

Equality Impact Assessment

Context

1. Under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, i.e have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published [online](#):
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions and Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk



Head of Equality and Diversity
Corporate Law & Assurance
Tel 0330 134592 or 07740 901114

Section 1: Identifying details

Your function, service area and team: Community Hubs Project Team, Face to Face Customer Services

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: **Mobile Library Service review**

Officer completing the EqIA: Community Hubs Project Team
Email: libraries.consultation@essex.gov.uk

Date of completing the assessment: 27 November 2017

Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>This is a change to an existing practice.</p> <p>A draft version of the EQIA was shared with the public at the start of the consultation on 19 September 2017. After the consultation closed on 6 November 2017, the results were analysed, both internally and by a third party organisations (Lake Market Research), and the EQIA and needs assessment were both updated. These documents will help inform any decision to be made at Cabinet on 23 January 2018.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>Essex County Council is reviewing its Mobile Library Service, to ensure that it is relevant to people's lives and offers good value for the money it costs to provide.</p> <p>Use of mobile libraries is falling and seven of the nine vehicles are old and will soon become un-roadworthy. The council needs to consider whether renewing these represents value for money. One of the council's strategic priorities is to transform the council to achieve more with less.</p> <p>To that end, the library service has a target to cut costs by between £1.5m and £2m by 2020. Prior to any changes being made, a consultation on proposals to change the way the Mobile Library Service is delivered took place.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or</p>

	<p>commissioning a service)?</p> <p>We want to make sure our mobile libraries are cost effective for taxpayers and visit places where they benefit our customers most.</p> <p>To do this we plan to maintain only those stops which are more than two miles from a library building and are regularly used. Post consultation and following feedback, we have changed this criteria to 1.5 miles.</p> <p>Where two or more stops currently serve the same community, we will consider merging these into one centrally located stop within that community; the most popular/accessible stop will be kept.</p> <p>To ensure that the service is relevant to people's lives and offers good value for money we plan to increase the minimum time spent at each of the remaining stops to 30 minutes.</p> <p>Currently the timetable for the Mobile Library Service runs fortnightly; we are considering options for the frequency of service:</p> <ul style="list-style-type: none"> • That mobile libraries visit each stop once every three weeks • That mobile libraries visit each stop once every four weeks. <p>We will consider whether to change the days and times that mobile libraries will cover, for instance, adding stops on Sundays, Mondays, later in the day or more on Saturdays, if there is substantial demand. Our aim is that these frequencies, days and times could be covered by the two newer mobile libraries operating either five days or seven days a week.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>Yes. All of the above.</p> <p>Will the policy or decision influence how organisations operate?</p> <p>Yes. Some schools may lose mobile stops and therefore access libraries in other ways such as arranging class visits to nearby library buildings or subscribing to the School Library Service.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>Yes. The proposal will reduce the number of mobile libraries from nine to two from May 2018 when the lease on the seven older vehicles runs out. Mobile library stops that are less than two miles (now 1.5 miles after consultation feedback) from a library or are not regularly used will be withdrawn. Savings from running fewer</p>

	library vehicles will be reinvested in library services or used to help Essex Libraries meet spending targets.
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The proposed changes will help the council achieve its strategic priorities in the following ways:</p> <p>Transform the council to achieve more for less:</p> <ul style="list-style-type: none"> It will reduce running costs for the library service, helping to make libraries financially viable. Online reservations, access to the Home Library Service and friends and family cards will ensure mobile library users will still have access to library services. <p>Help people get the best start and age well:</p> <ul style="list-style-type: none"> The remaining mobile service will continue to offer loan items for children and older people; the home library service will offer social contact and regular access to books and other items to people who would have difficulty reaching their nearest library. <p>Help create great places to grow up, live and work:</p> <ul style="list-style-type: none"> The review will ensure that mobile libraries stop in the most accessible locations for the communities they serve.

Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1 What does the information tell you about those groups identified?

All figures are for the financial year 2016/17 or as at 31 March 2017 unless stated otherwise.

When we refer to mobile library card holders, we are talking about people whose home library is a mobile library, regardless of whether or not they use mobile libraries. However we don't know if they continued to use the mobiles as their main library. Therefore the analysis of data we hold on this group is all made with the assumption that they use the mobile as their main library.

Age and sex/gender

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
 with links to JSNA and 2011 Census.

The 2016 mid-year estimates for the population of Essex indicate that our county has 1,455,405 people, with a rise of 38,895 since 2013.

Currently the only available population statistics for breakdown by district are from 2013. This data shows that the population balance is relatively consistent across the districts with 22% of the population aged 18 or under, 31% between 19 - 44, 28% aged between 45 – 65, and 19% over 66 years old. The only disparity is Tendring which has a higher than average proportion of 66-80 year olds (21%). Basildon, Braintree, Harlow, and Uttlesford districts have the greatest percentage of young people (almost 24%).

Essex Libraries has an active membership of 246,188. Active members are library card holders who have used their library card within the last 365 days – as at 31/03/2017. Of the active membership 4,695 (1.9%) are identified as having a mobile library as their base library.

Active membership - all Essex libraries

Age Groups	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
Total	56556	35282	24301	27797	25807	21604	23323	18967	8542	1718	2291	246188
%	23.0%	14.3%	9.9%	11.3%	10.5%	8.8%	9.5%	7.7%	3.5%	0.7%	0.9%	100.0%

Active Membership - Mobile library card holders – this means that cards which were first opened on a mobile library have been used in the last year, this does not necessarily mean that the card holder continued to exclusively use the mobile library.

Age Group	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
Total	1488	798	93	150	182	131	350	588	495	124	296	4695
%	31.7%	17.0%	2.0%	3.2%	3.9%	2.8%	7.5%	12.5%	10.5%	2.6%	6.3%	100.0%

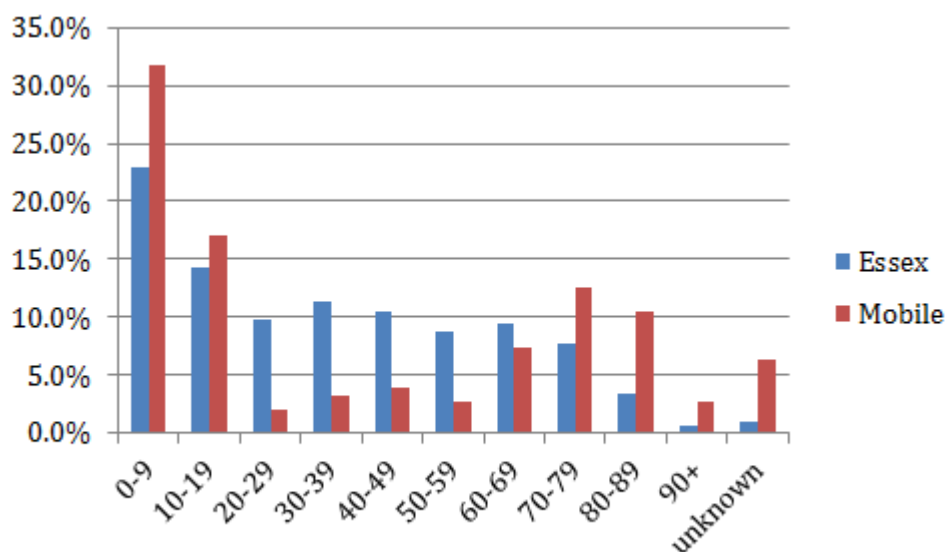
There are significant differences in the distribution of ages amongst mobile library card holders compared to all Essex Libraries card holders and the total Essex population

48.7% of mobile library card holders are aged 19 or under compared to 37.3% of all Essex Libraries card holders; 22% of the county population are under 18. Likewise, 25.6% of mobile library card holders are aged 70 or older, compared to 11.9% of Essex Library card holders; 19% of the county population are over 66.

