

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Library Strategy 2027-2032	
Date of Equality Analysis (EA): 10 th Sept 2025	
Directorate: Regeneration and Environment	Service area: Libraries and Neighbourhood Hubs
Lead Manager: Zoe Oxley	Contact number: 01709 334283
Is this a: ☒ Strategy / Policy ☐ Service / Function ☐ Other	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	Organisation	Role (eg service user, managers, service specialist)
Zoe Oxley	RMBC	Head of Operations and Business Transformation
Gina Szumski	RMBC	Operational Manager
Rowena Woods	RMBC	Service Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The current Rotherham Library Strategy (2021–2026) has provided a solid foundation for the delivery and development of library services across the Borough. However, the landscape of public service usage has evolved significantly in recent years, influenced by both external environmental factors and shifting expectations among service users. The COVID-19 pandemic, in particular, acted as a catalyst for change, reshaping how individuals engage with public spaces and digital services.

As we look ahead to the development of the 2027–2032 Library Strategy, it is essential to ensure that our approach remains responsive, inclusive, and equitable. The revised strategy will reflect the Council's commitment to meeting its statutory duty under the Public Libraries and Museums Act 1964 to provide a "comprehensive and efficient" library service. This duty must be fulfilled not only in terms of access and provision but also in ensuring that services are equally accessible and beneficial to all members of the public, regardless of age, background, ability, or socio-economic status.

Embedding Equality and Inclusion

The new strategy will place a stronger emphasis on equality, diversity, and inclusion by:

- Actively engaging underrepresented groups, including those from minority ethnic backgrounds, disabled individuals, older adults, and young people, to understand and respond to their specific needs.
- Ensuring that library spaces are welcoming, safe, and culturally sensitive, with staff trained in inclusive practices and customer service.
- Expanding digital access and literacy support, particularly for those who face barriers to technology, such as low-income households or older residents.
- Promoting community-led programming that reflects the diverse voices and interests of Rotherham's population.

Enhancing Service User Outcomes

Libraries are more than repositories of books—they are community anchors that support lifelong learning, wellbeing, and social connection. The strategy will aim to improve service user outcomes by:

- Measuring impact through user feedback, engagement data, and community outcomes, rather than just usage statistics.
- Supporting educational attainment and employability through targeted resources, workshops, and partnerships with local organisations.
- Facilitating health and wellbeing initiatives, such as reading for mental health, social prescribing, and safe spaces for community interaction.
- Encouraging active citizenship and civic engagement by providing access to information, democratic participation, and volunteering opportunities.

Responding to Financial Pressures with Innovation

While financial constraints continue to affect the Council's budget, the library service has adapted by embracing innovative solutions that maintain accessibility and inclusivity for all residents. Initiatives such as the introduction of Open+ technology have extended access to libraries beyond traditional staffed hours, ensuring that people with varying schedules can still benefit from library services. Enhanced digital resources, including e-books and online learning platforms, provide flexible options for those unable to visit in person, helping to reduce barriers for individuals with mobility challenges or caring responsibilities. In addition, libraries are increasingly used as community hubs, offering safe, welcoming spaces for local groups and organisations to deliver activities that support social inclusion and wellbeing. These approaches help ensure that, despite financial pressures, the service continues to promote equality of opportunity and meet the diverse needs of Rotherham's communities.

The £1.4 million capital investment approved in 2021 enabled significant improvements across the 14 neighbourhood sites, including enhanced ICT infrastructure and modernised interior design. These upgrades have not only improved the physical environment but have also supported inclusive service delivery, such as the creation of flexible spaces for community use and digital engagement.

The relocation and refurbishment of facilities at Thurcroft and Swinton demonstrate the Council's commitment to maintaining high-quality, accessible services in areas of need, ensuring that no community is left behind.

Libraries are for everyone and the service is committed to ensuring that Rotherham libraries are inclusive and engaging with all sectors of the community, including people with protected characteristics. The priority is to ensure that all residents are able to enjoy the benefits of Rotherham's Libraries and Neighbourhood Hubs. More groups and partner organisations are using the local community library as a valuable local base for their activities.

The priorities of the service are aligned to the wider Culture, Sport and Tourism (CST) service and as such, Libraries contribute to the cultural strategy outcomes, whereby a programme of

cultural and artistic activities and events will be delivered to provide everyone with the opportunity to enjoy some form of creative experience.

Diversity and equality go hand in hand with the arts and culture, as they encourage individuals from every background and ability to realise their true potential therefore contributing to citizens artistic and cultural talent. The Council believes that libraries are a critical link between Rotherham communities and the wider cultural agenda. The location of libraries within the heart of communities affords the ideal platform to develop this piece of work.

