



Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham Library Service Tiered Delivery Model For Community Libraries
Directorate	Place
Service Area	Homes And Neighbourhood - Place
Type	Amended Function
EA Summary	The Community Library service are consulting on introducing a tiered Library service which will incorporate greater community support. This is aligned to the budget allocation set in 2014/15.
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a Amended Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

Deliver a city wide community library service through a tiered system, based around the Society of Chief Librarians universal offers : learning, digital, reading, information, and health. The proposed tiered model proposes to co-deliver Libraries rated as Tier 3 libraries. The Tier 3 libraries that are being consulted on are, Bartley Green, Bloomsbury, Glebe Farm, Kents Moat, Selly Oak and West Heath Library. These libraries will be supported by 15 hours of BCC library staffing working alongside partners and stakeholders. This still ensure accessibility of the library service to almost all of Birmingham residents who will still be within 2 miles of a library service. The consultation proposes the closure of Sutton Coldfield and Aston Libraries.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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Comment:

Children have been consulted through the use of two questionnaires. It was import that we capture the views of the future generation and provide a library service that will meet there needs.

Health: Helping People Become More Physically Active And Well	Yes
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Comment:

Health is one of the Society of Chief Librarians universal offers. Libraries provide access to health information both online and through selected book stock.

Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes

Comment:

It is acknowledged that the proposed changes are likely to have an impact on staff. Through the consultation process the council will follow policy and procedures, these will include briefings, meetings with managers, one to one consultation, email, written communications and Trade Union consultation. The proposed new Community Library service model indicated a staffing reduction of an estimated 13 fte from a total workforce of 112 fte. Data is held regarding the workforce profile in relation to age, pregnancy and maternity, race, gender and disability, though not in relation to other protected characteristics.

It is important to ensure that the process of implementing the new organisational design does not adversely affect individuals with one or more protected characteristics. A range of staff and Trade Union consultations will help to inform the decision-making process to determine the development of the savings programme.

Will the policy have an impact on wider community?	Yes
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Comment:

It is acknowledged that the new model will have a greater impact on the users of the two libraries proposed for closure. A set of principles have been used throughout the model: this will see an

enhancement of service at Mere Green Library if Sutton Coldfield closes, and Birchfield will be moved to a tier 1 library if Aston Library closes.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes
Gender Reassignment	Relevant	Yes
Marriage Civil Partnership	Relevant	Yes
Pregnancy And Maternity	Relevant	Yes
Race	Relevant	Yes
Religion or Belief	Relevant	Yes
Sexual Orientation	Relevant	Yes

2.4 Analysis on Initial Assessment

The budget review process identified savings to the community library service in 2014 of £1.8 million to be achieved by 2017/18. This is following savings of £3.5 million already delivered since 2012. The library service in Birmingham needs to design a service for the 21st Century which is financially sustainable and is underpinned by transformational change to deliver on a modern set of outcomes. To deliver the type of change required will take time and the city council will need to work with and listen to partners at a national level and with organisations and individuals from local communities. It is clear that Birmingham Community Library Service cannot continue to operate as it has done in the past. The majority of the Library budget covers staff and premises costs, the principle way to achieve the significant reductions that are required is to reduce the opening hours across the service and to reduce the number of staff working for the service. The authority continues to prefer to retain a library service, even though this may mean reduced hours of operation, as opposed to wholesale closures. It recognises that this is not possible in all cases due to budgetary constraints, operational effectiveness, and premises related issues.

A number of options have been explored during this time including reducing the number of libraries that BCC runs to 24 libraries, and the remaining 13 libraries being run through 3rd sector organisations and partnerships, this was explored in EA000352. A staff led mutual and a in-house model have also been explored. Alternative delivery models for Hall Green Library, Spring Hill Library and West Heath Library were explored in EA000379. The delivery of West Heath Library relocated into a preferred option Oddingley Hall was explored in EA 001193.

The savings target for community libraries was set in 2015/16. It was a three year target growing each year with a final cumulative figure to be achieved of £1.8m in 2017/18. During this period a number of different approaches to delivering the savings have been considered.

Closure of the lowest priority sites, whilst maintaining the level of budget, service provision and opening hours at all other sites. This approach would have closed 13 sites as many of the lower priority sites are already the least costly and therefore a considerable amount of sites would have closed. Accessibility to the service would have been significantly reduced under this model.

