APPENDIX B – Libraries Integrated Impact Assessments – Cornhill, Cults, Ferryhill, Kaimhill, Northfield, and Woodside Libraries

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals) Report no or Budget	Review of city-wide provision of Libraries – Closure of Cornhill Library CUS/23/386
proposal number:	
Committee name and date :	Council 13 December 2023
Is this a new or existing policy/ proposal?	Existing
Brief description of policy a proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12-22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide provision of libraries_24-03-23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre.

Having carried out an initial analysis of Aberdeen's Future Library and Information service consultation similar themes have been noted from both consultations as:

- Travel
- Importance and use of physical library services
- Promotion and awareness of services
- Digital Inclusion
- Physical Access
- Reduced frequency of use
- Opening hours
- Childrens activities
- Group visits
- Social connections
- Safe Spaces for Adults
- Childrens and Young people's independence
- Community Value
- Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Cornhill Library.

This requires an understanding and assessment of the impact the closure of Cornhill Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Cornhill Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all the 6 closed libraries including Cornhill Library will require consideration of the longer-term budgetary implications of reinstating Cornhill Library on the wider Library and Information Service and /or other council services. This will be considered within Aberdeen's Future Library and Information Services report due to be taken to the Communities, Housing and

Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Cornhill Library over the last 5 years have had an average of 8920 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23. Cornhill visits account for 1.9% of the overall library visits in the city Based on these figures there are approximately 275 active members accessing Cornhill Library each year.

Cornhill Library is on the border of the Stockethill neighbourhood. This neighbourhood is in the 10-20% band of the most deprived areas based on the Scottish Index of Multiple Deprivation 2020.

Consultation respondents:

74 People identified Cornhill as the library they most frequently used out of the 6 closed libraries.

3 people attended focus groups

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this proposal to have any impact on the:

Do you consider this prope	Usai to have any in	ipaci on the.	
a. Human	YES- Option 1	No - Option 2	Unsure
Rights of people?	Article 9 Freedom		
	of thought,		
	conscience and		
	religion		
	Article 10		
	Freedom of		
	expression.		
	Libraries provide		
	access to a wide		
	range of		
	resources, which		
	support		
	individuals being		
	able to exercise		
	the above articles		
	•	No - Option 2	Unsure
	Article 2 Non		
	discrimination		

b. Rights of Children and Young people?	Article 3 Best interest of the child Article 5 Parental guidance and child's evolving capacities Article 12 Respect for the views of the child Article 13 Freedom Article 14 Freedom of thought, belief and religion Article 17 Access to information						
	from the media of expression Article 28 Right to education						
What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other	impact L Low ne N No impa	n negative	Н	M L	- N	P	U
As part of your assessment here,	Age Disability Gender Reassignr	ment	t	X X	x		
consider the impact of your policy on people and how they will be able to access goods, services	Marriage and Civi Pregnancy and Ma Race			X			
and information with no barriers.	Religion or Belief Sex Sexual Orientation Children and youn Other			x x	X		
Socio-Economic Inequalities Not every person / family has access to regular income or savings. Will your proposal have an	Yes Cornhill Library is the border of the Stockethill neighbourhood is	nis	L	Jnsure	e		

adverse or high impact on them?	the most deprived areas based on the Scottish Index of Multiple Deprivation 2020. Option 1 may have an adverse impact on individuals and families. Option 2 will consider longer-term impacts
	as part of IIA for the future library report.
	ou have when making the above selections?
Internal or existing data	Existing library data (as referenced in
Please detail your sources	 Appendix A) Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version. Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Cornhill, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.
	 Qualitative data captured from focus groups, 2 held at Cairncry Community Centre and 1 online.
Consultations with	Aberdeen City Council teams:
officers or partner	Library and Information Services Equalities Team
organisations Please list your sources	Equalities TeamCorporate Landlord
i loado not your doulood	 Community Planning Aberdeen Education
	Campaign Group: • Save Aberdeen Libraries

	All library staff have be information to promote consultations, this included health and wellbeing, the and young people, real and community libraries	engagement udes staff acro ousiness and o der developmo	with both library oss local studies, employability, children
Other: Please list your sources	 board and other Community Plant Community Plant outcome improved Culture Aberdee Aberdeen City Lindicated that the other library mater Individuals who surveys indicated on the consultated Library/CLD ser 	ners organisation share across in Fund mailing its) Inning Aberdee in hing partners wement groups are members are wish to be atters are ponded to any that they wish ion. It contacts list	ions and local their networks: list (funded partners, en (shared with and through
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1: There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socioeconomic disadvantage. It is also acknowledged that the closure of Cornhill Library could reduce opportunities, and there may be, consequential impact on good relations within Cornhill		Unsure

	communities, however mitigations have been identified to reduce impact. (see mitigations in stage 2) Option 2 - Reopening		
	Cornhill Library negates possible indirect discrimination, advances equality of opportunity and generally fosters good relations, through the reinstatement of Cornhill Library and access to services,		
	resources and activities.		
25?	provision: EO1 People with protected characteristics can access information good and services without barriers EO2. Diverse communities in Aberdeen who used Cornhill Library will have access to safe spaces and services that enhance their	No Option 1- EO1. However, provision of alternative services mitigates barriers created due to the closure of the library and have been identified for stage 2 EO2. However alternative safe spaces have been identified in stage 2	Unsure
Please note for any high	negative or medium	negative impa	acts identified (red

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about:
Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Cornhill Library have been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Cornhill Library usage and the data and impacts from Cornhill Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Cornhill Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Cornhill Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services have been identified as areas for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes		
Assessment completed by: Name and job title	Margaret Stewart, Ser Community Learning	vice Manager,	Libraries and
Date:	27/11/23		
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie		
Date:	05/12/23		

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps

proposed.

proposed.	1	
	High / Medium Negative impact	Mitigations Please state/summarise your mitigating
		actions for the negative impact(s) identified in stage 1
Article 6 Right to a fair and public hearing	n/a	
Article 7 No punishment without law	n/a	
Article 8 Right to respect for private and family life, home and correspondence	n/a	
Article 9 Freedom of thought, conscience and religion	Low impact	
Article 10 Freedom of expression	Low impact	
Article 11 Freedom of assembly and association	n/a	

Article 12 Right to marry and to found a family	n/a
Article 14 Right not to be subject to discrimination	n/a
Article 1 of Protocol 1 Protection of property	n/a
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 1		School library provision is available
definition of the child		across the majority of primary schools
Article 2	Low impact	and all secondary schools.
non-discrimination	-	
		There are 10 community libraries, a
Article 3	Low impact	self-serve library at Old Aberdeen and
best interests of the		the 4 departments within the Central
child		Library that are available for people to
		access regardless of where in the city
Article 4		they live.

Article 5 parental guidance and a child's evolving capacities Article 6 life, survival and development Article 7 birth registration, name, nationality, care Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	implementation of the convention		Mastrick Library is 0.9 miles away from
parental guidance and a child's evolving capacities Article 6 Ife, survival and development Article 7 birth registration, name, nationality, care Article 8 protection and preservation of identity Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			Cornhill Library and is on the no 3 bus
child's evolving capacities Article 6 life, survival and development Article 7 birth registration, name, nationality, care Article 8 protection and preservation of identity Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15		-	route which passes Cornhill.
capacities Article 6 life, survival and development Article 7 birth registration, name, nationality, care Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			C70/ of Cum and managed arts who
accessed one or more of the 11 Article 6 life, survival and development Article 7 birth registration, name, nationality, care Article 8 protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			
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Article 7 birth registration, name, nationality, care Article 8 protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			existing city libraries.
Article 7 birth registration, name, nationality, care Article 8 protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			
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nationality, care Article 8 protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Low impact			
Article 8 protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Low impact	_		
protection and preservation of identity Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	nationality, care		
Article 9 separation from parents Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15			
Article 9 separation from parents Article 10 family reunification Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	-		
Article 10 family reunification Article 11 abduction and non-return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	preservation of identity		
Article 10 family reunification Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	Article 9		
Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	separation from parents		
Article 11 abduction and non- return of children Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	Article 10		
Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	family reunification		
Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	Article 11		
Article 12 respect for the views of the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	abduction and non-		
respect for the views of the child Article 13	return of children		
the child Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	Article 12	Low impact	
Article 13 freedom of expression Article 14 freedom of thought, belief and religion Article 15	respect for the views of		
freedom of expression Article 14 freedom of thought, belief and religion Article 15	the child		
Article 14 freedom of thought, belief and religion Article 15	Article 13	Low impact	
freedom of thought, belief and religion Article 15	freedom of expression		
freedom of thought, belief and religion Article 15	Article 14	Low impact	
belief and religion Article 15	freedom of thought,		
	belief and religion		
	Article 15		
	freedom of association		
Article 16			
right to privacy	right to privacy		
Article 17 Low impact	Article 17	Low impact	

access to information from the media		
Article 18 parental responsibilities and state assistance		
Article 19 protection from violence, abuse and neglect		
Article 20 children unable to live with their family		
Article 21 adoption		
Article 22 refugee children		
Article 23 children with a disability		
Article 24 health and health services		
Article 25 review of treatment in care		
Article 26 social security		
Article 27 adequate standard of living		
Article 28 right to education	Low impact	
Article 29 goals of education		
Article 30 children from minority or indigenous groups		

Article 31		
leisure, play and culture		
leisure, play and culture		
Article 32		
child labour		
Article 33		
drug abuse		
drug abuse		
Article 34		
sexual exploitation		
-		
Article 35		
abduction, sale and		
trafficking		
Article 36		
other forms of		
exploitation		
<u>exploitation</u>		
Article 27		
Article 37		
inhumane treatment and		
<u>detention</u>		
Article 38		
war and armed conflicts		
war and armed corniets		
Article 20		
Article 39		
recovery from trauma		
and reintegration		
Article 40		
juvenile justice		
javorino jastice		
Article 44		
Article 41		
respect for higher		
national standards		
Article 42		
knowledge of rights		
Ontional		
Optional		
Protocol on a		
<u>Communications</u>		
Procedure		

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

impact and describe the		Mitigations
	High / Medium Negative	Mitigations
	<u>impact</u>	Please state/summarise your
		mitigating actions for the
		negative impact(s) identified in
		stage 1
<u>Age</u>	Age	Current library provision:
		There are 10 community
Impacts on children and	Medium impact	libraries, a self-serve library at
young people		Old Aberdeen and the 4
	Under 16 yrs. =1	departments within the Central
	16-24 yrs. =1	Library that are available for
Older people	25-34 yrs.=9	people to access regardless of
	35-44 yrs.= 24	where in the city they live.
	45-54 yrs.= 17	School library provision is
	55-64 yrs.= 10	available across the majority of
	65+ yrs.= 13	primary schools and all
	prefer not to say = 1	secondary schools.
		Mastrick Library is 0.9 miles
	Travel time, cost and	away from Cornhill Library and
	access:	is on the no 3 bus route which
	reliance on public transport:	passes Cornhill Library.
	impacts children and young	81% of survey respondents
	people, families and older	who mainly accessed Cornhill
	people, carers.	Library also accessed one or
	For children and young	more of the 11 existing city
	people this has a	libraries.
	consequential impact in	
	their ability to access the	Travel and access:
	library on the way home	Free bus travel is available for
	from school.	0-21 year olds, with 5-21 years
		able to apply via the Under
	Limitations on ability and	22's Bus Pass and the Older
	mobility: may have impacts	Person Bus Pass or a Disabled
	on young children and older	Person Bus Pass.
	age groups due to fragility,	Mastrick Library is 0.9 miles
	mobility and other limiting	away from Cornhill Library and
	factors and situations. for	is on the no 3 bus route which
	example; ability to walk	passes Cornhill.
	longer distance and carry	
	books and other	Accessible parking is available
	resources.	nearby all libraries.
		Intention-Promotion of safe
	Reduced frequency of	active travel and bus routes to
	1	libraries
	impact on children and	Intention - Managing
	young people who cannot	expectations of the citywide
	access libraries	library offer, it is not always
	access installes	instary onor, it is not always

independently and older adults who require carers to proximity of a library, help support them to access the library, or due to family logistics

Support for group visits:

may have an impact on young children who cannot access libraries group and older adults from e.g care settings who require carers to support them to access the library.

Social Connection:

may impact early years children and their families who accessed for example Bookbug (6 out of 74 said it was an important service). and for older adults book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Disability

people with disabilities / long standing conditions

Disability Medium impact

74) of respondents indicated that they have a disability/ long standing condition

Library attendance:

of the 19 out of 74 6 attended weekly 4 attended fortnightly 6 attended monthly 3 attend every 2-6 months 14 of the 19* have accessed other libraries

possible to be within close people as required to adjust to different routes to access. Home Library Service available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone. independently and visit as a Talking books and audio books available to borrow, Playaways are available for both Children and Adults.

Group Visits:

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS) . Library staff continue to be For Cornhill 26% (19* out of successful in securing external funding to enable access to libraries and will continue to work with learning and community partners on this. Library staff continue to support/advice on school libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in

Travel time, cost and access:

reliance on public transport impacts people with disabilities and their carers. For example the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and mobility: may have impacts on people with both physical Idea - establish a community and unseen disabilities. For initiative of walking library example; ability to travel longer distance and carry books and other resources. Neurodiverse people may experience increased barriers in planning travel and accessing new and unfamiliar procedures and

Reduced frequency of library visits: may have impacts on people with both physical and unseen disabilities, who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion;

locations.

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed for example Cornhill book group or warm spaces (3/19 said warm spaces are important)

place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library

ldea – promotion to school parent council about buddying on library visits, encouraging older children to travel together

buses' to visit nearby libraries.

Social Connection:

Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Cairncry Community Centre

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities

Aberdeen City Libraries has a digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

Other partners in the city are funded to deliver digital support including: Silver City Surfers and SHMU

Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to work with learning and community partners on this.

	Reduced safe spaces for adults: may impact people with both physical and unseen disabilities for example; people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations.	Intention — provide basic digital help sessions on library apps and services. Intention — develop a series of guides on library apps. Intention — provision of free Digital Unite guides on our website to provide basic digital support.
Race (including Gypsy	Race	
/ Travellers) people from minority ethnic communities and different racial backgrounds	Low impact Data for Cornhill: White Scottish:42 White British:12 Prefer not to say:4 Other white ethnic group:3 White Irish:3 African, Scottish African or British African:2	Intention - Promoting where free Wifi and access to devices is available in and near the Cornhill/Stockethill community. Intention – further promoting how to access the extensive online library offer.
	Bangladeshi, Scottish Bangladeshi or British Bangladeshi:1 Indian, Scottish Indian or British Indian:1 Mixed or multiple:1	Importance and use of physical library services: Continued positive promotion of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust
	Digital inclusion: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support.	book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC
Religion or belief people with different religion and belief to include those with no	At this stage there are no known additional impacts on this protected group, other than impacts identified for	with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few.
beliefs	all library users.	Space Spaces for Adults:
Sex - Gender identity men or women, boys and girls	Sex Medium Impact	All library sites are safe spaces for all.
	54 out of 74 (71%) respondents for Cornhill are female.	Library staff receive training to support people with additional

16 out of 23 (70%) carers are female.

Travel time, cost and access:

reliance on public transport or alternative transport to visit libraries: may impact disproportionately on female care givers in families and as carers relating to the logistics and cost visiting alternative library sites.

