

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	Gloucestershire Libraries National Portfolio Organisation
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>The Arts Council National Portfolio Organisation (NPO) scheme works on investing in existing cultural bodies and collectives with a three-year funding programme.</p> <p>As part of the Arts Council’s ten-year strategy (which commences in 2023), libraries and museums throughout the UK were actively encouraged to apply for NPO status to boost and develop the role they play as community spaces.</p> <p>Their aim is to invest in the value of creativity provided in every corner of local communities, building on success, and encouraging ambition. As part of their next round of applications, the Arts Council had committed to grow the investment within libraries, noting that libraires play a key role in their communities and wanting to seem them used more to connect the public with other cultural and artistic activities.</p> <p>Applications opened in January 2022 with the outcome of those applications announced in November. 1,700 applications were submitted with</p>

	Gloucestershire libraries being one of only 990 successful applications.
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	1) That the Cabinet Member for Fire, Community Safety and Libraries delegates authority to the Head of Libraries & Registration, to enter into an agreement with Arts Council England to become a National Portfolio Organisation from 1 st April 2023 to 31 st March 2026. 2) That the Cabinet Member for Fire, Community Safety and Libraries delegates authority to the Head of Libraries & Registration, to set up a board to provide independent oversight of the funding agreement and quarterly reporting to Arts Council England.
Person(s) responsible for completing this assessment	Jane Everiss – Head of Libraries and Registration
Date of this assessment	23 rd January 2023

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 on a new Library Strategy (2023-28) 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 which contained content which would be delivered as part of the National Portfolio Organisation. Ongoing engagement with parents and interested parties will be undertaken going forward.
Workforce	Staff sessions have been held outlining the programme of activities contained within the bid to Arts Council England.
Partners	Partners were consulted prior to the bid being put to Arts Council England to gauge interest in partnering on activities. Named partners

	<p>were included within the bid and worked into the programme of activities to be delivered.</p> <p>Sessions have been held with other successful National Portfolio Organisations in the Gloucester area.</p>
Other	<p>There has been a period of significant engagement with Arts Council England prior to submitting the bid. Meetings have subsequently been held with Libraries Connected, Arts Council England and DCMS.</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.

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 currently 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>At the heart of the NPO delivery are three themes: 'Ageing with Creativity', 'Space to Engage' and 'Gloucestershire Family Focus'. As part of these themes Gloucestershire Libraries will have a dedicated Audience and Community Development team to maintain a constant programme of audience development activity, engaging directly with communities with a specific remit of working with younger people, NEETs (not in education, employment, or training), students, early years children 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 being a National Portfolio Organisation will have a detrimental effect on staff with this protected characteristic.</p>

<p>Disability</p>	<p>Libraries are by their very nature accessible to all and already offer services for people with a range of disabilities. Library buildings are physically accessible and aim to meet the needs of those with neurodiversity.</p> <p>All the activities delivered through the National Portfolio Organisation themes will be accessible and actively encourage participation from people with all types of disability. Participation will be reported to Arts Council England.</p> <p>The Gloucestershire Family Saturday activity project delivered through the Audience and Community Development team will develop schools and education partnerships, as well as industry professionals such as Gloucestershire Mind. The partners involvement will be to support creative activities with children, specifically those with anxiety and mental health concerns.</p> <p>Further, we will recruit a young people's panel who will be paid to influence and inform development and future direction of library services. This body of diverse 14- to 25-year-olds will be tasked with making Gloucestershire libraries spaces that can be enjoyed by their own age group.</p> <p>The library management system does not record whether library users declare a disability, however, 20.4% of those who responded to the recent Library Strategy survey the consultation stated they had a disability, long-term illness, or health condition.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>It is not anticipated that being a National Portfolio Organisation will have a</p>

	<p>Activities and programmes will be aimed at both female and male members of the public and would not discriminate on the grounds of sex.</p>	<p>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>
Race	<p>Libraries offer services that do not discriminate on grounds of race.</p> <p>Being a National Portfolio Organisation provides us with the opportunity to strengthen our equality and diversity, particularly in respect of book stock, activities, volunteers and workforce. We would aim to have diverse representation on both the advisory board and the young people's panel.</p> <p>Gloucestershire Libraries will also maintain a constant programme of audience development activity, through a dedicated Audience and Community Development team, engaging directly with communities with a specific remit of working with BAME groups. This team will engage with these groups to make library spaces into something relevant for them.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>
Gender reassignment	<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>Being a National Portfolio Organisation provides us with the opportunity to strengthen our equality and diversity, particularly in respect of book stock, activities, volunteers and workforce. We would aim to have diverse representation on both the advisory board and the young people's panel.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>
Marriage & civil partnership	<p>It is not anticipated that being a National Portfolio Organisation will have a detrimental effect on this protected characteristic.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>Our Gloucestershire Family Focus delivered through our Audience and Community Development team will include Family Saturdays and a family festival which is aimed at early years children to reduce isolation.</p> <p>The National Portfolio will allow us to strengthen activities that support pregnant women and those who have recently given birth.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>Being a National Portfolio Organisation provides us with the opportunity to strengthen our equality and diversity, particularly in respect of book stock, activities, volunteers and workforce.</p> <p>We would aim to have diverse representation on both the advisory board and the young people's panel.</p> <p>The activities provided would not discriminate on grounds of religion or belief.</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>Being a National Portfolio Organisation provides us with the opportunity to strengthen our equality and diversity, particularly in respect of book stock, activities, volunteers, and workforce. We would aim to have diverse</p>	<p>It is not anticipated that being a National Portfolio Organisation 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>

