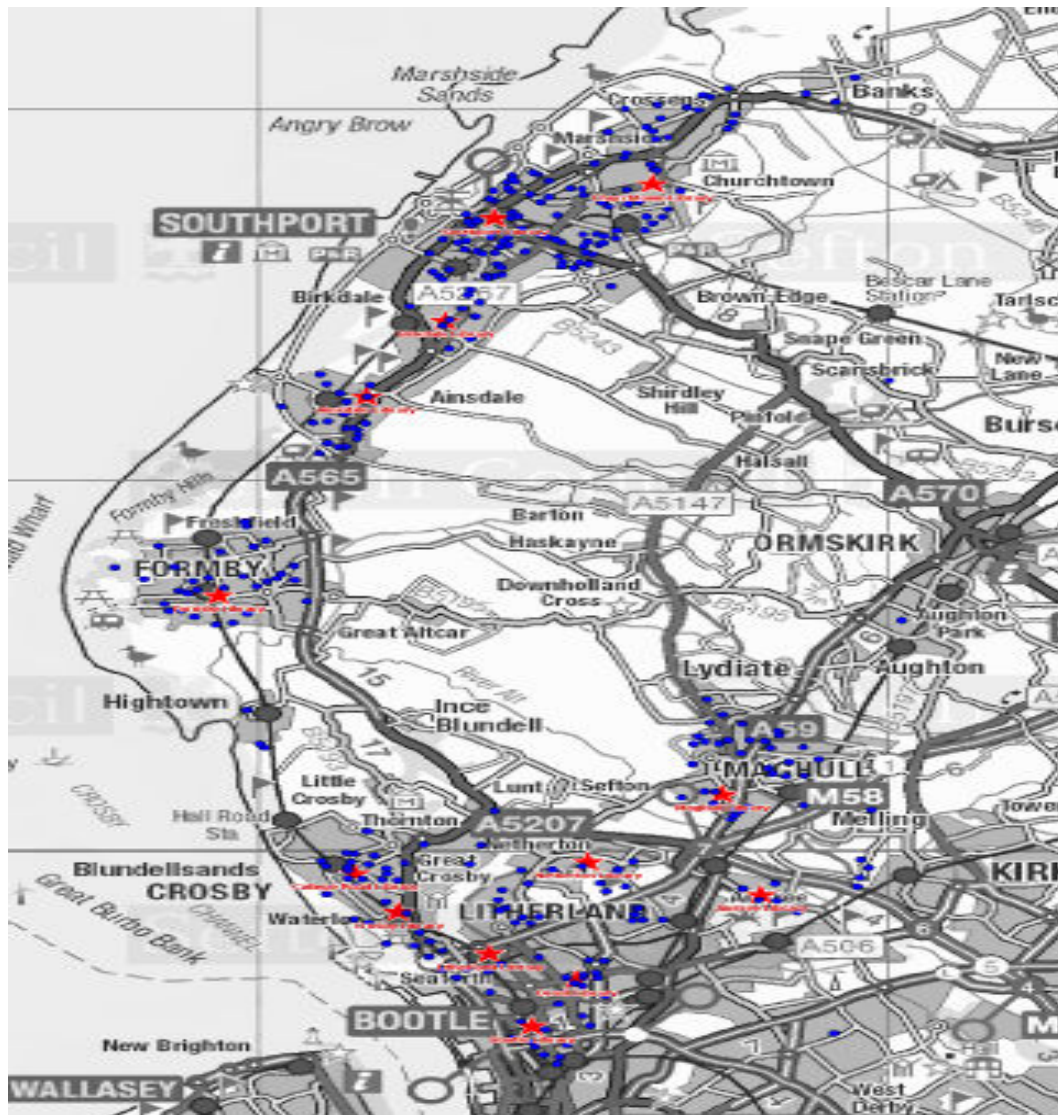
Thirdly , further to this, evidence (map 1 & 2) shows that active library users, that have classed themselves as disabled/limiting long term