Perhaps the most marked contrast is amongst the working age portion of the population with only 19.4% of mobile library card holders being aged 20-69 years of age, compared to 50.0% of Essex Library card holders; 59% of the county population were aged 19-65. This may be because the mobile libraries timetable runs, for the majority, during the working day.

The graph below shows the age range variations between all Essex Libraries card holders and mobile library card holders.





Within the Essex population there are only slightly more females (51.1%) than males (48.9%). A similar trend is seen across all age groups except the 81-90 age group where 60.6% are female and 39.4% are male.

Within Essex Library card holders a slightly higher proportion are female (57.4%) to male (38.7%). There is no data to specify the gender of the remaining 3.9%. The only exception to this is the aged 9 and under group (50.3% female/ 46.7% male, 3% not specified).

Within the mobile library card holders group there is a significant gender gap among all age groups over 10 years old. Over 80% of 30-59 year olds are female, as are over 70% of 60-89 year olds and 77% of 90 year olds and older. The under 9 group remain equally balanced; 47.8% are female, 48.9% are male and there is no data to specify the gender of the remaining 3.3%.

Active membership - all Essex libraries

Age Groups	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
Female	28426	19674	14216	17999	16166	12806	13838	11162	5110	1086	857	141340
Male	26415	14119	9016	8760	8685	8040	8792	7342	3244	450	291	95154
Unknown	1715	1489	1069	1038	956	758	693	463	188	182	1143	9694
Total	56556	35282	24301	27797	25807	21604	23323	18967	8542	1718	2291	246188

Active Membership - all Essex Libraries

Age Groups	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
Female	50.3%	55.8%	58.5%	64.8%	62.6%	59.3%	59.3%	58.8%	59.8%	63.2%	37.4%	57.4%
Male	46.7%	40.0%	37.1%	31.5%	33.7%	37.2%	37.7%	38.7%	38.0%	26.2%	12.7%	38.7%
Unknown	3.0%	4.2%	4.4%	3.7%	3.7%	3.5%	3.0%	2.4%	2.2%	10.6%	49.9%	3.9%

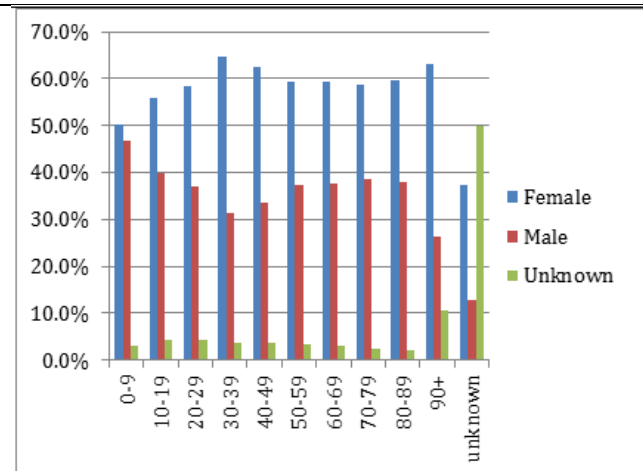
Active membership numbers - mobile library cardholders

Age Group	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
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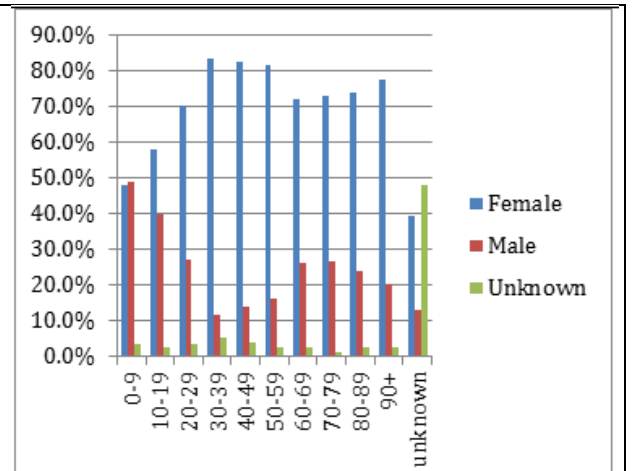
Female	711	461	65	125	150	107	251	427	365	96	116	2874
Male	728	317	25	17	25	21	91	155	117	25	38	1559
Unknown	49	20	3	8	7	3	8	6	13	3	142	262
Total	1488	798	93	150	182	131	350	588	495	124	296	4695

Active membership percentages - mobile library cardholders

Age Groups	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90+	unknown	Total
Female	47.8%	57.8%	69.9%	83.3%	82.4%	81.7%	71.7%	72.6%	73.7%	77.4%	39.2%	61.2%
Male	48.9%	39.7%	26.9%	11.3%	13.7%	16.0%	26.0%	26.4%	23.6%	20.2%	12.8%	33.2%
Unknown	3.3%	2.5%	3.2%	5.3%	3.8%	2.3%	2.3%	1.0%	2.6%	2.4%	48.0%	5.6%



Active membership – all Essex libraries



Active Membership – mobile library cardholders

Ethnicity

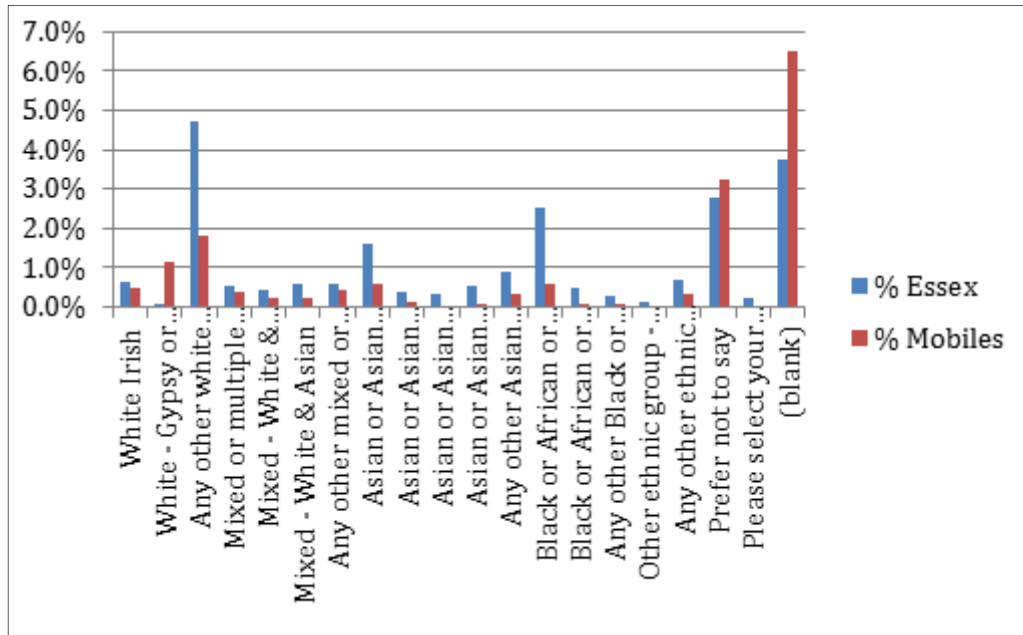
Of the total Essex population 90.8% identify as White: English/Welsh/Scottish/Northern Irish/British; 2.6% identify as White other and 2.5% as Asian. 1.5% as mixed race, 1.3% as Black, 0.8% as Irish, 0.2% as Gypsy/Traveller and 0.4% as other. (Source: ONS) Harlow is the most ethnically mixed district, and Castle Point, the least mixed.

