Equality Impact Assessment Form **Reference: A5-7**

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The Equality Act 2010 requires the Council to have **due regard** to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

* 1. **Name of proposal to be assessed.**

Strategic Review of Bradford Libraries Service

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

Bradford Council will undertake a strategic review of its libraries service to identify how overall operating costs can be reduced, with a view to saving £175k in the financial year 2025/6. This review will focus on the overall costs of the library service which are mainly contained within the Council run libraries and specifically review facility operating costs, usage data, property and asset stock-condition and the potential for alternative operating models to be adopted.

The resulting changes are unknown before the review is undertaken as proposals will need to be worked up and consulted on.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

Yes, the review will take into consideration equality of opportunity as an underlying principle.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further**

Unknown at this time.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No, the review itself is not expected to have a negative or disproportionate effect on people with a shared characteristic. Equalities data will be used as part of the review and consultation will be carried out to ensure as many people as possible have the opportunity to engage.

* 1. **Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**(H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** | N |
| Low income/low wage | N |
| Care Leavers | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

Further Equalities Impact Assessments will be needed to consider suitable mitigation against any negative impacts should they arise from the Strategic Review.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

Specific dependencies are not known at this stage, but consultation would need to include other services with which Libraries engage including Public Health, Adult Services, Children’s Services, Neighbourhood Services, Customer Services etc.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

Legal advice and government guidance is clear that any changes to statutory library services should be informed by a thorough needs assessment and public consultation on proposals for change.

**4.2 Do you need further evidence?**

Not at this stage, this evidence will be gathered as part of the strategic review

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

Feedback from previous consultations on the Libraries Service in 2019 and 2020 is available on the Council’s website at <https://bradford.moderngov.co.uk/ieListDocuments.aspx?CId=402&MId=7238&Ver=4>. (item 10) and <https://bradford.moderngov.co.uk/ieListDocuments.aspx?CId=143&MId=7327&Ver=4> (item 115)

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

See links above for details of consultation results and feedback.

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

Consultation will be gathered through the Strategic Review which will inform the programme.

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

 Any feedback received in the consultation will be reviewed and considered.