

## Appendix 4

# Equality Impact Analysis Record Form 2021 – Derbyshire County Council

### Part 1. Introduction and context

Policy/ Service under development/ review		Proposals to consult on the potential relocation of Clay Cross and Staveley Libraries			
Department/ Enterprising Council Workstream		Place – Libraries and Heritage			
Lead officer/ Workstream Lead		Michelle Parker			
EIA Team:		Michelle Parker, Alison Bailey			
Date analysis commenced:	0/05/2023	Date completed:	13/12/2021	Date approved:	
Updated:	16/10/23		01/11/2023		
Aims/ objectives of the policy/ service?					
To provide access to high quality resources and services (physical and digital) promoting reading for pleasure, information and learning for people living, working or studying in Derbyshire.					
What outcomes will be achieved with the new or changing policy/ service?					
<ul style="list-style-type: none"> <li>• Improve access to Council Services by locating different services within one building</li> <li>• Achieve cost efficiencies and savings as a result of co-locating services in one building</li> <li>• Maintain community’s access to library services while paving the way for the redevelopment of the area where the library is currently situated</li> <li>• Increase take up use of library services by raising awareness of its services amongst new audiences / potential customers using the Sports Centre</li> </ul>					

Please list any associated policies, services, or functions?

- Vision Derbyshire – County Council and District Councils working together
- Enterprising Derbyshire – delivering high quality services while ensuring cost effectiveness & best value
- Thriving Communities – bringing services together for the benefit of communities and enabling redevelopment plans for area

Please list the main people or groups that this policy/ service is designed to benefit and any other stakeholder involvement?

- The local community within Clay Cross and Staveley – easier access to services in one place
- Derbyshire Libraries – maintaining library services to the community
- Derbyshire County Council – cost efficiency savings
- North East District Council – redevelop area
- Chesterfield Borough Council- redevelop area

Will the policy/ service and any changes impact on any other organisations such as community and voluntary sector groups?

There are no Community or Voluntary Groups that use Clay Cross Library. Derbyshire Unemployed workers voluntary Group use Staveley Library

## Part 2. Supporting evidence

Please list and/ or link to below any recent and relevant consultation and engagement that can be used to demonstrate clear understanding of those with a legitimate interest in the policy/ service and the relevant findings:

- Staveley Masterplan Consultation which was undertaken in 2021
- Clay Cross- a period of extensive consultation with local residents and businesses, a number of projects were drawn up to support the regeneration ambitions of NEDDC and the Town Investment Plan

If there is insufficient consultation or engagement information, please explain what action is being taken to obtain this information and when this consultation/ engagement will be completed and available:

- DCC formal consultation July-Sept 2023.
- According to 2019 population estimates, the total population of Clay Cross was 25,361 (This is the combined figure of Clay Cross North &

South). Of this 12% were recorded as library users (3020 people) and 23.1% (5868 people) were over 65.

- Data from the Library Management System (active users, different ages, specific user groups, educational institutions/groups) – data will be used to analyse the library's current customer base to determine which groups may be affected by the proposed changes so mitigation measures can be put in place.

Please list or link to any relevant research, data or intelligence, Observatory or any other information that is available and will be used to help complete the analysis?

Data from the Library Management system shows:

As at 01.10.23 **Clay Cross** has 1,418 registered users of whom 1,099 are active users

An average of 54 users a month use the public PCs.

Breakdown of customers shows:

35% are adults

0.5% are from Home Library Service

10.9% are seniors

32.6% are under the age of 12

5.3% are teenagers aged 13-17

10.9% are Gold card users

0.2% are visually impaired and print denied

0.3% are B-line 18 cardholders

0.1% are students

2.6% are users on benefits

0.1% have a learning disability

0.1% are reader groups/bookclubs

0.2% are preschools/nurseries/child minders

1.3% are staff

As at 01.04.23 **Staveley** has 1,343 registered users of whom 985 are active users

An average of 55 users a month use the public PCs.

Breakdown of customers shows:

28.2% are adults  
9.1% are from Home Library Service  
8.7% are seniors  
33.4% are under the age of 12  
4.9% are teenagers aged 13-17  
9.5% are Gold card users  
0.2% are visually impaired and print denied  
0.3% are B-line 15-17 cardholders  
0.4% are B-line 18 cardholders  
0.6% are students  
1.5% are users on benefits  
0.7% have a learning disability  
0.9% are preschools/nurseries/child minders  
0.1% are reader groups/book clubs  
1.3% are staff

Please list or link below to any relevant service user/ customer or employee monitoring data and what it shows in relation to any Protected Characteristic (Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race and ethnicity, Religion and belief including non-belief, Sex or gender, Sexual orientation)

QScan – People counter

- Visitor numbers

LMS

- Registered and active users
- Breakdown of users according to age profile (gender, sexual orientation and ethnicity information not collected)
- Number of registered HLS users in the area

Netloan

- User figures

HLS

- Staff records of number of registered HLS users

If there is insufficient information, please outline any plans to remedy this?

