

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment & Infrastructure
Service area	Libraries & Information
Title of the activity being assessed i.e. the strategy, plan, policy or service	Proposed relocation of Gloucester Library to the former Debenhams Building and entering into a lease
Brief outline of the proposal(s)	<p>The recommendation to relocate Gloucester Library will enable the service to move to a more centralised location with better visibility and accessibility which, it is anticipated, will lead to an increase in library use. It will also support the regeneration of this important building in the heart of the city as part of the wider plans for the creation of a new campus for teaching, learning and community partnerships, having been purchased by the University of Gloucestershire. The move also provides opportunities for partnership working between the Public and University libraries which will enhance opportunities for the general public and University students.</p> <p>The current library building in Brunswick Road is a listed building, in poor condition and requires significant refurbishment, access is poor and the opportunities for improvement are limited. Due to the constraints on the building library services are spread across two floors which does not allow easy access unless a lift is used. Moving to a newly refurbished, fully accessible, energy efficient and state of the art building in an iconic setting in the heart of Gloucester will greatly improve the library offer and present many opportunities for joined up community service provision with the university and other partners.</p> <p>Gloucester Library is one of two strategic libraries within Gloucestershire, it is the second most visited library in the County although its use has been declining, due in part to its location.</p>

	<p>The service has significant concerns about Gloucester Library's continued decline; there is nothing to draw passing footfall to the area now that residential accommodation has been built. For many years, the library was used by students studying at the Gloscat building next door. Gloscat vacated the building in 2007 with the tower block being demolished in 2011 – 4 years after the building was vacated. Major shops that were located on the corner and down into Brunswick Road have closed down leaving the Library and Museum isolated. Plans for the redevelopment of Gloucester do nothing to drive footfall past the current building and moreover directs it away towards the Gates, Kings Square (The Forum), Blackfriars and the Quays. The redevelopment at Quayside will again, pull people away from needing to visit the opposite end of town.</p>
<p>Who is affected by the proposals?</p>	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Gloucestershire residents"/></p>
<p>Decision to be taken and decision maker</p>	<p>That Cabinet:-</p> <ol style="list-style-type: none"> 1. Approves the relocation of the library in Gloucester from the current location at Brunswick Road to the proposed location in the former Debenhams building. 2. Delegates the authority to the Head of Library and Registration Services to undertake public engagement on the detailed proposals to finalise plans. 3. Delegates authority to the Assistant Director of Asset Management and Property Services, in consultation with the Deputy Leader and Cabinet Member for Finance and Change, to enter into a 25-year lease for the property with the University of Gloucestershire. 4. Delegates authority to the Head of Library & Registration Services, in consultation with the Cabinet Member for Fire, Community Safety and Libraries, to :

	<ul style="list-style-type: none"> a. conduct a competitive procurement process(es) in respect of contract(s) for <ul style="list-style-type: none"> i. the design of the public library space and to award such contract to the preferred tenderer for the duration of up to 12 months, with an extension for up to 6 months ii. the supply and installation of furniture and associated fittings for the library and to award such contract(s) to the preferred tenderer(s) for the duration of up to 1 year b. award such contract(s) to the preferred tenderer(s) c. determine whether to exercise the option to extend the contract for the design of the public library space for a further period of not more than 6 months on the expiry of the initial 12 month term.
Person(s) responsible for completing this assessment	Mr Neil Corbett -
Date of this assessment	24/08/2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>A public engagement is proposed to run between 1st October and 1st November 2022. The aim of this engagement is for the council to understand what, if any, significant impact the relocation may have on service users and/or the wider community, particularly focussing on those with protected characteristics.</p> <p>This engagement will be advertised and promoted to service users.</p>
Workforce	<p>Library staff who work at Gloucester library have been encouraged to feedback their views on the proposal to the Head of Library & Registration Services. They will also be encouraged to take part of the public engagement survey.</p>
Partners	<p>We will work with the Council's Drop in service to understand whether the proposed move would have an impact on their users ability to use the library service in Gloucester.</p>
Other	<p>Feedback on the proposal has been received from our internal support services, together with feedback from the Director of Environment, Economy & Infrastructure and Lead Cabinet Member for Public Protection, Parking and Libraries.</p>

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Re-look at the highlighted parts of this section bearing in mind the stats are in the 2nd section.