Libraries occupy a position of trust within local communities, with a customer base which strongly values local proximity and the diverse offer which is available. The thriving neighbourhood strategy works hand in hand with a library service offer within a neighbourhood setting which allows the service to tailor community activities with the demographic of each specific community where it is located.

In addition, Libraries play an important role in supporting health and wellbeing. For vulnerable and inactive people, libraries can assist to re-motivate individuals to go outside and walk to their local library, giving purpose to their 'daily exercise'. Reading has been proven to be beneficial to mental health, and libraries have been developing work in this field, recognising that, particularly for people with low-level mental health issues (depression and anxiety), libraries offer a source of solace, respite and self-help. For this latter group, safe engagement with the physical world is an important part of reducing social isolation.

In considering how the service can better exercise the Public Sector Equality Duty it is important to consider this in relation to staff, customers, the complete library offer and the library buildings. The way in which libraries can incorporate this is as follows;

Staff: We seek to make staff and volunteers broadly representative of the community we serve. This may involve changes to current processes, and the way in which staff are recruited will be reviewed to make it more inclusive of those with protected characteristics. All staff will be encouraged to act as allies and advocates, supporting equality as a core principle of our service.

Customers: The Council's Customer Access Strategy sets out how we will meet customer needs and demands by using resources effectively and making services accessible to all, regardless of circumstances. It explains how we will strengthen customer relationships, improve experiences, and increase satisfaction by working closely with customers to understand and respond to their needs. Libraries will seek to engage people who are currently non-users, particularly those with protected characteristics. The service has identified under-representation among males, young adults, and individuals from Black, Asian, and Minority Ethnic (BAME) communities and will seek to address this over the lifetime of the strategy. In addition, the service recognises the importance of engaging other groups who may face barriers, including disabled individuals, older adults, young people, low-income households, people with mobility challenges or caring responsibilities, and those experiencing mental health issues or social isolation. This commitment is reinforced by the Council's Digital Strategy, which focuses on improving customer experience through inclusive digital services and ensuring that libraries remain accessible to all, including those at risk of digital exclusion. Together, these strategies aim to remove barriers, promote equality of opportunity, and deliver a library service that reflects the diversity of Rotherham's communities.

The Offer: Libraries will ensure that the book stock, resources and activity programmes are inclusive and diverse, and that we include books written by people with protected characteristics. It is important that books and other resources are available in diverse formats to address sensory impairments or language barriers. It is also important to focus efforts on underrepresented groups within the service to understand their needs and embrace their requirements to ensure libraries are attractive to everyone. Libraries will work over the new five-year strategy to ensure that artists, partners and organisations that we collaborate with are diverse and committed to widening and diversifying engagement. Targeted events, projects and activities will be co-designed in collaboration with the very people we are seeking to work with.

Library Buildings: Library buildings will continue to play a vital role in delivering an inclusive and accessible service. The new strategy will focus on ensuring spaces are safe, welcoming, and physically accessible for all users, including those with disabilities, older adults, families, and individuals with caring responsibilities. Recent capital investment has supported improvements such as modernised interiors, enhanced ICT infrastructure, and flexible spaces for community use and digital engagement. These upgrades help create environments that promote equality, cultural participation, and social connection within local communities.

Libraries will use their position within neighbourhoods to deliver activities that empower communities, including events such as Fun Palaces, which encourage people to create with, by, and for themselves. The service will help develop local networks by linking individuals and organisations, encouraging staff and partners to co-create with local people, and supporting grassroots groups to showcase their value. Working in tandem with Fun Palaces and other arts organisations, libraries will shine a light on existing creative skills and activities, connecting people and organisations to collaborate for positive change. Libraries will also work with other Council services and community and voluntary sector partners to harness local strengths and assets, including individuals' abilities, ensuring that Rotherham libraries remain central to community life.

What equality information is available? (Include any engagement undertaken)

The service holds data on existing library users from the Library Management System covering 2021/2022 to 2024/2025. This data is collated monthly for all sites and enables comparison against the overall Rotherham population to assess representation of people with protected characteristics. Combined with insights from the local needs assessment and consultation, this analysis will help identify gaps and under-represented groups, informing targeted actions within the new Library Strategy to improve equality of access and engagement.

Key trends identified from current data (2024/25):

- **Age:**
The 41–65 age group accounts for 24.15% of registered users and 15.77% of active borrowers, making it the largest registered segment. However, children aged 4–11 represent 18.03% of registered users but dominate active borrowing at 39.15%, indicating strong engagement among younger users.
- **Gender:**
Female users make up 56.21% of registered users and 58.87% of active borrowers, while males represent 37.99% registered and 33.03% active, highlighting a gender imbalance in usage.

