

# 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		Paula Mardo		Extension: 8621
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)		Improving Usage of Devon Libraries Project		
1.	Briefly describe the main aim, objective and/or purpose.	Audit of current activity, including community engagement; realignment of opening hours, removing obvious anomalies; identifying opportunities for increased community engagement, including Friends Groups.		
2.	Are there any associated objectives of the S/P? Please explain.	Increased usage i.e. more library visits by members of the public, to meet national Performance Targets.		
3.	Who is intended to benefit from this S/P and in what way? Please explain.	General public, through improved access to libraries and availability of information and access to other agencies via libraries.		
4.	What outcomes are wanted from this S/P?	More public involvement in libraries; increased library usage; consistency in opening hours offered to communities.		
5.	What factors/forces could contribute/detract from the outcomes?	Project is to be achieved within existing budget; consultation on opening hours may raise public expectations. On the other hand, people generally value their Library Service and will be keen to contribute and be more involved.		
6.	Who are the main stakeholders in relation to the S/P?	Library users; library staff and management; Friends Groups.		
7.	Who implements this S/P and is responsible for it?	Head of Devon Library and Information Service and Strategic Management Team.		

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 <b>racial</b> groups?	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain It is envisaged that the project will improve access to libraries and the way in which libraries are used, for all sections of the community.</p>
What existing evidence (either presumed or otherwise) do you have for this?		The Library Service employs specialist staff who address the needs of different sections of the community, including those in hard to reach groups, in order to monitor the service provided to them and identify ways of improving the service.		
9.	Are there concerns that the S/P could have a differential impact due to <b>gender</b> ?	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain See above</p>
What existing evidence (either presumed or otherwise) do you have for this?				
10	Are there concerns that the S/P could have a differential impact due to <b>disability</b> ?	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain See above</p>
What existing evidence (either presumed or otherwise) do you have for this?		Libraries have access for disabled people, with 2 exceptions where physical constraints of the building are impossible to overcome. Hearing loops are fitted for people with hearing disabilities. Specialist Librarians are employed to address the needs of different sectors within the community. The Library Service continually reviews access and looks to improve the service it offers to people with a disability.		
11	Are there concerns that the S/P could have a differential impact due to <b>sexual orientation</b> ?	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain See above</p>
What existing evidence (either presumed or otherwise) do you have for this?				
12.	Are there concerns that the S/P could have a differential impact due to <b>age</b> ?	<p>Y <input type="checkbox"/></p>	<p>N <input checked="" type="checkbox"/></p>	<p>Please explain See above</p>
What existing evidence (either presumed or otherwise) do you have for this?				

13.	Are there concerns that the S/P could have a differential impact due to their <b>religion or belief</b> ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain  Opening hours can present a problem for some faith groups, but each library is open at various times throughout the week, and at different times of day, in order to ensure that access is available to all.
	What existing evidence (either presumed or otherwise) do you have for this?			
14.	Are there concerns that the S/P could have a differential impact due to them being <b>trans-gendered or transsexual</b> ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain  See above
	What existing evidence (either presumed or otherwise) do you have for this?			
15.	Are there concerns that the policy could have a differential impact due to them having <b>dependants/ caring responsibilities</b> ?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain  See above
	What existing evidence (either presumed or otherwise) do you have for this?			
16.	If any impacts above amount to an adverse impact, can this be justified?	Y <input type="checkbox"/>	N <input type="checkbox"/>	Please explain
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"/>	
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	Paula Mardo	Dated:	13.02.08
Signed by Head of Section	Geraint Hughes	Dated:	14.02.08
Date to review this Assessment?	Please provide June 2008	Date of Review:	

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](mailto:Natasha.cole@devon.gov.uk) so the results can be published on the Council's website