Limitations on ability and mobility: may have impacts library users know what to female carers of young to walk longer distance with voung children and carry books and other resources.

Reduced frequency of library visits: may have an impact on female carer of older adults who require carers to support them to access the library, or due to expect. family logistics

Social Connection:

may impact women disproportionately where they are the main caregiver for their family who accessed for example was an important service)

support needs and apply these into the library environments as well as to their interactions.

Intention – further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training.

Familiarisation tours are offered with storyboards for use prior to visits.

Intention – create welcoming video tours of libraries so expect when they visit and can children for example; ability anticipate what services and spaces they can use.

> Intention – promote when there are quieter times to access the library.

Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can

Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Fover and Realistic Medicine Team at NHS to continually improve the library experience for all.

Bookbug (6 out of 74 said it Aberdeen City Libraries offers dementia friendly events.

Pregnancy and maternity

women who are pregnant and / or on maternity leave

Pregnancy and maternity

There were no women who indicated they were pregnant or on maternity leave from Cornhill respondents.

Opening Hours:

Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan.

	Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places.	Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Reduced frequency of library
Sexual orientation	At this stage there are no	visits:
lesbian, gay, bisexual,	know additional impacts on	Intention - Further promotion
heterosexual / straight	this protected group, other	of library services and events,
	than impacts identified for	so library users can make the
	all library users.	most of their in-person visits.
Gender reassignment	At this stage there are no	
anybody whose gender	know additional impacts on	
identity / expression is	this protected group, other	
different to the sex	than impacts identified for	
assigned to them at	all library users.	
birth		
Marriage and civil	At this stage there are no	
partnership	know additional impacts on	
people who are married	this protected group, other	
or in a civil partnership	than impacts identified for	
	all library users.	

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact

and describe the mitigating steps.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your mitigating
		actions for the negative impact(s) identified in stage 1
income poverty		Free period products can be collected at the 10 Community Libraries and at Central
	_	Library and locally at Cairncry Community
cannot afford	the border of the	Centre as well as other venues on
regular bills, food,	Stockethill	PickUpMyPeriod App.
clothing	neighbourhood. This	
payments.	10-20% band of the	Intention – promotion of community resources where free products can be collected.
		Intention - promotion of anti-poverty initiatives in communities.

	Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Intention - Promoting where free Wifi and access to devices is available in and near the Cornhill/Stockethill community. Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass.
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future	
Material deprivation — those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	
Area deprivation – consider where people live and where they work (accessibility and cost of transport)	
Socio-economic background – social class, parents' education,	

a ma la um a at			
employment, income.			
Consultation and monitoring	V _a a	Na	
Have you undertaken any of form of consultation with any of the affected groups?	Yes	No	
Describe the consultation processes/method undertaken and the number of participants/respondents	S Consultation on Corn Ferryhill, Kaimhill, No Woodside Libraries to between 11 Septemble November 2023, this online and printed superson and online for times to be inclusive school holidays offer options.	orthfield and took place ber 2023 and 6 included an urvey and in to working hours,	
	Data informing this II users who identified Library most frequent libraries in the survey the Cornhill specific	as using Cornhill at the following the from the 6 y or who attended	
	Respondents to the Attendee at Focus g	_	
Summarise the changes or improvements that have been made to the policy because the consultation.	The consultation has provided of valuable insight into the importance of access to library services and resources for library users who have previously used Cornhill Library.		
	Impacts that affect p protected characteris considered and mitig to lessen the impact library users with pro- characteristics relation disability, sex, race a	stics have been gations identified on the majority of otected ng to age, and pregnancy	

and maternity. There are also

Service and other Community

services Plan which is in

development.

mitigating actions for Aberdeen Library

Planning partners to apply. Many of these mitigations will be incorporated into the Future Library and Information

Set out what suggested changes or improvements that have not been made and why	Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1. and consider the longer-term implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Servies plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Cornhill Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision	of Libraries – Closure of			
	Cornhill Library				
Directorate and Cluster:	Customer, Early Intervention	and Community			
	Empowerment				
Policy and assessment	Name: Margaret Stewart Name:				
author (s)	Job title: Service Manager,	Job title:			
	Libraries and Community	Date:			
	Learning				
	ate: 05/12/23				
Authorised and approved	Name: Jacqui McKenzie	Name:			
by Director or Chief	Job title: Chief Officer, Early	Job title:			
Officer	Intervention and Community	Date:			
	Empowerment				
	Date: 05/12/23				

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget	
proposals)	
Report no or Budget proposal number:	CUS/23/386
Committee name and date	Council 13 December 2023
ls this a new or existing policy/ proposal?	Existing
Brief description of policy / proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12-22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide_provision of libraries_24-03-23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library and Information service consultation similar themes have been noted from both consultations as:

- Travel
- Importance and use of physical library services
- Promotion and awareness of services
- Digital Inclusion
- Physical Access
- Reduced frequency of use
- Opening hours
- Childrens activities
- Group visits
- Social connections
- Safe Spaces for Adults
- Safe Spaces for Children and Young People
- Childrens and Young people's independence
- Community Value
- Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Cults Library.

This requires an understanding and assessment of the impact the closure of Cults Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Cults Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Cults Library will require consideration of the longer-term budgetary implications of reinstating Cults Library on the wider Library and Information Service and /or other council services. This will be considered within Aberdeen's Future Library and Information Services report due to be taken to the Communities, Housing and

Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Cults Library over the last 5 years have had an average of 13,602 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23.

Cults visits account for 2.8% of the overall library visits in the city

Based on these figures there are approximately 405 active members accessing Cults Library each year.

Cults Library is within the Cults, Bieldside and Miltimber neighbourhood. This neighbourhood in the 15-10% band of the least deprived areas based on the Scottish Index of Multiple Deprivation 2020.

Consultation respondents:

178 People identified Cults as the library they most frequently used out of the 6 closed libraries.
12 people attended focus groups

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this proposal to have any impact on the:

Do you consider this prope	sai to have any in	ipaci on the.	
a. Human		•	Unsure
Rights of people?	Article 9 Freedom		
	of thought,		
b. Rights of	conscience and		
Children and	religion		
Young people?	Article 10		
	Freedom of		
	expression.		
	Libraries provide		
	access a wide		
	range of		
	resources, which		
	support		
	individuals being		
	able to exercise		
	the above		
	articles		

Г				1					
	YES - Opt Article 2 N		o - Option 2	<u> </u>	Unsu	re			
	discrimina								
	Article 3 Best								
		interest of the							
	child								
	Article 5 P								
	guidance								
	child's evo	•							
	capacities Article 12	•							
	Respect for	or the							
	views of th								
	Article 13	10 011110							
	Freedom								
	Article 14								
	Freedom (
	thought, b								
	and religion								
	Article 17								
	to information the m								
	expression								
	Article 28								
	education	ragin to							
What is your assessment	Н	High nega	tive	Н	M	L	N	Р	U
of the impact on groups		impact							
with:	M	Medium ne	egative						
a. Protected	_	impact							
characteristics	L		ive impact						
b. Children and young		No impact		-					
people c. Other	P	Positive in	npact						
O. Ouici	U	Unsure							
As part of your	Age			-	X				
assessment here,	Disability	0000100000	mt .		Х		,,		
consider the impact of		eassignme					X		
your policy on people and		and Civil pa				.,	Х		
how they will be able to		/ and Mate	irilly			X	1		
access goods, services	Race	r Boliof				Х	.,		
and information with no	Religion o Sex	ı Dellel			Х		Х		
barriers.		iontation			X		V		
	Sexual Or	ientation ind young p	neonle		Х		Х		
	Other	ina young p	ogobi c		^				
Socio-Economic	Yes		No		Uns	ıre			
Inequalities	163		INO		0110	uiC			
	While Cult	s Library is	3						
	within the	_							
)	1						

Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?

Bieldside and
Milltimber
neighbourhood. This
neighbourhood is in
the 15-10% band of
the least deprived
areas based on the
Scottish Index of
Multiple Deprivation
2020, there may be
some individual and
families who
experience socioeconomic
disadvantage.

Option 1 may have an adverse impact on individuals and families.
Options 2 will consider longer-term impacts as part of IIA for the future library report.

What considerations did you have when making the above selections?

Internal or existing data Please detail your

Please detail your sources

- Existing library data (as referenced in Appendix A)
- Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries
- Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version.
- Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Cults, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.
- Qualitative data captured from focus groups, 2 held at Cults Kirk Centre and 1 online.

Consultations with officers or partner organisations Please list your sources	Aberdeen City Council teams: Library and Information Services Equalities Team Corporate Landlord Community Planning Aberdeen Education Campaign Group: Save Aberdeen Libraries All library staff have been encouraged to share information to promote engagement with both library consultations, this includes staff across local studies, health and wellbeing, business and employability, children and young people, reader development, localities, central and community libraries.		
Other: Please list your sources	In promoting the consultation information was shared with the following partners organisations and local contacts with an ask to share across their networks: • Fairer Aberdeen Fund mailing list (funded partners, board and others) • Community Planning Aberdeen (shared with Community Planning partners and through outcome improvement groups) • Culture Aberdeen members • Aberdeen City Library members who have indicated that they wish to be contacted about other library matters • Individuals who responded to the online or paper surveys indicating that they wanted to be updated on the consultation. • Library/CLD service mailing lists for Warm Spaces • Library/CLD mailing list from Grampian Regional Equality Council contacts list • Equalities team ACC		
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1 -There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and		Unsure

	1	T	
	those in socio-		
	economic		
	disadvantage. It is		
	also acknowledged		
	that the closure of		
	Cults Library could		
	reduce opportunities,		
	and there may be,		
	consequential impact		
	on good relations		
	within Cults		
	communities,		
	however mitigations		
	have been identified		
	to reduce impact.		
	(see mitigations in		
	stage 2)		
	Option 2 - reopening		
	Cults Library negates		
	possible indirect		
	discrimination,		
	advances equality of		
	opportunity and		
	generally fosters		
	good relations,		
	through the		
	reinstatement of Cults		
	Library and access to		
	services, resources		
	and activities.		
Does this proposal	Yes	No	Unsure
contribute to the Council's			Oriouit
Equality Outcomes 2021-	provision:	Option 1- EO1.	
	-		
<u>25</u> ?	EO1 People with	however,	
	protected characteristics can	provision of alternative	
		services	
	access information		
	good and services without barriers	mitigates	
	williour painers	barriers	
	EO2. Diverse	created due	
		to the closure	
	communities in	of the library	
	Aberdeen who used	and have	
	Cults Library will have		
	access to safe	identified for	
	spaces and services	stage 2	
	that enhance their	F03	
	feeling of safety and	EO2.	
	belonging.	However	İ

alternative safe spaces have been identified in stage 2

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of option 1 on library users of Cults Library has been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Cults Library usage and the data and impacts from Cults Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Cults Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes		
Assessment completed by: Name and job title	Margaret Stewart, Se Community Learning	rvice Manager	, Libraries and
Date:	01/12/23		
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie		

Date:	05/12/23
Dato.	

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps

proposed.

ргоросса.	I	
	High / Medium Negative impact	Mitigations Please state/summarise your mitigatin actions for the negative impact(s) identified in stage 1
Article 6 Right to a fair and public hearing	n/a	
Article 7 No punishment without law	n/a	
Article 8 Right to respect for private and family life, home and correspondence	n/a	
Article 9	Low impact	1

Freedom of thought, conscience and religion	
Article 10 Freedom of expression	Low impact
Article 11 Freedom of assembly and association	n/a
Article 12 Right to marry and to found a family	n/a
Article 14 Right not to be subject to discrimination	n/a
Article 1 of Protocol 1 Protection of property	n/a
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium	Mitigations
		Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 1		
definition of the child		

Article 2	Low impact	
non-discrimination		
Article 3	Low impact	
best interests of the	LOW HIPAUL	
child		
<u>Crina</u>		
Article 4		
implementation of the		
<u>convention</u>		
Article 5	Low impact	
parental guidance and a		
child's evolving		School library provision is available
capacities		across the majority of primary schools
<u> </u>		1
Article 6		and all secondary schools
life, survival and		Thoro are 10 community libraries a
development		There are 10 community libraries, a
<u>nevelopitierit</u>		self-serve library at Old Aberdeen and
Article 7		the 4 departments within the Central
		Library that are available for people to
birth registration, name,		access regardless of where in the city
nationality, care		they live.
Article 8		Aimhall Librania 2 miles
		Airyhall Library is 2 miles away from
protection and		Cults Library with Culter and Central
preservation of identity		Library being 3.8 miles away and, on
Antinia 0		the no 19, 201, 202 & 203 bus route
Article 9		which passes Cults Library
separation from parents		90% of Survey respondents who
Article 10		mainly accessed Cults Library also
family reunification		accessed one or more of the 11
		existing city libraries.
Article 11		
abduction and non-		
return of children		
Article 12	Low impact	
respect for the views of		
the child		
u io orino		
Article 13	Low impact	
freedom of expression		
HEEMOIH OF EXPLESSION		
Article 14	Low impact	
	Low impact	
freedom of thought,		
belief and religion		

Article 15	
freedom of association	
Article 16	
right to privacy	
Article 17	Low impact
access to information	
from the media	
10111 416 1116414	
Article 18	
parental responsibilities	
and state assistance	
Article 19	
protection from	
violence, abuse and	
neglect	
Article 20	
children unable to live	
with their family	
Article 21	
adoption	
<u>adoption</u>	
Article 22	
refugee children	
rorages ermareri	
Article 23	
children with a disability	
ormarerr with a disability	
Article 24	
health and health	
services	
Services	
Article 25	
review of treatment in	
<u>care</u>	
Article 26	
social security	
Article 27	
Article 27	
adequate standard of	
living	
Article 20	1
Article 28	Low impact
right to education	

Article 29 goals of education		
Article 30 children from minority or indigenous groups		
Article 31 leisure, play and culture		
Article 32 child labour		
Article 33 drug abuse		
Article 34 sexual exploitation		
Article 35 abduction, sale and trafficking		
Article 36 other forms of exploitation		
Article 37 inhumane treatment and detention		
Article 38 war and armed conflicts		
Article 39 recovery from trauma and reintegration		
Article 40 juvenile justice		
Article 41 respect for higher national standards		
Article 42 knowledge of rights Optional		

Protocol on a Communications		
<u>Procedure</u>		

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

impact and describe the mitigating steps.				
	High / Medium Negative	<u>Mitigations</u>		
	<u>impact</u>	Please state/summarise your		
		mitigating actions for the		
		negative impact(s) identified in		
		stage 1		
Age	Age	Current library provision:		
		There are 10 community		
Impacts on children and	Medium impact	libraries, a self-serve library at		
young people	Under 16 yrs. =1	Old Aberdeen and the 4		
	16-24 yrs. =1	departments within the Central		
	25-34 yrs.=8	Library that are available for		
Older people	35-44 yrs.= 29	people to access regardless of		
	45-54 yrs.= 23	where in the city they live.		
	55-64 yrs.= 33	School library provision is		
	65+ yrs.= 40	available across the majority of		
	prefer not to say = 6	primary schools and all		
	ľ	secondary schools		
	Travel time, cost and	Airyhall Library is 2 miles away		
	access:	from Cults Library with Culter		
	reliance on public transport:	and Central Library being 3.8		
	impacts children and young	miles away and, on the no 19,		
	people, families and older	201, 202 & 203 bus route		
	people, carers.	which passes Cults Library		
	For children and young	, , , , , , , , , , , , , , , , , , , ,		
	people this has a	90% of Survey respondents		
	consequential impact in	who mainly accessed Cults		
	their ability to access the	Library also accessed one or		
	library on the way home	more of the 11 existing city		
	from school.	libraries.		
	Limitations on ability and	Travel and access:		
		Free bus travel is available for		
	on young children and older			
	age groups due to fragility,	years able to apply via the		
	mobility and other limiting	Under 22's Bus Pass and the		
	factors and situations. for	Older Person Bus Pass or a		
	example; ability to walk	Disabled Person Bus Pass.		
	longer distance and carry	2.000.001.0001.0001		
	books and other	Airyhall Library is 2 miles away		
	resources.	from Cults Library with Culter		
	lesouices.			
		and Central Library being 3.8		

Reduced frequency of library visits: may have an impact on children and young people who cannot access libraries independently and older adults who require carers to support them to access the library, or due to family logistics

Support for group visits:

may have an impact on young children who cannot access libraries different routes to accessindependently and visit as a group and older adults from e.g care settings who require carers to support them to access the library.