¹ See Annex PSED A

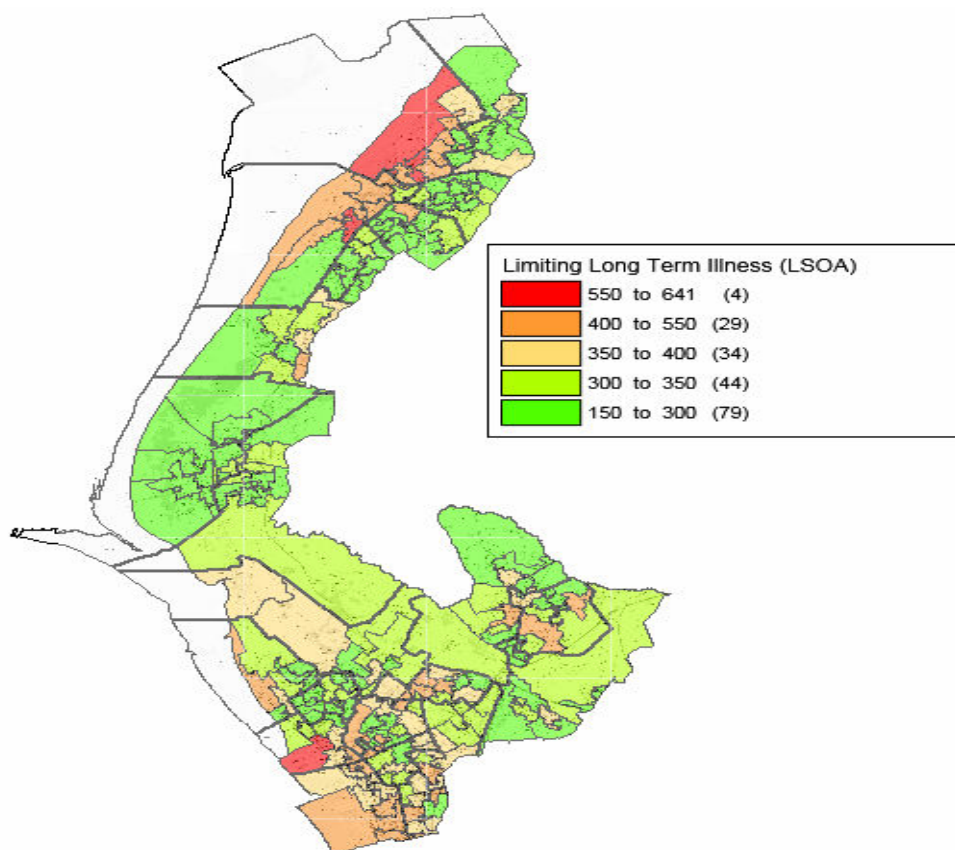
illness are spread throughout the borough Therefore some disabled library users already travel a fair distance in order to access their usual library that is designated to remain open. This means that some users are already travelling distances at least equal to those that now have to travel that little extra, due to their usual library closing.

As such, whilst there may be extra journey time & distance for some disabled users due to their local library closing under Option B, it is none the less commensurate with other disabled users throughout different parts of the borough whose primary library remains open. Therefore there is not a disproportionate impact on disabled users as a protected characteristic with the additional travel and distance implied within Option B.

Map 1. Map showing spread of library users identifying themselves as disabled/long term illness



Map 2. Map showing density & distribution of people classed as disabled/long term limiting illness



As the data is examined, evidence shows the same for young & older people and ethnicity (see Annex 'PSED B' below.) in that there is a spread across the borough such that there is no disproportionate impact on that protected characteristic. Whilst it is unfortunate that some people will have to travel further than before, it is unavoidable if the library service is to be sustainable in the long term.

Whilst young people make particular points, outside school and arranged formal visits, the library service cannot take responsibility for children under 18 years of age and as such the concerns that the young people raise around travel and safety must rest with parents & guardians. Option B focuses services on a 'local need' (combination of many factors) basis and there will remain 6 libraries open for young people to use. Links will continue to be maintained and developed with Schools and out of school reading clubs. The library will continue to facilitate young people activities within the remaining library sites.

5. Conclusion & Mitigations

Conflation and proximity.

The concerns expressed around disabled, young and elderly users concerning extra travelling to libraries are ‘conflating’ two ideas; the idea that it is extra burdensome on them and as such it must be *discriminatory*. The conflation² is directly associating the ‘burdensome’ with ‘discrimination’. ‘Burdensome’ only becomes discrimination if it is linked to a principle, policy or practice that cannot but disadvantage people with a particular protected characteristic because of having that characteristic. In the case of the library service offer and option B, older people, disabled people, children etc ***will continue to use and enjoy the service***. Where an individual feels ‘disadvantage’ it is because of ‘vicinity’ rather than ‘inequality’, in that, for some people under option B their local facility will eventually close and they will naturally feel the effect of loss. The proximity to the portal is the issue and not necessarily them being disadvantaged due to their protected characteristic.

In a democratic society it is perfectly legitimate for people to press their leaders and raise concerns to try and change outcomes and the decisions of where libraries will sit; however in relation to the Equality Act 2010 Option B meets the Public Sector Equality Duty.

Costs, social experience and mitigations.

A number of respondents have cited ‘cost’ (due to additional travel) as a barrier to accepting the change. Whilst there is inevitability to this, Option B was calculated to minimise the effect on poorer communities and distribute the libraries as fairly as possible. In order to help mitigate this further, costs associated with the use of IT facilities and ‘reservation charges’ will be reviewed. To help reduce the need for extra travel there will be ‘local drop off and collection points’ for books and other materials.