Delivering the service via a staff led mutual. This option was considered as it has the potential to deliver cost reductions and increase income and therefore retain larger numbers of libraries. Cost reductions can be achieved in a number of ways but a significant element is the ability to achieve a reduction in business rates. The income increases were projected through charitable donations, increased income through coffee/vending sales and new fees such as reservations. Alongside further options around building repairs and maintenance and suppliers. The model reviewed at the time fell short of the budget requirements due to the business rate strain. The model also required the city council to invest in self service before the service was transferred, which it was unable to do at the time.

Using open plus to deliver libraries in unstaffed mode. This option would require significant investment and internal layout remodelling, but other local authorities such as Peterborough City Council has used this technology to reduce the hours in which libraries are open with staff but by operating in unstaffed mode the amount of hours libraries are actual open to the public is maintained or increased. This option also considered some of the libraries being operated through a new charitable organisation.

Following on from these options, a refined tiered offer has been designed that will be consulted on during October

2016. We aim to invest in our Libraries and make them more responsive and flexible to our customer's needs. We are proposing to reshape the delivery of Birmingham Library Services into Tiers. The main Library offer will be delivered through the Library of Birmingham and Tier 1 and Tier 2 libraries which will be managed and delivered by Birmingham City Council.

Tier 3 Libraries these Libraries will be professionally supported by BCC but led by local communities and volunteers. The council will be looking to work in partnership with local communities or other organisations in the city to provide library services in these locations. As part of the partnership the council will offer 15 hours of professional staff support per week.

Tier 4 Libraries this will be a very localised and specific response, to support new activity around library service provision. BCC will seek to support local communities by way of a one off grant to deliver library provision from a new community venue. This may be a community wanting to deliver something that supports the existing delivered service or one or more of the five society of chief librarians universal offers. The closure of Sutton Coldfield Library and Aston Library are also considered through the consultation process.

The proposal also details an investment in self service and supporting volunteers with a training package.

o Tier 1: Main Library - these would be open for 35 hours, more likely to be delivered from the current library building and have other services delivered from the site such as the benefit verification service. All will have investment in installing self service equipment. The proposal is for 19 sites to be in this category.

o Tier 2: Community Library - these would be open for 21 hours, likely to be delivered from the current library building although options may exist to increase hours of operation by working with partners. The proposal is for 10 sites in this category.

o Tier 3: Supported Community Library - these would be run by a community organisation, from either their own premises or via a transferred facility. The City Council's library service will work in partnership to support the organisation through a 15 hour worker and through the provision of books and investment in self service equipment. The proposal is for 6 sites to be in this category.

o Tier 4: Community Initiated Library Services - the proposal under Tier 4 is to ensure that any local schemes put forward that increase access to one of the universal offers (Digital, Learning, Information, Reading and Health) are considered for support through a one-off pump priming grant. I.e. this could be organisations wanting to loan books or providing free internet access etc. There is no proposed number for the local offer this will be dependent on the ideas that come forward and the number that can be supported through the £20,000 small grant budget available. One site already falls into this category.

A needs assessment has been conducted learning from best practice as evidenced in the Chateris review following the local enquiry into the public library service provided by the Wirral Metropolitan Borough

<https://www.gov.uk/government/publications/a-local-inquiry-into-the-public-library-service-provided-by-wirral-metropolitan-borough-council>

The starting point for the model has been to carry out an assessment and prioritise the 37 community libraries. The prioritisation excludes the Library of Birmingham and also Castle Vale as this is no longer directly run by the City Council.

The assessment was undertaken using data from 11 indicators which represented considerations suggested in the Charteris Report and this was a similar approach to work done by other local authorities when assessing need. Libraries were then ranked from 1 to 37 (excluding Castle Vale and LoB but including West Heath and Bloomsbury) on each of these indicators which then led to a combined score to demonstrate their viability for service provision going forward.

The 11 criteria listed below were used to rank the community libraries.

1. Population of library catchment area
2. Total children and young people aged 0-19 in the library catchment area
3. Total adults aged 65+ in the library catchment area
4. Number of libraries within 2 miles of a library
5. Total books and other items issued

6. Average IMD score
7. Total visits
8. Cost per visit
9. PC Usage
10. Total attendance at activities and events
11. Building performance (sites scored better if had recent investment or were new build)

The needs analysis captures data from a variety of sources to reflect the criteria around need/viability.

All the criteria had an equal weighting and each library was ranked 1 to 37 depending on where they scored on the criteria.

Demographic data includes resident population, proportion of children and young people 0-19 living in the catchment area of the library.

The Index of multiple deprivation includes income deprivation; employment deprivation; health deprivation and disability; education deprivation; crime deprivation; barriers to housing and services deprivation; and living environment deprivation.