Social Connection:

may impact early years children and their families who accessed for example Bookbug (6 out of 74 said it was an important service), and for older adults book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Disability

people with disabilities / long standing conditions

Disability Medium impact

For Cults 10% (19* out of 178) of respondents indicated that they have a disability/ long standing condition

Library attendance:

of the 19 out of 178
1 attended daily
8 attended weekly
4 attended monthly
2 attend every 2-6 months

miles away and, on the no 19, 201, 202 & 203 bus route which passes Cults Library Accessible parking is available nearby all libraries Intention-Promotion of safe active travel and bus routes to libraries Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help people as required to adjust to different routes to access. available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone.

Talking books and audio books available to borrow, Playaways are available for both Children and Adults

Group Visits:

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS) . Library staff continue to be successful in securing external funding to enable access to libraries and will continue to work with learning and

2 attended every 6-12 months 11 of the 19* have accessed support/advice on school other libraries

Travel time, cost and access:

reliance on public transport: impacts people with disabilities and their carers. For example the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and mobility: may have impacts on people with both physical Idea - promotion to school example; ability to travel longer distance and carry books and other resources. Neurodiverse people may experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.

Reduced frequency of library visits: may have impacts on people with both physical and unseen disabilities, who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion:

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed

community partners on this. Library staff continue to libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library

and unseen disabilities. For parent council about buddying on library visits, encouraging older children to travel together

> Idea - establish a community initiative of 'walking library buses' to visit nearby libraries.

Social Connection:

Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Hillside Community Church and Deeside Warm Hub.

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities Aberdeen City Libraries has a

digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

for example Cults Library users (4/19 said seeing and meeting people and 1/19 said warm spaces are important)

Reduced safe spaces for adults: may impact people with both physical and unseen disabilities for example: people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations. Reduced safe spaces for children and young people: may impact children and young people with both physical and unseen disabilities for example children and young people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations.

Other partners in the city are funded to deliver digital support including Silver City Surfers and SHMU

Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to work with learning and community partners on this.

Intention - provide basic digital help sessions on library apps and services

Intention – develop a series of guides on library apps

Intention - provision of free Digital Unite guides on our website to provide basic digital support

Intention - Promoting where free Wifi and access to devices is available in and near the Cults community

Race (including Gypsy Race / Travellers)

people from minority ethnic communities and different racial backgrounds

Low impact Data for Cults:

White Scottish:70 White British:41 Prefer not to say:5 Other white ethnic group:4 African, Scottish African or British African:3 White-Eastern European:2 or British Pakistani:1 Indian, Scottish Indian or British Indian:1 Mixed or multiple:1 Other Asian, Scottish Asian or British Asian = 1 Arab. Scottish Arab or British Arab = 1

Intention – further promoting how to access the extensive online library offer

Importance and use of physical library services:

Continued positive promotion of reading, literacy and numeracy for all through different library initiatives: Pakistani, Scottish Pakistani Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir

	Digital inclusion: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support.	spaces for all
Religion or belief people with different religion and belief to include those with no beliefs	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	Library staff receive training to support people with additional support needs and apply these into the library environments as well as to their interactions Intention – further
Sex - Gender identity men or women, boys	Sex Medium Impact	considerations to make spaces more ASN friendly, library staff are about to embark on British
and girls	92 out of 178 (62%) respondents for Cults are female	sign language (BSL) training Familiarisation tours are
	32 out of 40 (80%) carers are female	offered with storyboards for use prior to visits.
	Travel time, cost and access:	Intention – create welcoming video tours of libraries so library users know what to
	reliance on public transport or alternative transport to visit libraries: may impact	expect when they visit and can anticipate what services and spaces they can use.
	disproportionately on female care givers in families and as carers relating to the logistics and cost visiting alternative library sites.	Intention – promote when there are quieter times to access the library
	Limitations on ability and	Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
	to walk longer distance with young children and carry books and other resources.	Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and
	Reduced frequency of library visits: may have an impact on female carer of	Realistic Medicine Team at NHS to continually improve the library experience for all.

	older adults who require carers to support them to access the library, or due to family logistics	Aberdeen City Libraries offers dementia friendly events
		Safe Spaces for Children and Young people:
	Social Connection: may impact women disproportionately where they are the main caregiver for their family who	All library sites are safe spaces for children and young people
	accessed for example Bookbug (4 out of 178 said it was an important service)	Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments
Pregnancy and maternity	Pregnancy and maternity	as well as to their interactions with Children and Young
women who are pregnant and / or on	There were no women who indicated they were	People
maternity leave	pregnant or on maternity leave from Cults respondents	Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are
	Safe space for adults: may impact women who are pregnant or on maternity leave for example all	trained in Makaton and are about to embark on British sign language (BSL) training
	libraries are breast feeding friendly places	Familiarisation tours are offered with storyboards for use prior to visits.
Consolorior (etion		Intention: create further
Sexual orientation lesbian, gay, bisexual, heterosexual / straight	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	welcoming video tours of libraries so Children, young people and families know what to expect when they visit and can anticipate what services
Gender reassignment anybody whose gender identity / expression is different to the sex assigned to them at	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	and spaces they can use. Libraries have BSL videos and plan further work with Aberdeen School for the deaf around this.
birth		Intention -promote when there
Marriage and civil partnership	At this stage there are no know additional impacts on this protected group, other	are quieter times to access the library
people who are married or in a civil partnership	this protected group, other than impacts identified for all library users	Intention - promote the work we do in libraries to improve

access for all, so families are aware of what they can expect. Continue to work with Understanding Autism to continually improve the library experience for all.
Opening Hours: Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan.
Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.
Reduced frequency of library visits: Intention – Further promotion of library services and events, so library users can make the most of their in-person visits.

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact

and describe the mitigating steps.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your mitigating
		actions for the negative impact(s)
		identified in stage 1
Low income /	Low Impact	Free period products can be collected at
income poverty		the 10 Community Libraries and at
– those who		Central Library and locally at Cults

	hau 11. O 16. 1.11	M. F. J. O
cannot afford regular bills, food, clothing payments.	within the Cults, Bieldside and Milltimber neighbourhood. This neighbourhood is in the 15-10% band of the least deprived areas based on the Scottish Index of Multiple Deprivation 2020, there	Medical Group as well as other venues on PickUpMyPeriod App Intention – promotion of community resources where free products can be collected. Intention - promotion of anti-poverty initiatives in communities Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Intention - Promoting where free Wifi and access to devices is available in and near the Cults community Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass
Low and/or no		
wealth – those		
who can meet basic living costs		
but have no		
savings for		
unexpected		
spend or		
provision for the		
future		
Material		
deprivation –		
those who cannot		
access basic		
goods and		
services, unable		
to repair/replace		
broken electrical		
goods, heat their		
homes or access		
to leisure or		
hobbies		
	•	

Area deprivation			
- consider where			
people live and			
where they work			
(accessibility and			
cost of transport)			
Socio-economic			
background –			
social class,			
parents'			
education,			
employment,			
income.			
Consultation and	monitoring		
Have you undertak	•	Yes	No
consultation with a	iny of the affected		
groups?			
Decembe the sense	ultation process /west	bodo Copoultation	on Corpbill Culto
undertaken and the	ultation processes/met		
undertaken and tri participants/respor			imhill, Northfield and ibraries took place
participarits/respor	IUCI IIS		September 2023 and 6
			023, this included an
			rinted survey and in
			online focus groups, at
		I ^a	nclusive to working hours,
			ays offering accessible
		options.	
		Data informi	ng this IIA is from Library
			dentified as using Cults
		Library most	frequently from the 6
		libraries in th	ne survey or who attended
		the Cults sp	ecific focus groups.
		Respondents	s to the survey = 178

Summarise the changes or improvements
that have been made to the policy because of valuable insight into the importance of the consultation.

The consultation has provided that have been made to the policy because of valuable insight into the importance of access to library services and

Attendee at Focus groups = 12

The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Cults Library.

Impacts that affect people with certain protected characteristics have been considered and mitigations identified to lessen the impact on the majority of

	library users with protected characteristics relating to age, disability, sex, race and pregnancy and maternity. There are also mitigating actions for Aberdeen Library Service and other Community Planning partners to apply. Many of these mitigations will be incorporated into the Future Library and Information services Plan which is in development.
Set out what suggested changes or improvements that have not been made and why	Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1. and consider the longer-term implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Servies plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Cults Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision of Libraries – Closure of
	Cults Library
Directorate and Cluster:	Customer, Early Intervention and Community
	Empowerment

author (s)	Job title: Service Manager,	Name: Job title: Date:
	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Review of city-wide provision of Libraries – Closure of Ferryhill Library
Report no or Budget proposal number:	CUS/23/386
Committee name and date :	Council 13 December 2023
Is this a new or existing policy/ proposal?	Existing
Brief description of policy / proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12- 22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide provision of libraries_24-03- 23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library an Information service consultation similar themes have been noted from both consultations as:

- Travel
- Importance and use of physical library services
- Promotion and awareness of services
- Digital Inclusion
- Physical Access
- Reduced frequency of use
- Opening hours
- Childrens activities
- Group visits
- Social connections
- Safe Spaces for Adults
- Safe Spaces for Children and Young People
- Childrens and Young people's independence
- Community Value
- Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Ferryhill Library.

This requires an understanding and assessment of the impact the closure of Ferryhill Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Ferryhill Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Ferryhill Library will require consideration of the longer-term budgetary implications of reinstating Ferryhill Library on the wider Library and Information Service and /or other council services. This will be considered within Aberdeen's Future Library and Information Services

report due to be taken to the Communities, Housing and Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Ferryhill Library over the last 5 years have had an average of 21,091 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23.

Ferryhill visits account for 4.4% of the overall library visits in the city

Based on these figures there are approximately 636 active members accessing Ferryhill Library each year.

Ferryhill Library is within the Ferryhill neighbourhood. This neighbourhood in the 10-15% band of the least deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020.

Consultation respondents:

190 People identified Ferryhill as the library they most frequently used out of the 6 closed libraries.
8 people attended focus groups

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this prope	osal to have any im	pact on the:	
a. Human	YES- Option 1	No - Option 2	Unsure
Rights of people?	Article 9 Freedom		
	of thought,		
b. Rights of	conscience and		
Children and	religion		
Young people?	Article 10		
	Freedom of		
	expression.		
	Libraries provide		
	access a wide		
	range of		
	resources, which		
	support		
	individuals being		
	able to exercise		
	the above articles		
l .			

	YES - Opt		No - Option 2	2	Unsu	re			
	Article 2 N								
	discrimina								
	Article 3 B								
	interest of	tne							
	child Article 5 P	Parental							
	guidance								
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	capacities	_							
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	for the vie								
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	Article 13								
	Freedom								
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	Freedom	-							
	thought, b religion	ellel and							
	Article 17	Access							
	to informa								
	from the m								
	expression	n							
	Article 28	Right to							
	education								
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Not every person / family	neighbourhood in the	
has access to regular	10-15% band of the	
income or savings. Will	least deprived areas in	
your proposal have an	Scotland based on the	
adverse or high impact on	Scottish Index of	
them?	Multiple Deprivation	
	2020, there may be	
	some individual and	
	families who	
	experience socio-	
	economic	
	disadvantage.	
	Option 1 may have an	
	adverse impact on	
	individuals and	
	families.	
	Options 2 will consider	
	longer-term impacts as	

What considerations did you have when making the above selections?

part of IIA for the future library report.

data	
	data

- Existing library data (as referenced in Appendix A)
- Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries
- Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version.
- Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Ferryhill, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.
- Qualitative data captured from focus groups,
 2 held at Ferryhill Community Centre.

Consultations with officers or partner organisations

Please list your sources

Aberdeen City Council teams:

- Library and Information Services
- Equalities Team
- Corporate Landlord
- Community Planning Aberdeen

	Ι	
	Education	
	Campaign Group: • Save Aberdeen Libraries	
	All library staff have been encourainformation to promote engagement consultations, this includes staff a health and wellbeing, business around young people, reader developed and community libraries.	ent with both library across local studies, nd employability, children
Other: Please list your sources	In promoting the consultation info the following partners organisatio with an ask to share across their in a sak to share across their indicated and others) Community Planning Abert Community Planning partners outcome improvement grow across improvement grow across indicated member indicated that they wish to other library matters Individuals who responded surveys indicating that they on the consultation. Library/CLD service mailing ist from Equality Council contacts in Equalities team ACC	ns and local contacts networks: ling list (funded partners, deen (shared with ers and through ups) s nbers who have be contacted about to the online or paper wanted to be updated g lists for Warm Spaces m Grampian Regional
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1 -There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socioeconomic disadvantage. It is also acknowledged that the closure of Ferryhill Library could reduce	Unsure

	opportunities, and there may be, consequential impact on good relations within Ferryhill communities, however mitigations have been identified to reduce impact. (see mitigations in stage 2) Option 2 - Reopening Ferryhill Library negates possible indirect discrimination, advances equality of opportunity and generally fosters good relations, through the reinstatement of Ferryhill Library and access to services, resources and activities.		
Does this proposal contribute to the Council's Equality Outcomes 2021-25?	provision: EO1 People with protected characteristics can access information goods and services without barriers EO2. Diverse communities in Aberdeen who used Ferryhill Library will have access to safe spaces and services that enhance their feeling of safety and belonging.	No Option 1- EO1. however, provision of alternative services mitigates barriers created due to the closure of the library and have been identified for stage 2 EO2. However alternative safe spaces have been identified in stage 2	Unsure

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Ferryhill Library have been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Ferryhill Library usage and the data and impacts from Ferryhill Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Ferryhill Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes
Assessment completed by: Name and job title	Margaret Stewart, Service Manager, Libraries and Community Learning
Date:	01/12 /23
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie
Date:	05/12/23

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on <u>Human Rights</u>? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your mitigating
		actions for the negative impact(s)
		identified in stage 1
Article 6	n/a	
Right to a fair and public hearing		
Article 7	n/a	
No punishment without		
law		
Article 8	n/a	
Right to respect for private and family life, home and correspondence		
Article 9	Low impact	
Freedom of thought,	,	
conscience and religion		
Article 10	Low impact	
Freedom of expression		

