

Equality Impact Assessment Form

1. Document Control

1. Control Details

Title:	Nottingham Central Library
Author:	April Corey
Director:	Frank Jordan, Corporate Director of Resident Services Hugh White, Director of Sport & Culture Nigel Hawkins, Head of Libraries and Culture
Department:	Resident Services
Service Area:	Culture & Libraries
Contact details:	0115 876 5521 april.corey@nottinghamcity.gov.uk
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2. Document Amendment Record

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1	April Corey	25/02/2022	NH

3. Contributors/Reviewers

Name	Position	Date
Nigel Hawkins	Head of Culture & Libraries	25/02/2022
Rosey Donovan	Equality and Employability Consultant	03/03/2022

4. Glossary of Terms

Term	Description
Disability Involvement Group (DIG)	The Disability Involvement Group monitors progress and provides consultation on disability issues. It is made up of representatives from the community and voluntary sector.
Disabled Employee Support Network (DESN)	<p>To achieve DESN's key aims, they work collaboratively with Nottingham City Council to:</p> <ul style="list-style-type: none"> • Improve training and career opportunities through better communication and distribution of information with the disabled community; • Provide a safe place for discussions and support; • Be citizen and customer focused by encouraging the development of improved services via discussion and consultation; • Work towards ensuring that the Disabled equality perspective is proactively incorporated within the Council's policy and planning processes; • Help with developing good practices; • Contribute, comment and provide input to Council policies, procedures and working practices and • Work in partnership with internal and external stakeholders, partners, organisations and agencies.
NCC	Nottingham City Council

2. Assessment

1. Brief description of proposal / policy / service being assessed

The fit-out for the replacement Nottingham Central Library forming part of the newly developed Broadmarsh car park, bus station and retail development completed in November 2021.

2. Information used to analyse the effects on equality:

Key stakeholder and community groups have been engaged alongside the development of the design including children's groups (Primary Parliament), disabled and accessibility group Disability Involvement Group (DIG) and Disabled Employee Support Network (DESN), teenager workshops and new partnership steering groups with the city Universities, The Castle Trust and Galleries of Justice. All feedback has been reviewed and appropriately amalgamated within the design brief for the project.

Future focus groups and engagement will be planned regarding discussions of the future Library programming offer.

The detailed design phase has taken into consideration the specific needs of various groups including children and disabled users, ensuring the design is compliant with Building Regulations and the Equality Act by incorporating statutory design requirements.

3. Impacts and Actions:

screentip-sectionD	Could particularly benefit X	May adversely impact X
People from different ethnic groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>

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

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>The new Library will host a creative programme bursting with ambition, promoting multi art-form learning, research, innovation and entrepreneurship. This is significantly more widespread than the current programme for the Central Library and hopes to reach a much wider audience. The programming work will plan over a five year period and will be being detailed in the next stages alongside the design of the new space.</p>	<p>1 Actions will need to be uploaded on Pentana.</p> <ul style="list-style-type: none"> • Close engagement with the current library users and staff to consider of best practice/ guidance of the current library service to ensure that the space is suitable for the needs of those using it. • Visits to a range of Libraries across the country have been undertaken with the project manager, architects and Library service managers to capture good practice

The Library will have a much larger number of spaces for individual learning and working compared to the current Library. This is as well as rooms and spaces for meetings and collaborative activities for a range of current and new users. This is to encourage a wider range of groups to access the space in its new, modern capacity.

Each space will be supported by multi-media resources, including books, journals and IT and each zone will have a distinct colour scheme inspired by the colours of Nottingham.

Extensive research and widespread consultation has been conducted into materials, furniture and colours, and how each of these can be adapted to differentiate the zones and ensure full accessibility for all.

One of the potential issues highlighted in the Summer 2018 consultation was the distance of the new Library from the current Library and how users may struggle with the new location – this is being taken into account in the communication strategy when re-opening the new Library (signposting and working with the local travel operators to enable this transition).

The new Library is built on a bridge structure on a sloping topography which means a number of steps into the main entrance and on the ground floor at Collin Street is required. A number of early discussions have taken place with Disability Access Group and NCC Staff Disability Group to highlight this aspect of the design and understand its limitations. Feedback has been very positive from the groups and continued dialogue with the project team will be planned going forward. Design

design and also operations of the new library including lessons learned.

- Lessons Learned from previous NCC and external Library projects have been captured and taken on board.
- Public Consultation was undertaken in Summer 2018 which garnered widespread support for the location of the new Library.
- A new consultation was launched alongside the NCC Corporate Ambitious campaign on 20th Jan 2020. The launch shows new proposed designs of the Library as well as a fly-through of the Library which resulted in significant positive interest for the new space.
- Inclusivity will be paramount to the project, enabled through planned engagement with key groups and stakeholders before the opening of the Library.
- Due to the topography of Collin St, there are steps leading to the main entrance of the new building, however, a fully accessible and inclusive entrance is also installed at the entrance. The new Library is also over less floors than the old location enabling easier journeys throughout the space.
- A post occupancy survey will be completed which will take place following an agreed period of time of operation after the Library re-opens at Broadmarsh.

changes have been made as a result of this feedback including the flow on the ground floor concerning ramps and steps along Collin Street.

4. 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

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

Once the works are complete, a post-occupancy review will be undertaken to ensure that the project has met the needs of those using the space.

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

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.	Date sent for scrutiny: <u>equalityanddiversityteam@nottinghamcity.gov.uk</u>
Approving Manager: Nigel Hawkins, Head of Culture & Libraries. Tel: 915 64969 nigel.hawkins@nottinghamcity.gov.uk	Date of final approval:

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

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.
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.

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