Access to other libraries includes the number of other libraries within a 2 miles radius of the library. Walking distance according to Google Maps.

Library performance data captures visits, active users, PC usage, participation in events and learning activity.

Library financial data is a cost per visit (calculation based on the out turn budget figure for each site divided by the number of visits).

Building Quality rank is dependent on level of investment received in the last 10 years and the level of investment needed in the next 10 years.

A high ranking suggests there is a lower level of need/viability for a library based on a particular indicator. Where a catchment area has a high level of deprivation a library will have a low score because there is more need for its services. Libraries that have good performance in terms of visits, issues, IT usage, membership, attendance at events and activities will have low scores because there is evidence of viability and need through the uptake of services. Buildings that are costly to operate or require investment through refurbishment will have higher scores for this indicator.

As libraries often draw their catchment from across ward and city boundaries, the catchment areas were created by including any Lower Super Output Areas (LSOAs) where a defined percentage of the resident population (3%) used the library in the past 12 months. They have an average of roughly 1,700 residents and 650 households. Measures of proximity (to give a reasonably compact shape) and social homogeneity (to encourage areas of similar social background) are also included. The catchment area data reflects actual users of the library.

All rankings have been combined to give an overall score, which indicates how well libraries are aligned to meeting the needs of the local community and library users, and the longer term viability of the building.

The individual library and catchment area profiles give detailed demographic data on age, gender, BME population and disability. Data on economic activity, educational attainment, was also included as well as identifying those LSOAs ranked as the most deprived in the (national) Index of Multiple Deprivation (IMD). All major bus/train routes serving the library catchment areas were identified and plotted.

It is acknowledged that this is an initial assessment and that it will progress to a full assessment once citywide consultation has taken place.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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3.1.2 Age - Impact

Describe how the Function meets the needs of Individuals of different ages?

The Library service will continue to be delivered from sites across the city. Therefore this allows access for all age groups to the library service. It is intended that volunteers will support the delivery of tier 3 and tier 4 libraries. The proposal is to reduce opening hours in Tier 1 Libraries to opening for 35 hours per week, Tier 2 Libraries opening for 21 hours per week and Tier 3 Libraries open for 15 hours per week with the option for longer opening hours when supported by volunteers. The impact of change in opening hours may be greater for library users in older age groups who may also have disabilities, as it may be more difficult for these groups to access alternative library sites.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Function?	Yes
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If so, how did you obtain these views?

The public consultation ran from October 25th 2016 to January 27th 2017, and the results from the questionnaire have now been analysed. This was alongside 4 public meetings and 33 briefing sessions held at all libraries across the city. In addition 6 focus groups were facilitated by the Strategic Research team these sessions engaged with 41 Birmingham citizens.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	Yes
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If so, how did you obtain these views?

Stakeholder meetings have taken place throughout the period of the consultation. Staff have been fully consulted with and the Trade Unions involved.

Comment:

Staff age ranges with data provided by HR

Age range	pre service redesign	post service redesign
20-29	4%	3%
30-39	17%	18%

40-49	21%	24%
50-59	48%	45%
60-69	10%	10%

Is a further action plan required?	No
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3.1.4 Age - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.2 Disability - Assessment Questions

3.2.1 Disability - Relevance

Disability	Relevant
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3.2.2 Disability - Impact

Describe how the Function meets the needs of Individuals with a disability?

Community Libraries are designed to be accessible for residents with physical and visual disabilities. The impact of reduced opening hours may be greater for disabled users due to additional difficulty in accessing alternative library locations or a more limited library service.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

No data on library users is recorded through the Library Management system although the IMD data takes into account health deprivation. The consultation questionnaire recorded if participants considered themselves to have a disability. A focus group session looked at the impacts on the proposed model with disabled residents. One participant rents the community room in a community library. The workshops offer a mixture of advice and practical sessions, all based around employment support and health & wellbeing (e.g. CV writing and IT classes). Around 30 clients with disabilities come to the workshops every week.

. Many clients cannot afford their own computers or have internet at home, so the library is their source of access to the Internet, for activities such as looking for jobs (which is important as DWP/ job centre do not have time to help them).

. One participant uses internet to search for a book across the BCC library network and has it delivered to the local library - this saves him having to travel, and pay for travel, across different libraries.

. Being able to go to the library and use the resources help people with disabilities to be independent.

. One participant uses his local library to hold meetings / talk to people with disabilities as part of his voluntary role - this is free as he uses a corner of the library rather than renting a room."

