

## APPENDIX D

# Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service\*\* for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service\*\* may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance please contact your Departmental Equalities Group or [equality@leics.gov.uk](mailto:equality@leics.gov.uk)

*\*\*Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Barwell Library
<b>Department and Section:</b>	Communities & Wellbeing
<b>Name of lead officer/ job title and others completing this assessment:</b>	Chris Housden (Equalities Officer)
<b>Contact telephone numbers:</b>	0116 3056947
<b>Name of officer/s responsible for implementing this policy:</b>	Nigel Thomas
<b>Date EIA assessment started:</b>	November 2013
<b>Date EIA assessment completed:</b>	

## Section 1: Defining the policy

### Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

#### 1 What is new or changed in this policy? *What has changed and why?*

Leicestershire County Council's Library Service is subject to a significant reduction in funding and as a result all related services are subject to review. As a means of identifying the key factors that will require consideration, this EHRIA explores the potential Equality impacts of the closure of a community library, using Barwell as an example but by no means pre-empting that particular outcome. It may well be that mitigation will require LCC to consider alternatives to closure if other means are insufficient to meet the Public Sector Equality Duty (PSED).

*The following detail on services, opening hours and resources held at Barwell Library reflect what is currently on offer.*

Barwell Library is located on the ground floor of the George Ward Centre, in a Housing Estate close to the village centre. It has (as of July 2013) the following facilities and services:

Automatic doors	Local Studies and Family History
	Children's Area
Audio/Talking Books	Children's story tapes/CDs
DVDs	Bookstart
Reference Books   Information Services	Parent-led Story time
Access to courses/classes	Photocopier
Newspapers	Scanner
Local / Tourism information	Printer
Study space / Homework help	<u>Wi-Fi</u>
Exhibition/Display space?	Internet Taster Sessions
Housebound reader service	Computer suite

## Free Access to ICT

The Library holds the following information specific to the locality:

Information about the local community including borough and county information

Books and village file on Barwell

Census returns and parish registers

Ancestry Library Edition

Find My Past (Library Edition) is available in this library free of charge to do family history research.

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**Current opening hours:**

<b>Monday</b>	Closed all day .
<b>Tuesday</b>	10am - 1pm    2.30pm - 7pm
<b>Wednesday</b>	Closed am    2.30pm - 5pm
<b>Thursday</b>	Closed am    2.30pm - 5pm
<b>Friday</b>	Closed all day .
<b>Saturday</b>	10am - 1pm    Closed pm

The Library Plan this year offers the following:

- Provide free Bookstart Treasure Bags
- Summer Reading Challenge
- Provide an up-to-date quality book stock
- Have a website that is up-to-date and attractive
- Provide online and printed reference material
- Deliver the national 24/7 Enquire Service
- Provide free internet taster sessions
- Provide study support for children and young people
- Support Reading Groups
- Support Job Seekers
- Deliver a Home Library Service
- Offer opportunities for volunteering
- Work with partners to improve services
- Continue to promote community use of the library
- ICT classes (run by LALS)
- Employment skills classes (LALS)
- Consult with customers

2	<p><b>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></b></p> <p>Barwell is part of LCC's library service network. As well as its primary purpose of lending books, it is an information resource for a range of services provided by the council and offers support to users of outside agencies such as Job Seekers.</p> <p>As part of the government's Welfare Reform programme, the Department for Work and Pensions (DWP) is developing on-line claims as a more efficient and cost-effective means of delivering benefit payments. The DWP nationally has highlighted the importance of computer access in public libraries as an important means of supporting this programme. This will be of particular importance in rural locations.</p> <p>Information and Advice provision by local authorities is a component of the current Care Bill. Libraries are an important outlet, particularly for written, published, and on-line information, and will play an important role in delivering this new responsibility. LCC's Policy for Library provision is determined by National legislation, contained in the <i>Public Libraries and Museums Act 1964</i>.</p> <p>Under the Act, public library service provision is a statutory duty for local authorities. The requirement is to provide a comprehensive and efficient public library service. To comply with the Act, local authorities must:</p> <ul style="list-style-type: none"> <li>• Promote a comprehensive and efficient library service for all persons in the area that want to make use of it (Section 7)</li> <li>• Promote the service (Section 7(2)(b))</li> <li>• Lend books and other printed material free of charge for those who live, work or study in the area. (section 8(3)(b))</li> </ul> <p>The Government superintends the work of Councils, and has a duty to:</p> <ul style="list-style-type: none"> <li>• Oversee and promote the public library service (Section 1(1))</li> <li>• Take action where a local authority fails to perform its duties (Section 10)</li> </ul>
3	<p><b>Who are the people / groups (target groups) affected and what is the intended change or outcome for them?</b></p> <p>Potentially everyone in the locality who uses the library, or may do so in the future. Other groups such as local schools, and individuals looking for</p>

