

## Savings Proposals 2015/16: Equality Impact Assessment (EIA) – Library Inclusion Services – Blind Club & Prime Time - DRAFT

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<b>Business Unit:</b>	<b>Residents and Visitor Services</b>	<b>Directorate:</b>	<b>PLACE</b>
<b>Date Started :</b>	<b>June 2014</b>	<b>Date of current version:</b>	<b>June 2014</b>

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

**Executive Lead / Head Sign off (*when final version*):**

<b>Executive Lead(s)</b>		<b>Executive Head:</b>	
<b>Date:</b>		<b>Date:</b>	

Summary from Overall Savings Proposals:

Proposals – Outline	Savings for 2015/16		Implementation Cost <i>Include brief outline + year incurred</i>	Delivery <i>When will this proposal realise income / savings</i>	Risks / impact of proposals <ul style="list-style-type: none"> <li>● <i>Potential risks</i></li> <li>● <i>Impact on community</i></li> <li>● <i>Knock on impact to other agencies</i></li> <li>● <b><i>If statutory service please state relevant legislation section and Act together with any statutory guidance issued.</i></b></li> </ul>	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
Loss of post of Inclusion Services Coordinator (0.51 fte)		11,900	Associated redundancy costs and pension strain if applicable	April 2015	<p>Loss of role for disadvantaged groups including elderly and disabled. Cessation of Blind Club at Torquay library, and of Prime Time Group (for age 55+) at Paignton Library.</p> <p>Remaining member of staff in this section will transfer to Bibliographical Services team, together with responsibility for RNIB subscription service for Visually Impaired Persons and residential home service.</p>		X	

## Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p><b>Clearly set out the proposal and what is the intended outcome.</b></p>	<p>This proposal is to delete the post of the Inclusion Services Co-ordinator. .</p> <p>The current role includes:</p> <ul style="list-style-type: none"> <li>• Management of delivery of library services to residential homes, day centres and similar establishments in Torbay (this will transfer to another department in libraries)</li> <li>• Management of the RNIB Talking Books contract for the benefit of visually impaired customers in Torbay (this will transfer to another department in libraries)</li> <li>• Acting as lead in respect of services to disadvantaged groups.</li> <li>• Running clubs for Visually Impaired People and over 55s (specifically the Blind Club and Prime Time Club respectively)</li> </ul> <p>The proposal means the two clubs (The Blind Club and the Prime Time Club) will cease operation.</p>
2.	<p><b>Who is intended to benefit / who will be affected?</b></p>	<p>A very small number of visually impaired customers who normally meet at Torquay library 10 times a year in order to discuss their reading choices will no longer have this opportunity. Although these customers benefit from subscription to RNIB talking books, the socialisation element offered by attendance at this his club will be lost. These customers belong to the Blind Club.</p> <p>Prime Time events are held at Paignton library 4 times a year, and involve an afternoon with a speaker and refreshments. The average audience size is around 40, though up to 60 has been known. Anyone over 55 can attend whether they are a resident or visitor and this age group will no longer be able to attend this cultural/educational/recreational activity.</p> <p>Libraries organise &amp; pay the speakers, produce publicity, host and book the venue.</p>

## Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

### Evidence, Consultation and Engagement

No	Question	Details
3.	<b>Have you considered the available evidence?</b>	<p>Prime Time group members are aged 55+. This is not a club with a set of members, the events are free for any person over 55 to visit. The numbers at each event can fluctuate depending on the appeal of the speaker, other engagements etc. Audience size fluctuates from 40 – 60ish.</p> <p>Blind Club members are partially sighted/blind. This is a small group which has a very small number of active members. They are elderly – 70+ and require a taxi to bring them to the library.</p> <p>There have been 10 meetings of the Blind Club since July 2013, taking place on a Thursday afternoon when the library at Torquay is closed. Members bring back reading materials issued at the last event and the Inclusion Services Co-ordinator reads synopses of various pre-selected spoken word items so that members can make informed choices about what to read next. A cup of tea and general social discussion usually follows before the items chosen from the synopses reading exercise are issued to members. These meetings normally last around 2 hours before a taxi collects the members to take them away.</p>
4.	<b>How will / have you* consulted on the proposal?</b>	Consultation will be undertaken directly with members of each group.
5.	<b>Outline the key findings</b>	<b><i>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</i></b> Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups

No	Question	Details
		<i>consulted. Use bullet points to summarise the key conclusions.</i>
6.	<b>What amendments may be required as a result of the consultation?</b>	<b><i>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</i></b> <i>Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i>

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Positive and Negative Equality Impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people		<p>Prime Time: This activity is aimed at those aged 55+. Potential loss of social/educational/recreational opportunity</p> <p>Blind Club: Current members are over 70 years of age. Potential loss of social activity and contact with others. Potential loss of assistance in choosing reading materials that meet their tastes and needs (or as disability below).</p>	
	People with caring responsibilities			No differential impact
	People with a disability		Blind Club: visually impaired customers may no longer have access to a club where they can discuss reading and enjoy social contact outside of their normal environment.	
	Women or men			No differential Impact
	People who are black or from a minority ethnic background (BME)			No differential Impact
	Religion or belief (including lack of belief)			No differential Impact

No	Question	Details	
	People who are lesbian, gay or bisexual		No differential Impact
	People who are transgendered		No differential Impact
	People who are in a marriage or civil partnership		No differential Impact
	Women who are pregnant / on maternity leave		No differential Impact
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		No differential Impact
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		No differential Impact
<b>8a.</b>	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>Are any cumulative impacts identified across your service area from proposals in other departments OR from other service areas? Please explain what these might be (you may need to revisit this section once proposals have been further defined)</i>	
<b>8b.</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	<i>Are any cumulative impacts identified across your service area from proposals in other public services or partner organisations? Please explain what these might be (you may need to revisit this section once proposals have been further defined)</i>	

**Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN***

No	Action	Details
9.	<b>Summarise any negative impacts and how these will be managed?</b>	<i>Outline each negative impacts identified relating to equalities in question 7 and how each impact will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised?</i>

**Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN***

No	Action	Details
10.	<b>Outline plans to monitor the actual impact of your proposals</b>	<i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented, including dates and methods.</i>

**Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED***

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	<b>State a recommended course of action</b> <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i>	<b>Outcome 1: No major change required</b> - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken		
		<b>Outcome 2: Adjustments to remove barriers</b> – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality		
		<b>Outcome 3: Continue with proposal</b> - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.		

		<b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified		

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