

Equality Impact Needs Assessment

Initial Screening

For guidance on completing this form please go to The Source; EEC Directorate; Equality & Diversity – to view the EINA Guidance Booklet.

Directorate:		Environment, Economy & Culture	Service Area:	Library Information Services
Name and Contact Details of Officer completing Assessment		Hazel Skinner		Extension: 4339
Is this a new or are you reviewing an existing Strategy or Policy?		<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing		
Name of Strategy or Policy (S/P)		MDL P5 - Reading Promotion and Development Project		
1.	Briefly describe the main aim, objective and/or purpose.	<input type="checkbox"/> Develop, promote and deliver a wide-ranging NYR08 programme of library activities linking with partner organisations within DCC and more widely <input type="checkbox"/> Provide and deliver the 2008 Summer Reading Challenge for children across Devon, taking the opportunities provided by NYR08 to develop even stronger activity and promotional links with partner organisations <input type="checkbox"/> Identify and develop proposals for the next stages of Reader Development work and supporting services, particularly taking the opportunities that NYR08 will provide to work with partner organisations and reach out to individuals and groups who make little or no use of library services		
2.	Are there any associated objectives of the S/P? Please explain.	A raised profile for the library service, celebrating and promoting what we do and offer.		
3.	Who is intended to benefit from this S/P and in what way? Please explain.	Everyone in Devon. This includes all library users, and those whom the library service has not been able to reach yet, or those who might find the service hard to access. The national NYR priority audiences are: Children preschool to secondary with particular focus on: <ul style="list-style-type: none"> • Early years • Teenagers (KS3) • Looked after children • Black and minority ethnic communities • Disabled children (and parents) Parents and carers of younger children Adult learners.		
4.	What outcomes are wanted from this S/P?	<input type="checkbox"/> A programme of successful events throughout the NYR 2008, developed and badged as NYR, including some pilot projects that investigate the potential for sustainable future development of our services <input type="checkbox"/> A raised profile of the library service		

		<input type="checkbox"/> An increase in active reading, along with increased library membership and usage, particularly with hard-to-reach groups <input type="checkbox"/> A strengthened Reader Development strategy, more inclusive, & sustainable <input type="checkbox"/> Increased & strengthened partnerships, both within DCC and beyond <input type="checkbox"/> Legacy for the future, beyond the timing of NYR itself			
5.	What factors/forces could contribute/detract from the outcomes?	<p>Time – the programme has to be delivered within a tight time-frame, with monthly 'themes' to work around</p> <p>Budget – some money will be available (amount unknown to date), but most activities will have to be carried out within already stretched existing resources.</p> <p>Staff capacity - Any activities organised must take into account front-line staff capacity to deliver alongside day-to-day activities</p> <p>Actual physical space in some libraries can be very limited, so activities will have to be carefully planned.</p> <p>Legal Requirements – Health & Safety & Child Protection guidelines must be taken into account when planning activities</p>			
6.	Who are the main stakeholders in relation to the S/P?	Members of the public, Devon Library & Information Services staff, partners within EEC, the rest of DCC and in other organisations that we are able to work with to deliver events & activities			
7.	Who implements this S/P and is responsible for it?	Mainly DLIS staff to implement and CYP Services Manager (Hazel Skinner) to take responsibility			
What Impact is the Strategy/Policy likely to have on different sections of the community? Questions 8-15 follow					
8.	Are there concerns that the S/P could have a differential impact on racial groups?	<table border="1"> <tr> <td style="text-align: center; vertical-align: middle;"> Y <input type="checkbox"/> </td> <td style="text-align: center; vertical-align: middle;"> N <input checked="" type="checkbox"/> </td> <td style="vertical-align: top;">Please explain</td> </tr> </table>	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain			
	What existing evidence (either presumed or otherwise) do you have for this?	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to its services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more. It is aware of the changing make up of Devon's communities and seeks to make its stock and activities reflect the changing ethnic make up of Devon's communities.</p> <p>Library joining information is produced in a range of languages. Stock selected in dual-language & foreign language formats, with central collections that can be relocated when a library requests material in an additional language, or with permanent collections in branches that have identifiable ethnic minorities in their community. Community profiling information currently being gathered to continue to inform this process.</p>			

