

## Bristol City Council Equality Impact Relevance Check

Impact on Library Staff

What is the proposal?	
Name of proposal	Agreement and Publication of Library Strategy 2020-2024.
Please outline the proposal.	<p>A Cabinet decision in July 2018 endorsed the decision for Bristol City Council to continue managing the 27 libraries across the city with the locations, staff, opening hours and budget as agreed. Following this, in October 2018 approval was given by Cabinet for the production of a citywide library strategy to give the service a strategic vision.</p> <p>The Library Strategy sets out the direction of travel over 2020-2024 for Bristol Libraries, ensuring that the service is sustainable and relevant to the residents of Bristol.</p> <p>The Strategy demonstrates the role libraries have as a service located within communities in delivering a broad range of outcomes, including increasing wellbeing, literacy targets and community cohesion in addition to providing a rich selection of resources and materials and offering a social space that facilitates events and shared working in creative and innovative ways.</p> <p>We want to work with the community to respond to local interest and need so that the service is more reflective of the population it serves.</p> <p>The Library Service will work collaboratively with the community to ensure that libraries are sustainable and relevant for the future. While this is an overarching strategy for Bristol's libraries, it is expected that local libraries may develop in different ways to reflect the priorities of local communities.</p> <p>The main factors the strategy responds to are:</p> <ul style="list-style-type: none"> <li>▪ Bristol's Library Service is a universal provision to all residents</li> <li>▪ There are at least 45 religions and 187 countries of birth represented and at least 91 main languages spoken in Bristol</li> <li>▪ Reading and learning play a key part in reducing inequalities. Deprivation statistics produce a picture of polarity between the most affluent and most deprived neighbourhoods in Bristol. The impact of this is seen across educational attainment, employment opportunity and health outcomes</li> <li>▪ Citizens value their local libraries and the library service</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Library buildings connect communities and are often the only council asset in local neighbourhoods</li> <li>▪ The public want greater access to use library buildings – with or without staff – and to see improvements in the provision of toilets and refreshments</li> <li>▪ Libraries are needed for a variety of reasons e.g. access to free computers; free, friendly space; professionalism of council library staff; the access to local books; access to help and support; access to interesting activities and events</li> <li>▪ Residents want to see improvement to the IT provided in libraries. In addition, use of the public computers is decreasing as more people bring their own electronic devices to the library and require wifi and charging facilities</li> <li>▪ Citizens feel that more could be done with volunteers to support the service</li> <li>▪ The existing service offer is not widely understood by the public and greater promotion of services is needed in a variety of ways appropriate for multiple audiences</li> </ul>
What savings will this proposal achieve?	Not applicable (no savings target in 2019/20).
Name of Lead Officer	Kate Murray, Head of Libraries

<p><b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)</p>
Please outline where there may be significant opportunities or positive impacts, and for whom.
<b>Yes - see the public full EQIA form</b>
Please outline where there may be significant negative impacts, and for whom.
As above.

<p><b>Could your proposal impact staff with protected characteristics?</b> (i.e. reduction in posts, changes to working hours or locations, changes in pay)</p>
Please outline where there may be significant opportunities or positive impacts, and for whom.
The strategy will help provide clarity about the goals of the library service 2020-2024, which should benefit all staff in terms of motivation and sense of purpose. The strategy outlines ways in which the service will aim to improve, and all staff will have an opportunity to contribute to this as part of their existing roles within the library service.

Please outline where there may be negative impacts, and for whom.

There are no changes to staff pay, staff posts, hours of work or location in the library strategy. Each financial year the annual service plan for the Library Service addresses any changes arising from the planned budget for the next financial year and this is where the service must take into account any changes impacting staff, including the equalities impact.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes for public – see separate full EQIA form.

No for staff – Equalities planned at service plan level as relevant.

Service Director sign-off and date:

Equalities Officer sign-off and date:

*Reviewed by Equality and Inclusion Team  
11/12/2019*

Nuala Gallagher, Director Economy of Place

Date: 24/01/20