Article 11 Freedom of assembly and association	n/a
Article 12 Right to marry and to found a family	n/a
Article 14 Right not to be subject to discrimination	n/a
Article 1 of Protocol 1 Protection of property	n/a
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium Mitigations	
	Negative impact	Please state/summarise your
		mitigating actions for the negative impact(s) identified in stage 1
Article 1		School library provision is available
definition of the child		across the majority of primary schools
Article 2	Low impact	and all secondary schools
non-discrimination		
		There are 10 community libraries, a
Article 3	Low impact	self-serve library at Old Aberdeen and
best interests of the child		the 4 departments within the Central Library that are available for people to

		access regardless of where in the city
Article 4		they live.
implementation of the		-
convention		Central Library is 1.1 miles away from
		Ferryhill Library and is on the no 1 and
Article 5	Low impact	2 bus routes.
parental guidance and a	-	Kincorth Library is 1.5 miles away from
child's evolving	:	Ferryhill Library on the no 18 bus
capacities		route.
<u>варавтнов</u>		
Article 6		77% of Survey respondents who
life, survival and		mainly accessed Ferryhill Library also
development		accessed one or more of the 11
<u>асторитетк</u>		existing city libraries.
Article 7		
birth registration, name,		
nationality, care		
riationality, care		
Article 8		
protection and		
preservation of identity		
preservation of identity		
Article 9		
separation from parents		
Article 10		
family reunification		
larring redrinication		
Article 11		
abduction and non-		
return of children		
Article 12	Low impact	
respect for the views of	LOW IIIIpaci	
the child		
trie Crina		
Article 13	Low impact	
freedom of expression	LOW IIIIPact	
ireedom or expression		
Article 14	Low impact	
	Low impact	
freedom of thought,		
belief and religion		
Article 15		
Article 15		
freedom of association		
Article 10		
Article 16		
right to privacy		

Article 18 parental responsibilities and state assistance Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 17	Low impact	
Article 18 parental responsibilities and state assistance Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	access to information		
parental responsibilities and state assistance Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	from the media		
parental responsibilities and state assistance Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
and state assistance Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 18		
Article 19 protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 23 refugee children Article 23 refugee children Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	parental responsibilities		
protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	and state assistance		
protection from violence, abuse and neglect Article 20 children unable to live with their family Article 21 adoption Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
violence, abuse and neglect Article 20	Article 19		
violence, abuse and neglect Article 20	protection from		
Article 20 children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
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children unable to live with their family Article 21 adoption Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 20		
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Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	with their ranning		
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Article 22 refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	<u>adoption</u>		
refugee children Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 22		
Article 23 children with a disability Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
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Article 24 health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	children with a disability		
health and health services Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 24		
Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
Article 25 review of treatment in care Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	<u>services</u>		
Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Article 25		
Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
Article 26 social security Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	<u>care</u>		
Article 27 adequate standard of living Article 28 right to education Article 29 goals of education	Autiala OC		
Article 27 adequate standard of living Article 28 right to education Article 29 goals of education			
Article 28 right to education Article 29 goals of education	social security		
Article 28 right to education Article 29 goals of education	Article 27		
Article 28			
Article 28 right to education Article 29 goals of education			
Article 29 goals of education	living		
Article 29 goals of education	Antiala 00		
Article 29 goals of education		Low impact	
goals of education	right to education		
goals of education			
Article 30	goals of education		
Article 30			
	Article 30		

children from minority or indigenous groups		
Article 31 leisure, play and culture		
Article 32 child labour		
Article 33 drug abuse		
Article 34 sexual exploitation		
Article 35 abduction, sale and trafficking		
Article 36 other forms of exploitation		
Article 37 inhumane treatment and detention		
Article 38 war and armed conflicts		
Article 39 recovery from trauma and reintegration		
Article 40 juvenile justice		
Article 41 respect for higher national standards		
Article 42 knowledge of rights		
Optional Protocol on a Communications Procedure		

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium Negative	<u>Mitigations</u>
	impact	Please state/summarise your
		mitigating actions for the
		negative impact(s) identified in
		stage 1
Age	Age	Current library provision:
		There are 10 community
Impacts on children and	Medium impact	libraries, a self-serve library at
young people	Under 16 yrs. =1	Old Aberdeen and the 4
	16-24 yrs. =5	departments within the Central
	25-34 yrs.=38	Library that are available for
Older people	35-44 yrs.=91	people to access regardless of
	45-54 yrs.=55	where in the city they live.
	55-64 yrs.= 57	School library provision is
	65+ yrs.= 63	available across the majority of
	prefer not to say =16	primary schools and all
	profession to easy the	secondary schools
	Travel time, cost and	Central Library is 1.1 miles
	access:	away from Ferryhill Library and
	reliance on public transport:	is on the no 1 and 2 bus
	impacts children and young	routes.
	people, families and older	Kincorth Library is 1.5 miles
	people, carers.	away from Ferryhill Library on
	For children and young	the no 18 bus route.
	people this has a	life no robus route.
	consequential impact in	77% of survey respondents
	their ability to access the	who mainly accessed Ferryhill
	library on the way home	Library also accessed one or
	from school.	more of the 11 existing city
	irom school.	libraries.
	Limitations on ability and	
	mobility: may have impacts	Travel and access:
		Free bus travel is available for
	age groups due to fragility,	0–21-year-olds, with 5-21
	mobility and other limiting	years able to apply via the
	3	Under 22's Bus Pass and the
	factors and situations, for	Older Person Bus Pass and the
	example; ability to walk	
	longer distance and carry	Disabled Person Bus Pass.
	books and other	Central Library is 1.1 miles
	resources.	away from Ferryhill Library and
	Deduced fregues as	is on the no 1 and 2 bus
	Reduced frequency of	routes.
	library visits: may have an	Kincorth Library is 1.5 miles
	impact on children and	away from Ferryhill Library on
	young people who cannot	the no 18 bus route.
	access libraries	

independently and older adults who require carers to support them to access the library, or due to family logistics

Support for group visits:

may have an impact on young children who cannot access libraries group and older adults from e.g care settings who require carers to support them to access the library.

Social Connection:

may impact early years children and their families who accessed for example Bookbug (3 out of 190 said it was an important service), and for older adult's book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Disability

people with disabilities / long standing conditions

Disability Medium impact

For Ferryhill 16% (30* out of 74) of respondents indicated standing condition

Library attendance:

of the 30 out of 190 1 attended daily 9 attended weekly 4 attended fortnightly 11 attended monthly

2 attend every 2-6 months 1 attends every 6-12 months 23 of the 30* have accessed other libraries

Accessible parking is available nearby all libraries Intention-Promotion of safe active travel and bus routes to libraries Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help independently and visit as a people as required to adjust to different routes to access. Home Library Service available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone.

Talking books and audio books available to borrow. Playaways are available for both Children and Adults

Group Visits:

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include that they have a disability/ long attending school events and parents' evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS). Library staff continue to be successful in securing external funding to enable access to libraries and will continue to work with learning and community partners on this.

Travel time, cost and access:

reliance on public transport: impacts people with disabilities and their carers. For example, the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and mobility: may have impacts libraries independently, example: ability to travel longer distance and carry books and other resources. Neurodiverse people may experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.

Reduced frequency of library visits: may have impacts on people with both Social Connection: physical and unseen disabilities, who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion;

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed for example Ferryhill Library (8/30*) shared that in person visits are an important service to them)

Library staff continue to support/advice on school libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in place regarding accessing on people with both physical helping parents feel confident and unseen disabilities. For about how their child/ren use the library

> Idea – promotion to school parent council about buddying on library visits, encouraging older children to travel together

> ldea - establish a community initiative of 'walking library buses' to visit nearby libraries.

Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Ferryhill Parish Church

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities Aberdeen City Libraries has a digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

Other partners in the city are funded to deliver digital

Reduced safe spaces for adults: may impact people with both physical and unseen disabilities for example; people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations. Reduced safe spaces for **children:** may impact children and young people with both physical and unseen disabilities for mental health condition may guides on library apps experience increased barriers in accessing new and unfamiliar locations.

support including Silver City Surfers and SHMU

Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to work with learning and community partners on this.

Intention - provide basic digital help sessions on library apps and services

example people with certain Intention - develop a series of

Intention - provision of free Digital Unite guides on our website to provide basic digital support

Race (including Gypsy Race / Travellers)

people from minority ethnic communities and different racial backgrounds

Low impact Data for Ferryhill:

White Scottish:107 White British:26 Other white ethnic group:10 Prefer not to say:8 Indian, Scottish Indian or British Indian:3 White Eastern European:1 White Irish:3 Mixed or multiple:2 Other Asian, Scottish Asian or British Asian: 1 Caribbean or Black:1

Digital inclusion: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital and ACC CLD team, author support.

Intention - Promoting where free Wifi and access to devices is available in and near the Ferryhill community

Intention – further promoting how to access the extensive online library offer

Importance and use of physical library services:

Continued positive promotion of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC talks and involvement with literacy festivals; Granite Noir

Religion or belief people with different religion and belief to include those with no beliefs	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few. Space Spaces for Adults:
Sex - Gender identity	Sex	
men or women, boys and girls	Medium Impact	All library sites are safe spaces for all
	119 out of 190 (62%) respondents for Ferryhill are female	Library staff receive training to support people with additional support needs and apply these
	26 out of 32 (81%) carers are female	into the library environments as well as to their interactions
	Travel time, cost and access: reliance on public transport or alternative transport to visit libraries: may impact disproportionately on female	Intention – further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training
	care givers in families and as carers relating to the logistics and cost visiting alternative library sites.	Familiarisation tours are offered with storyboards for use prior to visits.
	Limitations on ability and mobility: may have impacts female carers of young children for example; ability to walk longer distance with young children and carry	expect when they visit and can anticipate what services and spaces they can use.
	Reduced frequency of	Intention – promote when there are quieter times to access the library
	library visits: may have an impact on female carer of older adults who require carers to support them to access the library, or due to family logistics	Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
	Social Connection: may impact women disproportionately where they are the main caregiver for their family who accessed for example for	Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and Realistic Medicine Team at

	activities. (3 out of 190	NHS to continually improve the library experience for all.
	sharing Bookbug was an important service for them with 5 out of 190 sharing that other children's	Aberdeen City Libraries offers dementia friendly events
	activities in libraries were important services for them to access)	Safe Spaces for Children and Young people:
Prognancy and	Dragnanay and maternity	All library sites are safe spaces for children and young
Pregnancy and maternity	Pregnancy and maternity	people
women who are	There were 4 women who	Library staff receive training to
pregnant and / or on maternity leave	indicated they were pregnant or on maternity leave from Ferryhill respondents	support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions
	Safe Space for adults: may impact women who are pregnant or on maternity	with Children and Young People
	leave for example all libraries are breast feeding friendly places	Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are
Sexual orientation	At this stage there are no	trained in Makaton and are
lesbian, gay, bisexual, heterosexual / straight	know additional impacts on this protected group, other than impacts identified for	about to embark on British sign language (BSL) training
0	all library users	Familiarisation tours are
	At this stage there are no know additional impacts on this protected group, other	offered with storyboards for use prior to visits.
identity / expression is different to the sex assigned to them at birth	this protected group, other than impacts identified for all library users	Intention: create further welcoming video tours of libraries so Children, young people and families know what
Marriage and civil partnership people who are married or in a civil partnership	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	to expect when they visit and can anticipate what services and spaces they can use. Libraries have BSL videos and plan further work with Aberdeen School for the deaf around this.
		Intention -promote when there are quieter times to access the library

Intention - promote the work we do in libraries to improve access for all, so families are aware of what they can expect. Continue to work with Understanding Autism to continually improve the library experience for all. Opening Hours: Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan. Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Reduced frequency of library visits: Intention – Further promotion of library services and events, so library users can make the most of their in-person visits.

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

High / Medium	Mitigations
Negative impact	Please state/summarise your mitigating
	actions for the negative impact(s)
	identified in stage 1

While Ferryhill Library is within the Ferryhill neighbourhood. This neighbourhood is in the 10-15% band of the least deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020, there may be some individual and families who experience socioeconomic disadvantage.	Free period products can be collected at the 11 Community Libraries and at Central Library and locally at Whinhill Medical Practice as well as other venues on PickUpMyPeriod App Intention – promotion of community resources where free products can be collected. Intention – promotion of anti-poverty initiatives in communities Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Intention – Promoting where free Wifi and access to devices is available in and near the Ferryhill community Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass
	While Ferryhill Library is within the Ferryhill neighbourhood. This neighbourhood is in the 10-15% band of the least deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020, there may be some individual and families who experience socioeconomic

to leisure or hobbies			
Area deprivation - consider where people live and where they work (accessibility and cost of transport)			
Socio-economic background – social class, parents' education, employment, income.			
Consultation and Have you undertak consultation with a groups?	en any of form of	Yes	No
Describe the const undertaken and the participants/respor		Ferryhill, K Woodside between 1 November online and person and times to be	on on Cornhill, Cults, (aimhill, Northfield and Libraries took place 1 September 2023 and 6 2023, this included an printed survey and in d online focus groups, at e inclusive to working hours, days offering accessible
		users who Library mo libraries in	ning this IIA is from Library identified as using Ferryhill st frequently from the 6 the survey or who attended II specific focus groups.

Attendee at Focus groups = 8 Summarise the changes or improvements
that have been made to the policy because of valuable insight into the importance of access to library services and resources for library users who have previously used Ferryhill Library.

Respondents to the survey = 190

	Impacts that affect people with certain protected characteristics have been considered and mitigations identified to lessen the impact on the majority of library users with protected characteristics relating to age, disability, sex, race and pregnancy and maternity. There are also mitigating actions for Aberdeen Library Service and other Community Planning partners to apply. Many of these mitigations will be incorporated into the Future Library and Information services Plan which is in development.
Set out what suggested changes or improvements that have not been made and why	Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1. and consider the longerterm implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Servies plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Ferryhill Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Title of Policy / proposal:	Review of city-wide provision of Libraries – Clo Ferryhill Library	sure of
Directorate and Cluster:	Customer, Early Intervention and Community Empowerment	
Policy and assessment author (s)	Name: Margaret Stewart Job title: Service Manager, Libraries and Community Learning Date: 05/12/23	Name: Job title: Date:
Authorised and approved by Director or Chief Officer	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	Name: Job title: Date:

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Review of city-wide provision of Libraries – Closure of Kaimhill Library
Report no or Budget proposal number:	CUS/23/386
Committee name and date :	Council 13 December 2023
ls this a new or existing policy/ proposal?	Existing
Brief description of policy / proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12- 22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide provision of libraries_24-03- 23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library an Information service consultation similar themes have been noted from both consultations as:

- Travel
- Importance and use of physical library services
- Promotion and awareness of services
- Digital Inclusion
- Physical Access
- Reduced frequency of use
- Opening hours
- Childrens activities
- Group visits
- Social connections
- Safe Spaces for Adults
- Safe Spaces for Children and young people
- Childrens and Young people's independence
- Community Value
- Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Kaimhill Library.

This requires an understanding and assessment of the impact the closure of Kaimhill Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Kaimhill Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Kaimhill Library will require consideration of the longer-term budgetary implications of reinstating Kaimhill Library on the wider Library and Information Service and /or other council services. This will be considered within Aberdeen's Future Library and Information Services report due to be taken to the Communities, Housing and

Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Kaimhill Library over the last 5 years have had an average of 7662 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23.

Kaimhill visits account for 1.6% of the overall library visits in the city

Based on these figures there are approximately 231 active members accessing Kaimhill Library each year.