Many report that the library building acts as a catalyst to engender community spirit and identity. However, this is not a core function of the

² The blurring of two concepts or ideas in to one.

library but a by- product of the analogue data era (paper books/newspapers/index cards) needing a physical 'warehouse'. Whilst this will continue as many libraries will remain open, the move to digital data and the continued growth in smart phone usage will change the libraries of the future and offers different ways to engender community spirit and opportunities to reduce social isolations. However Council notes this issue, and has long been working with the VCF sector to identify programmes around 'isolation' and 'loneliness' -in particular for the older community in general and not just in relation to libraries.

As part of the library offer, home visits are available to those who have difficulty leaving their homes.

Conclusion:

The Equality and Human Rights Commission's, 'Using the equality duties to make fair financial decisions. A guide for decision-makers' recommends that there are four possible outcomes of an assessment. More than one may apply to a single proposal:

- **Outcome 1: No major change required** when the Assessment has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
- **Outcome 2: Adjustments to remove barriers identified by the Assessment or to better promote equality.** Are you satisfied that the proposed adjustments will remove the barriers identified?
- **Outcome 3: Continue despite having identified some potential for adverse impact or missed opportunities to promote equality.** In this case, the justification should be included in the Assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
- **Outcome 4: Stop and rethink** when the Assessment shows actual or potential unlawful discrimination

In relation to the library offer, the original three proposals of Option A, Option B and Option C, only on option B does outcome 1 above apply, in that whilst there are changes, the Libraries Offer clearly meets the PSED. Annex PSED 'D' (see below) shows why from an equality perspective Option B is preferred over the other two options.

The consultation process was wide and encompassing. On the specific issue of 'locating the remaining libraries', Option B is based on 'local needs assessment'. Although respondents have identified travel issues and cost issues, these are not areas of discrimination in relation to the PSED on this matter due to the borough wide nature of service delivery

As such, Option B meets the Section 149 -Public Sector Equality Duties, of the Equality Act 2010 by:

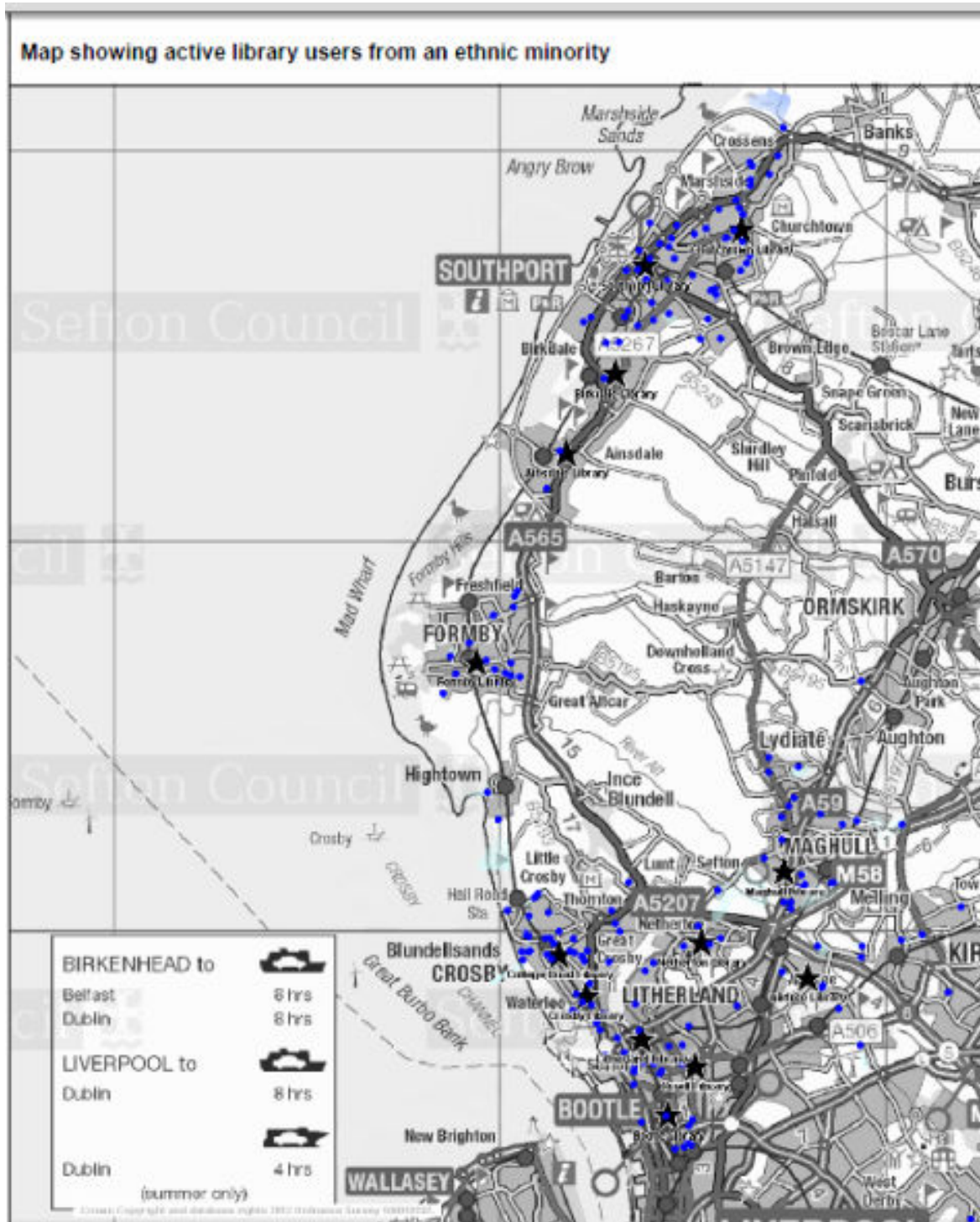
- 1) Offering a service that is open and available to all of the community from different sites, as best spread across the borough.
- 2) It offers different facilities and services to meet different needs, it does so by having:
 - a) Material that presents many and multi-aspects of modern day life, making it inclusive.
 - b) Equipments, material, and a safe environment delivered by professional staff that responds to different needs
 - c) Support services to meet needs of disabled users including home visits.
- 3) Delivers services to different groups (e.g. children/adults etc) in a way that promotes understanding and discourages prejudice.

