



Equality Impact/Fairer Scotland Duty Assessment Form

**Step 1**

**Name of Proposal:**

Monifieth Community Hub and Library – Project Implementation

**Step 2**

Is this only a **screening** Equality Impact Assessment No

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

- |  |        |
|--|--------|
| (i) It does not impact on people   | Yes/No |
| (ii) It is a percentage increase in fees which has no differential impact on protected characteristics | Yes/No |
| (iii) It is for information only   | Yes/No |
| (iv) It is reflective e.g. of budget spend over a financial year                                       | Yes/No |
| (v) It is technical  | Yes/No |

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment	Yes
Is this a Fairer Scotland Duty Assessment	No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

**Step 3**

(i)Lead Directorate/Service:

Finance / Strategic Policy / ANGUSalive

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Equality Act 2010  
Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012  
Local Government (Scotland) Act 1973

(iii)What is the aim of the proposal? Please give full details.

Proposed combined community hub facility and library/access provision in Monifieth.

(iv)Is it a new proposal?        Yes

**Step 4: Which people does your proposal involve or have consequences for?**

Please indicate all which apply:

Employees	Yes
Job Applicants	No
Service users	Yes
Members of the public	Yes

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Library/ACCESS usage patterns, customer feedback and complaints, system booking data.

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

Staff consultation, engagement with trade unions

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

n/a

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils.

A public consultation has been undertaken on the proposal to relocate Monifieth Library to the proposed community hub at the Blue Seaway. The consultation ran between 19 and 25 July 2022. The public were invited to Monifieth Library from Tuesday 19 – Saturday 23 July 2022 during opening hours to see and hear more on the plans and provide their views. There were also specific engagement sessions where representatives from the Library / Monifieth Community Resource Group were available to discuss the proposals. Members of the community were also able to view the plans and leave their feedback online.

Broadly the feedback was positive although the location being away from the high street was the main issue highlighted.

**Other** (general information as appropriate).

**Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold?      No

**Step 7: Are there potential differential impacts on protected characteristic groups?** Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age

**Impact**

Potentially some negative impacts for older people, as Hub further away from central Monifieth. However, see mitigations in step 9

The location of the proposed facility with café and toilets (including a changing places toilet) near to other amenities and on an active travel route will provide positive benefits for younger children as well as older people.

Disability

**Impact**

Potentially some negative impacts for people with disabilities, as Hub further away from central Monifieth. However, see mitigation in step 9

A positive impact will arise from the improved parking and accessibility provision compared to current library location and building. The new facility will have dedicated parking including disabled parking on site.

The location of the proposed facility with café and toilets (including a changing places toilet) near to other amenities and on an active travel route will provide facilities for disabled people not currently available in that area.

Gender reassignment

**Impact**

The building design does not allow for gender neutral toilets.

Marriage and Civil Partnership

**Impact**

n/a

Pregnancy/Maternity

**Impact**

Potentially some negative impacts as Hub further away from central Monifieth. However, see mitigation in step 9

Positive impacts are expected to arise from having a community and Council/ANGUSalve services co-located as new and expectant mothers can access a number of services in one place.

The location of the proposed facility with café and toilets (including a changing places toilet) near to other amenities and on an active travel route will enhance the facilities available for new and expectant mothers.

Race - (includes Gypsy Travellers)

**Impact**

n/a

Religion or Belief

**Impact**

n/a

Sex

**Impact**

Potentially negative impact for women's safety having to use the railway underpasses in darkness. However, see mitigation in step 9

Sexual orientation

**Impact**

n/a

**Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Public consultation where feedback was received about the facility being further away from the high street and that pedestrian access through railway underpasses is less than ideal.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

As highlighted in Step 7 there are a number of positive as well as potentially negative impacts on people with protected characteristics.

In relation to potential negative impacts the following mitigations are either in place or will be put in place once the new hub facility is open:-

**Change to Public Transport Provision**

It is proposed to amend the route of local bus services 78A to 79C to incorporate a stop on South Street in Monifieth near to the railway station to provide a public transport option to the new facility. Those bus services come from villages outwith Monifieth and run through Monifieth, passing along the High Street and will therefore provide a means of getting from the current library to the nearest point available to the Blue Seaway by public transport. The location of the facility relative to the railway prevents direct access to the new facility by public transport.

**Home Delivery Library Service**

ANGUSalive offers a home delivery service for user groups that may find it difficult to access the venue location and to carry heavy books back to public transport provision. Users will be able to choose books either through digital platforms or in face to face contact with our delivery driver.

**Accessibility – Railway Underpasses**

In relation to accessibility under the railway and in particular traffic management arrangements this has now been reviewed by the Council's Roads team. The railway presents a significant physical barrier which severely limits what can be done to improve access. The current arrangements work reasonably well, access arrangements for both vehicles and pedestrians are not to standard but users/visitors appear to have gotten used to the layout and workings and current accident records show there to be no issues.

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

The results of the consultation and other engagement was broadly positive although the location being away from the high street was the main issue highlighted. ANGUSalive do already have a home delivery service in place for those who may need to use it.

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?**

N/a

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

No

**Step 13: FAIRER SCOTLAND DUTY**

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

**Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?**

**Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.**

**Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.**

**Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.**

**Low and/or No Wealth** (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

**Impact**

**Material Deprivation** (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

**Impact**

**Area Deprivation** (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport)).

**Impact**

**Socio-economic Background** i.e. social class including parents' education, people's employment and income.

**Impact**

**Other** – please indicate

**Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.**

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

The EIA will be reviewed in line with any developments to service provision.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

EIA will be published as an appendix of the committee report.

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

Prepared by: Ian Lorimer, Director of Finance, 2 June 2023

Reviewed by: Doreen Phillips, Equalities Officer, 7 June 2023

Approved by: Ian Lorimer, Director of Finance, 14 June 2023

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