Kaimhill Library is within the Garthdee neighbourhood. This neighbourhood sits within the 40% most deprived and 40% least deprived areas in Scotland based on the Scotlish Index of Multiple Deprivation 2020.

Consultation respondents:

63 People identified Kaimhill as the library they most frequently used out of the 6 closed libraries.

No one attended focus groups for Kaimhill Library.

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this proposal to have any impact on the:

Do you consider this prope	ban to have any ini	paol on the.	
a. Human	YES- Option 1	No - Option 2	Unsure
Rights of people?	Article 9 Freedom		
	of thought,		
b. Rights of	conscience and		
Children and	religion		
Young people?	Article 10		
	Freedom of		
	expression.		
	Libraries provide		
	access a wide		
	range of		
	resources, which		
	support		
	individuals being		
	able to exercise		
	the above articles		

	YES - Op Article 2 N		No - Option	2	Unsu	ıre			
	Article 2 h								
	discrimina								
	Article 3 E								
	interest of	t the							
	child	Dorontol							
	Article 5 F								
	guidance child's evo								
	capacities	_							
	Article 12								
	for the vie								
	the child	, W3 O1							
	Article 13								
	Freedom								
	Article 14								
	Freedom	of							
	thought, b	pelief and							
	religion								
	Article 17								
	to informa								
	from the r								
	expressio								
	Article 28	_							
	education	1							
Vhat is your assessment	H	High neg	ative	Н	M	L	N	Р	U
of the impact on groups	-	impact	jaaro						
vith:	M	Medium	negative			1			
. Protected		impact							
haracteristics	L		ative impac	t					
. Children and young	N	No impa							
eople	Р	Positive							
. Other	U	Unsure	past						
	Age				х				
As part of your	Disability				Х				
issessment here,		Reassignm	nent				х		
consider the impact of	Marriago		partnership				х		1
our policy on people and	Pregnanc					Х			
now they will be able to	Race	<u>, </u>	,			Х			
access goods, services and information with no	Religion o	or Belief					х		
parriers.	Sex				Х				
amers.	Sexual O	rientation					х		
		and young	people		Х				
	Other	<u> </u>							1
Socio-Economic	Yes		No		Uns	ure	•	•	
nequalities	Kaimhill L	ibrary is							
		Garthdee							
	neighbour	rhood. Thi	is						
	Other Yes Kaimhill L within the	ibrary is Garthdee	No			ure			

has access to regular income or savings. Will your proposal have an adverse or high impact on them?	neighbourhood sits within the 40% most deprived and 40% least deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020. Option 1 may have an adverse impact on individuals and families. Options 2 will consider longer-term impacts as part of IIA for the
	future library report.
What considerations did yo	ou have when making the above selections?
Internal or existing data Please detail your sources	 Existing library data (as referenced in Appendix A) Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version. Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Kaimhill, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.
Consultations with officers or partner organisations	Aberdeen City Council teams: Library and Information Services Equalities Team

Corporate LandlordCommunity Planning Aberdeen

Campaign Group:

• Save Aberdeen Libraries

• Education

Please list your sources

	All library staff have be information to promote consultations, this inclu health and wellbeing, b and young people, read and community libraries	engagement des staff acro usiness and e der developme	with both library oss local studies, employability, children
Other: Please list your sources	 other library mat Individuals who surveys indicating on the consultati Library/CLD services 	organisations a ross their neto mailing list (fur mailing list (fur ming Aberdee ming partners ement groups en members ibrary members ibrary members ibrary members ibrary members responded to ters responded to ng that they we on. vice mailing list ling list from C contacts list	and local contacts works: nded partners, board en (shared with and through
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1 There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socioeconomic disadvantage. It is also acknowledged that the closure of Kaimhill Library could reduce opportunities, and there may be, consequential impact on good relations		Unsure

	within Kaimhill/Garthdee		
	communities, however mitigations have been identified to reduce impact. (see		
	mitigations in stage 2)		
	Option 2 - Reopening Kaimhill Library negates possible indirect discrimination,		
	advances equality of opportunity and generally fosters good		
	relations, through the reinstatement of Kaimhill Library and		
December was and	access to services, resources and activities.	N.L.	Linguing
Does this proposal contribute to the Council's	Yes Ontion? -to reinstate	<mark>No</mark> Option 1-	Unsure
	provision:	EO1.	
25 ?	EO1 People with	however,	
	protected	provision of	
	characteristics can	alternative	
	access information	services	
	good and services without barriers	mitigates barriers	
	Without barrioro	created due	
	EO2. Diverse	to the closure	
	communities in	of the library	
	Aberdeen who used	and have	
	Kaimhill Library will have access to safe	been identified for	
	spaces and services	stage 2	
	that enhance their		
	feeling of safety and	EO2.	
	belonging.	However alternative	
		safe spaces	
		have been	
		identified in	
		stage 2	
Please note for any high	negative or medium i	ı negative impa	acts identified (red

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Kaimhill Library have been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Kaimhill Library usage and the data and impacts from Kaimhill Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Kaimhill Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	<mark>Yes</mark>		
Assessment completed by: Name and job title	Margaret Stewart, Ser Community Learning	vice Manager,	Libraries and
Date:	01/12/23		
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie		
Date:	05/12/23		

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

Article 6	High / Medium Negative impact n/a	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Right to a fair and public hearing		
Article 7 No punishment without law	n/a	
Article 8 Right to respect for private and family life, home and correspondence	n/a	
Article 9 Freedom of thought, conscience and religion	Low impact	
Article 10 Freedom of expression	Low impact	
Article 11	n/a	

Freedom of assembly and association	
Article 12 Right to marry and to found a family	n/a
Article 14 Right not to be subject to discrimination	n/a
Article 1 of Protocol 1 Protection of property	n/a
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your
		mitigating actions for the negative
		impact(s) identified in stage 1
Article 1		School library provision is available
definition of the child		across the majority of primary schools
Article 2	Low impact	and all secondary schools
non-discrimination		
		There are 10 community libraries, a
Article 3	Low impact	self-serve library at Old Aberdeen and
best interests of the		the 4 departments within the Central
<u>child</u>		Library that are available for people to

Article 4 implementation of the convention		access regardless of where in the city they live.
Article 5 parental guidance and a child's evolving capacities		Airyhall Library is 1.4 miles away from Kaimhill Library with Kincorth Library 1.5 miles away. Central Library is 2.5 miles away and can be accessed by the no 1 and 2 bus routes.
Article 6 life, survival and development		70% of Survey respondents who mainly accessed Kaimhill Library also accessed one or more of the 11
Article 7 birth registration, name, nationality, care		existing city libraries.
Article 8 protection and preservation of identity		
Article 9 separation from parents		
Article 10 family reunification		
Article 11 abduction and non- return of children		
Article 12 respect for the views of the child	Low impact	
Article 13 freedom of expression	Low impact	
Article 14 freedom of thought, belief and religion	Low impact	
Article 15 freedom of association		
Article 16 right to privacy		
Article 17	Low impact	

access to information		
from the media		
Article 18		
parental responsibilities		
and state assistance		
Article 19		
protection from		
violence, abuse and		
neglect		
Article 20		
children unable to live		
with their family		
with their fairing		
Article 24		
Article 21		
<u>adoption</u>		
Article 22		
refugee children		
Article 23		
children with a disability		
ormaron with a areasmy		
Article 24		
health and health		
services		
Article 25		
review of treatment in		
<u>care</u>		
Article 26		
social security		
Social Sociality		
Article 27		
Article 27		
adequate standard of		
living		
Article 28	Low impact	
right to education		
Article 29		
goals of education		
300.00.00000000000000000000000000000000		
Article 20		
Article 30		
children from minority or		
indigenous groups		
<u> </u>	1	<u> </u>

Article 31		
leisure, play and culture		
leisure, play and culture		
A 41 1 00		
Article 32		
child labour		
Article 33		
drug abuse		
diug abuse		
Article 34		
sexual exploitation		
Article 35		
abduction, sale and		
trafficking		
Article 36		
other forms of		
exploitation		
CAPIOITATION		
Autiala 07		
Article 37		
inhumane treatment and		
detention		
Article 38		
war and armed conflicts		
war and armed cornicts		
Article 39		
recovery from trauma		
and reintegration		
Article 40		
juvenile justice		
Article 41		
respect for higher		
national standards		
Article 42		
knowledge of rights		
<u>Optional</u>		
Protocol on a		
Communications		
Procedure		

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

impact and describe the		Mitigations
	High / Medium Negative	<u>Mitigations</u>
	<u>impact</u>	Please state/summarise your
		mitigating actions for the
		negative impact(s) identified in
		stage 1
<u>Age</u>	Age	Current library provision:
		There are 10 community
Impacts on children and	Medium impact	libraries, a self-serve library at
young people	Under 16 yrs. =1	Old Aberdeen and the 4
	16-24 yrs. =0	departments within the Central
	25-34 yrs.=9	Library that are available for
Older people	35-44 yrs.= 16	people to access regardless of
<u> </u>	45-54 yrs.= 12	where in the city they live.
	55-64 yrs.= 8	School library provision is
	65+ yrs.= 13	available across the majority of
	prefer not to say = 2	primary schools and all
		secondary schools
	Travel time, cost and	Airyhall Library is 1.4 miles
	access:	away from Kaimhill Library with
	reliance on public transport:	Kincorth Library 1.5 miles
	impacts children and young	away. Central Library is 2.5
	people, families and older	miles away and can be
	people, carers.	accessed by the no 1 and 2
	For children and young	bus routes.
	people this has a	bus routes.
	consequential impact in	
	their ability to access the	70% of Survey respondents
	library on the way home	who mainly accessed Kaimhill
	from school.	Library also accessed one or
	lioni scribol.	more of the 11 existing city
	Limitations on ability and	libraries.
	mobility: may have impacts	
		Travel and access:
	on young ormaton and older	Free bus travel is available for
	age groups due to fragility,	0–21-year-olds, with 5-21
	mobility and other limiting	- I
	factors and situations. for	years able to apply via the Under 22's Bus Pass and the
	example; ability to walk	Older Person Bus Pass or a
	longer distance and carry	
	books and other	Disabled Person Bus Pass.
	resources.	Airyhall Library is 1.4 miles
	De lesse l'éses	away from Kaimhill Library with
	Reduced frequency of	Kincorth Library 1.5 miles
	library visits: may have an	away. Central Library is 2.5
	impact on children and	miles away and can be
	young people who cannot	accessed by the no 1 and 2
	access libraries	bus routes.
	independently and older	

adults who require carers to support them to access the library, or due to family logistics

Support for group visits: may have an impact on young children who cannot access libraries independently and visit as a group and older adults from for example; care settings who require carers to support them to access the library.

Social Connection:

may impact early years children and their families who accessed for example Bookbug (3 out of 74 said it was an important service), and for older adults' book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Disability people with disabilities / long standing conditions

Disability Medium impact

For Kaimhill 32% (20* out of 63) of respondents indicated that they have a disability/ long standing condition

Library attendance:

of the 20 out of 63
1 attend daily
5 attended weekly
2 attended fortnightly
6 attended monthly

1 attend every 2-6 months 1 attended less than once a vear

Accessible parking is available nearby all libraries Intention-Promotion of safe active travel and bus routes to libraries Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help people as required to adjust to different routes to access. Home Library Service available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone. Talking books and audio books available to borrow, Playaways are available for both Children and Adults

Group Visits:

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents' evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS). Library staff continue to be successful in securing external funding to enable access to libraries and will continue to work with learning and community partners on this. Library staff continue to support/advice on school libraries, encouraging schools

15 of the 20* have accessed other libraries

Travel time, cost and access:

reliance on public transport: impacts people with disabilities and their carers. For example, the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and and unseen disabilities. For older children to travel example: ability to travel longer distance and carry books and other resources. Neurodiverse people may experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.

Reduced frequency of library visits: may have impacts on people with both physical and unseen disabilities. who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion;

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed for example Kaimhill Library as a warm space

to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library

Idea – promotion to school mobility: may have impacts parent council about buddying on people with both physical on library visits, encouraging together

> Idea - establish a community initiative of 'walking library buses' to visit nearby libraries.

Social Connection:

Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Inchgarth Community Centre

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities

Aberdeen City Libraries has a digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

Other partners in the city are funded to deliver digital support including Silver City Surfers and SHMU

	T	library staff continue to analy
	Deduced sets encocefor	Library staff continue to apply
	Reduced safe spaces for	for and secure external funding
	adults: may impact people	to enable access and
	with both physical and	engagement to libraries and
	unseen disabilities for	learning and will continue to
	example; people with	work with learning and
	certain mental health	community partners on this.
	condition may experience	
	increased barriers in	Intention – provide basic digital
	accessing new and	help sessions on library apps
	unfamiliar locations.	and services
	Reduced safe spaces for	
	children: may impact	Intention - develop a series of
	children and young people	guides on library apps
	with both physical and	
	unseen disabilities for	Intention - provision of free
	example people with certain	Digital Unite guides on our
	mental health condition may	website to provide basic digital
	experience increased	support
	barriers in accessing new	• •
	and unfamiliar locations.	Intention - Promoting where
		free Wifi and access to devices
		is available in and near the
Race (including Gypsy	Race	Kaimhill/Garthdee community
/ Travellers)	Low impact	,
people from minority	Data for Kaimhill:	Intention – further promoting
ethnic communities and	White Scottish:41	how to access the extensive
different racial	White British:11	online library offer
backgrounds	Prefer not to say:3	John Committee of the C
Saongreanae	African – other: 1	Importance and use of
	Other Ethnic group: 1	physical library services:
	White Eastern European:1	Continued positive promotion
	Willia Edoloiii Ediopodiii i	of reading, literacy and
		numeracy for all through
	Digital inclusion: may	different library initiatives;
	impact people from minority	Every Child A Library Member,
	ethnic communities and	Bookbug, Scottish Book Trust
	different racial background	book gifting, the Summer
	who currently access who	Reading Challenge and other
	access PCs, Wifi and digital	•
	_	initiatives , Book group, ESOL
	support.	•
		classes delivered by GREC
Policion or bolice	At this stage there are re-	and ACC CLD team, author talks and involvement with
Religion or belief	At this stage there are no	
people with different	know additional impacts on	literacy festivals; Granite Noir
religion and belief to	this protected group, other	with Aberdeen Performing Arts
include those with no	than impacts identified for	and WayWORD with the
beliefs	IOII library licare	University of Aberdeen to
	all library users	
Sex - Gender identity	Sex	mention a few.

men or women, boys and girls

Medium Impact

41 out of 63 (65%) respondents for Kaimhill are for all female

14 out of 18 (78%) carers are female

Travel time, cost and access:

reliance on public transport or alternative transport to visit libraries: may impact disproportionately on female care givers in families and as carers relating to the logistics and cost visiting alternative library sites.

Limitations on ability and mobility: may have impacts Intention - create welcoming female carers of young children for example; ability to walk longer distance with young children and carry books and other resources.

Reduced frequency of library visits: may have an impact on female carer of older adults who require carers to support them to access the library, or due to family logistics

Social Connection:

may impact women disproportionately where they are the main caregiver for their family who accessed for example Bookbug (3 out of 63 said it was an important service and 5 out of 63 said that other children's activities were important services for them to access)

Space Spaces for Adults:

All library sites are safe spaces

Library staff receive training to support people with additional support needs and apply these into the library environments as well as to their interactions

Intention – further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training

Familiarisation tours are offered with storyboards for use prior to visits.

video tours of libraries so library users know what to expect when they visit and can anticipate what services and spaces they can use.

