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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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 Cornhill 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 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:			
a. Human Rights of people?	YES- Option 1 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
	YES - Option 1, Article 2 Non discrimination	No - Option 2	Unsure

| 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 As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	**H** High negative impact **M** Medium negative impact **L** Low negative impact **N** No impact **P** Positive impact **U** Unsure		**H**	**M**	**L**	**N**	**P**	**U**
	Age			x				
	Disability			x				
	Gender Reassignment					x		
	Marriage and Civil partnership					x		
	Pregnancy and Maternity				x			
	Race				x			
	Religion or Belief					x		
	Sex			x				
	Sexual Orientation					x		
	Children and young people			x				
	Other							

| Socio-Economic Inequalities

Not every person / family has access to regular income or savings. Will your proposal have an | Yes

Cornhill Library is on the border of the Stockethill neighbourhood. This neighbourhood is in | No | Unsure |

adverse or high impact on them?	the 10-20% band of 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.		
What considerations did you 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 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 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 socio-economic 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.		
Does this proposal contribute to the Council's Equality Outcomes 2021-25?	Yes Option 2 -to reinstate 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 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 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, Service Manager, Libraries and Community Learning
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.

	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 definition of the child		School library provision is available across the majority of primary schools and all secondary schools. There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to access regardless of where in the city they live.
Article 2 non-discrimination	Low impact	
Article 3 best interests of the child	Low impact	
Article 4		

implementation of the convention		Mastrick Library is 0.9 miles away from Cornhill Library and is on the no 3 bus route which passes Cornhill.

67% of Survey respondents who mainly accessed Cornhill Library also accessed one or more of the 11 existing city libraries. |
| **Article 5**
parental guidance and a child's evolving capacities | Low impact | |
| **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 | 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		
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			
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 impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people Older people	Age **Medium impact** Under 16 yrs. =1 16-24 yrs. =1 25-34 yrs.=9 35-44 yrs.= 24 45-54 yrs.= 17 55-64 yrs.= 10 65+ yrs.= 13 prefer not to say = 1 **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 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	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central 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 0.9 miles away from Cornhill Library and is on the no 3 bus route which passes Cornhill Library. 81% of survey respondents who mainly accessed Cornhill 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 able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. Mastrick Library is 0.9 miles away from Cornhill Library and is on the no 3 bus route which passes Cornhill. 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

	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 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.	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) .
Disability people with disabilities / long standing conditions	**Disability** **Medium impact** For Cornhill 26% (19* out of 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	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

	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	place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library
	Limitations on ability and mobility: may have impacts on people with both physical and unseen disabilities. For 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.	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 directory currently has 48 WarmSpace venues including Cairncry Community Centre |
| | **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:** 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. |
| | **Digital inclusion;** may impact people with both physical and unseen disabilities who currently access library provision and may need support | 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 |
| | **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) | 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 / Travellers) people from minority ethnic communities and different racial backgrounds	**Race** **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 Bangladeshi, Scottish Bangladeshi or British Bangladeshi:1 Indian, Scottish Indian or British Indian:1 Mixed or multiple:1 **Digital inclusion**: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support.	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. **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 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.
Religion or belief people with different religion and belief to include those with no beliefs	At this stage there are no known additional impacts on this protected group, other than impacts identified for all library users.	**Space Spaces for Adults:**
Sex - Gender identity men or women, boys and girls	**Sex** **Medium Impact** 54 out of 74 (71%) respondents for Cornhill are female.	All library sites are safe spaces for all. 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 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 (6 out of 74 said it 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 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.
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 visits:
Intention – Further promotion of library services and events, so library users can make the most of their in-person visits. |
|---|---|---|---|
| **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. | |
| **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. | |
| **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. | |

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 Negative impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Medium impact

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. | Free period products can be collected at the 10 Community Libraries and at Central Library and locally at Cairncry Community Centre 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 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,		

employment, income.		

Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	<mark>Yes</mark>	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Cornhill Library most frequently from the 6 libraries in the survey or who attended the Cornhill specific focus groups. Respondents to the survey = 74 Attendee at Focus groups = 3	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Cornhill 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 city-wide 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 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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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* 	Review of city-wide provision of Libraries – Closure of Cults 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 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:			
a. Human Rights of people? b. Rights of Children and Young people?	YES- Option 1 Article 9 Freedom of thought, conscience and religion Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles	No - Option 2	Unsure

	YES - Option 1, Article 2 Non discrimination 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	No - Option 2	Unsure				

What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	H High negative impact M Medium negative impact L Low negative impact N No impact P Positive impact U Unsure			H	M	L	N	P	U
	Age				x				
	Disability				x				
	Gender Reassignment						x		
	Marriage and Civil partnership						x		
	Pregnancy and Maternity					x			
	Race					x			
	Religion or Belief						x		
	Sex				x				
	Sexual Orientation						x		
	Children and young people				x				
	Other								

Socio-Economic Inequalities	Yes While Cults Library is within the Cults,	No	Unsure

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 socio-economic 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 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

	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 contribute to the Council's Equality Outcomes 2021-25?	==Yes== Option2 -to reinstate provision: EO1 People with protected characteristics can access information good and services without barriers EO2. Diverse communities in Aberdeen who used Cults 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	Unsure

		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?	<mark>Yes</mark>		

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.

ABERDEEN CITY COUNCIL

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.

	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	Low impact	

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

Article 2 non-discrimination	Low impact	
Article 3 best interests of the child	Low impact	
Article 4 implementation of the convention		
Article 5 parental guidance and a child's evolving capacities	Low impact	School library provision is available across the majority of primary schools and all secondary schools
Article 6 life, survival and development		There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to access regardless of where in the city they live.
Article 7 birth registration, name, nationality, care		
Article 8 protection and preservation of identity		Airyhall Library is 2 miles away from Cults Library with Culter and Central Library being 3.8 miles away and, on the no 19, 201, 202 & 203 bus route which passes Cults Library
Article 9 separation from parents		
Article 10 family reunification		90% of Survey respondents who mainly accessed Cults Library also accessed one or more of the 11 existing city libraries.
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		
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			
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 impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people Older people	**Age** **Medium impact** Under 16 yrs. =1 16-24 yrs. =1 25-34 yrs.=8 35-44 yrs.= 29 45-54 yrs.= 23 55-64 yrs.= 33 65+ yrs.= 40 prefer not to say = 6 **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 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.	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central 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 Airyhall Library is 2 miles away from Cults Library with Culter and Central Library being 3.8 miles away and, on the no 19, 201, 202 & 203 bus route which passes Cults Library 90% of Survey respondents who mainly accessed Cults 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 able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. Airyhall Library is 2 miles away from Cults Library with Culter 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	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
	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 e.g care settings who require carers to support them to access the library.	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.
	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.	Talking books and audio books available to borrow, Playaways are available for both Children and Adults
	Digital inclusion; May impact older adults who access PCs, Wifi and digital support.	**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
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	

	2 attended every 6-12 months 11 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 and unseen disabilities. For 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 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 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 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 / Travellers) people from minority ethnic communities and different racial backgrounds	**Race** **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 Pakistani, Scottish Pakistani 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; 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.	with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few. **Space Spaces for Adults:** All library sites are safe 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 considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training
Sex - Gender identity men or women, boys and girls	**Sex** **Medium Impact** 92 out of 178 (62%) respondents for Cults are female 32 out of 40 (80%) 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 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	Familiarisation tours are offered with storyboards for use prior to visits. 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 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.

