

Equality and Children's Rights Integrated Screening Form

The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics. In addition, where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).

The duty requires that the Council assesses the 'equality impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty*.

This form should assist in assessing whether a more detailed Equality and Children's Rights impact assessment is required.

A. Proposal		
Title	Reduction In opening times in public libraries	
Budget reference number and heading if appropriate (or N/A).*	SP/COM/24/08 & SP/COM/24/16	
Amount (£) of saving if appropriate (or N/A)	SP/COM/24/08 = £98,437 SP/COM/24/16 = £135,000 Total = £233,437	
Service	Information and Culture	
Lead Officer	Lesley Forsyth	
Others Involved		
Date Completed	26.1.24	
1. What are the main aims of the proposal?		
To meet budget savings for the service.		
2. What data, research or other evidence was used for this screening? of the		
Knowledge of the service and data analysis from our content management system		
3. Screening questions		
	Yes	No
Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?	x	
Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)	x	
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?	x	
Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?		x

4. What is the impact of the (budget) proposal on equality groups?				
Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/older people)		X		The reduction will mean that children and young people will have fewer hours available to access services to support their education, use study space, access ITC, access information or to socialise and attend groups.
Disability (Physical & learning)		X		The reduction will mean that those affected by disability will have fewer hours available to access support services, access to ITC or to socialise and attend groups.
Gender Re-assignment			X	
Pregnancy & Maternity		X		Pregnant people or those on maternity leave will have fewer opportunities to meet socially in the library or to attend specific groups. (Bookbug etc.)
Race & ethnic origin			X	
Religion or belief			X	
Sex			X	
Sexual Orientation			X	
Care Experienced			X	
Other (Poverty, homelessness, rural, carers, part-time workers, etc)		x		The reduction will mean that people who are economically disadvantaged will have fewer hours available to access a safe warm space, use digital access to seek assistance, support with learning and study, or to socialise and attend groups.
Fairer Scotland Duty			X	The reduction will mean that people who are economically disadvantaged will have fewer hours available to access a safe

				warm space, use digital access to seek assistance, support with learning and study, or to socialise and attend groups.
Human Rights		x		
5. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions) Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary).				
There will be less access to the local libraries to access information, help and support with a range of matters as well as books and a warm safe space. Staff hours will be reduced by 20% meaning staff will earn less. There will be a reduction in the time available to access IT services for job searches.				
6. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire				
Yes, data will be reviewed and consideration will be given to the two island branches in assessing the revised opening times.				
7. Have any cross-cutting impacts been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?				
No.				
8. If a negative impact has been identified how will you modify it?				
Data gathered relating to footfall and borrowing stats will be analysed with the quietest times targeted for the reductions. This will vary from branch to branch hence opening times may vary in order to minimise local impact. i.e. The quietest times will be identified and the reduced hours to be implemented at these times. The option for services / groups to key hold and access the space when closed / unstaffed to the public will remain in place and further assist in mitigating the impact to key groups / services using the space will remain.				
9. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?				
No.				
10. What are the monitoring and review arrangements?				
Data will be reviewed in advance of setting new opening times. Complaints relating to access will be monitored.				
11. What are the recommendations and further action resulting from this Equality Screening? (please explain)				
Full Equality Assessment (or) -			No	
Full Equality Assessment and Children's Rights Impact required.			A full assessment is required, however this will depend on further investigation on the impact of reducing opening hours at each potential branch and potential associated impact on protected characteristics. An ECRIA will be	

	completed during the next stage when more specific information is known and it is possible to better understand the potential impacts on each branch and how this can be mitigated for its users.
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B. Outcome of the Proposal	
Screening Only (Please Explain)	No.
Full Assessment Required	Yes, however additional information needs to be sourced following any budget decision to proceed with an ECRIA.

Authorisation

Policy Lead/Manager: Lesley Forsyth

Date: 26.1.24

Head of Service: Rhonda Leith

Date: 30/01/2024

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the Policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people). More information can be found –

(Appendix 1 of the full form)

[\(Children & Young People’s Commissioner Scotland\)](#)

The reduction will mean that children and young people will have fewer hours available to access services to support their education, use study space, access ITC, access information or to socialise and attend groups. Very young children will have fewer opportunities to meet socially in the library or to attend specific groups. (Bookbug etc.)

2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.

(**Direct** impact, where changes directly impact the young person, e.g., education, child protection etc or

Indirect Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).

See above.

3. Are there particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

There is potential for some particular groups of young people to be affected, however mitigation measures will be put in place where possible so that where a library is used for a particular group, other locations may be available (for example through key holding as detailed above).