

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Nottingham (EM) Performing Arts Library Service **Name of Author:** Stephen Chartres
Department: Commercial & Operations **Director:** Hugh White
Service Area: Culture & Libraries **Strategic Budget EIA** N
Author Stephen Chartres:

Brief description of proposal / policy / service being assessed:

To implement and deliver a new Performing Arts Library Service, including the revising the fees and charges for the service.

The current Performing Arts Library Service is a valued service for amateur drama and music groups in Nottingham and Nottinghamshire offering the loan of music and drama sets and scores. However the subscriptions that are currently charged only cover a very small part of the cost. A review of the service and subsequent discussions with Leicester City Council, (who are looking to close their Service) has provided the opportunity to redevelop the service to incorporate Leicester stock and user groups into to a single service operated by Nottingham. The redevelopment has also included streamlining the administrative process through a bespoke IT system, and a revision of loan charges in line with other Authorities offering this service, and to better reflect the true costs of running the service. The new service has also been able to better respond to service users needs, providing an overall improved service.

Information used to analyse the effects on equality:

The revised service has been developed following extensive consultation with users groups including a questionnaire and focus groups in February 2015 and follow up engagement sessions with groups in August 2015. The charging and pricing model adopted for the service has been developed following a benchmarking exercise with other libraries to review different operating models and pricing structures for the loan of music and drama sets as well as taking account of views expressed by the users.

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	<p>Music and Drama Groups with predominately older people may be affected as the service will be self-service accessed-on-line, requiring some level of knowledge and confidence in IT. The service however will not require all individuals in the groups to register as only 2 contacts per group are required.</p> <p>Groups with limited resources or members on low income may be also affected by changes to the charges, particularly drama groups where a charge is being introduced for the first</p>	<p>The system has been developed to be intuitive and logical using standard and familiar online IT layouts and instructions.</p> <p>Full training and support is being put in place to enable groups to register on the new system. Specific sessions are being arranged in both Leicestershire and Nottinghamshire throughout January to facilitate this.</p> <p>Ongoing, groups will be able to have access to and support on the new system as part of the IT provision offered at all Nottingham Libraries. The</p>
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 type="checkbox"/>	<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	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>

time.
The charges apply equally to all groups regardless of background. The library does not hold information on the make-up of individuals within the group (e.g. ethnicity/age/gender), as the service is offered to groups rather than individuals

service will also have in place a dedicated post, to manage the service and associated IT system.

This support will be communicated to all groups as part of their introduction pack on the new service to be sent out

The charges have been carefully considered and benchmarked with other authorities offering a similar service as set out. Groups have been consulted about the changes to charges and information has been gathered on issues that may disadvantage groups. This is set out in Appendix 1. A review of the service will be undertaken after 6 months to monitor the take-up from groups.

Outcome(s) of equality impact assessment:

- No major change needed •Adjust the policy/proposal •Adverse impact but continue
- Stop and remove the policy/proposal

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

A review of the service will be undertaken 6 months after to assess the take up of existing and new groups to the service, if any particular types of groups have been adversely affected.

Approved by (manager signature):

Nigel Hawkins

Nigel Hawkins
Head of Service for Culture & Libraries
Nottingham City Council
Loxley House, Station Street
Nottingham NG2 3NG
Tel 0115 876 4969
Email nigel.hawkins@nottinghamcity.gov.uk

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equalityanddiversityteam@nottinghamcity.gov.uk