

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

Control Details:

Title: If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	Libraries Improvement Fund project: One Hyson: Growing Together ACE Ref: LCIF-00456447-R1
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Service Area:	Culture & Libraries
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget) If yes, please include the reference number	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved
1.0	Laura Iremonger	18-02-2022	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	03/03/2022

4. Glossary of Terms

Term	Description
ACE	Arts Council England - The external funding body
ESOL	English for speakers of other languages
BAME	Black Asian and minority ethnic
LNA	Library Needs Assessment
SSBC	Small Steps Big Changes

[screeintip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

The Library Service has been awarded ACE funding for Hyson Green Library to enable internal and external improvements to the Library and garden

[screeintip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

This project has a positive impact on equality within our communities as it looks to increase resources and activities for ESOL citizens, adults with sensory and physical impairment; families with young children; vulnerable citizens; BAME

communities. Aside from our direct links into the community, we will also work with our partners to reach our targeted audiences. Area data as follows has informed the need for the project:
 Nottingham’s Health & Wellbeing Strategy 2019-23 found the city has higher than average levels of the factors increasing the risk of mental health problems
 2019 Nottingham Citizens Survey found that Hyson Green has: lower than average numbers of people accessing a park or open space weekly; lower than average numbers of people report good relations with those from different backgrounds; lower than average numbers of residents feeling they can rely on local people to provide help; higher than average levels of people reporting they feel lonely often/ all the time
 2011 Census revealed 250 different ethnic groups living in the UK of which 214 are represented in Nottingham
 2021 Library Needs Assessment (LNA), a public, partner and stakeholder consultation, has highlighted the value placed upon libraries by local communities & the desire for a greater range of events and services

7. Impacts and Actions:

<u>screeintip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	X	<input type="checkbox"/>
Men	X	<input type="checkbox"/>
Women	X	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	X	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>

Older	X	<input type="checkbox"/>
Younger	X	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, <u>cohesion/ good relations</u> , <u>vulnerable children/ adults</u>).	X	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screeintip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeintip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<ul style="list-style-type: none"> - Access to a redeveloped, accessible garden area for nature based activity, facilities tailored to those with physical and/ or sensory impairment - Greater access to world language books and activities/ events - Fully accessible staff/ customer desk to better serve library visitors - New sensory activity table to benefit adults with sensory impairments and dementia. Adults and children with learning disabilities 	<p>The impact on the affected groups is positive. This project will target adults and children living with mental health issues, physical and sensory impairment, disability, dementia and ESOL speakers.</p> <p>We will reach our intended (criteria met) audience through our extensive partnership links within our communities. Partners include health and wellbeing partners, Acorn Day Centre, SSBC and other community based partnership links. We will also utilise internal Council links e.g. Children's Centres and Community Cohesion Team.</p>

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8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

The project team will review the demographics of our target audience reached throughout the project. All data gathered will be anonymised.

Throughout the project, the libraries project team, will be in regular and direct contact with partners, participants and the local community in order to assess their on-going needs and ensuring, where possible, these are met and to also ensure this offer is adding value in line with its intended outputs.


We will receive direct feedback and evaluation from partners, participants and library visitors throughout the project to capture their views of and experience of using the library facilities and attending events and activities, and also to review what has worked and what they feel could be further improved upon both during the project and beyond.

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9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature:</p> 	<p>Date of final approval:</p>

<p>Before you send your EIA to the Equality and Employability Team for advice, have you:</p> <ol style="list-style-type: none"> 1. Read the guidance and good practice EIA's http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc 2. Clearly summarised your proposal/ policy/ service to be assessed. 3. Hyperlinked to the appropriate documents. 4. Written in clear user-friendly language, free from all jargon (spelling out acronyms). 5. Included appropriate data.
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6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.