Within the Essex Libraries card holder active membership the percentage of those who identify as White: English/Welsh/Scottish/ Northern Irish/British is lower at 77.8%, whilst the percentages who identify as White Other (4.7%), Asian (3.7%) and Black (3.3%) are all higher than the Essex population figures. It should be noted that 6.7% of card holders do not have their ethnicity listed. This is because either they preferred not to say (2.8%) or the field has not been updated since it was added (3.9%). The remaining 3.6% are made up of White Irish, Gypsy or Irish traveller, mixed or multiple ethnicities, Arab and any other ethnic group.

For active mobile library card holders, 83.2% identify as White: English/Welsh/Scottish/Northern Irish/British. 1.8% identify as White other followed by mixed or multiple ethnicity (1.3%) Gypsy/Irish Traveller (1.2%), Asian (1.1%) and Black (0.8%). It should be noted that 9.8% of users either preferred not to say (3.3%) or have not updated their record (6.5%). The remaining 0.8% is made up of White Irish and any other ethnic group.

Ethnicity	% all Essex	% Mobiles
White - English or Welsh or Scottish or Northern Irish or British	77.8%	83.2%
White Irish	0.6%	0.5%
White - Gypsy or Irish Traveller	0.1%	1.2%
Any other white background	4.7%	1.8%
Mixed or multiple ethnic group - White & Black Caribbean	0.5%	0.4%
Mixed - White & Black African	0.4%	0.2%
Mixed - White & Asian	0.6%	0.3%
Any other mixed or multiple ethnic background	0.6%	0.4%
Asian or Asian British – Indian	1.6%	0.6%
Asian or Asian British - Pakistani	0.4%	0.1%
Asian or Asian British - Bangladeshi	0.3%	0.0%
Asian or Asian British – Chinese	0.5%	0.1%
Any other Asian background	0.9%	0.3%
Black or African or Caribbean or Black British - African	2.5%	0.6%
Black or African or Caribbean or Black British - Caribbean	0.5%	0.1%
Any other Black or African or Caribbean background	0.3%	0.1%
Other ethnic group – Arab	0.1%	0.0%
Any other ethnic group	0.7%	0.3%
Prefer not to say	2.8%	3.3%
Please select your ethnic origin	0.2%	0.0%
(blank)	3.7%	6.5%
Total	100.0%	100.0%

The following graph shows the comparisons between ethnicities within the Essex Libraries card holder group and the Mobile Libraries card holder group (excluding White: English/Welsh/Scottish/ Northern Irish/ British).



Religion

The majority of people (64.8%) follow a religion in Essex, with the biggest proportion of people stating that their religion was Christian (61.8%). This is a bigger proportion than across England (59.4%) figures. This is a decrease of 12.3% since the 2001 Census (110,652 fewer people), consistent with the England figure. We currently do not collect religious/belief data from our customers. We asked respondents to the consultation to

identify their religion.

Disabilities

We have limited data on people with disabilities, both at county level and at Libraries level. This information is not routinely requested from our customers. We do know that:

- As a county according to the 2011 Census, Essex has a lower percentage of people with a long term health problem or disability that limits their daily activities a lot (7.7%) than the national (England) figure (8.3%), although both Castle Point and Tendring exceed the national figure at 9.1% and 12.5%. This higher prevalence is also reflected in the percentage of those whose daily activities are limited a little.
- Estimates suggest that in Essex, about 162,000 people of working age have a disability of some sort. Nationally only 46% of people with a disability are in work compared to 76% of those without a disability. If you apply this national average to Essex, this would equate to 66,700 working age adults with a disability being unemployed.

Source - Health JSNA 2014

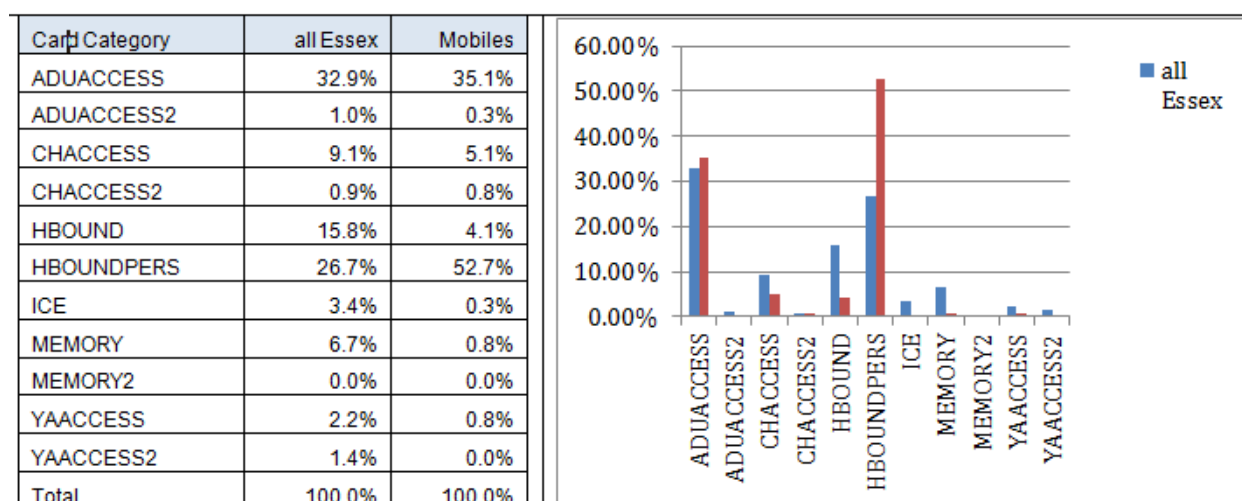
- Figures calculated by the Institute of Public Care system 'PANSI' (Projecting Adult Needs & Service Information) in 2012 indicate that there will be an increasing need for support for people within the community that have a physical disability. This figure will increase in the short to medium term but then will decrease, in the longer term to 2030.
- There are estimated to be circa 32,700 adults living with a learning disability in Essex (including Southend & Thurrock). Colchester is estimated to have the largest number of adults with learning disabilities and Maldon the smallest.
- Visual impairment – There are 7,080 Essex residents registered blind or partially sighted. Of these, 69% are aged 75 or older. Essex has a slightly lower percentage of the population registered blind or partially sighted (0.49%) than the national average for England (0.54%). The percentage change of those who are blind or partially sighted between 2010/11 and 2013/14 was +3.1% compared with -2.6% in England overall. The percentage of those who are blind or partially sighted with an additional disability is 59% in Essex, compared to 34.7% in England overall.