### Part 3. Analysing and assessing the impact by equality Protected Characteristic group

Use the information, customer feedback and other evidence to determine upon whom the policy/ service and any proposed changes will impact upon and how, highlighting where these are negative or positive, including where this could constitute unfair treatment, additional inequality or disadvantage or result in hardship and exclusion.

Against any identified negative potential impacts you must provide details of any action or options which could mitigate against this, and in serious cases, you should highlight where the Council would be advised not to proceed with a new or changing policy or service, including any proposals which are being considered.

Please use your action plan attached to this analysis to record the action and the monitoring which will take place to deliver such mitigation.

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
1. Age	<p>Children and Families</p> <ul style="list-style-type: none"> <li>• Raised awareness of library service</li> <li>• Easier access to library resources in same place as other facilities</li> <li>• Situated in the Town Centre</li> </ul> <p>Young people</p> <ul style="list-style-type: none"> <li>• Raised awareness of library service</li> <li>• Easier access to library resources in same place as other facilities</li> <li>• Situated in the Town Centre</li> </ul>	<p>Children and Families</p> <ul style="list-style-type: none"> <li>• Different location</li> </ul> <p>Young people</p> <ul style="list-style-type: none"> <li>• Different location</li> </ul>

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
	<p>Elderly</p> <ul style="list-style-type: none"> <li>• Easier access to library resources in same place as other facilities</li> <li>• Some may benefit and feel less socially isolated as a result of a busier environment with a greater range of users</li> </ul> <p>Housebound</p> <ul style="list-style-type: none"> <li>• Not affected by potential move</li> </ul>	<p>Elderly</p> <ul style="list-style-type: none"> <li>• Some may struggle to cope with increased levels of noise and interaction with a wider variety of users</li> <li>• Accessibility</li> </ul>
2. Disability	<ul style="list-style-type: none"> <li>• Easier access to library resources in same place as other facilities</li> <li>• Library located on ground floor for easier access</li> <li>• Situated in the Town Centre</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of quiet areas for those with dementia or autism</li> </ul>
3. Gender re-assignment	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
4. Marriage & civil partnership <sup>1</sup>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
5. Pregnancy & maternity	<ul style="list-style-type: none"> <li>• Breast Feeding Welcome Policy in place in the library.</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
6. Race & ethnicity	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>

<sup>1</sup> Under EA 2010 – someone in a CP must not be treated less favourably than a married person

<b><i>Protected Characteristic or Group</i></b>	<b><i>Actual or potential positive outcome/ impact</i></b>	<b><i>Actual or potential negative outcome/ impact</i></b>
7. Religion/ belief <sup>2</sup>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
8. Sex or gender <sup>3</sup>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
9. Sexual orientation	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
10. Human Rights	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
11. Thriving Communities	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
12. Rural communities	<ul style="list-style-type: none"> <li>• Situated in the Town Centre</li> </ul>	<ul style="list-style-type: none"> <li>• Different location</li> </ul>
13. DCC Employees	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
14. Community and Voluntary sector organisations working with protected characteristic groups	<ul style="list-style-type: none"> <li>• No impact</li> </ul>	<ul style="list-style-type: none"> <li>• No impact</li> </ul>
15. Other not listed above		

## **Part 4. Summary of main findings**

Main findings indicate that the proposals to relocate Clay Cross and Staveley Library could impact on people of all ages and a limited number of people with disabilities. Key issues that need to be addressed are:

- Libraries situated in different locations
- Accessibility for disabled users
- Quiet areas

<sup>2</sup> Under EA 2010 – must also consider non-religious belief

<sup>3</sup> Sex and gender can be used at different times depending upon whether you are referring to the EA 2010 and the different duties which exist

These can be offset by formal consultation gaining feedback on proposed location, providing adequate parking, ensuring enough space for disabled access and quiet areas is included in plans, and using mobile shelving to create space when needed and seating areas being available.

### **Part 5. Equality Action Plan**

Please complete this Action Plan for any negative or unknown impacts identified in the Analysis above.

<b>Issue identified</b>	<b>Action required to reduce impact/ mitigate</b>	<b>Timescale and responsibility</b>	<b>Monitoring and review arrangements</b>
Libraries situated in different locations	DCC formal consultation	July-Sept 2023. M Parker	Review Nov 23
Access for disabled users	Ensure adequate access for disabled users on plans	During planning process	Review Nov 23
Quiet areas	Ensure a quiet area is identified on plans	During planning process	Review Nov 23
Parking	Ensure adequate parking is available	During planning process	

**Part 6. Date of any Cabinet/ Cabinet Member or Council Report to which this was attached and their decision:**