volunteering opportunities may also be affected.

**2012/13 data on users:**

The total number of visitors was 30,125, of which 1,039 were active borrowers, the 11<sup>th</sup> highest figure of the 36 Community libraries. As of 31/12/2013, there were 1,404 live members, broken down in age range as follows:

Age band	number
0-4	112
5-11	507
12-17	103
18-29	105
30-49	281
50-64	124
65+	172

The two highest age groups as a percentage of total members are 5-11 (36%) and 30-49 (20%). Just over half of the total is under 18.

There were 264 attendees at 14 events in the library, and 138 attendees at ICT learning sessions.

Barwell has the 3<sup>rd</sup> highest number of individual PC users out of the 36 Community Libraries.

Articulating information for different target groups to enable informed decisions can be presented in a number of ways, using different data. Examples might be:

1. Households without a car
2. People who are unemployed
3. People whose daily activities are limited by poor health
4. People aged 65 and over
5. People aged 11 and under
6. People without a qualification

Work is continuing to establish a robust set of information for each location

**Transport links.**

The nearest main library is Hinckley. The distance between the Hinckley and Barwell Libraries is 3.02 miles by road. The 158 Arriva service from Barwell Square to Hinckley bus station runs every 30 minutes during current library opening hours (weekdays and Saturday mornings) and the journey takes 12 minutes. This may impact on some protected groups, e.g young people, old people people with disabilities.

Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? **(Please tick and explain how)**

	Yes	No	How?
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	Eliminate unlawful discrimination, harassment and victimisation		X	
	Advance equality of opportunity between different groups	X		The Library seeks to provide free reading and audio material to groups who may not otherwise have access, such as children from low income families. Library services are also made available to people with restricted mobility, via the Home Library Service.
	Foster good relations between different groups	X		The library is open to everyone and helps to attract people from different backgrounds to the wider opportunities offered within the Community Centre.

## Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

### Section 2: Equality and Human Rights Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

## Section 2

### A: Research and Consultation

5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;		X
	b) any potential impact of this change on them (positive and negative, intended and unintended);		X
	c) potential barriers they may face		X
6.	If the target groups have not been consulted directly have representatives been consulted or research explored (e.g. Equality Mapping)?		X
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in term of potential unintended impacts?		X
8.	*If you answered 'no' to the questions above and feel that consultation is not necessary, please use the space below to explain why.		
	Consultation will be an essential part of assessing local need, what the library does to meet this, and how it might be met in the future. This will take account of the needs of different groups and of access and deprivation issues. The opinions of local people are essential in collecting this data. Consultation with all stakeholders will take place when realistic proposals for the future of the library have been established in the context of the County-wide service.		

## Section 2

### B: Monitoring Impact

8.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	X	
	b) enable open feedback and suggestions from different communities	X	

