

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	To approve the new Library Strategy 2023-2028 for recommendation to County Council.
Brief outline of the proposal(s)	<p>Under the provisions of the Public Libraries and Museums Act 1964 (PLMA), the Council, as a library authority, has a statutory duty (not a discretionary power) to provide a comprehensive and efficient library service for all persons wishing to make use of it.</p> <p>The PLMA does not define what is meant by “comprehensive and efficient”. However, it does provide that the library authority must make facilities for borrowing books and other materials available to people who live, or work, or are undergoing full-time education in Gloucestershire.</p> <p>On 5th April 2012, Cabinet approved a new library strategy “Developing a new strategy for library services in Gloucestershire”. This strategy has been in place since that time and no longer represents the current library service operations nor the future vision and ambition for libraries within Gloucestershire.</p> <p>Plans to draft a new library strategy were in place in 2020 however it was put on hold due to the COVID 19 pandemic. An updated strategy has now been created following staff engagement sessions held early in 2022 and a 12-week public consultation held between 4th July and 22nd September 2022.</p> <p>The new strategy outlines the direction and ambitions for Gloucestershire Library service and is a far more up to date and accurate representation of the varied services it provides to Gloucestershire residents, students, and workers.</p>

Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="Library users and Gloucestershire residents"/>
Decision to be taken and decision maker	That Cabinet recommends that the Council adopt the Library Strategy 2023-2028 as part of the Council's policy framework.
Person(s) responsible for completing this assessment	Jane Everiss – Head of Library and Registration Services
Date of this assessment	31 st October 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	A consultation survey took place over a 12-week period between 4 th July and 23 rd September 2022. Members of the public were invited to comment on the contents of the draft Library Strategy and feedback received has been evaluated. Ongoing engagement with parents and interested parties will be undertaken going forward.
Workforce	Four staff strategy sessions were held in 2020 prior to the COVID pandemic and feedback from those sessions has helped form the new draft Library Strategy. A further 3 staff strategy sessions have been held in January 2022 with feedback from these sessions also informing the draft strategy. Staff were encouraged to participate in the consultation to ensure that their views on the future of Gloucestershire Libraries were considered.
Partners	A consultation session was held with representatives of the 8 Community run libraries to ensure their views and feedback was considered.
Other	Feedback on the Library Strategy has been received from our internal support services, together with feedback from the Director of Environment, Economy & Infrastructure and Cabinet Member for Fire, Community Safety and Libraries. Feedback on the strategy was also sought from the Strategic, Economy, Environment and Infrastructure board and the Adult Social Care and Communities Scrutiny committee.

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.

Protected Characteristic	Service Users	Workforce
Age	<p>Libraries are by their very nature open and accessible to all ages and provide services for all age groups. There is a particular focus on activities aimed at younger and older people such as Baby Bounce & Rhyme and library or wellbeing clubs for older people.</p> <p>The new Library strategy contains ambitions which will enhance services and activities, particularly to younger and older people.</p> <p>Analysis of Library service user data indicates that currently children between the ages of 0-15 make up 39.8% of library users with 21% of library users being over 65.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>The average age is of library staff members is 42.</p> <p>There are members of staff within the age brackets of < 20, 20-29, 30-39, 40-49, 50-59, 60-69 and 70 plus.</p>
Disability	<p>Libraries are by their very nature accessible to all and already offer services for people with a range of disabilities.</p> <p>Library buildings are physically accessible and aim to meet the needs of those with neurodiversity.</p> <p>The new strategy includes ambitions to expand services and activities thus ensuring services continue to remain accessible to all.</p> <p>The library management system does not record whether library users declare a disability, however, 20.4% of those who responded to the survey the consultation stated they had a disability, long-term illness, or health condition.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries are open and accessible to all and support staff who may have a disability or long term health condition.</p> <p>3.0% of staff who have declared their status have stated that they have a disability</p>