	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 (4 out of 178 said it was an important service)	Aberdeen City Libraries offers dementia friendly events **Safe Spaces for Children and Young people**: 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 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
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 Cults respondents Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places	
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	
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	
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	

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

cannot afford regular bills, food, clothing payments.	While Cults Library is 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 may be some individual and families who experience socio-economic disadvantage.	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 undertaken any of form of consultation with any of the affected groups?	<mark>**Yes**</mark>	**No**
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Cults Library most frequently from the 6 libraries in the survey or who attended the Cults specific focus groups. Respondents to the survey = 178 Attendee at Focus groups = 12	
Summarise the changes or improvements that have been made to the policy because of the consultation.	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 city-wide 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

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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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 proposal to have any impact on the:			
a. Human Rights of people? b. Rights of Children and Young people?	YES- Option 1 Article 9 Freedom of thought, conscience and religion Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles	No - Option 2	Unsure

	YES - Option 1, Article 2 Non discrimination 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	No - Option 2	Unsure				

What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	H = High negative impact M = Medium negative impact L = Low negative impact N = No impact P = Positive impact U = Unsure		H	M	L	N	P	U
	Age			x				
	Disability			x				
	Gender Reassignment					x		
	Marriage and Civil partnership					x		
	Pregnancy and Maternity				x			
	Race				x			
	Religion or Belief					x		
	Sex			x				
	Sexual Orientation					x		
	Children and young people			x				
	Other							

Socio-Economic Inequalities	Yes While Ferryhill Library is within the Ferryhill neighbourhood. This	No	Unsure

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

	• 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 socio-economic 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) <mark>Option 2 - R</mark>eopening 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?	<mark>Yes</mark> Option2 -to reinstate 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.	<mark>No</mark> 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 Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	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 definition of the child		School library provision is available across the majority of primary schools and all secondary schools There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to
Article 2 non-discrimination	Low impact	
Article 3 best interests of the child	Low impact	

		access regardless of where in the city they live.
Article 4 implementation of the convention		Central Library is 1.1 miles away from Ferryhill Library and is on the no 1 and 2 bus routes.
Article 5 parental guidance and a child's evolving capacities	Low impact	Kincorth Library is 1.5 miles away from Ferryhill Library on the no 18 bus route.
Article 6 life, survival and development		77% of Survey respondents who mainly accessed Ferryhill Library also accessed one or more of the 11 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	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		
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			
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 impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people Older people	**Age** **Medium impact** Under 16 yrs. =1 16-24 yrs. =5 25-34 yrs.=38 35-44 yrs.=91 45-54 yrs.=55 55-64 yrs.= 57 65+ yrs.= 63 prefer not to say =16 **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 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	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central 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 Central Library is 1.1 miles away from Ferryhill Library and is on the no 1 and 2 bus routes. Kincorth Library is 1.5 miles away from Ferryhill Library on the no 18 bus route. 77% of survey respondents who mainly accessed Ferryhill 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 able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. Central Library is 1.1 miles away from Ferryhill Library and is on the no 1 and 2 bus routes. Kincorth Library is 1.5 miles away from Ferryhill Library on the no 18 bus route.

	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 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.	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.
Disability people with disabilities / long standing conditions	**Disability** **Medium impact** For Ferryhill 16% (30* out of 74) of respondents indicated that they have a disability/ long 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	

		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	Library staff continue to support/advice on school libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)
		Limitations on ability and mobility: may have impacts on people with both physical and unseen disabilities. For 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.	**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
		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	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.
		Digital inclusion; may impact people with both physical and unseen disabilities who currently access library provision and may need support	**Social Connection:** Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Ferryhill Parish Church
		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)	**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 example people with certain mental health condition may 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 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	**Race** **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 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 and ACC CLD team, author 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 men or women, boys and girls	**Sex** **Medium Impact** 119 out of 190 (62%) respondents for Ferryhill are female 26 out of 32 (81%) 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 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 for	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 Familiarisation tours are offered with storyboards for use prior to visits. 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 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

