

## Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an equality analysis.

<b>Directorate: Regeneration &amp; Environment</b>	<b>Service area: Libraries</b>
<b>Lead person: Zoe Oxley</b>	<b>Contact number: 01709334283</b>

### 1. Title:

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify**

Piloting a 'community-managed' library at Brinsworth

### 2. Please provide a brief description of what you are screening

The Cabinet report "Consultation on a New Library Strategy and new service delivery model" sets out proposals to undertake consultation on a new library strategy for the period 2020 – 2025 and a future service delivery model for the Libraries and Neighbourhood Hubs Service. This will ensure that the Service continues to meet the needs of Rotherham residents and also that the Council meets the statutory requirement. As part of the recent library consultation, Brinsworth Parish Council expressed an interest in the Brinsworth Community Trust running the library service at Brinsworth. The Service is seeking explore the views of the public and stakeholders on the proposal to pilot a new "community managed" operating model at Brinsworth Library. It is proposed that Brinsworth Community Trust, with support

of the Parish Council and the Local Authority will deliver the core offer as defined in the Library Strategy. The Library would still form part of the Council's statutory provision and will continue to provide support services including the supply and maintenance of stock, access to the Library Management System and training of volunteers. The partnership will be bound by a contract and a legal framework.

The Cabinet report makes the following recommendations:

1. Public engagement takes place with residents in relation to the library becoming a community run library forming part of the future service offer.
2. That, if the public are in agreement with the proposals, a further report be brought to Cabinet detailing proposals for Brinsworth to transition to a community-managed library.

This proposal would also support the ambitions within the Thriving Neighbourhoods Strategy.

### 3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		✓ <b>(only when the future proposals are developed will the service be aware of the implications).</b>
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		✓ <b>(only when future proposals are developed will the</b>

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		service be aware of the affect to users).
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>		✓ (only when future proposals are developed will the service be aware of the impact).
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	✓	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		✓
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		✓ (only when future proposals are developed will the service be aware of the affect).
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be

considered within your proposals prior to carrying out an **Equality Analysis**.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below and use the prompts for guidance.

- **How have you considered equality and diversity?**

Yes, a draft Equality Analysis has produced. It has been agreed with the Corporate Equalities & Diversity Officer that this will be finalised once engagement has taken place, proposals for the future service offer have been produced and the implications in relation to the proposed changes are understood.

A further report will go back to Cabinet detailing these proposals along with an Equality Analysis.

- **Key findings**

Positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another will be identified once proposals have been produced.

- **Actions**

These will be provided once the proposals have been produced.

Date to scope and plan your Equality Analysis:	February 2020
Date to complete your Equality Analysis:	February 2020
Lead person for your Equality Analysis (Include name and job title):	Gina White Operational Manager, Libraries & Neighbourhood Hubs

## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

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If this screening 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 of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto: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.

<b>Date screening completed</b>	12/12/19
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	12/12/19