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16, Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16, Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups. Staff and Trade Unions have also been consulted

Comment:

Staff data pre and post service design

Disability

Yes 7% 8%

No 91% 91%

Not assigned 2% 1%

Is a further action plan required?	No
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3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Function could assist Individuals with a disability to participate more?	No
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	No

3.3 Religion or Belief - Assessment Questions

3.3.1 Religion or Belief - Relevance

Religion or Belief	Relevant
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3.3.2 Religion or Belief - Impact

Describe how the Function meets the needs of Individuals of different religions or beliefs?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof.

The community library service provides a service to the whole population and therefore there is no positive or negative impact as a result of a citizens religion or beliefs.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.3.3 Religion or Belief - Consultation

Have you obtained the views of Individuals of different religions or beliefs on the impact of the Function?	Yes
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If so, how did you obtain these views?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different religions or beliefs?	Yes
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If so, how did you obtain these views?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Is a further action plan required?	No
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3.3.4 Religion or Belief - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.4 Gender - Assessment Questions

3.4.1 Gender - Relevance

Gender	Relevant
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3.4.2 Gender - Impact

Describe how the Function meets the needs of Men and women?

The community library service provides a service to the whole population and therefore no disadvantage is applied to either men or women.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.4.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Function?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	Yes
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If so, how did you obtain these views?

Meetings have been held across the city with interested parties and stakeholders. Staff and Trade Unions have been consulted throughout the process.

Comment:

Pre-service redesign post service redesign

Gender

Female 81% 81%

Male 19% 19%

Is a further action plan required?	No
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3.4.4 Gender - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?

No

3.5 Gender Reassignment - Assessment Questions

3.5.1 Gender Reassignment - Relevance

Gender Reassignment	Relevant
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3.5.2 Gender Reassignment - Impact

Describe how the Function meets the needs of Individuals who have undergone or are intending to undergo gender reassignment?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof. The closure of a library may impact on service users and this may be more significant for citizens with some protected characteristics . i.e elderly/disabled/undergoing gender reassignment/ pregnant women and children as they may find it difficult to access an alternative library which may be further away.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.5.3 Gender Reassignment - Consultation

Have you obtained the views of Individuals who have undergone or are intending to undergo gender reassignment on the impact of the Function?	Yes
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If so, how did you obtain these views?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who have undergone or are intending to undergo gender reassignment?	Yes
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If so, how did you obtain these views?

Needs analysis 2015/16 , performance data, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Is a further action plan required?	No
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3.5.4 Gender Reassignment - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals who have undergone or are intending to undergo gender reassignment being treated differently, in an unfair or inappropriate way, just because of their gender reassignment?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.6 Marriage Civil Partnership - Assessment Questions

3.6.1 Marriage Civil Partnership - Relevance

Marriage & Civil Partnership.	Relevant
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3.6.2 Marriage Civil Partnership - Impact

Describe how the Function meets the needs of Individuals who are married or in civil partnerships?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof. Therefore there is no positive or negative impact as a result of a persons marital or civil partnership status.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.6.3 Marriage Civil Partnership - Consultation

Have you obtained the views of Individuals who are married or in civil partnerships on the impact of the Function?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who are married or in civil partnerships?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Is a further action plan required?	No
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3.6.4 Marriage Civil Partnership - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals who are married or in civil partnerships being treated differently, in an unfair or inappropriate way, just because of their marriage civil partnership?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.7 Pregnancy And Maternity - Assessment Questions

3.7.1 Pregnancy And Maternity - Relevance

Pregnancy & Maternity	Relevant
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3.7.2 Pregnancy And Maternity - Impact

Describe how the Function meets the needs of Pregnant women or those who are on maternity leave?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof. The closure of a library may impact on service users and this may be more significant for citizens with some protected characteristics . i.e pregnant women as they may find it difficult to access an alternative library which may be further away.

Do you have evidence to support the assessment?	No
Do you plan to collect any evidence?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable

3.7.3 Pregnancy And Maternity - Consultation

Have you obtained the views of Pregnant women or those who are on maternity leave on the impact of the Function?	No
If not, why not?	No relevant individuals identified
Have you obtained the views of relevant stakeholders on the impact of the Function on Pregnant women or those who are on maternity leave?	No
If not, why not?	No relevant stakeholders identified
Is a further action plan required?	No

3.7.4 Pregnancy And Maternity - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Pregnant women or those who are on maternity leave being treated differently, in an unfair or inappropriate way, just because of their pregnancy and maternity?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.8 Race - Assessment Questions

3.8.1 Race - Relevance

Race	Relevant
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3.8.2 Race - Impact

Describe how the Function meets the needs of Individuals from different ethnic backgrounds?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof.