Source: RNIB Sight Loss Data, 2010-2015

We have limited data on library users with disabilities. This information is not routinely requested from our customers. However, Essex Libraries have introduced a number of library card categories to ensure cardholders with disabilities can still make full use of library stock.

Category	Description
Access	<p>Access cards are a way to ensure that we make library services inclusive to all. They support those customers who have significant difficulties in accessing print.</p> <p>Who's eligible?</p> <ul style="list-style-type: none"> • Visually impaired/Print impaired (unable to read large print) • Deafblind or Deaf from birth (difficulty in reading text) • Learning disabled (unable to read text) • Learning difficulties (difficulty in reading text) • Physically disabled (unable to hold a book) <p>Card category</p> <ul style="list-style-type: none"> • Adult Access (18+) ADUACCESS • Adult Access 2 (16-17) ADUACCESS2 • Young Adult Access 2 (15-16) YAACCESS2

	<ul style="list-style-type: none"> • Young Adult Access (12-14) YAACCESS • Child Access 2 (age 11-12) CHACCESS2 • Child Access (up to age 11) CHACCESS
ICE (Inclusive Communication Essex)	<p>Inclusive Communication Essex (ICE) is an Essex-wide training package that teaches the families and carers of adults with learning disabilities how to use a variety of different forms of communication. ICE has a range of high and low tech equipment that ICE category card holders can borrow free of charge from any library in Essex, including mobile libraries.</p> <p>Regarding the ICE cards; these are not specifically for people with learning disabilities. They are for anyone who either;</p> <ul style="list-style-type: none"> • Has a learning disability themselves • Has a family member with a learning disability • Cares for someone with a learning disability • Works with someone with a learning disability in any capacity, support, teaching etc • Has any communication difficulty and requires support, for example Aphasia, brain injury, post stroke etc. <p>Card category: ICE</p>
Memory Support Card	<p>Who's eligible?</p> <ul style="list-style-type: none"> • Customers who are still using the library independently but are worried that they may incur overdue fines due to memory issues • Customers with memory problems whatever the cause, whether dementia, stress or illness. • If customers have both memory issues and a visual impairment then they will have an Access card. <p>Card category</p> <ul style="list-style-type: none"> • Adult Memory (18+) MEMORY • Adult Memory 2 (16-17) MEMORY2
Home Library Service	<p>The Home Library service provides a library service for people who are unable to visit the library owing to age, disability or caring responsibilities. An appropriate service is delivered depending on personal circumstances which could involve:</p> <ul style="list-style-type: none"> • Home Library via Individuals (via friend, family, carer) • Home Library via Volunteers • Home Library via Care Homes <p>Home Library via Individuals (Via friend, family or carer) Customers can have a willing neighbour, friend or family member choose and collect material on their behalf. Card category : Home Library - Friends and Family (The code for this is HBOUNDPERS)</p> <p>Home Library via Volunteers If a customer has no-one who can go to the library for them, then they are eligible for a volunteer through the Home Library Service. Access to all library services is provided through trained volunteers. A customer has access to all of the items people can borrow through their local library. Items are selected and delivered by the volunteers, at a pre-arranged date/time. Card category: Home Library (The code for this is HBOUND)</p> <p>Home Library via Care Homes For residents of sheltered housing, and care homes. Some mobile library stops are at care homes, allowing residents and staff to select their own material. Card category: Home Library - Friends and Family (The code for this is HBOUNDPERS)</p>
<p>Within the active membership population for Essex Libraries there are 6,339 (2.6%) cardholders with one of the card categories in this group. Amongst the people who registered their card at a mobile library there are 370 (7.9%) cardholders with one of the card categories listed above. Card category distribution is comparable across all but the two Home Library Service categories.</p>	



Within the Essex Libraries population with these card categories, Access has the largest combined percentage (47.5%) with the Home Library Service coming in next (42.5%). For the mobile library population these categories are reversed with the Home Library Service (56.8%) followed by Access (42.1%). Of the mobile library card holders identified as using the Home Library Service 92.9% have Friends and Family cards and 7.1% have a Home Library Service card meaning they are either at an Elderly Persons Home which is visited by a mobile library or are brought items by a volunteer.

Active membership - all Essex libraries						Active Membership - mobile library cardholders					
Card Category	Female	Male	unknown	Total	%	Card Category	Female	Male	unknown	Total	%
HBOUND	687	123	195	1005	37.2%	HBOUND	6	1	8	15	7.1%
HBOUNDPERS	1199	448	46	1693	62.8%	HBOUNDPERS	155	36	4	195	92.9%
Total	1886	571	241	2698	100.0%	Total	161	37	12	210	100.0%

ICE cards and Memory cards have been introduced for customers with Learning disabilities or dementia-related diseases. More work is needed to identify this group and the effectiveness of this provision. However, there is currently one ICE cardholder and three memory cardholders who are active members of the mobile libraries.

Gender reassignment, marriage/civil partnership, pregnancy/maternity & sexual orientation

There is limited data available relating to these characteristics at county level and we do not currently request this information from library customers. Without existing data we are unable to identify the impact of the proposals on these elements of the population. The consultation survey asks people to identify their gender and sexual orientation if they wish; this may provide valuable data going forward.

Other social, economic and environmental impact (including rurality).

Deprivation

Essex is a relatively affluent county. The median wage in Essex is 20% above the national average. Uttlesford is the most rural district and the least deprived. The Index of Multiple

Deprivation (IMD) classifies deprivation levels by LSOAs (Lower Level Super Output Areas) which are smaller areas of geography within wards. There are 872 LSOAs in Essex in total, with the top 50 most deprived LSOAs in Essex all in Basildon, Harlow and Tendring. The most deprived LSOA in this county on IMD from 2015 is Golf Green, which contains Jaywick. Within otherwise affluent districts there are a number of LSOAs with severe inequalities, with 108 Essex LSOAs in the top twenty five percent of most deprived LSOAs nationally.

Sources- Index of Multiple Deprivation, 2015. Mosaic, Insight and intelligence, 2017

Child Poverty

A comprehensive Joint Needs Assessment updated in 2015 found that 44,875 children in Essex (15.4%) live in poverty. This is lower than the 18.6% national average. Several areas in Essex have higher than average levels of child poverty; Tendring (23.6%) and Basildon (21.5%) have the highest. Tendring has the highest levels of young people who are not in education, employment or training (NEET) at 8.7%. Twenty three percent of Essex residents claiming job seekers allowance have dependent children. Seventeen percent of lone parents in Essex have been claiming Job Seekers Allowance for between 12 and 24 months.