**Note: If no to Question 8 you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.**

## Section 2

### C: Potential Impact

9.	Use the table below to specify if any individuals or community groups who identify
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with any of the ' <a href="#">protected characteristics</a> ' may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.			
	<b>Yes</b>	<b>No</b>	<b>Comments</b>
<b>Age</b>	<b>X</b>		Data for usage by age group is reflected above. It is evident that younger people would be disadvantaged if some of the services were discontinued, such as Parent-led story time, Homework help, Bookstart, Summer Reading Challenge, the children's area and children's audio books, and these could not be provided elsewhere.
<b>Disability</b>	<b>X</b>		If the Home Library Service was discontinued, this would disadvantage people with poor mobility and unable to reach the library unaided. Travelling distances between libraries in a reduced network may reduce access for people with physical mobility difficulties or other problems with travel as a result of mental health conditions or learning difficulties. The public transport links for Barwell to the nearest hub library (Hinckley) are outlined in section 1 (3) above.
<b>Gender Reassignment</b>		<b>X</b>	No disadvantage identified.
<b>Marriage and Civil Partnership</b>		<b>X</b>	No disadvantage identified
<b>Pregnancy and Maternity</b>	<b>X</b>		The library is an information point for women in pregnancy and during maternity. Similar information may be provided elsewhere. Travelling may be difficult for women in advanced pregnancy or with babies, so the comments regarding travelling (listed under disability above), may



				equally apply to this group.
	<b>Race</b>	<b>X</b>		<b>In common with other libraries within the network, Barwell is committed to providing a culturally and racially appropriate range of reading and audio material. This must be retained in any revised provision.</b>
	<b>Religion or Belief</b>	<b>X</b>		<b>As above.</b>
	<b>Sex</b>		<b>X</b>	<b>Nothing identified.</b>
	<b>Sexual Orientation</b>	<b>X</b>		<b>See Race (above).</b>
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	<b>X</b>		<b>The particular needs of Barwell, as determined by its demographic and socio-economic profile will need to be fully analysed to assess the value of the provision to its locality. There are known areas of local deprivation, and Barwell would fit some measures as a disadvantaged community. There is a local Travelling community. There is a relatively high level of unemployment and low skill levels. High levels of substance abuse. Any difficulties specific to Barwell identified from local knowledge or through consultation may inform the EHRIA but may be equally relevant to the Community Assessment to be prepared for Barwell.</b>
	<b>Community Cohesion</b>	<b>X</b>		<b>Many of the services provided (e.g. support for reading groups, promoting community use of the library and the wider George Ward Centre provision) contribute towards the promotion of community cohesion. Barwell Junior School won the</b>

				Summer Reading Challenge in 2011.
10.	Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? <b>(Please tick)</b>			
	Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]			
		Yes	No	Comments
	<b>Part 1: The Convention- Rights and Freedoms</b>			
	Article 2: Right to life		X	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		X	
	Article 4: Right not to be subjected to slavery/ forced labour		X	
	Article 5: Right to liberty and security		X	
	Article 6: Right to a fair trial		X	
	Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life	X		The library makes a significant contribution to family life as 1 in 5 local children do not have access to a book at home. Promoting interest in a deprived area in this way nurtures self respect and pride in a locality that may not readily arise from elsewhere.	
Article 9: Right to freedom of thought, conscience and religion	X		Libraries are a vital source of information, particularly for marginalised groups (e.g. from minority cultures) who may not have this readily available from other sources (e.g. local retail outlets). In this sense, the service promotes the rights contained in Article 9.	
Article 10: Right to freedom of expression	X		As for Article 9.	

	<b>Article 11: Right to freedom of assembly and association</b>		<b>X</b>	
	<b>Article 12: Right to marry</b>		<b>X</b>	
	<b>Article 14: Right not to be discriminated against</b>	<b>X</b>		<b>The shortfalls that may occur, as identified for Articles 8 &amp; 9, are more likely to discriminate against certain groups, e.g. BME or people from minority faiths.</b>
<b>Part 2: The First Protocol</b>				
	<b>Article 1: Protection of property/ peaceful enjoyment</b>		<b>X</b>	
	<b>Article 2: Right to education</b>	<b>X</b>		<b>The educational functions of libraries are a strong aspect of their provision, and added value comes from the Summer Reading Challenge, Bookstart, and the study / homework support. It is recognised that this is not part of mainstream statutory education provision, but an important enhancement.</b>
	<b>Article 3: Right to free elections</b>		<b>X</b>	
<b>Section 2</b>				
<b>D: Decision</b>				
<b>11.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) this policy could have a different effect or adverse impact on any section of the community;	<b>X</b>		
	b) any section of the community may face barriers in benefiting from the proposal	<b>X</b>		
<b>12.</b>	Based on the answers to the questions above, what is the likely impact of this policy?  This is to be assessed in a full EHRIA.			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				

13.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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