

Equality Impact Assessment: ANGUSalve Investment Proposal - Arbroath Library Building - Consultation Outcome

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Is this proposal a high-level strategy? No

Type of proposal : other;

What type of assessment is required? full

Overview

Directorate or service. If the proposal involves more than one directorate or service, name the lead one : Legal, Governance and Change

Give details of any legislation relevant to this proposal : Legislation relating to the Council's duties to operate libraries and to be custodian of Archives and Collections for the citizens of Angus.

What is being proposed?a) the future location of the Council's Archives, currently stored at the Hunter Library, Restenneth Priory by Forfar;

b) the upgrading of Arbroath Library to improve the delivery of face-to-face ACCESS services; and

c) changes to the current use of part of Arbroath Library to support and improve the storage and public access arrangements for the Council's Archives.

Is this a new other or a review of an existing other? New proposal -

Impact

All the group(s) of people your proposal involves or affects : Employees, Job applicants, Service users, Members of the public

What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people? ACCESS service improvements have considered usage patterns, customer feedback and complaints, customer survey and system data.

The other elements of the proposals have used internal data and research to establish the demand for building space and improved public access arrangements.

What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people? The proposed Library/ face-to-face ACCESS services improvements have included Council and ANGUSalve staff consultation, and engagement with trade unions.

A consultation exercise on the ANGUSalve Investment Proposal: Arbroath Library Building Report was undertaken between 18 June 2024 and 30 July 2024. This consultation was open to everyone and promoted through the online Engage portal with hardcopies being available in venues including Hunter Library, Arbroath Library, Saltire Centre and Arbroath Sport Centre.

The consultation was promoted throughout the consultation period on social media via ANGUSalve and Angus Council channels.

Responses were received from public and staff and are included within Appendix 1 of the Committee Report.

What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people? Angus Alive visitor and information enquiry data, along with other data relating to the service provided at the Hunter Library, Restenneth has been considered.

What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people? Previous consultation undertaken in relation to proposal for Library/ ACCESS integration in Arbroath Library.

As above (Q3) a combined consultation was undertaken between 18 June and 30 July 2024.

What other consultation (if any) has been conducted that was not included above?

Gaps

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

Groups

Are there potential differential impacts on particular age groups? Positive

Reason(s) for your answer : Likely positive impact for older people with Arbroath Library being fully accessible, including lift to first floor area.

The improvements in layout and facilities in the Arbroath Library/ ACCESS provision will also have a positive impact for older people.

Public Transport links to Arbroath are also more likely to increase uptake in accessing services for older people, in comparison to the current provision.

It is highlighted that the Hunter Library, Restenneth Priory, by Forfar is not served by public transport within reasonable distance.

Are there potential differential impacts on people with a disability? Positive

Reason(s) for your answer : Likely positive impact with Arbroath Library being fully accessible, including lift to first floor area.

The improvements in layout and facilities in the Arbroath Library/ ACCESS provision will also have a positive impact. However, there will be a temporary negative impact during the works period as the lift will not be available to provide access to the first floor. Scheduled work is planned to minimise the closure of the lift. If required customers will be advised and temporary measures will be put in place to provide the requested material at a different location.

Public Transport links to Arbroath are also more likely to increase uptake in accessing services, in comparison to the current provision.

It is highlighted that the Hunter Library, Restenneth Priory, by Forfar is not served by public

transport within reasonable distance.

Are there potential differential impacts on people with a gender reassignment?

Neutral

Reason(s) for your answer : No differential impact.

Are there potential differential impacts on people with a marriage or civil partnership status? Neutral

Reason(s) for your answer : It has been confirmed that, after review and with the Learning Shop now relocating to the ground floor, weddings can continue to be held in the Corsar Gallery at Arbroath Library therefore there is no differential impact.

Are there potential differential impacts on people due to their race?Neutral

Reason(s) for your answer : No differential impact.

Are there potential differential impacts on people due to their sex? Unknown

Reason(s) for your answer : Angus Alive do not track the gender of library users. In terms of the services delivered from the Hunter Library, Restenneth, there is currently a greater use of the service by females (64.1%) in comparison to males (35.9%) therefore proposals will have greater impact on females assuming numbers change in similar proportion. However, it is not known if this will have a positive, negative or neutral impact.

Are there potential differential impacts on people due to pregnancy/maternity?

Positive

Reason(s) for your answer : Likely positive impact with Arbroath Library being fully accessible, including lift to first floor area.

The improvements in layout and facilities in the Arbroath Library/ ACCESS provision will also have a positive impact.

Public Transport links to Arbroath are also more likely to increase uptake in accessing services, in comparison to the current provision.

It is highlighted that the Hunter Library, Restenneth Priory, by Forfar is not served by public transport within reasonable distance.

Are there potential differential impacts on people due to religion or belief? Neutral

Reason(s) for your answer : No differential impact

Are potential differential impacts on people due to their sexual orientation?Neutral

Reason(s) for your answer : No differential impact

UNCRC

Which of the general principles apply to your proposal? None ;

Consultation

Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal? Yes

What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal?

How did you do this? There is a potentially temporary negative impact for some protected characteristic groups, such as age (older people), people with disabilities etc. until works are completed.

A consultation has been progressed to seek feedback from groups potentially affected by the changes. The information obtained is being fed back to elected members to inform a final decision on the proposal.

In terms of informing the earlier decision to permanently integrate the Library and ACCESS services at the Arbroath Library building, a customer survey was carried out with service users. From 285 responders to the survey the following information (below) was received:

What were the results? Are you satisfied with the physical accessibility of the building ie. ramps, lifts, automatic doors? 278 out of 280 responders answered yes.

Are you comfortable with the privacy of the ACCESS desk? 256 out of 280 responders answered yes.

Negative Impacts

What steps will you take to reduce or remove potentially negative impacts? There will be a temporary negative impact during the works period at Arbroath Library as the lift will not be available to provide access to the first floor which will accommodate the Archives (relocated from the Hunter Library) and the 'community learning shop' operated by the Council's Vibrant Communities team. Alternative arrangements will be developed by the local teams to mitigate this negative impact during this relatively short period.

A number of positive improvements at Arbroath Library have been included in the proposals and these include: provision of a new fully accessible reception counter, updated signage and inclusive layouts.

Justification

If your proposal will have a negative impact, what is your justification for taking it forward? The justification for the temporary negative impact noted above during the Arbroath Library works period, is that in the longer term there will be an improved service for all users.

Public Sector Equality Duty

Does this proposal contribute to any, or all, of the public sector equality duty to? Yes

We need to know how your proposal does this : Improvements are included in the proposals to ensure better accessibility for most of the existing users.

Is there anything that could be done to advance equalities in relation to this proposal? The proposals reflect an advancement in equalities to make the Angus Archives more accessible.

Improvements in the Arbroath Library/ ACCESS integration will also improve accessibility

Fairer Scotland Duty: Not Applicable

Monitoring

How will you monitor and review your assessment in line with your proposal? The consultation has been completed and a summary of the responses with comments have been included in the report attached to this EIA for presenting back to members.

Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report? Published with committee report

Approvers

Reviewer Approval : Doreen Philips - PhillipsD@angus.gov.uk

Review Date : 18/10/2024 11:42

Manager Approval : Alison Watson - Service Leader - Legal & Procurement

Approval Date : 18/10/2024 13:11