Annex PSED A: Maximum Travel distances from one library to the next nearest.

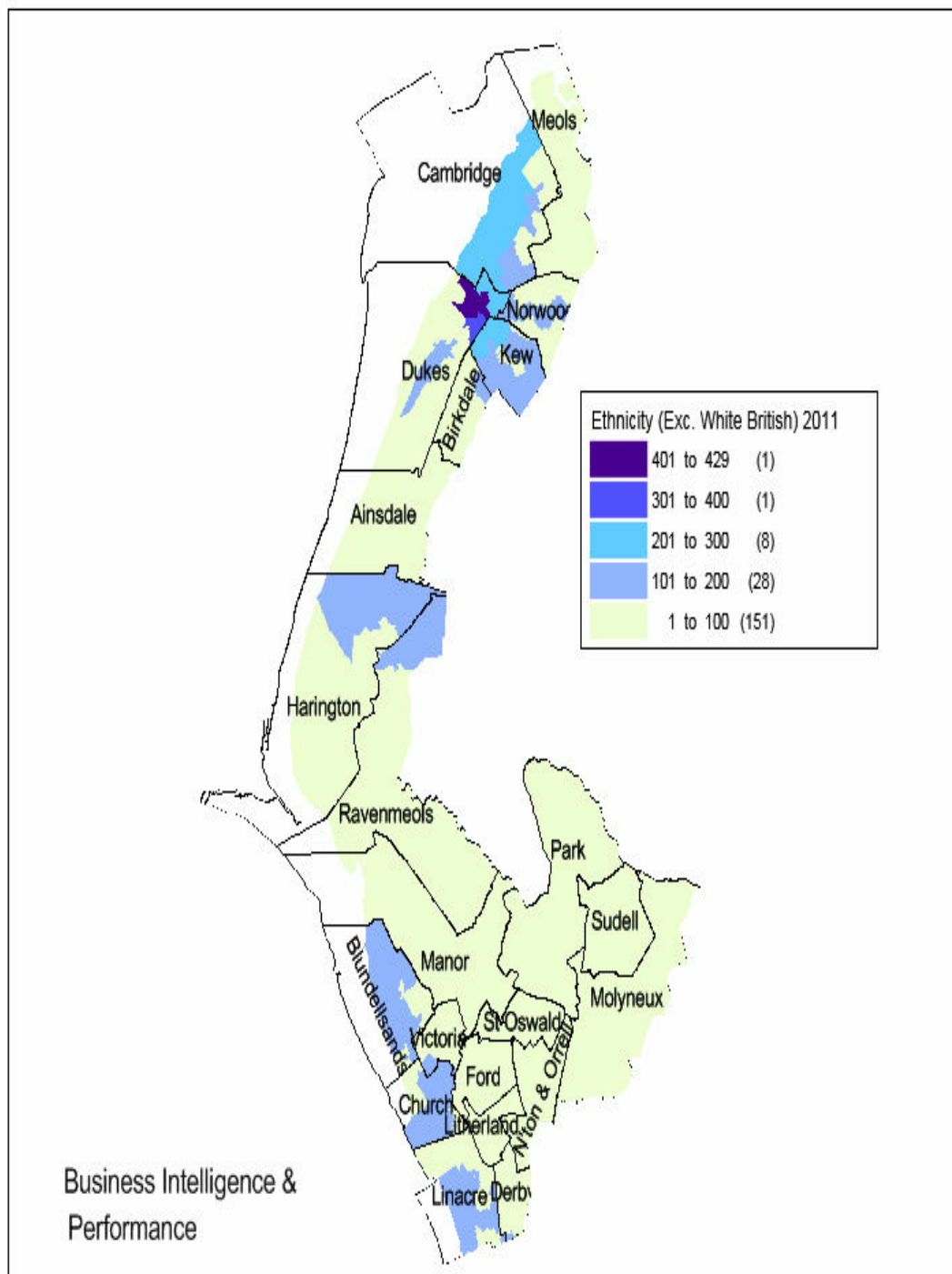
		Number of libraries within a 10 minute drive	Number of libraries within a 10 minute drive	Number of libraries within a 15 minute drive	Number of libraries within 20 minutes by public transport	Number of libraries within 20 minutes by public transport	Number of libraries within 30 minutes by public transport
Ainsdale Library	PR8 3NE	2	2	4	2	4	3
Aintree Library	L10 6LF	4	7	7	0	1	3
Birkdale Library	PR8 4PD	3	5	4	2	4	4
Bootle Library	L20 3EN	5	8	7	2	4	5
Churchtown Library	PR9 7PL	2	2	3	1	3	2
College Road	L23 3DP	5	8	7	3	9	4
Crosby Library	L22 0LQ	5	8	8	3	9	4
Formby Library	L37 4AN	1	1	4	3	9	5
Litherland Library	L21 6NR	7	13	7	5	13	6
Meadows Library	L31 7BB	3	5	7	0	1	2
Netherton Library	L30 3TL	6	11	6	2	4	4
Orrell Library	L20 6ES	6	11	6	3	9	4
Southport Library	PR8 1BT	2	2	2	2	4	3