Intention – promote when there are quieter times to access the library

Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.

Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and Realistic Medicine Team at NHS to continually improve the library experience for all.

Aberdeen City Libraries offers dementia friendly events

		Safe Spaces for Children and Young people:
Pregnancy and maternity women who are pregnant and / or on maternity leave	Pregnancy and maternity There were 2 women who indicated they were pregnant or on maternity leave from Kaimhill respondents Safe space for adults: may impact women who are pregnant or on maternity	All library sites are safe spaces for children and young people Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young People
	leave for example all libraries are breast feeding friendly places	Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are trained in Makaton and
Sexual orientation lesbian, gay, bisexual, heterosexual / straight	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	are about to embark on British sign language (BSL) training Familiarisation tours are offered with storyboards for use prior to visits.
Gender reassignment anybody whose gender identity / expression is different to the sex assigned to them at birth	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	Intention: create further welcoming video tours of libraries so Children, young people and families know what to expect when they visit and can anticipate what services and spaces they can use. Libraries have BSL
Marriage and civil partnership people who are married or in a civil partnership	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	videos and plan further work with Aberdeen School for the deaf around this. Intention -promote when there are quieter times to access the library
		Intention - promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
		Continue to work with Understanding Autism to continually improve the library experience for all.
		Opening Hours:

	Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan.
	Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.
	Reduced frequency of library visits: Intention – Further promotion of library services and events, so library users can make the most of their in-person visits.

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your mitigating
		actions for the negative impact(s)
		identified in stage 1
Low income /	Low/Medium	Free period products can be collected at
income poverty		the 10 Community Libraries and at Central
– those who	Kaimhill Library is	Library and locally at Kaimhill Community
cannot afford	within the Garthdee	Centre, Inchagarth Community Centre
regular bills, food,	neighbourhood. This	and Garthdee Medical Practice as well as
clothing	neighbourhood sits	other venues on PickUpMyPeriod App.
payments.	within the 40% most	
	deprived and 40%	Intention – promotion of community
	least deprived areas in	resources where free products can be
	Scotland based on the	collected.
	Scottish Index of	
	Multiple Deprivation	Intention - promotion of anti-poverty
	2020. Garthdee sits	initiatives in communities.
	within the middle of the	
	SIMD bands there will	

	families who experience socio-economic disadvantage.	Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Intention - Promoting where free Wifi and access to devices is available in and near the Kaimhill/Garthdee community. Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass.
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future		
Material deprivation — those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies		
Area deprivation - consider where people live and where they work (accessibility and cost of transport) Socio-economic		
background – social class, parents' education,		

employment, income.		
Consultation and monitoring		
Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Corr Ferryhill, Kaimhill, No Woodside Libraries to between 11 Septemb November 2023, this online and printed su person and online for times to be inclusive school holidays offeri options.	orthfield and book place per 2023 and 6 included an rvey and in cus groups, at to working hours,
	Data informing this II/users who identified a Library most frequent libraries in the survey the Kaimhill specific f	as using Kaimhill the street street with the street street with the street stre
	Respondents to the s Attendee at Focus gr	•
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has	provided the importance of vices and users who have
	Impacts that affect per protected characteristics considered and mitigate to lessen the impact of library users with procharacteristics relating disability, sex, race and maternity. There mitigating actions for Service and other Complanning partners to these mitigations will into the Future Librar services Plan which indevelopment.	tics have been ations identified on the majority of tected on the gregnancy of are also Aberdeen Library ommunity apply. Many of be incorporated by and Information

Set out what suggested changes or improvements that have not been made and why	Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1 and consider the longerterm implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Services plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Kaimhill Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision of Libraries – Closure of Kaimhill Library		
Directorate and Cluster:	Customer, Early Intervention and Community Empowerment		
Policy and assessment author (s)	Name: Margaret Stewart Job title: Service Manager, Libraries and Community Learning Date: 05/12/23	Name: Job title: Date:	
Authorised and approved by Director or Chief Officer	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	Name: Job title: Date:	

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Review of city-wide provision of Libraries – Closure of Northfield Library
Report no or Budget proposal number:	CUS/23/386
Committee name and date :	Council 13 December 2023
Is this a new or existing policy/ proposal?	Existing
Brief description of policy / proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12- 22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide provision of libraries_24-03- 23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, Through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library an Information service consultation similar themes have been noted from both consultations as:

Travel

Importance and use of physical library services

Promotion and awareness of services

Digital Inclusion

Physical Access

Reduced frequency of use

Opening hours

Childrens activities

Group visits

Social connections

Safe Spaces for Adults

Safe Spaces for children and young people

Childrens and Young people's independence

Community Value

Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Northfield Library.

This requires an understanding and assessment of the impact the closure of Northfield Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Northfield Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Northfield Library will require consideration of the longer-term budgetary implications of reinstating Northfield Library on the wider Library and Information Service and or other council services. This will be considered within

Aberdeen's Future Library and Information Services report due to be taken to the Communities, Housing and Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Northfield Library over the last 5 years have had an average of 5848 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23. Northfield visits account for 1.2% of the overall library visits in the city Based on these figures there are approximately 174 active members accessing Northfield Library each year.

Northfield Library is within the Northfield neighbourhood. This neighbourhood in the 10-20% band of the most deprived areas in Scotland based on the Scotlish Index of Multiple Deprivation 2020.

Consultation respondents:

66 People identified Northfield as the library they most frequently used out of the 6 closed libraries.

4 people attended focus groups

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this proposal to have any impact on the:

Do you consider this propo	osai to have any im	pac	t Off tile.	•	
a. Human	YES- Option 1	No	- Optio	n 2	Unsure
Rights of people?	Article 9 Freedom				
	of thought,				
b. Rights of	conscience and				
Children and	religion				
Young people?	Article 10				
	Freedom of				
	expression.				
	Libraries provide				
	access a wide				
	range of				
	resources, which				
	support				
	individuals being				
	able to exercise				
	the above articles				

YES - Option 1, No - Option 2 Unsure Article 2 Non discrimination Article 3 Best interest of the child	
discrimination Article 3 Best interest of the	
Article 3 Best interest of the	
interest of the	
Article 5 Parental	
guidance and	
child's evolving	
capacities Article 12 Respect	
for the views of	
the child	
Article 13	
Freedom	
Article 14	
Freedom	
of thought belief	
and religion	
Article 17 Access	
to information from the media of	
expression	
Article 28 Right to	
education	
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with: Medium negative	
a. Protected impact	
characteristics Low negative impact	
b. Children and young N No impact	
people Positive impact	
people c. Other Positive impact Unsure	
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Not every person / family	neighbourhood. This		
has access to regular	neighbourhood in the		
income or savings. Will	10-20% band of the		
your proposal have an	most deprived areas in		
adverse or high impact on	Scotland based on the		
them?	Scottish Index of		
	Multiple Deprivation		
	2020.		
	Option 1 may have an		
	adverse impact on		
	individuals and families.		
	Options 2 will consider		
	longer-term impacts as		
	part of IIA for the future		
	library report.		
What considerations did w	nu have when making th	ne ahove sele	ctions?

What considerations did you have when making the above selections?

Internal or existing data	 Existing library data
Please detail your	 Quantitative and quantitative
sources	library users as part of t

- Existing library data (as referenced in Appendix A)
- Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries
- Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version.
- Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Northfield, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.
- Qualitative data captured from focus groups, 1 held at Northfield Community Centre and 1 online.

Consultations with officers or partner organisations

Please list your sources

Aberdeen City Council teams:

Library and Information Services

Equalities Team

Corporate Landlord

Community Planning Aberdeen

Education

Campaign Group:

Save Aberdeen Libraries

All library staff have been encouraged to share information to promote engagement with both library consultations, this includes staff across local studies, health and wellbeing, business and

	employability, children and young people, reader development, localities, central and community libraries.		
Other: Please list your sources	In promoting the consultation information was shared with the following partners organisations and local contacts with an ask to share across their networks: Fairer Aberdeen Fund mailing list (funded partners, board and others) Community Planning Aberdeen (shared with Community Planning partners and through outcome improvement groups) Culture Aberdeen members Aberdeen City Library members who have indicated that they wish to be contacted about other library matters Individuals who responded to the online or paper surveys indicating that they wanted to be updated on the consultation. Library/CLD service mailing lists for WarmSpaces Library/CLD mailing list from Grampian Regional Equality Council contacts list Equalities team ACC		
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1 -There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socioeconomic disadvantage. It is also acknowledged that the closure of Northfield Library could reduce opportunities, and there may be, consequential impact on good relations within Northfield communities, however mitigations have been identified to reduce impact. (see mitigations in stage 2)		Unsure

	T	1	T
	Option 2 - Reopening Northfield Library negates possible indirect discrimination, advances equality of opportunity and generally fosters good relations, through the reinstatement of Northfield Library and access to services, resources and activities.		
Does this proposal	Yes	No	Unsure
contribute to the Council's Equality Outcomes 2021-25?	Option2 -to reinstate provision: EO1 People with protected characteristics can access information good and services without barriers EO2. Diverse communities in Aberdeen who used Northfield Library will have access to safe spaces and services that enhance their	Option 1- EO1. however provision of alternative services mitigates barriers created due to the closure of the library and have been identified for stage 2 EO2. However alternative safe spaces have been identified in stage 2	
	1	i	

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Northfield Library has been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Northfield Library usage and the data and impacts from Northfield Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Northfield Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes
Assessment completed by: Name and job title	Margaret Stewart, Service Manager, Libraries and Community Learning
Date:	04/12/23
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie
Date:	05/12/23

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on <u>Human Rights</u>? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps

proposed.

proposed.	High / Medium	Mitigations
	Negative impact	Please state/summarise your mitigating
	rtoganto impaot	actions for the negative impact(s)
		identified in stage 1
Article 6	n/a	
Right to a fair and public		
hearing		
Article 7	n/a	
No punishment without		
law		
Article 8	n/a	
Right to respect for		
private and family life,		
home and		
correspondence		
Article 9	Low impact	
Freedom of thought,		
conscience and religion		
Article 10	Low impact	
Freedom of expression		
Article 11	n/a	
Freedom of assembly		
and association		
Article 12	n/a	
Right to marry and to		
found a family		
Article 14	n/a	
Right not to be subject to		
discrimination		
Article 1 of Protocol 1	n/a	
	1	

Protection of property	
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your
		mitigating actions for the negative
		impact(s) identified in stage 1
Article 1		School library provision is available
definition of the child		across the majority of primary schools
Article 2	Low impact	and all secondary schools
non-discrimination		
		There are 10 community libraries, a
Article 3	Low impact	self-serve library at Old Aberdeen and
best interests of the		the 4 departments within the Central
<u>child</u>		Library that are available for people to
		access regardless of where in the city
Article 4		they live.
implementation of the		
convention		Mastrick Library is 0.8 miles away from
		Northfield Library and is on the no 13
Article 5	Low impact	bus route from Byron Square.
parental guidance and a	l	
<u>child's evolving</u>		69% of Survey respondents who
<u>capacities</u>		mainly accessed Northfield Library
		also accessed one or more of the 11
Article 6		existing city libraries.
life, survival and		
development		

Article 7	
birth registration, name,	
nationality, care	
nationality, oate	
Article 8	
protection and	
preservation of identity	
preservation or lucitity	
Article 9	
separation from parents	
Article 10	
family reunification	
Autiolo 44	
Article 11	
abduction and non-	
return of children	
Auticle 40	
Article 12	Low impact
respect for the views of	
the child	
A (1.1. 40)	
Article 13	Low impact
freedom of expression	
Article 14	Low impact
freedom of thought,	
belief and religion	
Article 15	
freedom of association	
Article 16	
right to privacy	
Article 17	Low impact
access to information	
from the media	
Article 18	
parental responsibilities	
and state assistance	
s State addictation	
Article 19	
protection from	
violence, abuse and	
neglect	
negieui	

Auticle 20	1	
Article 20		
children unable to live		
with their family		
Article 21		
adoption		
Article 22		
Article 22		
refugee children		
Article 23		
children with a disability		
Article 24		
health and health		
<u>services</u>		
Article 25		
review of treatment in		
care		
Care		
Article 26		
Article 26		
social security		
Article 27		
adequate standard of		
living		
<u></u>		
Article 28	Low impact	
-	Low impact	
right to education		
Article 29		
goals of education		
Article 30		
children from minority or		
indigenous groups		
Article 31		
leisure, play and culture		
Article 32		
child labour		
A 1 0.0		
Article 33		
drug abuse		
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Article 34		
sexual exploitation		
PEVAGI EVNINITATION		

Article 35 abduction, sale and trafficking		
Article 36 other forms of exploitation		
Article 37 inhumane treatment and detention		
Article 38 war and armed conflicts		
Article 39 recovery from trauma and reintegration		
Article 40 juvenile justice		
Article 41 respect for higher national standards		
Article 42 knowledge of rights		
Optional Protocol on a Communications Procedure		

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium Negative	<u>Mitigations</u>
	impact	Please state/summarise your
		mitigating actions for the
		negative impact(s) identified in
		stage 1
Age	Age	Current library provision:
		There are 10 community
Impacts on children and	Medium impact	libraries, a self-serve library at
young people	Under 16 yrs. =0	Old Aberdeen and the 4
	16-24 yrs. =4	departments within the Central

Older people

25-34 yrs.= 13 35-44 yrs.= 23 45-54 yrs.= 9 55-64 yrs.= 5 65+ vrs.= 5 prefer not to say = 4

Travel time, cost and access:

reliance on public transport: impacts children and young people, families and older people, carers. For children and young people this has a consequential impact in their ability to access the library on the way home from school.

Limitations on ability and mobility: may have impacts able to apply via the Under age groups due to fragility, mobility and other limiting factors and situations. for example; ability to walk longer distance and carry books and other resources.

Reduced frequency of library visits: may have an impact on children and young people who cannot access libraries independently and older adults who require carers to support them to access the library, or due to family logistics.

Support for group visits: may have an impact on voung children who cannot access libraries group and older adults from e.g care settings who require carers to support them to access the library.

Library that are available for people to access regardless of where in the city they live. School library provision is available across the majority of primary schools and all secondary schools Mastrick Library is 0.8 miles away from Northfield Library and is on the no 13 bus route from Byron Square.

69% of Survey respondents who mainly accessed Northfield Library also accessed one or more of the 11 existing city libraries.

Travel and access:

Free bus travel is available for 0-21 year olds, with 5-21 years on young children and older 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. Mastrick Library is 0.8 miles away from Northfield Library and is on the no 13 bus route from Byron Square.

Accessible parking is available nearby all libraries Intention-Promotion of safe active travel and bus routes to libraries Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help people as required to adjust to different routes to access. Home Library Service available for people of all ages who live in Aberdeen and are independently and visit as a unable to visit their local library due to disability, illness or because they are caring for someone.