- **Ethnicity:**
White British users remain the largest group at 60.05% registered and 60.3% active. Representation among Asian British (4.66%), Black British (1.97%), and other ethnic groups is significantly lower. Notably, 28.28% of active users declined to state ethnicity, limiting understanding of diversity.
- **Disability:**
Only 3.44% of registered users and 3.24% of active borrowers self-declare as disabled, while 39.4% declined to answer, creating a substantial gap in understanding and potential underrepresentation.

Are there any gaps in the information that you are aware of?

Analysis shows under-representation among BAME individuals, young people aged 12–25, males, and those who self-declare as disabled. While libraries engage well with females, children aged 4–11, and older adults (65+), further work is needed to widen access and diversify the customer base.

Current data provides insight into age, sex, disability, and ethnicity. However, there are areas where our understanding is more limited, including:

- Gender reassignment
- Sexual orientation
- Faith
- Civil partnerships and marriage
- Pregnancy and maternity
- Certain socio-economic factors (e.g., parents, carers, looked-after children, unemployed individuals, people on low incomes, ex-offenders, victims of domestic abuse, and those experiencing homelessness)

The new strategy will seek to improve awareness of these groups through engagement and partnership working, ensuring that future service planning considers the needs of all communities.

As part of the new Library Strategy, Rotherham Libraries will develop and deliver a robust action plan to increase understanding of these issues and address under-representation in both service usage and workforce diversity. This will include working with other Council departments (e.g., Children's Services, Adult Social Care) and voluntary sector partners to strengthen engagement and align with wider strategic priorities.

Planned Engagement and Needs Assessment

To inform the development of the new Library Strategy and service delivery model for Libraries and Neighbourhood Hubs, a comprehensive programme of engagement, analysis, and local needs assessment will be undertaken:

- **February – July 2026 – Public Consultation (Phase 1):**
Borough-wide consultation to gather insights on how residents use library services and what matters most to them for the future. This phase will explore satisfaction levels, emerging needs, modernisation priorities, opening hours, self-access options, volunteering opportunities, co-location possibilities, and aspirations for the new Town

Centre Library. Engagement will include current users, non-users, staff, Trade Unions, and other stakeholders, ensuring diverse voices are heard. A local needs assessment will also be carried out during this phase to identify gaps in provision and ensure the strategy reflects community priorities. • August – October 2026 – Analysis and Draft Strategy Development: Analyse consultation feedback and local needs assessment findings to draft the new Library Strategy. Test and refine the draft with stakeholders and notify the Department for Culture, Media and Sport (DCMS) of any potential changes to service delivery. • November 2026 – Cabinet Report (Phase 2 Engagement Approval): Present the draft Library Strategy and proposed service delivery model to Cabinet for approval to proceed to a second phase of engagement. • November 2026 – February 2027 – Public Consultation (Phase 2): Conduct a second phase of engagement on the draft strategy and proposed final service offer. Analyse feedback and update the Equality Impact Assessment accordingly. • March 2027 – Finalisation: Produce an engagement analysis report, finalise the Library Strategy, revised service offer, and associated budget implications. Continue engagement with staff and Trade Unions on the revised service structure.	
What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics? Following the launch of the previous Library Strategy, an Equalities Impact Assessment (EIA) Action Plan was implemented to monitor engagement with groups identified as least engaged, including men, disabled people, young people, and individuals from Black, Asian, and Minority Ethnic (BAME) communities. This approach will continue and be strengthened under the revised Library Strategy 2027–2032. Monitoring will include refreshed community engagement and targeted actions to reach groups who may be less visible or more at risk of exclusion. To ensure the impact of the new strategy is assessed effectively, existing quarterly monitoring arrangements will be enhanced. Current reporting against corporate Key Performance Indicators (KPIs) will be broken down by protected characteristics to provide a clearer picture of equality outcomes. Additional analysis will be undertaken to identify trends and gaps in representation. The EIA Action Plan will be integrated into the wider Library Strategy Action Plan, with progress reviewed regularly throughout the lifetime of the strategy. The service will work closely with the Council’s Performance Team to ensure robust monitoring and reporting, enabling timely interventions where inequalities are identified.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Formal engagement has not yet taken place, this is scheduled to begin in February 2026

Engagement undertaken with staff (date and group(s) consulted and key findings)	Formal engagement has not yet taken place, this is scheduled to begin in February 2026.
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4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How do you think the Policy/Service meets the needs of different communities and groups?

Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive.