Annex PSED 'B'

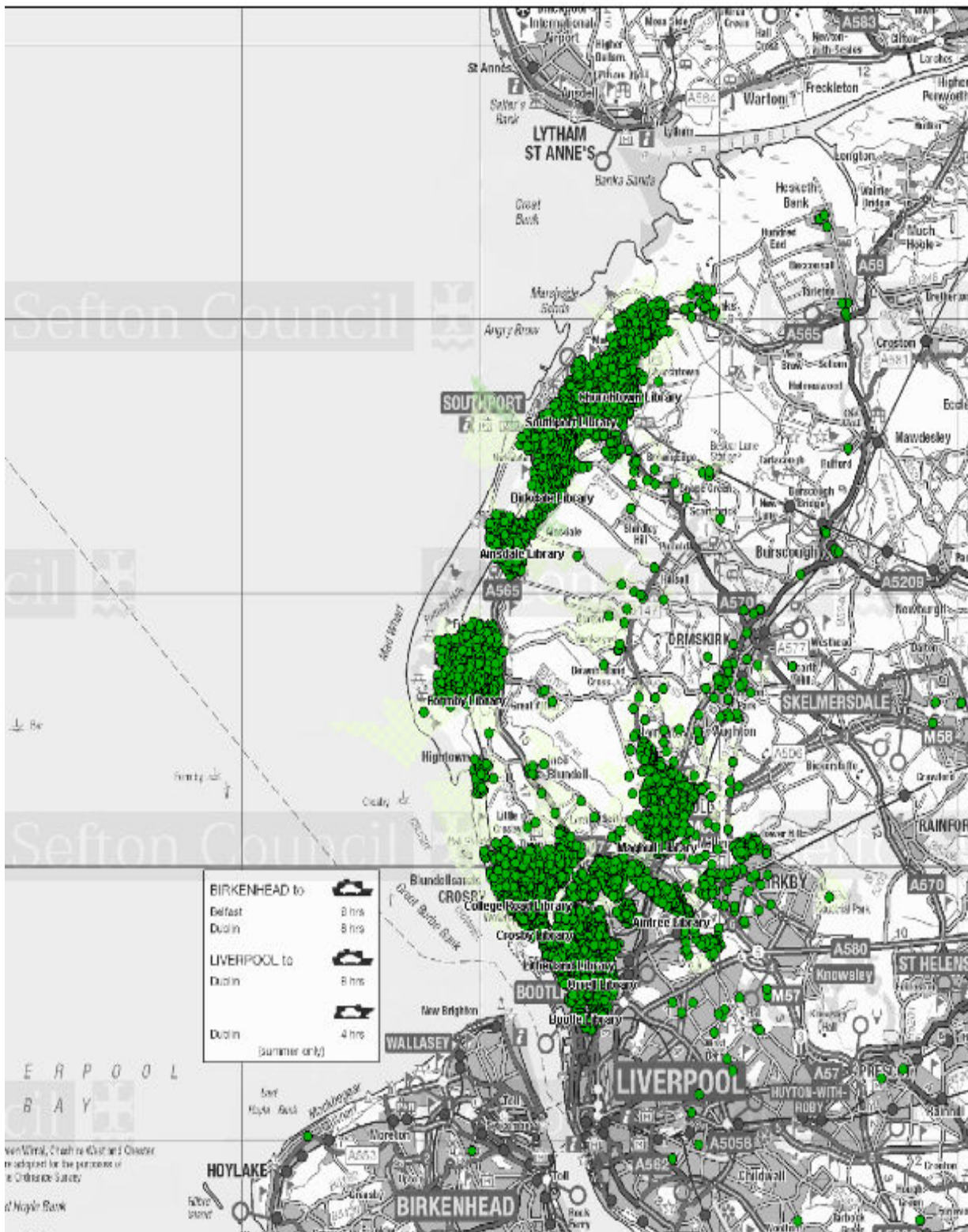
Maps showing the particular groups (ethnicity, under 16' and over 75's) across the borough such that there is no significant disproportionate impact on that protected characteristic.



