

Equality Impact Assessment: ANGUSalve Investment Proposal: Arbroath Library Building

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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 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 : The proposed Library/ face-to-face ACCESS services 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 staff consultation, and engagement with trade unions.

The broader proposals now being developed will also include consultation with staff, and trade unions as part of the proposed consultation exercise.

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.

It is proposed to carry out further consultation on the proposals now outlined.

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.

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 : Negative

Reason(s) for your answer : Negative impact with Arbroath Library no longer being available as a wedding ceremony venue. Alternative venues have been identified to mitigate this change.

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

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 : A consultation will be progressed to seek feedback from groups

potentially affected by the changes. The information obtained will be 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 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.

Alternative venues have been identified for wedding ceremonies. For example, in Arbroath, Angus Alive could support this type of booking at their Webster Theatre venue or Signal Tower Museum. The Rose Room in Montrose Library would also continue to be available.

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 EIA will be reviewed and updated (if required) once the consultation has been completed.

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 - PhillipsD@angus.gov.uk
Review Date : 09/05/2024 15:36

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Approval Date : 10/05/2024 11:53