<p>Sex</p>	<p>Libraries have wide ranging services that do not differentiate on grounds of sex.</p> <p>The library offers services aimed at both female and male members of the public with the new Library Strategy outlining ambitions that would build on the services offered and that would not discriminate on the grounds of sex.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries employ both male and female members of staff. 82.5% are female and 17.5% male.</p>
<p>Race</p>	<p>Libraries offer services that do not discriminate on grounds of race.</p> <p>The new strategy includes ambitions to strengthen our equality and diversity, particularly in respect of book stock, activities and workforce.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries look to encourage a diverse workforce. Currently 82.2% of employees are White, 3.6% BAME and 14.2% have not disclosed their race.</p>
<p>Gender reassignment</p>	<p>Libraries are by their very nature open and accessible to all and have services that do not differentiate on grounds of gender.</p> <p>The new strategy includes ambitions to strengthen the equality, diversity and inclusion of services, activities and workforce.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries are by their very nature open and accessible to all and we encourage a diverse workforce. Data on gender reassignment within our workforce is not held.</p>
<p>Marriage & civil partnership</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on this protected characteristic.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</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.</p> <p>The new strategy includes ambitions to strengthen activities that support pregnant women and those who have recently given birth.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries are by their very nature open and accessible to all and support staff who are on / or have been on maternity leave in the last 12 months</p>

<p>Religion and/or belief</p>	<p>Libraries are by their very nature open and accessible to all.</p> <p>The new Library Strategy outlines ambitions that do not discriminate on grounds of religion or belief.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries are by their very nature open and accessible to all and we encourage a diverse workforce.</p>
<p>Sexual orientation</p>	<p>Libraries are by their very nature open and accessible to all and it is not anticipated that the new Library strategy will have a detrimental effect on this protected characteristic.</p> <p>The new Library Strategy outlines ambitions that do not discriminate on the grounds of sexual orientation.</p>	<p>It is not anticipated that the new Library strategy will have a detrimental effect on staff with this protected characteristic.</p> <p>Libraries are by their very nature open and accessible to all and we encourage a diverse workforce.</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
<p>Local communities are consulted upon changes to their local library services.</p>	<p>To ensure that local people feedback on library provision within their own communities.</p>
<p>Parents and interested parties are engaged with going forward</p>	<p>To ensure that parents and interested parties are able to have a say on library services which affect them.</p>

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


6. Monitoring and review

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


The Library Strategy will be reviewed on a yearly basis with an annual report on progress produced. The case studies within the strategy will also be updated in order to ensure they remain current.

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	Colin Chick; Executive Director: Economy, Environment and Infrastructure	
Date	9 November 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 Dave Norman, Cabinet Member for Fire, Community Safety and Libraries
Date	10 November 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
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Age percentage/profile of ages in respondents	Analysis of respondents to Libraries public consultation survey - Age Profile:		
	Ages	Survey respondents	%
	0-5 **	0	0%
	6-12 **	0	0%
	13-15 **	0	0%
	16-17	1	0.4%
	18-24	5	1.9%
	25-34	23	8.6%
	35-44	34	12.7%
	45-54	32	12%
	55-64	51	19.1%
	65-74	72	27%
	75+	26	9.7%
	Prefer not to say	23	8.6%
	Total	277	100%
	<p>** the survey was not aimed at people under the age of 16. 3.6% of respondents stated that they were responding as a parent or carer of a library user.</p> <p>Gloucestershire has a lower proportion of 0-19 year olds and 20-64 year olds and a higher proportion of people aged 65+ when compared to England. There is some variation at district level:</p>		