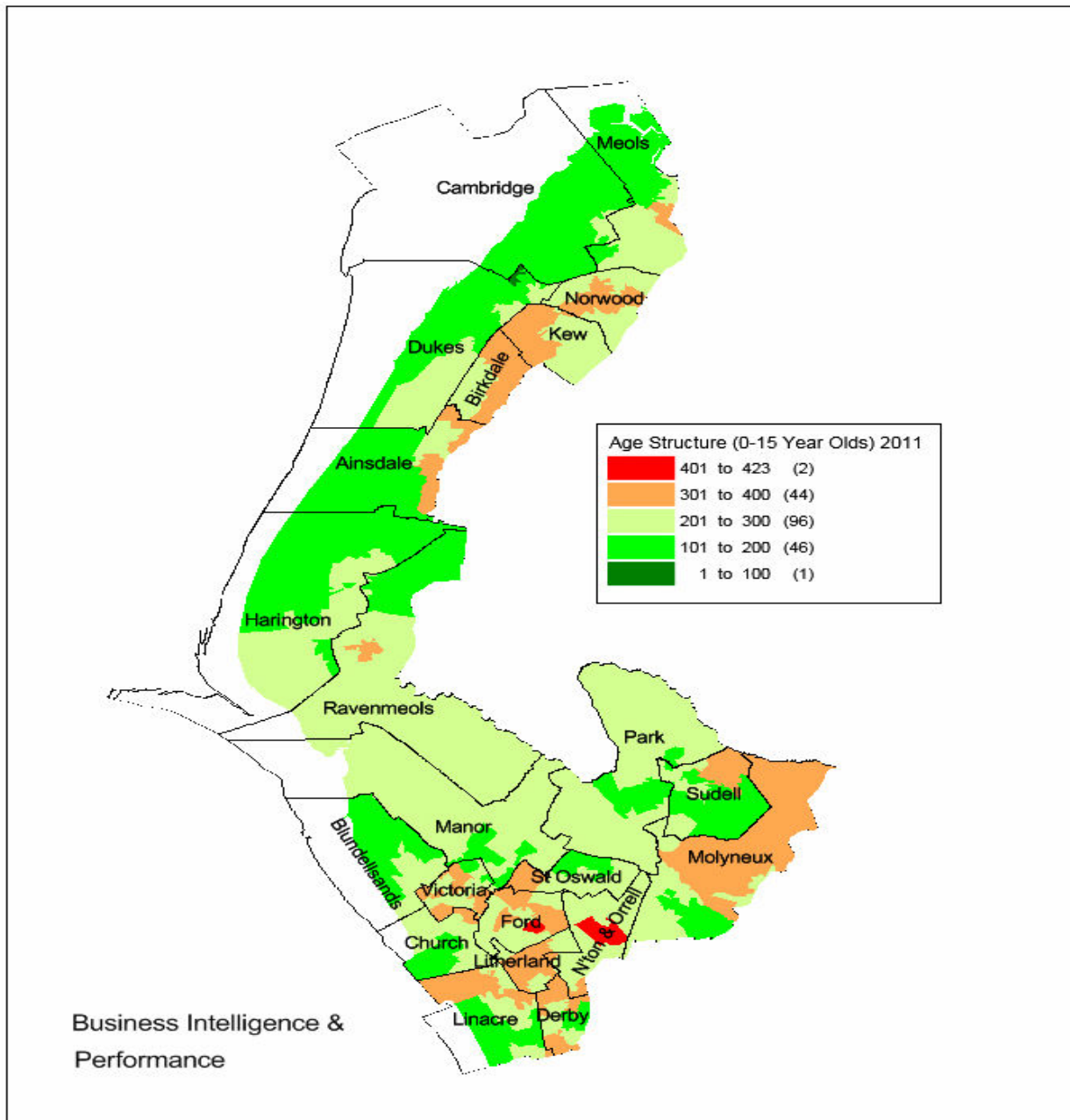
Map showing the density and distribution of ethnic minority groups across Sefton