The Libraries and Neighbourhood Hubs Strategy is intended to fulfil the statutory requirement to provide a “comprehensive and efficient library service” for all who want to use it. It presents the following as vital to our service offer:

- **Libraries Connected nationally accepted Universal Offers:** Culture & Creativity, Health and Wellbeing, Information & Digital and Reading,

- **Future Libraries Project** (CILIP & Arts Council England, 2024)

This initiative includes two key components:

- Come Rain or Shine: Preparing Public Libraries for the Future in an Age of Uncertainty – a strategic foresight report exploring challenges and opportunities for libraries up to 2040.
- Future Libraries Toolkit – a practical framework for libraries to assess their community context and plan resilient, adaptive services.

The project builds on the original *Envisioning the Library of the Future* priorities and updates them with a futures literacy approach. Key themes include:

- Strategic resilience and adaptability
- Community engagement and co-production
- Digital transformation and horizon scanning
- Skills development and leadership capacity

The Service provides a hub at the heart of the local community and for those areas without access to a local building, there is a mobile and home delivery service.

The stock policy aims to provide a broad range of material in a variety of formats: material in print (hardback and paperbacks, newspapers and magazines) audio visual and electronic formats. The service may focus on particular needs and demands when setting annual priorities, so it is therefore possible to find the same title in ordinary print, large print, spoken word, downloadable spoken word and e- book.

Overall 9% of residents in Rotherham Borough describe themselves as from a non-white UK population. 2.2% of the population in Rotherham, 2,562 people, report that they cannot speak English well or at all. The library service ensures that materials in a variety of community languages are available, particularly within the catchment areas of the Central library at Riverside and Mowbray Gardens library and access to online content is free of charge.

Every library offers free Wi-Fi access to the internet and all libraries have computers available free of charge to library members.

The service has invested in online resources including a wide selection of e-books, e-magazines and downloadable spoken word titles. The service participates in a co-operative partnership with a number of other library authorities which has significantly increased the number of e-book titles available to our borrowers at no extra cost to the service.

Protected characteristics and the impact of the Library Strategy

1. Age

Libraries offer materials in multiple formats (e.g. large print, spoken word), which supports older adults and those with age-related impairments. Youth engagement involves the inclusion of Culture & Creativity and Reading offers which can support early literacy and creative development for children and young people.

2. Disability

The availability of large print, spoken word, downloadable formats, and home delivery services directly supports individuals with visual impairments, mobility challenges, or other disabilities. Digital Inclusion is evidenced by offering free Wi-Fi and computer access to help bridge the digital divide for disabled users who may lack access at home.

3. Race and Ethnicity

Language Support is delivered by the provision of materials in community languages and targeted support in areas like Riverside and Mowbray Gardens helps address the needs of non-English speakers (2.2% of the population). Cultural representation is considered across all areas of service delivery. The stock policy and Universal Offers can be tailored to reflect diverse cultural backgrounds, promoting inclusion.

4. Religion or Belief

While not explicitly addressed, inclusive stock policies will ensure representation of various religious texts and culturally relevant materials.

5. Sex, Sexual Orientation, Gender Reassignment

While not directly referenced, the strategy's emphasis on co-production and community engagement offers opportunities to include LGBTQ+ voices and ensure safe, welcoming spaces. Digital and Reading offers will be curated to include diverse gender identities and sexual orientations, promoting visibility and understanding.

6. Pregnancy and Maternity

Home delivery and mobile services can benefit new parents or those with limited mobility due to pregnancy. Rotherham Libraries deliver family-oriented programming, hosting early years activities weekly, which align with health and wellbeing goals.

7. Marriage and Civil Partnership

No direct mention, but inclusive programming and resources will support relationship wellbeing and family life.

Strategic Strengths

- **Resilience and Adaptability:** The Future Libraries Toolkit encourages libraries to respond to evolving community needs, which is essential for equity.
- **Community Engagement:** Co-production ensures that services are shaped by diverse voices, including those with protected characteristics.
- **Digital Transformation:** Expanding online resources supports accessibility and inclusion, especially for those facing barriers to physical access.

Recommendations

- **Equality Monitoring:** Collect and analyse usage data by protected characteristics to identify gaps and improve targeting.
- **Inclusive Co-Production:** Ensure engagement activities actively include underrepresented groups.
- **Staff Training:** Continue developing staff awareness of equality, diversity, and inclusion to support respectful and informed service delivery.

This section will be reviewed once engagement has been undertaken and proposals are developed.

Does your Policy/Service present any problems or barriers to communities or Groups?