9.	Are there concerns that the S/P could have a differential impact due to gender ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
	What existing evidence (either presumed or otherwise) do you have for this?	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more.</p> <p>While boys are a key target of the Summer Reading Challenge and the NYR, as their engagement and lower achievements at school are a recognised issue, we will continue to provide stock and activities that engage with both girls and boys. Should a display of materials be captioned 'Books for boys' or similar, then an alternative display aimed at girls is often offered at a different time, and all materials may be borrowed by anyone, regardless of gender.</p>		
10	Are there concerns that the S/P could have a differential impact due to disability ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
	What existing evidence (either presumed or otherwise) do you have for this?	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more.</p> <p>Although there are still a few branch libraries that still struggle to conform to DDA guidelines, there is a rolling programme of alterations & replacement building as part of the capital programme taking place. When an activity is planned, it should take into account DDA guidelines for the location and format of the event. Stock is selected making full use of a range of materials that make access to reading easier, including materials in Large Print, Braille, Spoken Word and other formats.</p>		
11	Are there concerns that the S/P could have a differential impact due to sexual orientation ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
	What existing evidence (either presumed or	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of</p>		

	<p>otherwise) do you have for this?</p>	<p>barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more. It is aware of the changing make up of Devon's communities and seeks to make it's stock and activities reflect the changing LGBT make up of Devon's communities.</p> <p>We provide stock and activities that engage with all sections of society, regardless of sexual orientation and highlight fiction prizes that promote LGBT writing.</p>		
12.	<p>Are there concerns that the S/P could have a differential impact due to age?</p>	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain</p>
	<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more. It is aware of the changing make up of Devon's communities and seeks to make it's stock and activities reflect the changing age profiles of Devon's communities. Stock and activities are aimed at people with a variety of interests, regardless of age.</p> <p>Services such as the WRVS Housebound reader service aim to take our service to those who cannot access us through age or infirmity, and special services organise service delivery through deliveries to nursing and care homes.</p>		
13.	<p>Are there concerns that the S/P could have a differential impact due to their religion or belief?</p>	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain</p>
	<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more. It is aware of the changing make up of Devon's communities and seeks to make it's stock and activities reflect the changing religious beliefs in Devon's communities.</p>		

		We provide stock and activities that engage with all sections of society, regardless of religion or belief and highlight different religious events and celebrations throughout the year with displays and exhibitions, often in conjunction with local groups and schools. Changes in opening hours reflect local community needs and acknowledge differing beliefs eg Sunday opening at Exeter Central offers an opportunity for non-Christian groups to use the library.		
14.	Are there concerns that the S/P could have a differential impact due to them being trans-gendered or transsexual ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
	What existing evidence (either presumed or otherwise) do you have for this?	See section 11 above		
15.	Are there concerns that the policy could have a differential impact due to them having dependants/ caring responsibilities ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
	What existing evidence (either presumed or otherwise) do you have for this?	Devon Library & Information Services aims to provide an inclusive, responsive and accessible library and information service, meeting the needs and demands of Devon's communities, residents and visitors. It sees access and the removal of barriers as fundamental, and is working towards ensuring equality of access to it's services for every member of the community. To reflect this goal, the mission of the Service is to provide and promote libraries in Devon as "informal learning places for all, at the heart of communities, meeting places for cultural and other local activities, providing printed and online information, acting as access points for council and other relevant services and supporting community identity and well being". As a service provider, the Library Service is seeking to 'add value' by encouraging a wider range and number of people across Devon to use libraries as well as ensuring the "library experience" is something people want to continue having because it meets their needs and they come back for more. It is aware of the growing number of carers in the community and seeks to make it as easy as possible to access stock and information, through access such as on-line services, the customer service centre, return anywhere policies, & increased opening hours. We are currently looking at extending the arrangement for children in care to access library services to the growing numbers of young carers in the community.		
16.	If any impacts above amount to an adverse impact, can this be justified?	Y <input type="checkbox"/>	N <input type="checkbox"/>	Please explain Not applicable
17.	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	Y <input type="checkbox"/>	N <input type="checkbox"/>	Not applicable

18	Should the S/P proceed to full impact assessment?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	If yes, proceed to full assessment	
	If no, what is required to ensure that this S/P complies with the requirements of the legislation e.g. change of wording, additional information				
Signed by completing Officer		Hazel Skinner		Dated:	04/02/08
Signed by Head of Section		Mike Maguire		Dated:	08/02/08
Date to review this Assessment?		Please provide		Date of Review:	30/06/08

Please provide a signed copy to your Directorate Equality Representative, Natasha Cole, Lucombe House, County Hall and also email an electronic copy Natasha.cole@devon.gov.uk so the results can be published on the Council's website