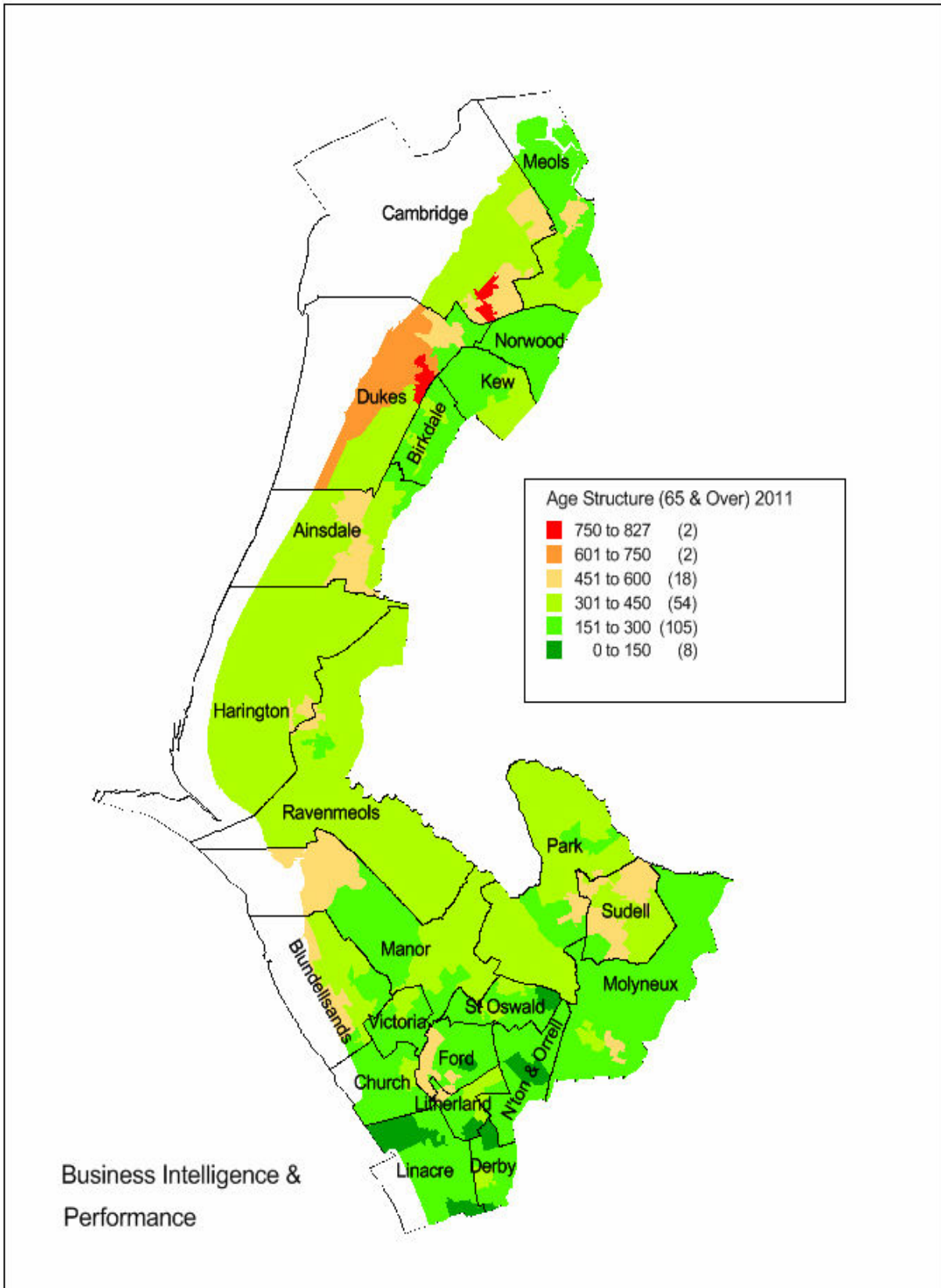
Active Library Users 1-16 years old



Map showing the density and distribution of young people across Sefton.