Digital Disadvantage

With services increasingly offered online around a third (29%) of Essex households are at risk of becoming digitally disadvantaged. These households tend to be occupied by older people on lower incomes in rural areas where connectivity is poor. Rural areas are likely to suffer from poor internet coverage. 42% of rural household are unlikely to receive broadband speeds greater than the Government's minimum target (2Mbps). If you wish for more information on this topic please refer to the final version of the Mobile Library Needs Assessment for more detailed analysis of Digital disadvantage.

Source: Mosaic, ECC Intelligence and Insight Team 2017

Social isolation

There are pockets of loneliness across the whole of Essex. In the Tendring East area, Golf Green (which includes Jaywick) is the area at highest risk of loneliness. This is the highest rating in Essex. There are pockets of loneliness in Harwich East, Colchester Central, Thorrington, Heybridge West, Maldon North, North Weald, Stansted South, Wimbish, Debden, Braintree Central, Chelmsford Central, Nettlewell and Marks Hall.

Source: Age Concern 'Loneliness Heat Map, 2011 Loneliness Census Data –

www.ageuk.org.uk/professional-resources-home/research/loneliness/loneliness-maps/

If you wish for more information on this topic please refer to the final version of the Mobile Library Needs Assessment for more detailed analysis of Social Isolation.

3.
2 **Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?**

A Public consultation ran from 19 September 2017 to 6 November 2017.



	<p>This equality impact assessment has been updated to take account of the views expressed. Proposed changes to the Mobile Library Service have been amended in light of the views expressed.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p>The Mobile Library Service consultation ran from 19 September to 6 November 2017. The Consultation document featured:</p> <ul style="list-style-type: none"> • Foreword and Introduction • Proposal • Background and Context • Mobile Library Key Facts • Costs and budget • Alternatives available • Options we have considered • Impact of proposed changes <p>The Consultation encompassed an online questionnaire and self-completion paper questionnaire for adults aged 16 and over and children and young people aged under 16. Essex County Council commissioned Lake Market Research to manage the processing of the responses received, both online and on paper, including analysing all submissions and coding open ended data into themes to produce an independent and impartial report detailing the views of Consultees.</p> <p>Consultees were invited to submit their views on the proposals via each of the following channels:</p> <ol style="list-style-type: none"> 1. Online questionnaires. The Consultation was promoted via a dedicated news page on Essex County Council's website with a live link from the homepage at www.essex.gov.uk throughout the Consultation period. The surveys for adults and children & young people were hosted on Essex Insight, the dedicated site for all official surveys and Consultations, and complied with web-accessibility standards. From there people could view or download supporting documents (the draft needs and equality impact assessments, lists of current and potential stops) and an Easy Read version of the survey for people with learning disabilities/difficulties or communication difficulties. The survey was promoted to users and non-users of the Mobile Library Service. 2. Paper copies of the Consultation booklet and questionnaires were available at all libraries and mobile libraries, as well as receptions of large Council buildings and supporting documents could be printed on request or viewed via People's Network computers in libraries. <p>The Consultation also had a dedicated phone line people could call to ask questions or for help with completing the survey. During the seven weeks the phone line received 55 relevant calls and called back 11 people to complete their survey over the phone.</p>

The survey comprised questions on proposals for the Mobile Library Service based on a five-point rating scale from 'Strongly Agree' to 'Strongly Disagree'. Consultees could also leave the question blank if they preferred. Throughout the questionnaire, Consultees were also given the opportunity to detail comments in their own words on the service changes being proposed. Lake Market Research has quantified these by grouping them into common themes.

Essex's Citizen Insight and Inclusive Communications Essex are involved to ensure the consultation is designed in such a way as to reach and be accessible to groups likely to be affected. The original consultation questionnaire was adapted slightly to produce an 'Easy Read' version. However, care was taken to avoid any alterations in wording that could change the meaning of questions. Copies of the 'Easy Read' questionnaire were available on request.

Some individuals/groups chose to respond by letter or email and these were reviewed along with all other responses.

To inform people about the consultation, letters were sent to all active mobile library card holders (people who joined Essex Libraries on a mobile library and had used their membership card in the previous year) with details of how they could respond. Leaders and key officers of the 12 District, Borough and City councils in Essex were notified by email, as were the 260 Town and Parish council clerks and more than 100 voluntary and community groups and library partners. All were sent a reminder as the deadline for the end of the consultation approached.

Press releases were issued at the start and half-way through the Consultation, the Council Leader was interviewed on BBC Radio Essex on the morning it started and news items and links to the consultation were published in council e-bulletins targeting different audiences, such as schools, parents, people in later life and job-seekers.

On the day the Consultation opened it was mentioned in introductory remarks at the annual conference of Essex Association of Local Councils, the member-led association of town and parish councils in the county.

Posters and flyers were displayed in all of the County's 74 library buildings and nine mobile library vehicles and in Essex County Council receptions. Posters and information were supplied to district, borough and city councils for display in their receptions and town and parish councils were sent publicity material on request. FAQ briefings were provided to staff in libraries, ECC receptions and customer service centre, and to volunteer-run libraries.

Digital banners that linked to the survey appeared in ECC e-bulletins and were made available to other stakeholders to display on their websites or in newsletters.

The availability of the Easy Read survey, large print and Braille versions and a telephone helpline for people to complete the surveys over the phone were mentioned in the letters and emails sent out. The Easy Read survey was also promoted at meetings of Local Action Groups* for people with learning disabilities or communication difficulties and their families and support workers.



**Local Action Groups (LAGs) were set up throughout Essex by the County Council over 10 years ago. They are independent of the Council and they are asked to identify gaps in services and to help with developing solutions to problems and improving access to services for people with a learning disability and their families.*

LAGs try to bring together everybody who provides or uses services in their area. They make recommendations to the Council about improvements which are needed and are used by the Council as a sounding board for changes which are proposed.

Social media posts on Essex Libraries' Facebook and Twitter feeds - and repeated on the council's corporate feeds - directed people to the news page or to a YouTube video encouraging people to respond (<https://youtube/EJaoUeVGOTM>).

The Consultation generated 25 items of local media coverage, reaching a potential audience of 170,000 (not counting repeat coverage in the same title and coverage for which circulation or listener figures are not available). The Consultation was featured in bulletins/web coverage by Essex Rural Partnership and Volunteer Essex. Essex County Council e-bulletins reached at least 80,000 separate inboxes (it is difficult to put a firm figure on this as individuals can subscribe to multiple e-bulletins). The video was viewed 99 times. Social media posts reached 41,105 people and generated 2,918 engagements (video views, link clicks, likes, comments or shares).



Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
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When we refer to mobile library Card Holders, we are talking about people who first took out their library cards on a mobile library. However we don't know if they continued to use the mobiles as their main library. Therefore the analysis of data we hold on this group is all made with the assumption that they continued to use the mobile as their main library.