Social Connection:

may impact early years children and their families who accessed for example Bookbug (1 out of 66 said it was an important service), and for older adults book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Disability

people with disabilities / long standing conditions

Disability Medium impact

For Northfield 29% (19* out of 66) of respondents indicated standing condition

Library attendance:

of the 19 out of 66 3 attended daily 6 attended weekly 3 attended fortnightly 2 attended monthly 4 attend every 2-6 months 15 of the 19* have accessed other libraries

Travel time, cost and access:

reliance on public transport: impacts people with disabilities and their carers. For example the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and mobility: may have impacts on people with both physical Idea - promotion to school example; ability to travel longer distance and carry

books and other resources. Neurodiverse people may

Talking books and audio books available to borrow, Playaways are available for both Children and Adults **Group Visits:**

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and that they have a disability/ long Information Services (CRIS). Library staff continue to be successful in securing external funding to enable access to libraries and will continue to work with learning and community partners on this. Library staff continue to support/advice on school libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in place regarding accessing libraries independently. helping parents feel confident about how their child/ren use the library

and unseen disabilities. For parent council about buddying on library visits, encouraging older children to travel together

experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.

Reduced frequency of library visits: may have impacts on people with both physical and unseen disabilities who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion;

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed for example Northfield book Other partners in the city are group or warm spaces (4/19 funded to deliver digital said warm spaces and in person services are important to them)

Reduced safe spaces for adults: may impact people with both physical and unseen disabilities for example people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations. Reduced safe spaces for children: may impact children and young people with both physical and unseen disabilities for example people with certain mental health condition may experience

ldea - establish a community initiative of 'walking library buses' to visit nearby libraries.

Social Connection:

Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Northfield Community Centre

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities

Aberdeen City Libraries has a digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

support including: Silver City Surfers and SHMU

Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to work with learning and community partners on this.

Intention - provide basic digital help sessions on library apps and services

Intention – develop a series of guides on library apps

Intention - provision of free Digital Unite guides on our

		website to provide basic digital support
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds	Low impact Data for Northfield: White Scottish:48 White British:7 Prefer not to say:3 Other white ethnic group:3 White Eastern European:2 Digital inclusion: may	Intention - Promoting where free Wifi and access to devices is available in and near the Northfield community Intention – further promoting how to access the extensive online library offer Importance and use of physical library services: Continued positive promotion of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust
Religion or belief people with different religion and belief to include those with no beliefs Sex - Gender identity men or women, boys and girls	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users Sex Medium Impact 48 out of 66 (73%) respondents for Northfield	book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few.
	reliance on public transport or alternative transport to visit libraries: may impact disproportionately on female care givers in families and as carers relating to the logistics and cost visiting alternative library sites.	Space Spaces for Adults: All library sites are safe spaces for all Library staff receive training to support people with additional support needs and apply these into the library environments as well as to their interactions Intention — further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training

	1.	
	female carers of young children for example; ability to walk longer distance with young children and carry books and other resources.	Familiarisation tours are offered with storyboards for use prior to visits.
	impact on female carer of older adults who require carers to support them to access the library, or due to family logistics	Intention – create welcoming video tours of libraries so library users know what to expect when they visit and can anticipate what services and spaces they can use. Intention – promote when there are quieter times to access the library
	Social Connection: may impact women disproportionately where they are the main caregiver for their family who accessed for example Bookbug and other	Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
Pregnancy and	children's activities (3 out of 66 said they were an important service to them) Pregnancy and maternity	Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and Realistic Medicine Team at NHS to continually improve the
maternity women who are pregnant and / or on maternity leave	There were no women who indicated they were pregnant or on maternity leave from Northfield respondents	library experience for all. Aberdeen City Libraries offers dementia friendly events Safe Spaces for Children and Young people:
	Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places	All library sites are safe spaces for children and young people Library staff receive training to support children and young
Sexual orientation lesbian, gay, bisexual, heterosexual / straight	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young
Gender reassignment anybody whose gender identity / expression is	At this stage there are no know additional impacts on this protected group, other	People

different to the sex assigned to them at birth	than impacts identified for all library users	Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are
Marriage and civil partnership people who are married or in a civil partnership	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	trained in Makaton and are about to embark on British sign language (BSL) training Familiarisation tours are offered with storyboards for use prior to visits. Intention: create further welcoming video tours of libraries so Children, young people and families know what to expect when they visit and can anticipate what services and spaces they can use. Libraries have BSL videos and plan further work with
		Aberdeen School for the deaf around this. Intention -promote when there are quieter times to access the library
		Intention - promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
		Continue to work with Understanding Autism to continually improve the library experience for all.
		Opening Hours: Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan.
		Intention – awareness raising of library access with Fairer Aberdeen funded programmes

and other Community Learning and Development partners.
Reduced frequency of library visits: Intention — Further promotion of library services and events, so library users can make the most of their in-person visits.

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact

and describe the mitigating steps.

and describe the r	High / Medium	Mitigations
Low income /	Negative impact Northfield Library is	Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1 Free period products can be collected at
income poverty – those who cannot afford regular bills, food, clothing payments.	within the Northfield neighbourhood. This neighbourhood in the 10-20% band of the most deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020.	the 10 Community Libraries and at Central Library and locally at Northfield and Mastrick Medical Practice, Northfield Community Centre, Heathryburn Community Café and Middlefield Community Hub as well as other venues on PickUpMyPeriod App Intention – promotion of community resources where free products can be collected. Intention – promotion of anti-poverty initiatives in communities Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.

	Intention - Promoting where free Wifi and access to devices is available in and near the Northfield community Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future	
Material deprivation — those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	
Area deprivation – consider where people live and where they work (accessibility and cost of transport)	
Socio-economic background – social class, parents' education, employment, income.	

Consultation and monitoring Have you undertaken any of form of Yes

Consultation and monitoring		
Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Corn Ferryhill, Kaimhill, No Woodside Libraries to between 11 Septemb November 2023, this online and printed su person and online foo times to be inclusive school holidays offeri options.	orthfield and book place her 2023 and 6 included an rvey and in cus groups, at to working hours,
	Data informing this II/users who identified a Northfield Library mothe 6 libraries in the sattended the Northfield groups.	as using st frequently from survey or who
	Respondents to the s Attendee at Focus gr	-
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has valuable insight into taccess to library servicesources for library upreviously used North	he importance of ices and users who have
	Impacts that affect per protected characteristic considered and mitigate to lessen the impact of library users with procharacteristics relating disability, sex, race a and maternity. There mitigating actions for Service and other Corplanning partners to these mitigations will into the Future Librar services Plan which indevelopment.	tics have been ations identified on the majority of tected g to age, are also Aberdeen Library apply. Many of be incorporated y and Information s in
Set out what suggested changes or improvements that have not been made and why	Many of the mitigatio with some requiring pare also further action	promotion, there

	taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1. and consider the longerterm implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Servies plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Northfield Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision of Libraries – Closure of Northfield Library			
Directorate and Cluster:	Customer, Early Intervention and Community Empowerment			
Policy and assessment author (s)	Name: Margaret Stewart Job title: Service Manager, Libraries and Community Learning Date: 05/12/23	Name: Job title: Date:		
Authorised and approved by Director or Chief Officer	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	Name: Job title: Date:		

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk

Integrated Impact Assessment Pre-screening

Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

Purpose:

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of <u>Public Sector Equality Duty</u>, <u>Equality Outcomes</u> and <u>Human</u> Rights:
- whether <u>Children's Rights</u> have been impacted;
- whether Socio-economic disadvantage is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Review of city-wide provision of Libraries – Closure of Woodside Library
Report no or Budget proposal number:	CUS/23/386
Committee name and date :	Council 13 December 2023
ls this a new or existing policy/ proposal?	Existing
Brief description of policy / proposal (including intended outcomes and purposes)	This is an update to the IIAs published 5/12/22 and 24/03/23 19b_Review of city-wide provision of Libraries_05-12- 22.pdf (aberdeencity.gov.uk) 19b_v2_Review of city-wide provision of libraries_24-03- 23.pdf (aberdeencity.gov.uk)
	The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.
	Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims were that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, Through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.
	The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where people required support, options were available at

libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library an Information service consultation similar themes have been noted from both consultations as:

Travel

Importance and use of physical library services

Promotion and awareness of services

Digital Inclusion

Physical Access

Reduced frequency of use

Opening hours

Childrens activities

Group visits

Social connections

Safe Spaces for Adults

Safe Spaces for Children and Adults

Childrens and Young people's independence

Community Value

Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

Option 1 – Support the original budget decision to close the 6 libraries, including Woodside Library.

This requires an understanding and assessment of the impact the closure of Woodside Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

Option 2 – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Woodside Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Woodside Library will require consideration of the longer-term budgetary implications of reinstating Woodside Library on the wider Library and Information Service and for other council services. This will be considered within

Aberdeen's Future Library and Information Services report due to be taken to the Communities, Housing and Public Protection Committee in January 2024. An IIA will accompany future library reports.

Based on the data collected through the library service, Woodside Library over the last 5 years have had an average of 11919 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23.

Woodside visits account for 2.5% of the overall library visits in the city

Based on these figures there are approximately 362 active members accessing Woodside Library each year.

Woodside Library is within the Woodside neighbourhood. This neighbourhood in the 20-40% band of the most deprived areas based on the Scottish Index of Multiple Deprivation 2020.

Consultation respondents:

132 People identified Woodside as the library they most frequently used out of the 6 closed libraries.

11 people attended focus groups

*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member

**Active Library members - a library member who have used their membership; take out a book, PC use.

Do you consider this propo	Do you consider this proposal to have any impact on the:				
a. Human	YES- Option 1	No - Option 2	Unsure		
Rights of people?	Article 9 Freedom				
	of thought,				
b. Rights of	conscience and				
Children and	religion				
Young people?	Article 10				
	Freedom of				
	expression.				
	Libraries provide				
	access a wide				
	range of				
	resources, which				
	support				
	individuals being				
	able to exercise				
	the above articles				

	T									
	YES - Opt		No -	Option 2	2	Unsu	re			
	Article 2 N									
	discrimina									
	Article 3 B									
	interest of	tne								
	child Article 5 P	Parental								
	guidance a									
	child's evo									
	capacities	_								
	Article 12									
	for the view	ws of								
	the child									
	Article 13									
	Freedom									
	Article 14 Freedom	of								
	thought be	_								
	religion	silei aliu								
	Article 17	Access								
	to informat									
	from the m	nedia of								
	expression									
	Article 28	Right to								
	education									
What is your assessment	H	High neg	ativ		Н	M	l	N	Р	U
of the impact on groups		impact	auv	O						
with:	M	Medium r	nea	ative						
a. Protected		impact								
characteristics	L	Low nega	ative	e impact						
b. Children and young	N	No impad		·						
people	Р	Positive i		act						
c. Other	U	Unsure								
A	Age					Х				
As part of your assessment here,	Disability					Х				
consider the impact of	Gender Reassignment						х			
your policy on people and	Marriage a							х		
how they will be able to	Pregnancy	/ and Mat	erni	ity			Х			
access goods, services	Race						Х		-	
and information with no	Religion o	r Belief						Х		
barriers.	Sex					Х			1	
	Sexual Orientation					Χ				
				i						
	Children a		ре	ople		х				
Ossis Facersia	Children a Other		•	•						
Socio-Economic	Children a		•	ople No		x Uns	ure			
Socio-Economic Inequalities	Children a Other Yes	and young	•	•			ure			
	Children a Other	nd young	3	•			ure			

Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	Index of Multiple Deprivation 2020. Option 1 may have an adverse impact on individuals and families. Options 2 will consider longer-term impacts as part of IIA for the future library report.
	ou have when making the above selections?
Internal or existing data Please detail your sources	 Existing library data (as referenced in Appendix A) Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries Limited qualitative data captured as part of Aberdeen's Future Library and Information Service Consultation which included a specific Child and Young person's version. Qualitative data from in person community engagement and promotion of the consultation; engagement walk abouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Woodside, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership. Qualitative data captured from focus groups, 2 held at Hilton Community Centre and 1 online.
Consultations with officers or partner organisations Please list your sources	Aberdeen City Council teams: Library and Information Services Equalities Team Corporate Landlord Community Planning Aberdeen Education Campaign Group: Save Aberdeen Libraries All library staff have been encouraged to share information to
	promote engagement with both library consultations, this includes

staff across local studies, health and wellbeing, business and employability, children and young people, reader development,

localities, central and community libraries.

Other: Please list your sources	In promoting the consultation information was shared with the following partners organisations and local contacts with an ask to share across their networks: Fairer Aberdeen Fund mailing list (funded partners, board and others) Community Planning Aberdeen (shared with Community Planning partners and through outcome improvement groups) Culture Aberdeen members Aberdeen City Library members who have indicated that they wish to be contacted about other library matters Individuals who responded to the online or paper surveys indicating that they wanted to be updated on the consultation. Library/CLD service mailing lists for Warm Spaces Library/CLD mailing list from Grampian Regional Equality Council contacts list Equalities team ACC		
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Option 1 -There is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socioeconomic disadvantage. It is also acknowledged that the closure of Woodside Library could reduce opportunities, and there may be, consequential impact on good relations within Woodside communities, however mitigations have been identified to reduce impact. (see mitigations in stage 2)		Unsure

	Option 2 - Reopening Woodside Library negates possible indirect discrimination, advances equality of opportunity and generally fosters good relations, through the reinstatement of Woodside Library and access to services, resources and activities.		
Does this proposal	Yes	No	Unsure
contribute to the Council's	Option2 -To reinstate	Option 1-	
Equality Outcomes 2021-	provision:	EO1.	
<u>25</u> ?	EO1 People with	however,	
	protected	provision of	
	characteristics can	alternative	
	access information	services	
	good and services	mitigates	
	without barriers	barriers	
		created due	
	EO2. Diverse	to the closure	
	communities in	of the library	
	Aberdeen who used	and have	
	Woodside Library will	been	
	have access to safe	identified for	
	spaces and services	stage 2	
	that enhance their	9	
	feeling of safety and	EO2.	
	belonging.	However	
	20.0.1911191	alternative	
		safe spaces	
		have been	
		identified in	
		stage 2	
		1	

Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about: Use this space to highlight what your proposal intends to achieve:

Option 1: Supporting the original budget decision to close the 6 libraries.