As highlighted above, the groups identified through the equality analysis highlights areas where Rotherham libraries can improve in terms of engagement with these sectors of protected characteristics. Whilst there may be obvious barriers of engagement such as accessibility to buildings which will be covered as part of the consultation and engagement, it is important for the Library service moving forward to acknowledge these priority areas and embark upon a revised EIA action plan to address these, which will include working with voluntary organisations, community groups, charities and public health. Through this approach we will be able to ensure that we are directly targeting those that are unrepresented within Rotherham libraries. By setting out a revised EIA action plan it will allow us to identify any problems or barriers these groups face which prevents being an active user of Rotherham libraries.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

These are yet to be determined, there needs to be more work on ensuring the service offer is appropriate and accessible for minorities within the overall population but the core service offer ensures all sectors are addressed. This will be done as an ongoing piece of work as the new Strategy is drafted to ensure that the service offer within each community promotes community cohesion and has a positive impact on the lives of those accessing the service.

As part of the library strategy Rotherham libraries will seek to:

- Commit to widening access that the library service provides such as vehicle-based services, mainly to older people who might otherwise be unable to get to a library.
- Adapt the service to the changes of technology to meet the needs of the people of Rotherham including those with protected characteristics.
- Focus on children from lower-income families and increase social isolation and loneliness across all ages.
- Play a vital role in reaching out to all areas of the community in the Borough regardless of age, gender or social and economic background.
- Support in reducing social isolation and maintaining good mental health, using the Five Ways to Wellbeing as a framework for activities, working closely in line with the Rotherham Health and Wellbeing Strategy (2025-2030), which focuses on improving children's and young people's lives, promoting good physical and mental health for all residents, and reducing the impact of negative environmental factors and also supporting Adult Social Care and Housing in providing safe, trusted community-based places for service users and increasing opportunities for independent living
- Libraries will be easily accessible, offering ease of access for people with disabilities. They will be well used, with up-to-date facilities and be responsive to changing local needs, using technology and resources effectively and supporting communities to access this
- Encourage applications from those with protected characteristics for volunteer roles, apprenticeships and library posts.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

Rotherham libraries and Neighbourhood Hubs will undertake a thorough analysis of community consultation and engagement results which will enable the service to implement solutions with the resources available. The consultation will allow the service to refresh the EIA action plan and detail the steps we will take in order to improve engagement with those sectors highlighted following the report. The service is keen to work closely with other areas within the Council to ensure that community relations are at the forefront of the service offer moving forward, and as such, we will endeavour to cross cut with other service strategies.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Library Strategy renewal 2027-2032
Directorate and service area: Culture, Sport and Tourism – Libraries and Neighbourhood Hubs
Lead Manager: Zoe Oxley
Summary of findings: Current data shows strong engagement among children aged 4–11 and females, but under-representation among males, young people aged 12–25, disabled individuals, and Black, Asian, and Minority Ethnic (BAME) communities. Significant gaps remain in understanding other protected characteristics, including sexual orientation, gender reassignment, faith, pregnancy and maternity, and socio-economic factors such as carers, low-income households, and those experiencing homelessness. The new strategy will embed equality and inclusion by: - Actively engaging underrepresented groups through consultation and co-production. - Ensuring library spaces are safe, welcoming, and physically accessible. - Expanding digital access and literacy support to reduce barriers for those at risk of digital exclusion. - Delivering diverse stock and programming that reflects the voices and interests of all communities. Monitoring arrangements will be strengthened by breaking down performance data by protected characteristics and integrating the EIA Action Plan into the wider Library Strategy Action Plan. Engagement phases in 2026–2027, combined with a local needs assessment, will inform targeted actions to address gaps and improve representation.

Appendix 5

The strategy aims to:

- Widen access and diversify the customer base.
- Support health and wellbeing, education, and employability.
- Promote cultural participation and community cohesion.
- Ensure resilience and adaptability through innovation and partnership working.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Public Consultation to be completed	A, D, S, GR, RE, RoB, SO, PM, CPM, C and O	February 2026 – February 2026
Library strategy renewed	A, D, S, GR, RE, RoB, SO, PM, CPM, C and O.	April 2027
Local Risk Assessment to be completed	A, D, S, GR, RE, RoB, SO, PM, CPM, C and O	July 2026

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Polly Hamilton	Assistant Director – Culture, Sport and Tourism	29/10/25

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given. If this Equality Analysis relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision a copy of the completed document should be attached as an appendix and published alongside the relevant report. A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	28/10/25
Report title and date	Review of the 2021 - 2026 Library Strategy and proposal to undertake consultation for the 2027- 2032 library strategy/future service delivery model. 15/12/25
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	28/10/25