The community library service provides a service to the whole population and therefore there is no positive or negative impact as a result of a citizens race.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.8.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Function?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals from different ethnic backgrounds?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups. Staff and Trade Unions have also been consulted.

Comment:

Staff data pre and post redesign

Ethnicity

African	1%	1%
British	39%	51%
Caribbean	6%	6%
Indian	9%	9%
Irish	1%	1%

Kashmiri 1% 1%
 Pakistani 7% 7%
 White/Asian 1% 1%
 White/Black Caribbean 1% 1%
 Other 19% 16%
 Not assigned 9% 2%
 Prefer not to say 1% 1%
 Bangladeshi 2% 2%
 Unknown 3% 1%

Is a further action plan required?	No
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3.8.4 Race - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.9 Sexual Orientation - Assessment Questions

3.9.1 Sexual Orientation - Relevance

Sexual Orientation	Relevant
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3.9.2 Sexual Orientation - Impact

Describe how the Function meets the needs of Individuals of different sexual orientations?

Community libraries are a statutory service under the 1964 Public Libraries and Museums act. Local authorities must provide a comprehensive and efficient library service to those wishing to may use thereof.

The community library service provides a service to the whole population and therefore there is no positive or negative impact as a result of a citizens sexual orientation.

Do you have evidence to support the assessment?	Yes
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Please record the type of evidence and where it is from?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
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3.9.3 Sexual Orientation - Consultation

Have you obtained the views of Individuals of different sexual orientations on the impact of the Function?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different sexual orientations?	Yes
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If so, how did you obtain these views?

Community Libraries Needs analysis 2015/16 , Individual Library and catchment area profiles 2016, results from public consultation that ran from October 25th 2016 - January 27th 2016. 4 public meetings were held alongside 33 briefing sessions plus additional meetings with interested parties and stakeholders. 6 specific focus groups also detailed the impact on protected groups.

Is a further action plan required?	No
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3.9.4 Sexual Orientation - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
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Do you think that the Function has a role in preventing Individuals of different sexual orientations being treated differently, in an unfair or inappropriate way, just because of their sexual orientation?	No
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	No

3.10 Concluding Statement on Full Assessment

The proposed future operating model for community libraries which we have consulted on has the potential to impact negatively on citizens with protected characteristics in particular children, the elderly and disabled citizens. This impact may be more noticeable for children and elderly citizens as they have to travel further to access the library service, as hours are reduced across the service. However the consultation and engagement process has informed the process so that appropriate changes have been considered and implemented to mitigate any adverse impacts. Through this process it is acknowledged that Kents Moat and Glebe Farm libraries are in areas of high deprivation, the needs assessment has been adjusted so that deprivation has a higher weighting than the other criteria. Therefore following consultation it has been proposed to channel the resource allocated for Kents Moat Library which is due to close shortly due to redevelopment in the area, to Glebe Farm Library to enhance services for the community. Sutton Coldfield Library will remain open temporarily as a tier 1 Library. Therefore this removes the impact on the elderly, the young and pregnant women of travelling further to access the library service. This will be reassessed as and when proposals around the future of Sutton Library are finalised. A reduced service will continue to be provided from Aston Library as it is acknowledged that children make good use of the local community library and that this would not be the case if the service closed and was provided from Birchfield Library which is not as accessible to the Aston community. Through the consultation it has been demonstrated that proximity to a community library is greatly valued, this is evident through the Be Heard consultation results and the 1675 completed children's surveys. By maintaining provision in Sutton Coldfield and Aston Library all Birmingham residents will be within 2 miles of a library service.

There has been no evidence that the service wide reduction in opening hours of 155 hours (14%) has a disproportionate effect on any group with a protected characteristic. The model was generated from 11 criteria which included a weighted figure for deprivation.

Impact of staffing reductions

The impact of staffing reductions does not disproportionately affect any particular group. However, following implementation of the service redesign monitoring and review of any trends in changes in employment patterns will be undertaken.

Mitigation

It is highly unlikely that a selection process will be required following a VR process which was undertaken within the legal framework and Birmingham City Council policy. If any selection process is undertaken, appropriate action will be undertaken to ensure a fair and transparent process. The outcome of any selection process if required will be monitored and reviewed.

Please see EA appendix 5A for detailed report.

4 Review Date

02/02/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.