	Bookbug or other children's activities. (3 out of 190 sharing Bookbug was an important service for them with 5 out of 190 sharing that other children's activities in libraries were important services for them to access)	NHS to continually improve the library experience for all. Aberdeen City Libraries offers dementia friendly events **Safe Spaces for Children and Young people**: All library sites are safe spaces for children and young people
Pregnancy and maternity women who are pregnant and / or on maternity leave	Pregnancy and maternity There were 4 women who indicated they were pregnant or on maternity leave from Ferryhill respondents Safe Space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places	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
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	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
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	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 Negative impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1

Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Low impact 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 socio-economic 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
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?	<mark>Yes</mark>	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Ferryhill Library most frequently from the 6 libraries in the survey or who attended the Ferryhill specific focus groups. Respondents to the survey = 190 Attendee at Focus groups = 8	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Ferryhill 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 city-wide 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 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.

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Review of city-wide provision of Libraries – Closure of Ferryhill 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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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
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 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 Scottish 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:			
a. Human Rights of people? b. Rights of Children and Young people?	YES- Option 1 Article 9 Freedom of thought, conscience and religion Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles	No - Option 2	Unsure

	YES - Option 1, Article 2 Non discrimination 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	No - Option 2	Unsure				

What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	H	High negative impact	H	M	L	N	P	U
	M	Medium negative impact						
	L	Low negative impact						
	N	No impact						
	P	Positive impact						
	U	Unsure						
	Age			x				
	Disability			x				
	Gender Reassignment					x		
	Marriage and Civil partnership					x		
	Pregnancy and Maternity				x			
	Race				x			
	Religion or Belief					x		
	Sex			x				
	Sexual Orientation					x		
	Children and young people			x				
	Other							

Socio-Economic Inequalities	Yes Kaimhill Library is within the Garthdee neighbourhood. This	No	Unsure	

Not every person / family 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 you 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 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?	<mark>Option 1 T</mark>here is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socio-economic 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 access to services, resources and activities. | | |
|---|---|---|---|
| Does this proposal contribute to the Council's Equality Outcomes 2021-25? | Yes Option2 -to reinstate provision: EO1 People with protected characteristics can access information good and services without barriers

EO2. Diverse communities in Aberdeen who used Kaimhill 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 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?	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 Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

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

Article 4 implementation of the convention		access regardless of where in the city they live. 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 5 parental guidance and a child's evolving capacities	Low impact	
Article 6 life, survival and development		70% of Survey respondents who mainly accessed Kaimhill Library also accessed one or more of the 11 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	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		
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			
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 impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people Older people	Age **Medium impact** Under 16 yrs. =1 16-24 yrs. =0 25-34 yrs.=9 35-44 yrs.= 16 45-54 yrs.= 12 55-64 yrs.= 8 65+ yrs.= 13 prefer not to say = 2 **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 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	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central 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 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. 70% of Survey respondents who mainly accessed Kaimhill 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 able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. 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.

	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.	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
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 year	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	to bid into the Scottish Library and Information Fund (SLIF)
	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	**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
	Limitations on ability and mobility: may have impacts on people with both physical and unseen disabilities. For 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.	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.
	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	**Social Connection:** Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Inchgarth Community Centre
	Digital inclusion; may impact people with both physical and unseen disabilities who currently access library provision and may need support	**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.
	Social Connection: may impact people with both physical and unseen disabilities who accessed for example Kaimhill Library as a warm space	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

	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 increased barriers in accessing new and unfamiliar locations.	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 Kaimhill/Garthdee community

Intention – further promoting how to access the extensive online library offer |
| **Race (including Gypsy / Travellers)** people from minority ethnic communities and different racial backgrounds | **Race** **Low impact** **Data for Kaimhill:** White Scottish:41 White British:11 Prefer not to say:3 African – other: 1 Other Ethnic group: 1 White Eastern European:1

Digital inclusion: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support. | **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 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. |
| **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 | |
| **Sex - Gender identity** | **Sex** | |

men or women, boys and girls	Medium Impact	Space Spaces for Adults:
	41 out of 63 (65%) respondents for Kaimhill are female	All library sites are safe spaces for all
	14 out of 18 (78%) carers are female	Library staff receive training to support people with additional support needs and apply these 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 care givers in families and as carers relating to the logistics and cost visiting alternative library sites.	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.
	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 books and other resources.	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.
	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	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.
	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)	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 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 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.
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	
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 videos and plan further work with Aberdeen School for the deaf around this.
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	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 Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Low/Medium