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Woodside Library have been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Woodside Library usage and the data and impacts from Woodside Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

This option may mitigate for the majority of the impacts provided by library users of Woodside Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen's Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes
Assessment completed by: Name and job title	Margaret Stewart, Service Manager, Libraries and Community Learning
Date:	05/12/23
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie
Date:	05/12/23

If you have any queries or require this form in an alternative format, please contact equality_and_diversity@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

Human Rights

Does the proposal have an impact on <u>Human Rights</u>? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps

proposed.

proposed.	I I all / BA a diama	BA:(: a (: a a
	High / Medium Negative impact	Mitigations Please state/summarise your mitigating
	gaare aapas	actions for the negative impact(s)
		identified in stage 1
Article 6	n/a	
Right to a fair and public		
hearing		
Article 7	n/a	
No punishment without		
law		
Article 8	n/a	
Right to respect for	. , ,	
private and family life,		
home and		
correspondence		
Article 9	Low impact	
Freedom of thought,	·	
conscience and religion		
Article 10	Low impact	
Freedom of expression	·	
Article 11	n/a	
Freedom of assembly		
and association		
Article 12	n/a	
Right to marry and to		
found a family		
Article 14	2/2	
Right not to be subject to	n/a	
discrimination		
Article 1 of Protocol 1	n/a	

Protection of property	
Article 2 of Protocol 1 Right to education	n/a
Article 3 of Protocol 1 Right to free elections	n/a

Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 – 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child (UNCRC) and Optional Protocols which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	High / Medium	Mitigations
	Negative impact	Please state/summarise your
		mitigating actions for the negative
		impact(s) identified in stage 1
Article 1		School library provision is available
definition of the child		across the majority of primary schools
Article 2	Low impact	and all secondary schools
non-discrimination		
		There are 10 community libraries, a
Article 3	Low impact	self-serve library at Old Aberdeen and
best interests of the		the 4 departments within the Central
<u>child</u>		Library that are available for people to
		access regardless of where in the city
Article 4		they live.
implementation of the		
convention		Tillydrone Library is 0.7 miles away
		from Woodside Library and is on the
Article 5	Low impact	no 19 bus route
parental guidance and a		Central Library is 2.1 miles from
<u>child's evolving</u>		Woodside Library and is on the no 23
<u>capacities</u>		bus route.
		Bucksburn Library is 2.3 miles from
Article 6		Woodside Library and is on the no 17
life, survival and		bus route
development		

		74% of survey respondents who
Article 7 birth registration, name, nationality, care		mainly accessed Woodside Library also accessed one or more of the 11 existing city libraries.
Article 8 protection and preservation of identity		
Article 9 separation from parents		
Article 10 family reunification		
Article 11 abduction and non- return of children		
Article 12 respect for the views of the child	Low impact	
Article 13 freedom of expression	Low impact	
Article 14 freedom of thought, belief and religion	Low impact	
Article 15 freedom of association		
Article 16 right to privacy		
Article 17 access to information from the media	Low impact	
Article 18 parental responsibilities and state assistance		
Article 19 protection from violence, abuse and neglect		

[
Article 20 children unable to live with their family		
with their raining		
Article 21 adoption		
Article 22		
refugee children		
Article 23 children with a disability		
Article 24 health and health services		
Article 25 review of treatment in care		
Article 26 social security		
Article 27		
adequate standard of		
living		
Author 00	1 .	
Article 28	Low impact	
right to education		
Article 29		
goals of education		
Article 30		
children from minority or		
indigenous groups		
Article 31		
leisure, play and culture		
Article 32		
child labour		
Article 33		
drug abuse		
Article 34		
sexual exploitation		

T T		
Article 35 abduction, sale and trafficking		
Article 36 other forms of exploitation		
Article 37 inhumane treatment and detention		
Article 38 war and armed conflicts		
Article 39 recovery from trauma and reintegration		
Article 40 juvenile justice		
Article 41 respect for higher national standards		
Article 42 knowledge of rights		
Optional Protocol on a Communications Procedure		

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the protected characteristics that your policy/proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium Negative	<u>Mitigations</u>
	<u>impact</u>	Please state/summarise your
		mitigating actions for the
		negative impact(s) identified in
		stage 1
Age	Age	Current library provision:
		There are 10 community
Impacts on children and	Medium impact	libraries, a self-serve library at
young people	Under 16 yrs. =2	Old Aberdeen and the 4
	16-24 yrs. =1	departments within the Central

Older people

25-34 yrs.=15 35-44 yrs.= 32 45-54 yrs.= 16 55-64 yrs.= 21 65 + yrs. = 29prefer not to say = 12

Travel time, cost and access:

reliance on public transport: impacts children and young people, families and older people, carers. For children and young people this has a consequential impact in their ability to access the library on the way home from school.

Limitations on ability and mobility: may have impacts on young children and older Travel and access: age groups due to fragility, mobility and other limiting factors and situations. for example; ability to walk longer distance and carry books and other resources.

Reduced frequency of library visits: may have an impact on children and young people who cannot access libraries independently and older adults who require carers to support them to access the library, or due to family logistics

Support for group visits:

may have an impact on voung children who cannot access libraries independently and visit as a group and older adults from e.g care settings who require carers to support them to access the library.

Library that are available for people to access regardless of where in the city they live. School library provision is available across the majority of primary schools and all secondary schools Tillydrone Library is 0.7 miles away from Woodside Library and is on the no 19 bus route Central Library is 2.1 miles from Woodside Library and is on the no 23 bus route. Bucksburn Library is 2.3 miles from Woodside Library and is on the no 17 bus route 74% of survey respondents who mainly accessed Woodside Library also accessed one or more of the 11 existing city libraries.

Free bus travel is available for 0-21-year-olds, with 5-21 years able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass.

Tillydrone Library is 0.7 miles away from Woodside Library and is on the no 19 bus route

Central Library is 2.1 miles from Woodside Library and is on the no 23 bus route.

Bucksburn Library is 2.3 miles from Woodside Library and is on the no 17 bus route

Accessible parking is available nearby all libraries

Intention-Promotion of safe active travel and bus routes to libraries

Social Connection:

may impact early years children and their families who accessed for example Bookbug (6 out of 74 said it was an important service), and for older adults book groups.

Digital inclusion;

May impact older adults who access PCs, Wifi and digital support.

Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help people as required to adjust to different routes to access.

Home Library Service available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone.

Talking books and audio books available to borrow. Playaways are available for both Children and Adults

Disability

people with disabilities / long standing conditions

Disability Medium impact

For Woodside 23% (31* out of 132) of respondents indicated that they have a disability/ long Group Visits: standing condition

Library attendance:

of the 31* out of 132 1 attended daily 10 attended weekly 5 attended monthly 8 attended fortnightly 5 attend every 2-6 months 22 of the 31* have accessed other libraries

Travel time, cost and access:

reliance on public transport: impacts people with disabilities and their carers for example; the increased time required to get to alternative provision and to fit in with carers time

Limitations on ability and mobility: may have impacts libraries and will continue to on people with both physical work with learning and and unseen disabilities. For community partners on this. example; ability to travel longer distance and carry books and other resources. Neurodiverse people may

Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents' evenings. Supporting practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS).

Library staff continue to be successful in securing external funding to enable access to Library staff continue to support/advice on school libraries, encouraging schools

experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.

Reduced frequency of library visits: may have impacts on people with both physical and unseen disabilities. who cannot access libraries independently and require carers to support them to access the library or other situational factors

Digital inclusion:

may impact people with both physical and unseen disabilities who currently access library provision and may need support

Social Connection:

may impact people with both physical and unseen disabilities who accessed for example Woodside book directory currently has 48 group or warm spaces (2/31* said warm spaces are important, 9 out of 31* said that in person services were important to them)

Reduced safe spaces for adults: may impact people with both physical and unseen disabilities for example: people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations. Reduced safe spaces for children: may impact children and young people with both physical and unseen disabilities for example people with certain mental health condition may experience

to bid into the Scottish Library and Information Fund (SLIF)

Children and young person's independence:

Aberdeen City Libraries have age-appropriate guidance in place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library

Idea – promotion to school parent council about buddying on library visits, encouraging older children to travel together

Idea - establish a community initiative of 'walking library buses' to visit nearby libraries.

Social Connection:

Continued library support to book groups The Aberdeen Warm Space WarmSpace venues including Woodside Fountain Centre

Digital Inclusion:

On-line digital services will be helpful for some people with disabilities Aberdeen City Libraries has a

digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.

ACC Community Learning and Development, deliver digital adult learning classes

Other partners in the city are funded to deliver digital support including Silver City Surfers and SHMU

Race (including Gypsy / Travellers) people from minority ethnic communities and different racial	new and unfamiliar locations. Race Low impact	Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to
/ Travellers) people from minority ethnic communities and different racial	Race Low impact Data for Woodside:	funding to enable access and engagement to libraries and
/ Travellers) people from minority ethnic communities and different racial	Race Low impact Data for Woodside:	engagement to libraries and
/ Travellers) people from minority ethnic communities and different racial	Race Low impact Data for Woodside:	
/ Travellers) people from minority ethnic communities and different racial	Low impact Data for Woodside:	learning and will continue to
people from minority ethnic communities and different racial	Data for Woodside:	
ethnic communities and different racial		work with learning and
different racial	IVVnite Scottish:/4	community partners on this.
	l = •	Intention - provide basic digital
backgrounds		help sessions on library apps
	Other white ethnic group:6 White Irish:5	and services
		Intention – develop a series of
	African, Scottish African or British African:1	guides on library apps
		Intention – provision of free
		Digital Unite guides on our
		website to provide basic digital
	l	support
		Intention - Promoting where
		free Wifi and access to
	access PCs, Wifi and digital	
		near the Woodside
	''	community
		Community
Religion or belief	At this stage there are no	Intention – further promoting
people with different	_	how to access the extensive
religion and belief to	•	online library offer
include those with no	than impacts identified for	
beliefs	<u> </u>	Importance and use of
	1	•
		1
Sex - Gender identity	_	Continued positive promotion
Sex - Gender identity men or women, bovs	Sex	Continued positive promotion of reading, literacy and
men or women, boys	Sex Medium Impact	of reading, literacy and
	Sex Medium Impact	of reading, literacy and numeracy for all through
men or women, boys	Sex Medium Impact 81 out of 132 (61%)	of reading, literacy and numeracy for all through different library initiatives;
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member,
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and access:	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and access: reliance on public transport	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and access: reliance on public transport or alternative transport to	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir
men or women, boys	Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and access: reliance on public transport or alternative transport to visit libraries: may impact	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir with Aberdeen Performing Arts
men or women, boys	Sex Medium Impact 81 out of 132 (61%) respondents for Woodside are female 22 out of 30 (73%) carers are female Travel time, cost and access: reliance on public transport or alternative transport to	of reading, literacy and numeracy for all through different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives, Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir with Aberdeen Performing Arts
	1	physical library services:

	logistics and cost visiting	I Injury of Abordoon to
	logistics and cost visiting alternative library sites.	University of Aberdeen to mention a few.
	Limitations on ability and mobility: may have impacts	
	female carers of young	All library sites are safe spaces for all
	young children and carry books and other resources.	Library staff receive training to support people with additional support needs and apply these
	Reduced frequency of library visits: may have an impact on female carer of	into the library environments as well as to their interactions
	older adults who require carers to support them to access the library, or due to family logistics	Intention – further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training
	Social Connection: may impact women disproportionately where	Familiarisation tours are offered with storyboards for use prior to visits.
	they are the main caregiver for their family who accessed for example Bookbug (10 out of 132 said it was an important service and 8 out of 132 said children's activities were an important service for them)	Intention – create welcoming video tours of libraries so library users know what to expect when they visit and can anticipate what services and spaces they can use.
Description	, ,	Intention – promote when there are quieter times to
Pregnancy and maternity	Pregnancy and maternity	access the library
women who are pregnant and / or on maternity leave	There were no women who indicated they were pregnant or on maternity leave from Woodside respondents	Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.
	Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places	Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and Realistic Medicine Team at NHS to continually improve the library experience for all.
Sexual orientation	At this stage there are no know additional impacts on	

lesbian, gay, bisexual, heterosexual / straight	this protected group, other than impacts identified for all library users	Aberdeen City Libraries offers dementia friendly events
Gender reassignment anybody whose gender identity / expression is	At this stage there are no know additional impacts on this protected group, other	Safe Spaces for Children and Young people:
different to the sex assigned to them at birth	than impacts identified for all library users	All library sites are safe spaces for children and young people
Marriage and civil partnership people who are married or in a civil partnership	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young People
		Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are trained in Makaton and are about to embark on British sign language (BSL) training
		Familiarisation tours are offered with storyboards for use prior to visits.
		Intention: create further welcoming video tours of libraries so Children, young people and families know what to expect when they visit and can anticipate what services and spaces they can use. Libraries have BSL videos and plan further work with Aberdeen School for the deaf around this.
		Intention -promote when there are quieter times to access the library
		Intention - promote the work we do in libraries to improve access for all, so families are

aware of what they can expect.
Continue to work with Understanding Autism to continually improve the library experience for all.
Opening Hours: Library opening hours are to be reviewed as part of the Aberdeen's Future Library and Information Services plan.
Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.
Reduced frequency of library visits: Intention – Further promotion of library services and events, so library users can make the most of their in-person visits.

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefor consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

and accombe the n	and decembe the mingaing steps.		
	High / Medium	Mitigations	
	Negative impact	Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1	
Low income /	Medium impact	Free period products can be collected at	
income poverty		the 11 Community Libraries and at	
– those who	Woodside Library is	Central Library and locally at Hilton	
cannot afford	within the Woodside	Community Centre, Fersands and	
regular bills, food,	neighbourhood. This	Fountain Community Project and Station	

clothing payments.	neighbourhood in the 20-40% band of the most deprived areas based on the Scottish Index of Multiple Deprivation 2020.	House Medi Unit as well as other venues on PickUpMyPeriod App Intention – promotion of community resources where free products can be collected. Intention - promotion of anti-poverty initiatives in communities Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners. Intention - Promoting where free Wifi and access to devices is available in and near the Woodside community Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future		
Material deprivation — those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies		

Aron donairette			
Area deprivation			
consider where			
people live and			
where they work			
(accessibility and			
cost of transport)			
, ,			
Socio-economic			
background –			
social class,			
parents'			
education,			
•			
employment,			
income.			
Consultation and	monitoring		
Have you undertak	en any of form of	Yes	No
consultation with a	•		
groups?			
g. • • p • .			
Describe the consu	ultation processes/metho	ds Consultation	on Corphill Cults
undertaken and the	•		imhill, Northfield and
participants/respor	idenis		ibraries took place
			September 2023 and 6
			023, this included an
		·	rinted survey and in
			online focus groups, at
		times to be i	nclusive to working hours
		school holida	ays offering accessible
		options.	
		'	
		Data informi	ng this IIA is from Library
			dentified as using
			ibrary most frequently fro
			es in the survey or who
			Woodside specific focus
		groups.	
		•	s to the survey = 132
		Attendee at	Focus groups = 11
Summarise the cha	anges or improvements		ation has provided
	anges or improvements de to the policy because	The consulta	•
		The consulta of valuable insi	•
that have been ma		The consultate of valuable instances to lib	ight into the importance or orary services and
that have been ma		The consultate of valuable inside access to librate resources for	ight into the importance of erary services and er library users who have
that have been ma		The consultate of valuable inside access to librate resources for	ight into the importance or orary services and
that have been ma		The consultate of valuable inside access to lib resources for previously u	ight into the importance or orary services and or library users who have sed Woodside Library.
that have been ma		The consultate of valuable instructions access to librate resources for previously under that	ight into the importance of orary services and or library users who have sed Woodside Library. affect people with certai
that have been ma		The consultate of valuable instructions access to librate resources for previously under the protected characteristics.	ight into the importance or orary services and or library users who have sed Woodside Library.

	to lessen the impact on the majority of library users with protected characteristics relating to age, disability, sex, race and pregnancy and maternity. There are also mitigating actions for Aberdeen Library Service and other Community Planning partners to apply. Many of these mitigations will be incorporated into the Future Library and Information services Plan which is in development.
Set out what suggested changes or improvements that have not been made and why	Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.
What impact(s) has the consultation had upon your proposal?	The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and citywide mitigations to lessen the impact of Option 1. and consider the longer-term implications of Option 2.
How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Servies plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Woodside Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision of Libraries – Closure of
	Woodside Library

Directorate and Cluster:	Customer, Early Intervention and Community Empowerment			
Policy and assessment author (s)	Name: Margaret Stewart Job title: Service Manager, Libraries and Community Learning Date: 05/12/23	Name: Job title: Date:		
Authorised and approved by Director or Chief Officer	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	Name: Job title: Date:		

Following completion and approval, please email your completed assessment to: equality_and_diversity@aberdeencity.gov.uk