

Equality Impact Assessment– Summary Report

Department: Library & Information Service (Culture, Communities & Rural Affairs)	Date: 10 January 2011 updated post decision day 8 March 2011
Completing Officer's Name: Julie Edyvean	
Policy, Strategy, Service or Plan that was Impact Assessed: Mobile Library Service Restructure Proposals	
Summary of findings: (Full report available) The review of the mobile library service, with the provision of more effective schedules across Hampshire, aims to achieve over £0.5m savings. The specific improvement for residents is the positive contribution such savings will make for the sustainability of services provided from library buildings located in Hampshire's communities. The Mobile Library Service has not been reviewed since 1997 and, whilst costs have increased, demand has decreased significantly. Public consultation about the proposals was undertaken in two stages throughout November and into late December 2009 and then during January and February 2010. By way of preparation, survey work had been carried out at stops in September 2009. More details available at http://www3.hants.gov.uk/meetingscalendar for 8 March. The proposals for the restructure with implementation from July 2011 include <ol style="list-style-type: none">1) Revision of routes covered, communities served and frequency of stops with a reduction in the number of vehicles2) Reduction in number of staff by ending the practice of deploying a second to accompany the driver who will not be restricted to one vehicle3) Implementation of a consistent model of Home Library Service with home visits available to more Hampshire residents not only those in specific post code areas4) Delivery of Home Library Service by volunteers to residents in care homes5) Cessation of deposit collections at care homes6) Raised awareness of library services for Activities Coordinators working in care homes In general all residents who want to access library services are intended to benefit, where the savings made by reducing the current inefficiencies of Mobile Library Service contribute to the overall sustainability of Hampshire's library services. More specifically, the beneficiaries are those living in rural communities with no or very limited public transport and residents without their own access to transport, those living in sheltered accommodation more than 2 miles from a library with poor transport links, and individuals unable to visit a library through infirmity.	

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Summary of Recommendations: (Action plan/s attached)

Age/Disability/Rural isolation

Work with Town and Parish Councils and other community groups in order to identify the one stop to be retained.

Identify customers, or others living locally, to exchange library material for those unable to get to the stop.

Spare vehicle retained with driver to ensure visits on 4 week schedule are not missed

Marketing campaign for the revised Mobile Library Service.

Improvements to mobile library stock targeted to the needs of customers.

Age/Disability

Where stop no longer provided, promote the Good Neighbour scheme, so that a friend or relative registers to borrow items on behalf of the customer who needs a home visit.

3 new Home Library Service Volunteer Coordinators posts created. The Coordinators to work with library staff and managers, voluntary organisations and HCC marketing colleagues to increase the number of volunteers and thereby the capacity to continue with the delivery of books to individuals in their own home and also residents in care homes, subject to the agreement of the Manager.

In response to feedback during consultation, introducing Group Membership scheme for sheltered accommodation and care homes. Registration from 1 April 2011.

Work with community transport providers and inform residents so that they consider making use of what's available in order to get to the local library.

Age/Rural isolation Where stop no longer provided for pre-school setting or a school, promote use of nearest new stop in the community or library building in closest proximity.

Age/Gender Ensure voluntary redundancy decisions not solely based on age where 71% of the men in the group of staff affected is over 55.

The completed impact assessment needs to be published. Please send this to the relevant person in your department to ensure that it is up-loaded onto your departmental website.