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 Scottish Index of Multiple Deprivation 2020. Garthdee sits within the middle of the SIMD bands there will | Free period products can be collected at the 10 Community Libraries and at Central Library and locally at Kaimhill Community Centre, Inchagarth Community Centre and Garthdee 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. |

	be some individual and 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?	**<mark>Yes</mark>**	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Kaimhill Library most frequently from the 6 libraries in the survey or who attended the Kaimhill specific focus groups. Respondents to the survey = 63 Attendee at Focus groups = 0	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Kaimhill 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 city-wide 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 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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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 Scottish 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:			
a. Human Rights of people? b. Rights of Children and Young people?	YES- Option 1 Article 9 Freedom of thought, conscience and religion Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles	No - Option 2	Unsure

	YES - Option 1, Article 2 Non discrimination 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	No - Option 2	Unsure					

				H	M	L	N	P	U
What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	H	High negative impact							
	M	Medium negative impact							
	L	Low negative impact							
	N	No impact							
	P	Positive impact							
	U	Unsure							
	Age				x				
	Disability				x				
	Gender Reassignment						x		
	Marriage and Civil partnership						x		
	Pregnancy and Maternity					x			
	Race					x			
	Religion or Belief						x		
	Sex				x				
	Sexual Orientation						x		
	Children and young people				x				
	Other								

Socio-Economic Inequalities	Yes Northfield Library is within the Northfield	No	Unsure

Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	neighbourhood. This neighbourhood in the 10-20% band of the most 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 you 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 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 socio-economic 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

	<mark>Option 2 - R</mark>eopening 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 contribute to the Council's [Equality Outcomes 2021-25](#)?	<mark>Yes</mark> 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 feeling of safety and belonging.	<mark>No</mark> 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 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 Human Rights? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	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	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 Negative impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 1 definition of the child		School library provision is available across the majority of primary schools and all secondary schools
Article 2 non-discrimination	Low impact	
Article 3 best interests of the child	Low impact	There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to access regardless of where in the city they live.
Article 4 implementation of the convention		
Article 5 parental guidance and a child's evolving capacities	Low impact	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.
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	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		
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		
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 impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people	**Age** **Medium impact** Under 16 yrs. =0 16-24 yrs. =4	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central

Older people	25-34 yrs.= 13 35-44 yrs.= 23 45-54 yrs.= 9 55-64 yrs.= 5 65+ yrs.= 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 on young children and older 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 young 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 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 able to apply via the Under 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 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.	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
Disability people with disabilities / long standing conditions	**Disability** **Medium impact** For Northfield 29% (19* out of 66) of respondents indicated that they have a disability/ long 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 and unseen disabilities. For example; ability to travel longer distance and carry books and other resources. Neurodiverse people may	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 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

	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 group or warm spaces (4/19 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	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 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 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

	increased barriers in accessing new and unfamiliar locations.	website to provide basic digital support
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds	**Race** **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 impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support.	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 book gifting, the Summer
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	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
Sex - Gender identity men or women, boys and girls	**Sex** **Medium Impact** 48 out of 66 (73%) respondents for Northfield are female 33 out of 42 (79%) 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	literacy festivals; Granite Noir with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few. **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

	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 and other children's activities (3 out of 66 said they were an important service to them)	Familiarisation tours are offered with storyboards for use prior to visits. 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 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.
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 Northfield respondents 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 offers dementia friendly events **Safe Spaces for Children and Young people**: 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
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	
Gender reassignment anybody whose gender identity / expression is	At this stage there are no know additional impacts on this protected group, other	

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 trained in Makaton and are about to embark on British sign language (BSL) training
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	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.

