

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Reduce the number of council run libraries
Please outline the proposal.	<p>The new proposal is a budget reduction ranging from £720,000 to £2.2million over two years, from April 2018 – 2020.</p> <p>This would affect all libraries in the city. There are currently 28 libraries in Bristol. We will be exploring options for a mixed model of library service delivery in the future. This would include community groups running local community hubs that include library provision, running some services from shared buildings and exploring alternative models for managing the remaining Bristol City Council owned libraries through a possible trust or Mutual or IPS organisation.</p>
What savings will this proposal achieve?	In the range of £720k - £2.2m
Name of Lead Officer	Kate Murray

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
<p>Yes. The Library service is a universal service and available to all; therefore anyone in the city could be affected by the proposals. In addition to this, there are specific groups that will be affected in different ways.</p> <p>We know that all current library users will be affected by any changes to the library service. The library service holds data about the Age, Gender, Disability and Race of its members, which was captured up to 2012 in the membership form (not compulsory). This data can be analysed by the library that the members most commonly use, and we can see which Lower Super Output Areas (LSOAs) library users live in, to compare to the profiles of those areas from 2011 census data. The EQIA that supported the consultation that run from March 2015 to June 2015 used data from the Neighbourhood Partnership community profiles, to provide the data for the citywide comparison of all protected characteristics and gain an understanding of potential impact and mitigations. For this proposal, a number of new sources of data have become available about the protected characteristics of the citizens of Bristol, namely by Lower Super Output Area and this data will be used to inform the development of the proposal</p>
Please outline where there may be significant negative impacts, and for whom.
At this early stage it is only possible to say that all current library customers and the citizens of Bristol will be affected as the scale of the savings proposed are significant and far-reaching. All groups of society will be affected and could have adverse impacts on those who use local libraries for services and

access to information and technology. The level or implications of impact will be determined by the nature of the proposal and the libraries affected.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

With a potential change at this scale, it is likely that the service will need to re-shape existing roles and developing new remits for staff. This may offer opportunities to staff who wish to further develop their roles within the service.

Please outline where there may be negative impacts, and for whom.

With this scale of reduction, it is likely that jobs will be lost from the service, which would impact on all staff, including those with protected characteristics.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes. We will be developing a full EQIA alongside the development of the formal proposal.

Service Director sign-off and date:
Di Robinson 11/10/16

Equalities Officer sign-off and date:
S.Nelson 11/10/16