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?

1.1 Name of proposal to be assessed.

Bradford Library Services Saving Proposal 2020/21

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

The provision of Library Service is a statutory requirement placed on Local Authorities through the Public Libraries and Museums Act 1964. The Library Service provided in the Bradford District currently consists of 29 Libraries 10 being run and staffed directly by the Council, 2 hybrids (A combination of Council staff and volunteers) and 17 Community Managed Libraries (CMLs). The Council is committed to providing library services in each of the 29 current localities during 2020/21.

In 2019 the Council agreed budget savings of £1.05m leaving a Library Service budget for 2020-21 of £1.82m. Since this decision and following a detailed needs analysis, extensive public and stakeholder engagement, there is a proposal contained within the Council’s 2020-21 budget for a recurring investment of £0.7m from Public Health. This is to support the provision of Libraries in helping to provide an enhanced service that will support promoting health and well-being activities in localities. It will be used to do more than support the libraries universal offer to all and will result in a positive impact on those living in low income / wage households or with protected characteristics.
The investment if approved by Full Council in February 2020, will help inform plans during 2020/21 to re-shape the Library Service in order to meet its statutory requirements and sustain a viable and accessible service in the future.

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

2.1 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.

During 2019 a needs analysis was undertaken. It shows where the current 29 libraries are located and looks at a number of demographic factors and performance measures. For example, the needs analysis shows areas of the District that have higher levels of deprivation and / or lower levels of educational attainment. It then maps each library against those themes. It also shows areas of the District that identifies older populations and where each library is located in relationship to those areas. The needs analysis also surveyed library users and non-library users. The full needs analysis can be found on the Bradford Libraries website.

Also during 2019 the service undertook a district wide engagement exercise where we listened to the views of our residents, staff and wider stakeholders to see how they wanted the library service to evolve. Over 3,000 people responded and the finding can be seen on the Bradford Libraries website.

The engagement findings showed respondents overwhelmingly see equality of access and opportunities for people to use libraries should continue to be a key priority of the Service. Therefore it is proposed a key component of the ‘new’ libraries model will be to enhance our marketing and promotion of the service to all audiences including those with protected characteristics.

During 2019 a new Libraries and Museums combined structure was implemented. The structure is designed to ensure the library service will continue to provide an important community and social function, continue to develop a much stronger relationship with communities and groups and encourage good relations between people who share a protected characteristic.

The Council is committed to its responsibilities to undertake meaningful public consultation and the proposals for a new library service model are the subject of ongoing consultation during 2020/21 including reaching out to groups who have protected characteristics. This will ensure that there will not be a negative impact on the equality of opportunities in current library localities, services, and activities offered in the District’s libraries.

2.2 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.

Yes. As stated in 2.1 a key role of the library service is to provide open access to all and in doing so eliminate any form of exclusion or discrimination. The £0.7m
investment from Public Health will address specific issues such as; ‘development of an enhanced and re-modelled offer in libraries in recognition of their positive impact on social isolation and school readiness and potential to tackle poverty and support employment opportunities. This commitment will help to inform the re-shaping of library services’ during 2020/21.

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

No. Proposed activities for 2020/21 will not have a negative or disproportionate impact.

2.4 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)

<table>
<thead>
<tr>
<th>Protected Characteristics:</th>
<th>Impact (H, M, L, N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>N</td>
</tr>
<tr>
<td>Disability</td>
<td>N</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>N</td>
</tr>
<tr>
<td>Race</td>
<td>N</td>
</tr>
<tr>
<td>Religion/Belief</td>
<td>N</td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>N</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>N</td>
</tr>
<tr>
<td>Sex</td>
<td>N</td>
</tr>
<tr>
<td>Marriage and civil partnership</td>
<td>N</td>
</tr>
<tr>
<td>Additional Consideration:</td>
<td></td>
</tr>
<tr>
<td>Low income/low wage</td>
<td>N</td>
</tr>
</tbody>
</table>

2.5 How could the disproportionate negative impacts be mitigated or eliminated?
(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

There are no negative impacts anticipated during as a result of the district wide proposals to introduce a new library service model in 2020/21.

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.
Public Health and the Department of Health and Wellbeing in developing and implementing the health outcome agenda in libraries.

Facilities Management in understanding the type, quality, planned maintenance and possible joint occupancy.

Corporate Services (HR, Legal and Finance) for staffing, financial and legal implications

Community Managed Libraries via the Accountable Bodies

Government Departments e.g. Department of Digital, Culture, Media and Sport and Governing Bodies e.g. Arts Council England and the Libraries Task Force and regionally Libraries Connected.

OCX (Programme Management, Marketing and Communications) as Programme Management and Project support.

Overall through current governance arrangements for all Departments and CMT will be used to keep all informed.

Section 4: What evidence you have used?

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

Detailed needs analysis (including library user and non user surveys, and service performance data), and District wide engagement findings.

4.2 Do you need further evidence?

Yes, the findings from the formal consultation planned during January – February 2020, will help better inform the library model.

Section 5: Consultation Feedback

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

Library users and non user survey findings, needs analysis, and individual library profiles published on the Library Service webpage and paper copies made available in libraries.

Findings from the public engagement survey and activities published electronically via the Library Service webpage.

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

Non Library User Survey 2019

800 statistically represented individuals were interviewed. The findings have been noted and will continue to be used as the changes to library service are determined.
Library User Survey 2019
Over 2000 library users responded to an online survey. The findings have been noted and will continue to be used as the changes to library service are determined.

Needs analysis 2019:
The findings have been noted and will continue to be used as the changes to library service are determined.

Libraries engagement 2019:
The findings have been noted and will continue to be used as the changes to library service are determined.

Libraries consultation 2020:
At the time of completing this EIA the libraries consultation is underway. The findings will be noted and used as the changes to library service are determined.

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

Council budget consultation 2020/21 closed on the 26th January 2020. The Council’s executive confirmed they would accept further feedback lodged in time for it to be presented at their meeting on the 18th February 2020. At the time of completing this EIA no issues have been raised through the budget consultation. The findings relating to the Library Service will be noted and used as the changes to library service are determined.

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.

Not applicable.