	High / Medium Negative impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Northfield Library is 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.	Free period products can be collected at 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.		Intention - Promoting where free Wifi and access to devices is available in and near the Northfield community

Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	<mark>Yes</mark>	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Northfield Library most frequently from the 6 libraries in the survey or who attended the Northfield specific focus groups. Respondents to the survey = 66 Attendee at Focus groups = 4	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Northfield 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 city-wide 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 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

ABERDEEN CITY COUNCIL

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 Public Sector Equality Duty, Equality Outcomes and Human Rights;
- whether Children's Rights 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
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 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 /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, 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 proposal to have any impact on the:			
a. Human Rights of people? b. Rights of Children and Young people?	<mark>YES</mark>- Option 1 Article 9 Freedom of thought, conscience and religion Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles	No - Option 2	Unsure

	YES - Option 1, Article 2 Non discrimination 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	No - Option 2	Unsure				

What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.	H	High negative impact	H	M	L	N	P	U
	M	Medium negative impact						
	L	Low negative impact						
	N	No impact						
	P	Positive impact						
	U	Unsure						
	Age			x				
	Disability			x				
	Gender Reassignment					x		
	Marriage and Civil partnership					x		
	Pregnancy and Maternity				x			
	Race				x			
	Religion or Belief					x		
	Sex			x				
	Sexual Orientation					x		
	Children and young people			x				
	Other							

Socio-Economic Inequalities	Yes Woodside Library is within the Woodside	No	Unsure	

Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	neighbourhood. This neighbourhood in the 20-40% band of the most deprived areas 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 you 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 socio-economic 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

	<mark>Option 2 - R</mark>eopening 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 contribute to the Council's Equality Outcomes 2021-25?	<mark>Yes</mark> Option2 -To reinstate provision: EO1 People with protected characteristics can access information good and services without barriers EO2. Diverse communities in Aberdeen who used Woodside Library will have access to safe spaces and services that enhance their feeling of safety and belonging.	<mark>No</mark> 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 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.

ABERDEEN CITY COUNCIL

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.

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

		74% of survey respondents who mainly accessed Woodside Library also accessed one or more of the 11 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	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		
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		
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 impact	**Mitigations** Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age Impacts on children and young people	**Age** **Medium impact** Under 16 yrs. =2 16-24 yrs. =1	**Current library provision:** There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central

Older people	25-34 yrs.=15 35-44 yrs.= 32 45-54 yrs.= 16 55-64 yrs.= 21 65+ yrs.= 29 prefer 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 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 young 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. **Travel and access:** 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 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 on people with both physical and unseen disabilities. For example; ability to travel longer distance and carry books and other resources. Neurodiverse people may	**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

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 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 directory currently has 48 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

	increased barriers in accessing new and unfamiliar locations.	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.
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds	**Race** **Low impact** **Data for Woodside**: White Scottish:74 White British:18 Prefer not to say:8 Other white ethnic group:6 White Irish:5 Mixed or multiple:3 African, Scottish African or British African:1 **Digital inclusion**: may impact people from minority ethnic communities and different racial background who currently access who access PCs, Wifi and digital support.	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 Woodside community
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	Intention – further promoting how to access the extensive online library offer **Importance and use of physical library services:**
Sex - Gender identity men or women, boys and girls	**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 visit libraries: may impact disproportionately on female care givers in families and as carers relating to the	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 and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir with Aberdeen Performing Arts and WayWORD with the

	logistics and cost visiting alternative library sites.

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 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 (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) | University of Aberdeen to mention a few.

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

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

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 |
| **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 Woodside respondents

Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places | 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. |
| **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 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	**Safe Spaces for Children and Young people**: 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.

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

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?	<mark>Yes</mark>	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this 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. Data informing this IIA is from Library users who identified as using Woodside Library most frequently from the 6 libraries in the survey or who attended the Woodside specific focus groups. Respondents to the survey = 132 Attendee at Focus groups = 11	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Woodside 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 city-wide 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