

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed:Jon Chedgzoy
 Directorate:Community Wellbeing
 Individual(s) completing this assessment:Jon Chedgzoy
 Date assessment completed:18th July 2023 (Reviewed following opening of MRLC)
 Previous versions

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

The cabinet decision due to be considered on the 20th July recommends that the current project to establish a Library and Learning Centre in Maylord Orchard is cancelled. Following a strategic review the decision recommends a Full Business Case is developed to establish these services in the Shirehall. The library service has already relocated from Broad Street to the Museum Library Resource Centre on the 18th July due to the development of the world class museum.

What is the aim, purpose and/or intended outcomes of this activity?

To cancel the current project to relocate the library and to create a learning centre in Maylord Orchard.

Name of lead for activity

Jon Chedgzoy – Libraries & Archives Manager

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to **withdraw** or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

A strategic review has been undertaken as to the best possible location for the library and learning centre. The cabinet decision and review can be found here: [Issue details - Review of New Hereford Library and Learning Resource Centre Location - Herefordshire Council](#)

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

As detailed in the cabinet paper above, the following people have been consulted;

- Joint Action for Herefordshire Libraries (JAHL) group, representing library users
- Herefordshire Cultural Partnership
- NMITE
- Internal service partners - Adult Education, Public Health and Economic Development teams
- Equality Compliance Manager
- Ward Member for Central Hereford
- Hereford City Council
- Hereford BID
- Stronger Towns Board
- Department for Digital, Culture, Media & Sport (DCMS)

Summary of relevant findings

The strategic review and cabinet paper recommends the current proposal to establish a library and learning resource centre in Shirehall rather than Maylord Orchard, subject to the development of a full business case.

The strategic review and cabinet paper recommends that cabinet agree that the preferred new location of the Library and Learning Centre is the Shirehall and the decision to relocate the Library and Learning Centre to the Maylord Orchards site is cancelled, all related contracts and agreements relating to the project be terminated and the capital project is removed from the capital programme.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

| Equality Group | Potential <u>positive</u> impact | Potential <u>neutral</u> impact | Potential <u>negative</u> impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|----------------------------|----------------------------------|---------------------------------|----------------------------------|---|
| Age | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Disability | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Gender Reassignment | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final |

| Equality Group | Potential <u>positive</u> impact | Potential <u>neutral</u> impact | Potential <u>negative</u> impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|--|---|--|---|---|
| | | | | approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Marriage & Civil Partnerships | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Pregnancy & Maternity | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Race (including Travelling Communities and people of other nationalities) | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Religion & Belief | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Sex (including issues of safety and sexual violence) | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Sexual Orientation | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |

| Equality Group | Potential <u>positive</u> impact | Potential <u>neutral</u> impact | Potential <u>negative</u> impact | Please explain your reasons for any potential positive, neutral or negative impact identified |
|--|----------------------------------|---------------------------------|----------------------------------|---|
| Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc) | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |
| Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies) | | ✓ | | No impact as the library and learning centre aren't currently in Maylord Orchard, the service is temporarily provided in the MRLC (subject to a separate EIA), this will continue whilst the final approval of the location is considered and a service of equal or greater standing (including access and services) is established in Shirehall. |

What actions will you take to mitigate any potential negative impacts?

| Potential negative impact | Actions required to reduce/ eliminate negative impact | Who will lead on action? | Timeframe |
|--|---|--------------------------|-----------|
| No impact as the library and learning centre has not relocated to Maylord Orchards, the service is temporarily provided in the MRLC (subject to a separate EIA), and this will continue whilst the final approval of the location is considered. | | | |

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

To be reviewed in October 2023 along with the Shirehall Full Business Case

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

To be reviewed in October 2023 along with the Shirehall Full Business Case

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.

- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

J. Chedzoy

Date signed

18th July 2023 (Reviewed on opening of facility to the public)