Protected Characteristic	Service Users	Workforce
Age	<p>Libraries are by their very nature open and accessible to all ages and have wide ranging services and activities that are aimed specifically children, young people and families and older people.</p> <p>Children, young people and families: Analysis of the service user data indicates that currently children between the ages of 0-15 make up 40% of Gloucester library users. The new library site will continue to offer the same activities and services to children, young people and families as is offered at the current site.</p> <p>The engagement survey will be promoted through groups and activities aimed at younger people and families and the engagement survey will seek to understand the type of activities people would like to see within the new location.</p> <p>The street level access in the new building will enable those with large pushchairs to access the library space easily. A baby change and breastfeeding facilities will be offered at the new site.</p> <p>Older people: Analysis of service user data indicates that 17% of Gloucester library users are over 65.</p>	<p>The survey will be promoted to all employees and volunteers who will be encouraged to engage with the engagement.</p>

	<p>The new library site will continue to offer the same activities and services to older people. The survey will also seek to understand the type of activities older people would like to see in the new location.</p> <p>We provide as wide a range of stock as is possible within our budget. We include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	
<p>Disability</p>	<p>18.4% of the library catchment area's residents reported having a long-term limiting health problem or disability.</p> <p>The library will be situated on the ground floor of the new location giving level street access from both the Oxbode and Kings Square. A consultation is underway in respect of changes to traffic within the Oxbode. This consultation proposed new on street disabled parking spaces adjacent to the new entrance for the library.</p> <p>A changing places toilet will be available in the new location.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative</p>	<p>4.76% of staff have recorded that they have a disability</p> <p>The new site is fully accessible as it will be located all on one floor at ground/street level.</p>

	<p>formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	
Sex	<p>Gloucester library is by its very nature open and accessible to all and offers wide ranging services that do not differentiate on grounds of sex.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	<p>Both male and female members of staff work at Gloucester library, and it is not anticipated that the relocation will have a detrimental effect on staff with this protected characteristic. All members of staff will be encouraged to participate in the engagement survey.</p>
Race	<p>Gloucester library is by its very nature open and accessible to all and offers wide ranging services that do not differentiate on grounds of race.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p>	<p>There are both White and BME members of staff working at Gloucester Library, however, it is not anticipated that the relocation will have a detrimental effect on staff with this protected characteristic. All members</p>

	<p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	<p>of staff will be encouraged to participate in the engagement survey.</p>
<p>Gender reassignment</p>	<p>Gloucester library is by its very nature open and accessible to all and offers wide ranging services that do not differentiate on grounds of gender.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	<p>It is not anticipated that the relocation will have a detrimental effect on staff with this protected characteristic.</p> <p>All members of staff will be encouraged to participate in the engagement survey.</p> <p>New toilet facilities will be signed as gender neutral.</p>

<p>Marriage & civil partnership</p>	<p>Gloucester library is by its very nature open and accessible to all and has wide ranging services and activities that do not discriminate on the grounds of marriage and civil partnership.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	<p>It is not anticipated that the relocation will have a detrimental effect on staff with this protected characteristic. All members of staff will be encouraged to participate in the engagement survey.</p>
<p>Pregnancy & maternity</p>	<p>Libraries are by their very nature open and accessible to all and have wide ranging services and activities that specifically support pregnant women and those who have recently given birth. Libraries are breastfeeding positive locations.</p> <p>The new library site will continue to offer the same activities and services that support pregnant women and those who have recently given birth as are offered at the current site.</p> <p>The street level access in the new building will enable those with large pushchairs to access the library space easily. A baby change and breastfeeding facilities will be offered at the new site.</p>	<p>No staff in the team are currently on maternity leave, however 2 members of staff have been on maternity leave in the last 12 months. It is not anticipated that the proposed relocation will have a detrimental effect on any staff with this protected characteristic. All members of staff will be encouraged to participate in the engagement survey.</p>

	<p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including stock that supports maternity and new parents. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	
<p>Religion and/or belief</p>	<p>Gloucester library is by its very nature open and accessible to all and offers wide ranging services that do not differentiate on grounds of religion and/or belief.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages</p>	<p>It is not anticipated that the proposed relocation will have a detrimental effect on staff with this protected characteristic. All members of staff will be encouraged to participate in the engagement survey.</p>

	to reflect the needs of individual people in the community	
Sexual orientation	<p>Gloucester library is by its very nature open and accessible to all and offers wide ranging services that do not differentiate on grounds of sexual orientation.</p> <p>It is not anticipated that the relocation will have a detrimental effect on this protected characteristic.</p> <p>We provide as wide a range of stock as is possible within our budget. We will include resources to meet the needs of all people in the community including those with protected characteristics. Where possible, stock will be available in alternative formats e.g. large print, audio and electronic to meet the needs of people with a disability and to reflect the different ways in which people choose to read and access information.</p> <p>We aim to ensure that stock reflects both the cultural diversity of Gloucestershire's population and the multi-cultural nature of society. Stock is obtainable in a range of languages to reflect the needs of individual people in the community</p>	<p>It is not anticipated that the proposed relocation will have a detrimental effect on staff with this protected characteristic. All members of staff will be encouraged to participate in the engagement survey.</p>

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Identify any impacts on service users following the public engagement. Create an action plan to mitigate against any significant negative impacts.	December 2022	Jane Everiss
Positive	Positively engage with library users as plans for new site progresses	December 2022	Kieron Mullens/Louise Shapcott
Positive	Engage with dementia and disability partners to ensure layout meets accessibility needs	December 2022	Jane Everiss/Kieron Mullens

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:

Action plan for Gloucester relocation will be drawn up with engagement built into planned timescales.