Disability - general	<p>Adverse impact on some/Positive impact others</p> <p>There are a significant number of disabled people who use the mobile libraries. If the mobile library is their only or main way of accessing libraries, they could be disadvantaged if their stop was withdrawn because they may need to travel further to access library services. If they have mobility difficulties then they will be eligible for the home library service which is an ordering and delivery service but they would be less able to browse.</p> <p>However, the online catalogue would provide full access to all books available across the service, and these could be ordered for collection from their local library or community library. If applicable, online reservations could be delivered via the home library service for customers with mobility issues.</p> <p>However, if their stop is one which is increased in duration this would increase their access to the service.</p> <p>30% of individuals or families with children under the age of 11 who responded to the Mobile Library Consultation survey considered themselves to have a disability. This is significantly higher than the percentage of active Mobile Library card holders who we predicted may have a disability (3.7%).</p> <p>Of the respondents who said that they considered themselves to have a disability, 88% said that they or their child used the Mobile Library Service, 84% within the last month and only 32% said that they also used library buildings. This demonstrates that the people who consider themselves disabled and took part in the consultation highly value the service.</p> <p><i>Please refer to section 6 of this document for mitigating actions for this impact.</i></p>	M
Disability – learning	<p>Adverse impact on some/Positive impact others</p>	M



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disability	<p>If a customer has a learning disability they may be disadvantaged because they may need to travel further to access library services, which is more likely to be difficult for someone with a learning difficulty.</p> <p>If they have mobility difficulties then they will be eligible for the home library service which is an ordering service but they would be less able to browse.</p> <p>One customer has been identified as holding an ICE card and could experience an adverse impact on their access to the Library service if their stop was withdrawn. However, if their stop is one which is increased in duration this would enhance their experience of the service by providing more time to browse/carry out their activities. A community library in their area would help by allowing them to continue to enjoy the service, and being given the opportunity to browse books.</p>	
Disability – mental health issues	<p>Adverse impact on some/Positive impact others</p> <p>The Mobile Library Service visits a secure mental health unit. Removal of this stop may directly impact upon this group of vulnerable people. It is however planned to retain this stop.</p> <p>Customers with mental health issues could experience an adverse impact on their access to the Library service if their stop is withdrawn and they find it difficult to travel longer distances and become comfortable with new surroundings. However, if their stop is one which is increased in duration this would enhance their experience of the service by providing more time to browse/carry out their activities</p> <p>Twenty two respondents to the Mobile Library Consultation surveys considered themselves to have mental health needs, 12 of these had used the Mobile Library Service in the last month and eight used the Mobile Library Service exclusively.</p> <p>All but one of the respondents who said they had mental health needs valued borrowing books and most (15) valued the convenience of the service coming to their community.</p>	L
Disability – sensory impairment (visual, hearing and deafblind)	<p>Adverse impact on some/Positive impact others</p> <p>There is a percentage of people in Essex who have a multiple sensory impairment and these people may use library services, but there is currently no data to suggest whether people with sensory impairments prefer to use a library building or a mobile library.</p> <p>Seventy five people who completed the Mobile Library Consultation survey said they had a sensory impairment; 59 of these used the Mobile Library Service and 38 used the service exclusively. This is almost exactly 50% so</p>	L



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	<p>gives no indication of whether a mobile library is preferential to a library building.</p> <p>However, a person with a visual impairment whose stop is moved will have to learn a new route to a library which may cause difficulties with learning the new route. If they have mobility difficulties then they will be eligible for the home library service which is an ordering service but they would be less able to browse available books. The library also provides book e-readers.</p> <p>Library customers are able to use the online service, and utilise ebooks, which can be tailored for sensory impairment needs. Going forward community libraries will work with their local community and will ensure that they have sufficient stock available for their community needs, in the same way as mobile libraries understand their customers.</p> <p>Users are also able to order books specific to their need which are then available for collection at their chosen library, or if they are signed up to the family/friends tickets, then they can be collected on their behalf.</p>	
Gender/ Sex	<p>Adverse impact</p> <p>Mobile library card holders are significantly more likely to be female than male. Therefore, removal of stops is likely to have a disproportionately greater impact on females than males. This is true at all age groups apart from nines and under. However we are retaining stops which are some distance away from library buildings. We are also intending to promote community libraries.</p> <p>Our insight drawn from the genders of card holders was corroborated by the data received during the Mobile Library Consultation. Excluding the responses from organisations:</p> <ul style="list-style-type: none"> • 75% of survey respondents were female • 22% of survey respondents were male • Comparably 36% of the children's survey were female and 22% were male <p>The Mobile Library Service visits a refuge. Removal of this stop may directly impact upon this group of vulnerable people. It is intended to retain this stop.</p> <p><i>Please refer to section 6 of this document for mitigating actions for this impact.</i></p>	M
Disability – physical impairment	<p>Adverse Impact</p> <p>Withdrawal of stops will have an impact on those individuals with mobility difficulties as they may have a greater distance to travel to either their local library or new mobile library stop.</p> <p>210 mobile library card holders have Home Library Service cards, suggesting</p>	L



	<p>that loan items are already brought to them at home by a volunteer or friend or family member. We intend to promote the home library service to residents who are unable to visit libraries as a result of poor mobility. The home library service will be available to all residents.</p> <p>It is noted that access into the mobile library vehicle currently provides difficulties for those with mobility difficulties. Access to premises being used for community libraries will be reviewed as part of the consideration for its implementation, to ensure that access is suitable for its community, which may increase the level of users as a result, as those who currently can't access the mobile library vehicle should be able to access a community library building.</p> <p>30% of individuals or families with children under 11 who responded to the Mobile Library Consultation considered themselves to have a disability and the majority of these were physical disabilities.</p> <p>Disability types</p> <p>■ Physical ■ Sensory ■ MH ■ LD</p> <table><caption>Disability types data</caption><thead><tr><th>Disability Type</th><th>Percentage</th></tr></thead><tbody><tr><td>Physical</td><td>71%</td></tr><tr><td>Sensory</td><td>20%</td></tr><tr><td>MH</td><td>6%</td></tr><tr><td>LD</td><td>3%</td></tr></tbody></table> <p>Physically disabled users made up 16% of all survey respondents (this includes responses from Organisations).</p>	Disability Type	Percentage	Physical	71%	Sensory	20%	MH	6%	LD	3%	
Disability Type	Percentage											
Physical	71%											
Sensory	20%											
MH	6%											
LD	3%											
Religion/ belief	<p>Neutral impact</p> <p>Religious belief is not a known factor in mobile library use. Religious interest titles can be reserved for collection at a mobile library and access to these may be impacted if the service is reduced.</p> <p>While the majority of respondents to the consultation stated that they were Christian, there were various faiths and beliefs registered, showing the need for the Mobile Library Service to continue to cater to all.</p> <p>Religious or belief based titles can be reserved for collection at a mobile library but to personally visit and borrow such titles discretely may become</p>	L										



