

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Proposed re-location of Stonehouse Library to Stonehouse Town Council building, High Street, Stonehouse
Person(s) responsible for completing this statement	Jane Everiss – Head of Library & Registration Services.
Briefly describe the activity being considered including aims and expected outcomes	<p>The current Stonehouse Library has ongoing maintenance problems and is costly to sustain. It is no longer viable as a long term venue for the library.</p> <p>The County Council is working with the Town Council to support its aim to develop a Library & Town Council building within the current Town Council premises, offering the community access to both Library & Town Council services from one location.</p> <p>The proposed venue would provide a refurbished space for the library and a High Street presence which could bring new users to the library and thereby widen access to the service,</p> <p>We are also aiming to encourage the recruitment of volunteers through the survey in order to help extend the library service over the core GCC provided opening hours. This would enable us to offer more library opening</p>

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

hours to the community within current costs.

The increase to opening hours potentially increases the accessibility of the library to a wider range of local people.

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	Gloucestershire County Council, Libraries & Information service.
Service user data/Needs analysis Information	
Age	<p>Only 1.25% of the population of Stonehouse used the Library over the previous year, indicating a very low take-up of the current service. Of these customers 29% are aged 65 or over which is higher than the Stonehouse population where 18.7% are aged 65+.</p> <p>38% of active borrowers are aged 0-15, which is considerably higher than the catchment where 19.5% of the population is aged 0-15</p> <p>In August 2016, 51% of private pensioner households had no access to a car or van with 63.4% of households having one pensioner living alone. These figures are higher than the National Average for England at 50.1% and 59.6% respectively.</p> <p>Plans for the building include accessibility considerations to ensure those who may have mobility restrictions are not prohibited in its use. Disabled parking is available directly outside the front of the building. The Library will be situated in one area at ground floor level assisting those who may have a reduced ability to walk. It is the intention that the new Library will seek to run social activities within it that are developed with participation from older people with a view to maintaining their involvement in the Community firmly in mind.</p>
Disability	In 2016 3.9% of the library catchment area's residents claim disability living allowance with 19% of people claiming Attendance Allowance. In a Public Library Users Survey undertaken in 2016, 57% of respondents from Stonehouse stated they have no disability. 9% have a mobility disability and 17% a hearing or visual impairment.

	The proposed alterations to the building will meet all current standards to enable disabled access. This includes entrance via ramp as alternative to steps. Provision of disabled parking directly outside the front of the building has been made, automatic doors will be installed and a disabled toilet facility will be available. The Library will be situated in one area at ground floor level assisting those who may have a reduced ability to walk and for ease of use of mobility assisted equipment.
Sex	In 2015 49.9% of the library catchment area was male and 50.1% female. No other information was collected in relation to this protected characteristic. In a Public Library Users Survey undertaken in 2016 71% of respondents were female and 29% male.
Race (including Gypsy & Traveller)	The 2011 census showed 94.2% of the library catchment area was White British with 5.8% Black & Minority Ethnic residents. In a Public Library Users Survey undertaken in 2016 100% of the respondents were White. 1.1% of residents do not speak English as a main language.
Gender reassignment	There are no official estimates for people with this characteristic. No data specific to active borrowers is available
Marriage & civil partnership	In 2011 the census showed that 37.3% of residents aged 16+ are married with 18.5% of residents being lone parent families with dependent children. No data specific to active borrowers is available
Pregnancy & maternity	Information about pregnancy & maternity is not available at library catchment area. No data specific to active borrowers is available
Religion or Belief	The 2011 census showed that 60.7% of residents in the library catchment area were Christian, 30.2% had no religion. No data specific to active borrowers is available
Sexual Orientation	There is no definitive data on sexual orientation gathered at a national or local level. The Treasury estimate that 5 – 7% of the population identify themselves as Lesbian, Gay or Bisexual. This would indicate between 616 and 862 Lesbian, Gay or Bisexual people in the Stonehouse area. The ONS Integrated Household Survey (2012) indicates that 1.9% of the population surveyed identified themselves as Lesbian, Gay and Bisexual. This would result in 234 people who fell into that category in the Stonehouse area.

Other information

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Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	5
Age	0 staff aged 65+ 0 staff aged 14 -18
Disability	No data available
Sex	There are both male and female members of staff who work at this library.
Race (including Gypsy & Traveller)	No data available

Gender reassignment	No data available
Marriage & civil partnership	No data available
Pregnancy & maternity	No data available
Religion or Belief	No data available
Sexual Orientation	No data available

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	A customer engagement survey was undertaken between 1 st April and 25 th May 2019. 3 engagement events were held at the library and the Town Council building. 193 people responded to the survey.
Workforce	Engaged with Locality Manager, Team Leader and staff about the need to consult with the residents of Stonehouse.
Partners	Ongoing verbal consultation and engagement with Stonehouse Town Council over type and location of survey.
External	N/A

providers of services	
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Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations

Protected group	Challenge or opportunity considered and what we did
Age(A)	<p>Children and young families:</p> <p>Analysis of service user data indicates that currently children between the ages of 1 and 16 make up 38% of library users. There is currently very little opportunity for school age children to access Stonehouse Library due to the restricted opening hours. There are only 2 sessions that they can use which is after School on a Thursday and on a Saturday morning. We will ensure the consultation is promoted to children and families at those times.</p> <p>30.5% of respondents to the survey were a primary carer of a child or children under 18. 0.66% were the primary carer of a disabled child/children.</p> <p>Respondents to the engagement survey indicated that they wanted more activities for younger children. Activities will be increased from the new site giving more opportunities for younger people to engage with the service offered.</p> <p>Older people:</p> <p>29% of our users are over 65 and this was reflected in the results of the recent engagement survey. 35% of the</p>

	<p>respondents were over 65. The proposed new library site offers disabled parking outside the building and ramped access. As it is on the High Street it may well be more convenient for older people to park and use both High Street and Library services.</p> <p>In addition we will be encouraging people to volunteer at the Library in order to help us extend opening hours. This could help older people with isolation.</p> <p>Respondents to the engagement survey clearly indicate the wish to have a library club for older people operating from the site. The new location gives the service the opportunity to offer older people this service and help maintain social contact and independence.</p> <p>All ages:</p> <p>The potential to offer increased opening hours by working with the community and volunteers will increase accessibility to the library for all users.</p>
Disability (D)	<p>There are currently 11 borrowers who receive concessions and who have used the library in the last twelve months. 11.17% of respondents to the engagement survey considered themselves to have a disability.</p> <p>These are broken down as follows:</p> <ul style="list-style-type: none"> • 54% mobility • 15.4% mental health • 11.5% hearing • 7.7% learning difficulties • With 3.85% having eyesight or hand/finger impairments <p>The proposed new site is likely to be more convenient for disabled service users as it is closer to public transport links and within the main shopping area on the High Street. There is disabled parking directly outside the building and the building operates as a Town Council office and therefore is fully accessible to people with various disabilities. Alterations to the building will further accommodate those with physical disabilities with the accessible toilet being upgraded to meet current standards and automatic doors being installed.</p> <p>The library service is currently investigating the use of hearing loops in libraries to ensure services are accessible to those with hearing impairment.</p>
Sex (S)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, 67.76% of respondents to the customer engagement survey were Female with 26.35% being male. 6.01% preferred not to say.</p>

Race (including Gypsy & Traveller)(R))	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, the majority of respondents to the customer engagement survey identified themselves as White English (87.17%). The remainder of the responses identified themselves as shown in the breakdown below:</p> <ul style="list-style-type: none"> • 4.81% White Welsh • 2.14% Any other White background • 0.53% were White and Black Caribbean • 1.07% White and Asian • 0.53% Any other Asian background • 0.53% Arab • With 3.21% preferring not to say.
Gender reassignment(GR)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, 88.13% of respondents to the customer engagement survey stated that their gender identity was the same as the gender they were assigned at birth. 1.25% stated that their gender identity was not the same as the gender they were assigned at birth and 10.63% preferred not to say.</p>
Marriage & civil partnership (MCP)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, 66.49% of respondents were married or in a civil partnership with 24.32% not in a marriage or civil partnership and 9.19% preferring not to say.</p>
Pregnancy & maternity (PM)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, 4.17% of respondents stated that they were currently pregnant or had been pregnant in the past year. 11.31% preferred not to say. 24.24% of respondents said that they had taken maternity leave in the past year with 3.03% having taken paternity leave. 72.73% preferred not to say.</p>
Religion and/or Belief (RAOB)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, the majority of respondents to the customer engagement survey identified themselves as Christian (45.95%). The</p>

	<p>remainder of responses are broken down below:</p> <ul style="list-style-type: none"> • 40.54% - No religion • 2.16% - Any other religion • 1.08% - Buddhist • 1.08% - Hindu • 1.08% - Jewish • 8.11% - Prefer not to say
Sexual Orientation(SO)	<p>It is not anticipated that the proposal will have a detrimental affect on this protected characteristic, however, 82.22% of respondents described themselves as Heterosexual/straight with the remainder identifying as below:</p> <ul style="list-style-type: none"> • 2.22% Gay man • 1.67% Gay woman/lesbian • 1.67% Bisexual • 12.22% prefer not to say

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Ensure attendees at Baby Bounce & Rhyme and Storytime sessions are encouraged to respond to consultation	Anne Riley	1 st April to 25 th May 2019
Two public facing consultation events to take place at both Library and Town Council buildings in order to engage with non library users.	Jane Everiss	8 th April; 1 st May and 8 th May 2019
Equalities information provided through survey evaluated to ensure those covered by protected characteristics have been consulted	Jane Everiss	w/c 27 th May 2019

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc


Anonymised equalities information will be monitored to ensure we have fully engaged with residents who have a protected characteristic.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 19/6/19
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: DAVE NORMAN	
Signed by Portfolio Holder/Cabinet Member: 	Date: 03/10/19

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.