	representation on both the advisory board and the young people's panel.	
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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	Recruitment of a diverse advisory board and young people's panel	31 st March 2023	Jane Everiss
Positive	New roles to support NPO activity to be advertised	31 st March 2023	Jane Everiss
Positive	Accurate collection of data pertaining to people who engage with our activities will demonstrate that we are reaching people with protected characteristics. This information will be reported to Arts Council England on a quarterly basis.	Ongoing	Jane Everiss

6. Monitoring and review


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

Gloucestershire Libraries will be required to formally report to Arts Council England on a quarterly basis.


The advisory board will provide independent oversight and assurance on the work of Gloucestershire Libraries National Portfolio Organisation thus ensuring the terms and conditions of funding are being adhered to.

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
Date	01.02.2023

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
Date	31.1.23

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 ages in respondents</i></p>	<p>Analysis of respondents to recent Libraries public consultation survey - Age Profile:</p>																																											
<table border="1"> <thead> <tr> <th data-bbox="507 629 767 734">Ages</th> <th data-bbox="767 629 978 734">Survey respondents</th> <th data-bbox="978 629 1187 734">%</th> </tr> </thead> <tbody> <tr> <td data-bbox="507 734 767 801">0-5 **</td> <td data-bbox="767 734 978 801">0</td> <td data-bbox="978 734 1187 801">0%</td> </tr> <tr> <td data-bbox="507 801 767 869">6-12 **</td> <td data-bbox="767 801 978 869">0</td> <td data-bbox="978 801 1187 869">0%</td> </tr> <tr> <td data-bbox="507 869 767 936">13-15 **</td> <td data-bbox="767 869 978 936">0</td> <td data-bbox="978 869 1187 936">0%</td> </tr> <tr> <td data-bbox="507 936 767 1003">16-17</td> <td data-bbox="767 936 978 1003">1</td> <td data-bbox="978 936 1187 1003">0.4%</td> </tr> <tr> <td data-bbox="507 1003 767 1070">18-24</td> <td data-bbox="767 1003 978 1070">5</td> <td data-bbox="978 1003 1187 1070">1.9%</td> </tr> <tr> <td data-bbox="507 1070 767 1137">25-34</td> <td data-bbox="767 1070 978 1137">23</td> <td data-bbox="978 1070 1187 1137">8.6%</td> </tr> <tr> <td data-bbox="507 1137 767 1205">35-44</td> <td data-bbox="767 1137 978 1205">34</td> <td data-bbox="978 1137 1187 1205">12.7%</td> </tr> <tr> <td data-bbox="507 1205 767 1272">45-54</td> <td data-bbox="767 1205 978 1272">32</td> <td data-bbox="978 1205 1187 1272">12%</td> </tr> <tr> <td data-bbox="507 1272 767 1339">55-64</td> <td data-bbox="767 1272 978 1339">51</td> <td data-bbox="978 1272 1187 1339">19.1%</td> </tr> <tr> <td data-bbox="507 1339 767 1406">65-74</td> <td data-bbox="767 1339 978 1406">72</td> <td data-bbox="978 1339 1187 1406">27%</td> </tr> <tr> <td data-bbox="507 1406 767 1473">75+</td> <td data-bbox="767 1406 978 1473">26</td> <td data-bbox="978 1406 1187 1473">9.7%</td> </tr> <tr> <td data-bbox="507 1473 767 1541">Prefer not to say</td> <td data-bbox="767 1473 978 1541">23</td> <td data-bbox="978 1473 1187 1541">8.6%</td> </tr> <tr> <td data-bbox="507 1541 767 1648">Total</td> <td data-bbox="767 1541 978 1648">277</td> <td data-bbox="978 1541 1187 1648">100%</td> </tr> </tbody> </table>	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%		
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	<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 a recent 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>
Race	<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>

We received a total of 277 responses to a recent 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.

	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

Gender reassignment

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 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.

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

Those who responded to a recent 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

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+

Pregnancy & maternity
percentage/profile of Gloucestershire population who are female and who are pregnant or on a maternity leave

Analysis of Gloucestershire Population – Pregnancy & Maternity:

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.

Number of Live Births
5,800

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:

- 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.

*Source: www.nomis.co.uk: Live births in England and Wales
Year: 2020*

Religion and/or belief

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.

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.

47.3% of people responding to a recent public consultation survey stated they were Christian, followed by 33.8% of respondents stating they had no religion.

The breakdown of respondents by Religion and/or belief is shown in the table below.

	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

<p>Sexual orientation</p>	<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><i>Sources: Stonewall; Annual Population Survey Estimates of Sexual Identity 2019 (using percentages for England) Estimates calculated using MYE-2020 (ages 16+)</i></p>
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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.