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	more difficult if the service is reduced.	
Sexual orientation	<p>Neutral impact</p> <p>Sexual orientation is not a known factor in mobile library use. Of the Mobile Library Consultation respondents, only 1% stated their sexual orientation as bisexual, gay or lesbian. 50% of respondents were heterosexual and the remaining 49% either didn't disclose their sexual orientation or didn't answer the question. Hence it is difficult to draw clear conclusions considering the amount of respondents who were unwilling to state their sexual orientation.</p> <p>During the Mobile Library Consultation some feedback was received which suggested older LGBTQ people are less likely to have an off-spring support-structure than heterosexual family-based units. However, we have been unable to ascertain from the consultation information, due to the size of the sample data, whether this can be substantiated.</p> <p>LGBTI titles can be reserved for collection at a mobile library but to personally visit and borrow such titles discretely may become more difficult if the service is reduced.</p>	L
Age	<p>Adverse impact on people aged 0-19 or over 60/neutral impact overall</p> <p>The 0-9 age group has the highest number of mobile library card holders with 1,488 users. If using mobile libraries, these are most likely to be young children accompanied by an adult, or school children accompanied by a teacher for a mobile library visit. The group with the next highest number of card holders is the 10 -19 age group with 798 card holders.</p> <p>This would appear to make children and young people the most active demographic of mobile library card holders, with almost half (48.7% or 2,286) of all active mobile library card holders are aged 19 or under. We do know that of the 125,418 books loans on mobile libraries in 2016/17, 35% of these were children's books; this seems to correlate with the 31.7% of mobile card holders being age 0-9. There is no data to identify which of the total book loans were for young adult books.</p> <p>We currently do not have data to identify whether children and young people attend the mobile library through stops at schools or within the wider community, or whether they are using other library services.</p> <p>The Mobile Library Service visits 52 schools throughout Essex. These are predominantly primary schools but this figure includes one primary school which is also a speech and language centre, one academy which has a</p>	M/H



	<p>nursery on site and one school for children on the autistic spectrum that takes children up to the age of 16. The schools also have access to Essex Schools Library Service run through EES which supports reading and learning in schools and academies by lending books, picture packs and artefacts.</p> <p>A reduction in community stops and/or school stops could have a significant impact on their access to the library service. Young people (under 16's) were specifically asked to complete their own questionnaire as part of the consultation period. 40 responses from this age group were received. The Mobile Library Service is most beneficial to primary school children because they are generally less (independently) mobile than secondary school children. Primary school children are also prioritised as part of the Essex County Council's strategic priorities around getting the best start in life. Libraries encourage meaningful early literacy experiences for children.</p> <p>Just over a quarter (25.6%, or 1,207) of mobile library card holders are over the age of 70 years old. We currently do not have data to identify whether they are:</p> <ul style="list-style-type: none"> • solely or mainly using mobile libraries • also using libraries • even actively using libraries at all any more. <p>A reduction in community stops could adversely impact their access to library services. The Home Library Service, and Friends and Family cards are available as an alternative for these card holders.</p> <p>The graph below shows the ages of the individuals and families who responded to the survey compared to the data from the 2011 census and the 16/17 Active mobile library card holder data we hold.</p> <p>The number of responses received from people aged between 41 and 70 was higher than we would have expected based on the ages of active mobile library card holders, the most significant difference was in the 51-60 age bracket.</p> <p>The number of responses from people aged 21 to 40 and particularly those over the age of 81 were lower than we would have expected.</p>	
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	<div><div><div>■ 2011 Census Population statistics</div><div>■ Profile of known Active Mobile Library card holders</div><div>■ Profile of Mobile Library Service Consultation response amongst Individuals / Families</div></div><table><thead><tr><th>Age Group</th><th>2011 Census Population statistics</th><th>Profile of known Active Mobile Library card holders</th><th>Profile of Mobile Library Service Consultation response amongst Individuals / Families</th></tr></thead><tbody><tr><td>21 - 40</td><td>31%</td><td>12%</td><td>8%</td></tr><tr><td>41 - 50</td><td>20%</td><td>9%</td><td>11%</td></tr><tr><td>51 - 60</td><td>17%</td><td>6%</td><td>12%</td></tr><tr><td>61 - 70</td><td>16%</td><td>17%</td><td>21%</td></tr><tr><td>71 - 80</td><td>10%</td><td>28%</td><td>27%</td></tr><tr><td>81 or over</td><td>7%</td><td>29%</td><td>20%</td></tr></tbody></table></div> <p>The most under represented group were those aged under 20. In all publication of the consultation it was emphasised that there was a children's and adults version of the survey. We also used schools ebulletins, put a specific post on Facebook and sent a reminder to Family Operations Hubs (formerly Children's Centres).</p> <p><i>Please refer to section 6 of this document for mitigating actions for this impact.</i></p>	Age Group	2011 Census Population statistics	Profile of known Active Mobile Library card holders	Profile of Mobile Library Service Consultation response amongst Individuals / Families	21 - 40	31%	12%	8%	41 - 50	20%	9%	11%	51 - 60	17%	6%	12%	61 - 70	16%	17%	21%	71 - 80	10%	28%	27%	81 or over	7%	29%	20%	
Age Group	2011 Census Population statistics	Profile of known Active Mobile Library card holders	Profile of Mobile Library Service Consultation response amongst Individuals / Families																											
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41 - 50	20%	9%	11%																											
51 - 60	17%	6%	12%																											
61 - 70	16%	17%	21%																											
71 - 80	10%	28%	27%																											
81 or over	7%	29%	20%																											
Gender reassignment	<p>Neutral impact</p> <p>There is currently no data on mobile library card holders who may have reassigned gender. The new membership arrangements should make it easier for people to join or change their identity, whether they use a library or a mobile library</p>	L																												
Marriage/civil partnership	<p>Neutral impact</p> <p>Marriage or civil partnership status is not a known factor in mobile library use</p>	L																												
Pregnancy/maternity	<p>Neutral impact</p> <p>Not enough data on the characteristic to measure. Mobile libraries may offer advice/information to pregnant women/new parents as part of their stock. Library buildings are used more by this particular group as this is often the location for baby weigh in clinics, mother and baby groups and toddler reading/listening sessions.</p>	L																												
Race	<p>Adverse impact on users who identify as gypsy/traveller but neutral impact overall</p> <p>The Mobile Library Service visits four Traveller sites across Essex, and has stock that represents Traveller and Gypsy culture available for loan. Travellers are an ethnic minority within Essex, often with low levels of schooling and literacy. Removal of these stops may further disadvantage this group. Currently 55 active mobile library card holders identify as Gypsy/Irish</p>	L																												