Maps showing the density and distribution of older residents across Sefton.



Annex 'PSED C'

This chart shows cross tabulation against the main issues of service delivery contained within the 'comprehensive and efficient' definition adopted by Sefton and the protected characteristics contained within the PSED.

	Item listed in 'comprehensive and efficient' definition	Description	AGE	TRANSGENDER	DISABILITY	SEXUALITY	Male/female	PREGNANCY /MATERNITY	RELIGION & BELIEF
1.	All Ages	Membership shows all ages	yes						
2.	Public Interest & Usership	Library service actively used by community	Yes (evidence in membership)	Data not collected by membership. Evidence in user and available material	Yes (evidence in membership)	Data not collected by membership. Evidence in user and available material	Yes (evidence in membership)	Data not collected by membership Evidence in user and available material	Yes (evidence in membership)
3.	Will not exclude any person	Library service is open to all.	yes	yes	yes	yes	yes	yes	yes
4.	Trends in technology	Library service offers IT/internet. And web based services	yes	yes	yes	yes	yes	yes	yes
5.	Customer Interaction	Positive feedback from service users in all	yes	yes	yes	yes	yes	yes	yes

		questionnaires. Staff trained in customer care and equalities. N>B any future volunteer workers would have to undergo appropriate training.							
6.	Customer Requirements	Library services continue to be designed and delivered with the service user in mind.	Yes. Children/parents activities. Reading clubs for all ages. Multi- site provision, shared council building provision, drop off points for material in communities, home visit service available	Yes Material and information	Yes. Alternative formats available. Accessible buildings. Multi -site provision, shared council building provision, drop off points for material in communities, home visit service available	Yes Material and information	Yes Material and information	Yes Material and information	Yes Material and information

7.	Changes in Lifestyles	Library services covers different age ranges and information need from service users (e.g. learning for study, reading for pleasure)	yes	yes	yes	yes	yes	yes	yes
8.	Welcoming, safe, democratic, social spaces	The library service maintains an environment free from discrimination, harassment and bullying and sets acceptable codes of behaviours for users.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
9.	New Technologies	Library services incorporates new technology and will continue to develop this.	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Annex PSED 'D'

Highlights from previous interim assessment (September 2012) which aided Council's decision in defining which option to recommend to the public. Option B scored highest from an equality perspective. The scores = 'unmet' (zero points), 'partially met' (1 point) and 'met' (2 points).

Protected Characteristic in play	Issue/Need	Option C	Option B	Option A	Comment
Female/ Male	All users will fit this category..	Presumed M	Presumed M	Presumed M	Not in play at this juncture as long as consideration is given to the issues below.
Disability	Travel	P	M	M	
	Physical Facilities (toilets/accessibility)	M	M	U	
	Usability (length of opening hours for assistance/time in using facilities as some disabilities result in tasks taking longer)	M	M	U	

<p>Pregnancy and maternity (parents with infants/ young children)</p>	<p>Toilets and Changing facilities / space and time to use library functions (everything takes longer with young children)</p>	<p>M</p>	<p>M</p>	<p>U</p>	<p>This section also covers the issue of parents with infants. N.B parents, from this point of view will include any adult who is legally responsible for the child they bring in to the service. This will mean they may be male or female and may have disabilities.</p> <p>Analysis of user data, if it shows that women are far more likely to bring infants/young children in to the service, then any reduction of facilities that solely and overtly affect this group may be gender discrimination</p>
<p>Age: Children Teens/young adults</p>	<p>Opening times for parents and length of time service available Facilities to go after school/ college safe place for homework/course work/ meet with friends</p>	<p>M P</p>	<p>M M</p>	<p>U U</p>	<p>Children and young teens that go to the library <i>unaccompanied</i>, whilst wouldn't be discriminated against with a smaller number of libraries, in relation to 'advancing' equalities the more 'local and easy</p>

Adults	Opening times and accessibility around work times/school times/bringing in children are a key issue	P	M	U	travelable' the better. Opening times and length of opening times will also be a factor in this. Safeguarding is a key issue here this links to quality and vigilance of staff
Older Adults	Opening times and length of available service. Meeting place.	P	M	U	
Sexuality	Assumptions in section A apply.	Presumed met	Presumed met	Presumed met	Not in play at this juncture
Religion/ Belief	Assumptions in section A apply.	Presumed met	Presumed met	Presumed met	Not in play at this juncture
Gender / Transgender	Assumptions in section A apply	Presumed met	Presumed met	Presumed met	Not in play at this juncture

SCORES		20	24	10	
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