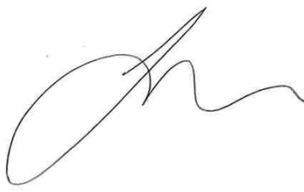
Procurement contract will include need to ensure accessibility requirements are considered.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Neil Corbett
Date	24/08/2022

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Cllr Lynden Stowe
Date	12/09/2022

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information																								
<p>Age <i>percentage/profile of service user ages</i></p>	<p>ONS data indicates that in 2018 13.3% of people living in the library catchment area were aged 65 and over, this was lower than the county average of 21.8%. People aged 0-15 made up 19.9% of the library catchment area's population, this is slightly higher than the county average of 18.0%.</p> <p>Analysis of service user data of borrowers who use Gloucester library between 22nd August 2021 – 23rd August 2022 indicates that the age profile of active users (those that have used the library during this time) is as follows:</p> <table border="1" data-bbox="520 891 1050 1473"> <thead> <tr> <th>Gloucester active borrower ages 2021 - 2022</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>0-5</td> <td>276</td> </tr> <tr> <td>6-12</td> <td>863</td> </tr> <tr> <td>13-15</td> <td>197</td> </tr> <tr> <td>16-17</td> <td>61</td> </tr> <tr> <td>18-24</td> <td>152</td> </tr> <tr> <td>25-34</td> <td>244</td> </tr> <tr> <td>35-44</td> <td>389</td> </tr> <tr> <td>45-54</td> <td>300</td> </tr> <tr> <td>55-64</td> <td>268</td> </tr> <tr> <td>65-74</td> <td>329</td> </tr> <tr> <td>75+</td> <td>242</td> </tr> </tbody> </table>	Gloucester active borrower ages 2021 - 2022	Totals	0-5	276	6-12	863	13-15	197	16-17	61	18-24	152	25-34	244	35-44	389	45-54	300	55-64	268	65-74	329	75+	242
Gloucester active borrower ages 2021 - 2022	Totals																								
0-5	276																								
6-12	863																								
13-15	197																								
16-17	61																								
18-24	152																								
25-34	244																								
35-44	389																								
45-54	300																								
55-64	268																								
65-74	329																								
75+	242																								
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>The 2011 census showed that 18.4% of the library catchment area's residents reported having a long-term limiting health problem or disability, and is slightly higher than the county average of 16.7%.</p>																								
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>ONS data indicates that 50.4% of the catchment area's population was male and 45.9% was female.</p>																								

<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>The 2011 Census showed most of the library catchment area's population was classified as "white", making up 78.5% of the population (representing 27,645 people). The proportion of Black and Minority Ethnic (BME) residents stood at 21.5%, which was considerably higher than the countywide average of 4.6%.</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>There are no official estimates of gender reassignment at either national or local level. Currently the best estimates on gender reassignment come from the Gender Identity Research and Education Society (GIRES). GIRES estimates that there are approximately 650,000, 1% of the population in the UK, who are experiencing some degree of gender diversity. By applying the same proportion to Gloucestershire's 16+ population, we can estimate that there may be approximately 5,250 adults in the county who are experiencing some degree of gender diversity.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>The 2011 Census showed single was the most common marital status in Gloucester, accounting for 42.3% of residents aged 16+, this was considerably higher than the county average of 50.2%. 6.2% of residents were widowed which was in line with the county average.</p> <p>Data on marriage & civil partnership is not available through the Library Management system.</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>Information about pregnancy and maternity is not available at library catchment area. ONS county level information shows there were 6,124 live births in 2019, the highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood.</p> <p>Data on pregnancy & maternity is not available through the Library Management system.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>According to the 2011 Census, 55% of residents in the library catchment area were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population. This reflects the picture seen at county level, where 63.5% of residents were Christian and 26.7% reported having no religion.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>There is no definitive data on sexual orientation at a local or national level. A recent estimate from the ONS Annual Population Survey (2018) suggests that lesbian, gay and bisexuals represent 2.3% of people aged 16 and over in England. If this figure is applied to Gloucestershire, it would mean there were around 12,100 people in the county who are lesbian, gay or bisexual.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected: 21
Age	The average age is 44. There are members of staff within the age brackets of 20-29, 30-39, 40-49, 50-59 and 60-69.
Disability	4.76% of staff have recorded that they have a disability
Sex	There are both male and female members of staff working at Gloucester Library
Race	There are both White and BME members of staff
Gender reassignment	This data is not held.
Marriage & civil partnership	52% of the staff in the team have declared this information
Pregnancy & maternity	No staff in the team are currently on maternity leave, however 2 members of staff have been on maternity leave in the last 12 months.
Religion and/or belief	33% of the staff in the team have declared this information
Sexual orientation	38% of the staff in the team have declared this information