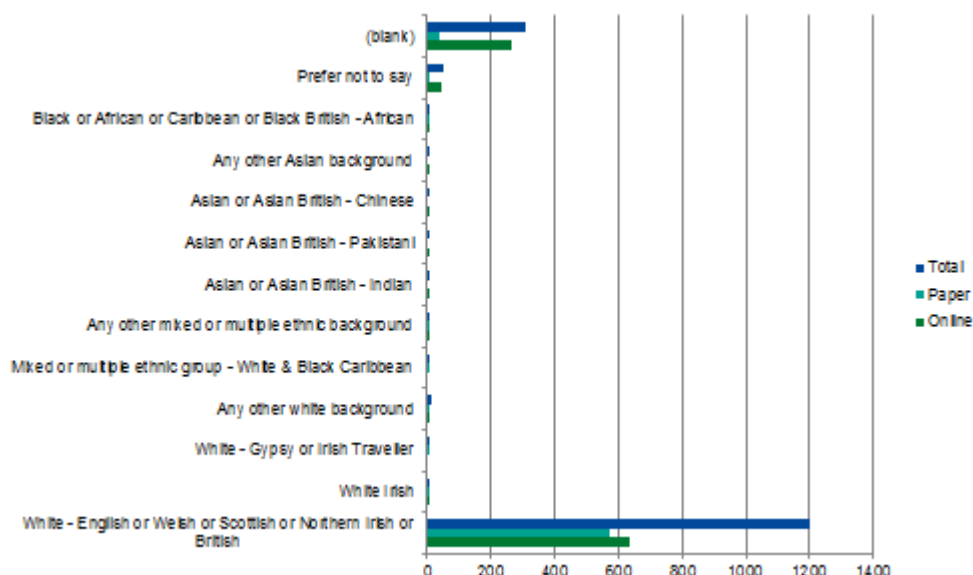


Traveller; 43 of these are young people aged 19 or under.

During the Mobile Library Consultation, two Easy Read surveys were received from respondees who stated they were Gypsy/Roma children and two paper surveys were completed.

The vast majority of active mobile library card holders are White British (83.2%). Other ethnic groups form a marginally higher proportion of mobile library card holders than of Essex library users; 85 (are White Other (54 aged 19 or under), 53 are Asian (40 aged 19 or under) and 35 are Black (26 aged 19 years or under).

The graph below illustrates that 75% of respondents to the Mobile Library Consultation were white British, 22% didn't answer the question and the next highest figure was any other white background (1%). Online surveys had a wider range of ethnicities responding (all of the categories above).



For people who stated that they were Asian, no responses on paper were received, and all were made online. They also all indicated that they had used the Mobile Library Service in the last month.



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Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	<p>Neutral impact</p> <p>Free school meal entitlement is an indicator of child poverty and deprivation. Removal of stops to schools with high take up of free school meals could potentially affect children living in areas of deprivation or poverty. Their needs could be met by use of the school's own library or of the Schools Library Service, or visits to a library.</p> <p>The Mobile Library Service visits some of the most deprived areas in Essex with the West Clacton and Jaywick areas being the most deprived, followed by areas in Pitsea and Clacton. The removal of these stops may adversely affect these disadvantaged groups. However libraries such as West Clacton and Clacton could enhance their offer. In addition Jaywick Library, currently run by a Friends Group, could actively target those affected by any changes. More interrogation of the data on use of mobile libraries in these areas is needed.</p> <p>Just over a quarter (25.6%/1207) of people who registered for their library card on a mobile library are over the age of 70 years old. If they have continued to exclusively use the mobiles, a reduction in community stops could adversely impact their access to library services and potentially cause social isolation. The Home Library Service, community libraries and Friends and Family cards are an alternative provision for some/all of these customers and would continue to provide social contact.</p>	M
Environmental, eg housing, transport links/rural isolation	<p>Neutral impact</p> <p>The criteria for considering removing mobile library stops allow for stops to be kept if they are more than two miles from another library, has not been changed to 1.5 miles following consultation feedback. Travel distances and access to public or private transport are being considered during the consultation. Questions will identify the percentage of active mobile library card holders who may have difficulty reaching other libraries.</p>	L



Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input type="checkbox"/>	
		Yes X <input checked="" type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.



Section 6: Action plan to address and monitor adverse impacts		
What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
<p>All users of mobile libraries could potentially be impacted by a change to this service, the impact varies across groups, but the most impacted people could be;</p> <ul style="list-style-type: none"> • Those under the age of 19 • Those over the age of 60 • Those with a physical disability • Women and girls 	<p>The consultation proposed provisional location of stop(s) used once the propose criteria was applied. This gave all mobile library users (and non-users) the opportunity to express any views or concerns which have been taken into consideration when making the decision about changing the Mobile Library Service.</p> <p>From our understanding of the results, after being analysed from a third party, there is needed for a series of mitigations to address concerns from people with physical disabilities and over the age of 60.</p>	By 1 May 2018
<p>Age: The potential removal of stops at primary schools could negatively impact children. This group are one of the most regular users of mobile libraries; removing stops could mean children are missing out on meaningful literary experiences.</p>	<p>It was proposed that this effect could be reduced by use of the schools own library, school use of the Schools Library Service, or visits to a library building or community library.</p> <p>During the consultation, we received little material information to suggest we could not mitigate this issue via the proposals above.</p>	By 1 May 2018
<p>Disability – mental health issues: Memory Card holders may be impacted by the removal of mobile library stops.</p>	<p>Individuals with Memory cards may be adversely impacted if their mobile library stop is removed from the timetable however it would be easy to put mitigating actions in place as the number of Memory card holders is low.</p> <p>During the consultation, we received little material information to suggest we could not mitigate this issue via the proposals above.</p>	By 1 May 2018
Socio-Economic: The Mobile	Local ECC libraries such as West	By 1 May 2018



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<p>Library Service visits some of the most deprived areas in Essex with the West Clacton and Jaywick areas being the most deprived, followed by areas in Pitsea and Clacton. The removal of these stops may adversely affect these disadvantaged groups.</p>	<p>Clacton and Clacton could enhance their offer. In addition Jaywick Library, currently run by a Friends Group, could actively target those affected by any changes.</p> <p>Also the roll out of Community Libraries, run by representatives from the local area, could also help mitigate this as they are being rolled out.</p>	<p>During 2018 and beyond as dictated by local interest.</p>
<p>Disability – physical: Over 200 Home Library Service card holders could be impacted by the removal of mobile library stops.</p>	<p>During the consultation we:-</p> <ul style="list-style-type: none"> • Ensured that these users are given opportunity to feed into the consultation. This was via inclusion of information in relevant newsletters, and alerting Local Action Groups (LAGs) to the consultation and offering support via various materials. • Checking that they are already receiving visits from home library volunteers or friends and family. • Identified a need to increase volunteer numbers within the Home Library Service due to the additional promotion via the consultation for the service. • Raised the possibility of community libraries within these areas. As part of the cabinet decision this document supports, we provide further details for the roll out of these sites. 	<p>Within 2 months</p> <p>During 2018 and beyond as dictated by local interest.</p>
<p>Gender/Sex: Currently, the Mobile Library Service visits a refuge, removal of this service could be to the detriment of this group who may be vulnerable/isolated already.</p>	<p>Ample opportunity was given to this group to respond to the consultation to ensure that they are adequately supported. It was decided that there would be no plans to cut this specific mobile stop as part of this decision.</p>	<p>Within 1 month</p>



Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service: Cheryl Arthur, Head of Telephone
and Digital Access

Date: 01/12/2017

Signature of person completing the EqlA:

Date: 01/12/2017

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