	<ul style="list-style-type: none"> • at 24.5%, Gloucester has the highest proportion of children and young people (aged 0-19) and exceeds the county and national figures. • Gloucester has the highest proportion of people aged 20-64 (58.4%), exceeding the county and national figures. • Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures. At 26.2% Cotswold has the largest proportion of people aged 65 and over. <p><i>Source: Mid-2020 Population Estimates, Office for National Statistics</i></p>								
Disability	<p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’.</p> <p>We received a total of 277 responses to the public consultation survey which is a small sample however, 20.4% of those who responded stated they had a disability, long-term illness or health condition.</p> <p>70.6% stated that they did not have a disability, long-term illness or health condition. 9.1% preferred not to say.</p>								
Sex	<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.0% of the population and females accounting for 51.0%. This situation is also reflected at district level.</p> <p>Of the responses to the public consultation survey (67%) were female.</p> <p>The breakdown of respondents by sex is shown in the table below.</p> <table border="1" data-bbox="512 1653 1198 1783"> <thead> <tr> <th>% Female</th> <th>% Male</th> <th>Prefer not to say</th> <th>Another gender</th> </tr> </thead> <tbody> <tr> <td>67%</td> <td>25.8%</td> <td>6.8%</td> <td>0.4%</td> </tr> </tbody> </table>	% Female	% Male	Prefer not to say	Another gender	67%	25.8%	6.8%	0.4%
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<p>Race</p>	<p>The 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>We received a total of 277 responses to the public consultation survey which is a small sample, however the breakdown of respondents by race is shown in the table below with 80.8% of people responding to the survey being White British.</p> <table border="1" data-bbox="512 875 1348 1534"> <thead> <tr> <th></th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian/British Asian: Chinese</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>Asian/British Asian: Other</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>Black/British Black: African</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>Mixed Race: Black & White</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>Mixed Race: Asian & White</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>Mixed Race: Other</td> <td>1</td> <td>0.4</td> </tr> <tr> <td>White: British</td> <td>215</td> <td>80.8</td> </tr> <tr> <td>White: Irish</td> <td>2</td> <td>0.8</td> </tr> <tr> <td>White: European</td> <td>14</td> <td>5.3</td> </tr> <tr> <td>Prefer not to say</td> <td>23</td> <td>8.6</td> </tr> <tr> <td>Another race or ethnicity</td> <td>6</td> <td>2.3</td> </tr> </tbody> </table>		Number	%	Asian/British Asian: Chinese	1	0.4	Asian/British Asian: Other	1	0.4	Black/British Black: African	1	0.4	Mixed Race: Black & White	1	0.4	Mixed Race: Asian & White	1	0.4	Mixed Race: Other	1	0.4	White: British	215	80.8	White: Irish	2	0.8	White: European	14	5.3	Prefer not to say	23	8.6	Another race or ethnicity	6	2.3
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<p>Gender reassignment</p>	<p>There are no official estimates of gender reassignment at either national or local level.</p> <p>Currently the best estimates on gender reassignment come from the Gender Identity Research and Education Society (GIREs). GIREs estimates that there is approximately 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>																																				

*Source: Gires
<https://www.gires.org.uk/what-we-do/individual-help/>
 Estimates calculated using MYE-2020 (ages 16+)*

However, those who responded to the public consultation survey declared the following information:

242 people (92.4%) stated that their gender was the same as at birth, 2 people (0.8%) stated that their gender was not the same as at birth, 18 people (6.9%) preferred not to say.

Marriage & civil partnership percentage/profile of Gloucestershire population who are married or in a civil partnership

The public consultation survey did not capture whether people were married or within a civil partnership.

Analysis of Gloucestershire Population – Marriage & civil partnership:

	Number	%
Married or in a civil partnership	247,205	50.4%
Married	245,879	50.2%
In a registered same-sex civil partnership	1,326	0.3%

Separated (but still legally married or still legally in a same-sex civil partnership)	11,515	2.3%
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Evidence suggests being married is associated with better mental health. There is less evidence on the benefits of being in a civil partnership; however, it is likely the benefits will also be experienced by people in similarly committed relationship such as civil partnerships.

Among residents of Gloucestershire:

- 30.5% are single and have never married or registered a same-sex civil partnership
- 50.2% are married;
- 0.3% are in a registered same-sex civil partnership;
- 2.3% are separated but still legally married or still legally in a same sex civil partnership;
- 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved;
- 7.2% are widowed or a surviving partner from a same sex civil partnership.

Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure. In contrast the proportion of people who are married, divorced or widowed exceeds the national figures.

*Source: Census 2011
www.nomis.co.uk: KS103EW
 Denominator: All usual residents aged 16+*

<p>Pregnancy & maternity percentage/profile of Gloucestershire population who are female and who are pregnant or on a maternity leave</p>	<p>The public consultation survey did not capture whether women were pregnant or on maternity leave.</p> <p>Analysis of Gloucestershire Population – Pregnancy & Maternity:</p> <p><i>Note: No data are available for the number in population who are female and who are pregnant or on a maternity leave. Using the Number of Live Births in 2020 can provide a closest proxy for this measure.</i></p> <table border="1" data-bbox="512 544 823 654"> <tr> <th data-bbox="512 544 823 600">Number of Live Births</th> </tr> <tr> <td data-bbox="512 600 823 654">5,800</td> </tr> </table> <p>There were 5,800 live births in Gloucestershire in 2020. The highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers in all age bands between the ages of 25 and 44 account for a slightly higher proportion of total births in Gloucestershire than they do nationally, whilst those to mothers aged under 25 account for a lower proportion. At district level:</p> <ul style="list-style-type: none"> • Gloucester has a higher proportion of births to mothers aged under 20 (3.6%) than Gloucestershire and England. • Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ than Gloucestershire and England. <p style="text-align: right;"><i>Source: www.nomis.co.uk: Live births in England and Wales Year: 2020</i></p>	Number of Live Births	5,800
Number of Live Births			
5,800			
<p>Religion and/or belief</p>	<p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population.</p> <p>Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national figures. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p> <p>47.3% of people responding to the survey stated they were Christian, followed by 33.8% of respondents stating they had no religion.</p> <p>The breakdown of respondents by Religion and/or belief is shown in the table below.</p>		

		Number	%
	Christian	123	47.3
	Buddhist	2	0.8
	Jewish	2	0.8
	No Religion	88	33.8
	Prefer not to say	41	15.8
	Other religion	4	1.5

Sexual orientation	<p>There is currently no definitive data on sexual orientation at a local or national level.</p> <p>Estimates on sexual orientation used by the Department of Trade and Industry in 2003, and quoted by Stonewall, suggest around 5-7% of the population aged 16 and over are lesbian, gay or bisexual. If this figure were applied to Gloucestershire, it would mean somewhere between 26,300 and 36,800 people in the county are LGB.</p> <p>A more recent estimate from the 2019 ONS Annual Population Survey (APS) suggests that 2.7% of the England population aged 16 and over is LGB: if this figure were applied to Gloucestershire, it would mean that there are approximately 14,200 LGB people in the county.</p> <p style="text-align: center;"><i>Sources: Stonewall; Annual Population Survey Estimates of Sexual Identity 2019 (using percentages for England) Estimates calculated using MYE-2020 (ages 16+)</i></p> <p>Those who responded to the public consultation survey declared the following information with 70.2% identifying as heterosexual or straight.</p>		
		Number	%
	Asexual	3	1.2
	Bisexual	9	3.5
	Gay Man	2	0.8
	Gay Woman/Lesbian	4	1.6
	Heterosexual or straight	181	70.2
	Prefer not to state	54	20.9
	Other	5	1.9

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected: 162
Age	The average age is 42. There are members of staff within the age brackets of < 20, 20-29, 30-39, 40-49, 50-59, 60-69 and 70 plus.
Disability	78.1% of staff have chosen to disclose if they have a disability or not. 3.0% have stated that they have a disability.
Sex	There are both male and female members of staff. 82.5% female, 17.5% male.
Race	There are both White and BAME members of staff. 82.2% White, 3.6% BAME, 14.2% not disclosed.
Gender reassignment	This data is not held.
Marriage & civil partnership	54.4% of the staff have declared this information.
Pregnancy & maternity	5 staff are on / or have been on maternity leave in the last 12 months.
Religion and/or belief	47.9% of the staff have declared this information
Sexual orientation	55.8% of the staff in the team have declared this information.