

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

Across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal	Redesign of Library services across the Council
2. Description of the new policy/proposal	The proposal concerns redesigning the community library service to establish 4 main centres, following the community hub model. These would be Barrhead, Clarkston, Giffnock and Mearns.
3. Responsibility for implementing the policy	Ken McKinlay (HoS). Though now sits with the ERC CLT
4. In what way does the proposed new policy eliminate unlawful treatment of the protected characteristics groups:	See below
Age	There could be a detrimental impact on the elderly should the smaller facilities close. There is however, a library service for residential homes and a service for housebound residents.
Disability	As above.
Gender reassignment	N/A
Sex and Sexual Orientation	N/A
Marriage and Civil Partnership	N/A
Pregnancy and Maternity	N/A

Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
5. In what way does the proposed new policy advance equality of opportunity for each of the protected characteristics groups:		N/A
Age	<input type="checkbox"/>	N/A
Disability	<input type="checkbox"/>	N/A
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
6. In what way does the proposed new policy foster good relations with each of the protected characteristic groups:		N/A
Age	<input type="checkbox"/>	N/A
Disability	<input type="checkbox"/>	N/A
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)		Medium

<p>If this is deemed to be high, the following questions (8 – 12) should be completed.</p>	<p>N/A</p>
<p>8. Evidence to be considered in relation to the protected characteristics.</p>	
<p>9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.</p>	
<p>10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.</p>	
<p>11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.</p>	
<p>12. Justification for the proposed new policy based on the above information.</p>	
<p>Name of Departmental Officer developing the proposed policy:-</p> <p>Ken McKinlay (HoS)</p>	
<p>Date of this assessment: October 2015</p>	