

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	Culture & Sport
Lead Officer	Economic Development Manager
Title	Peterlee Library Relocation
MTFP Reference (if relevant)	N/A
Cabinet Date (if relevant)	12 th July 2017
Start Date	April 2017
Review Date	September 2017

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

To relocate the library service in Peterlee from Burnhope Way, SR8 1NT to within Peterlee Leisure Centre, St Cuthbert's Way, SR8 1AF.

The existing library is located in a former college site which has been closed for a number of years. The site was purchased by Tesco Supermarkets plc with the intention of developing a Tesco supermarket and the library was to be retained within the proposed new development. Following the economic downturn however, Tesco withdrew its plans to develop the supermarket with the intention of selling the site, on the understanding that it would provide a capital sum to redevelop the library elsewhere in the town.

It is therefore proposed that the library be located within the existing leisure centre for a number of reasons:

- It is an existing publicly accessible building
- It is located less than half a mile from the current library which is less than a 10-minute walk.
- There is a comprehensive bus service to and from the leisure centre.
- The service will become more sustainable in a shared building

- The proposal follows a model already implemented successfully elsewhere where customers can access a range of services (eg. Library and leisure services) within one hub

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Staff and members of the public

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	?	Y
Disability	?	Y
Marriage and civil partnership (workplace only)	?	N
Pregnancy and maternity	?	Y
Race (ethnicity)	?	N
Religion or Belief	?	N
Sex (gender)	?	N
Sexual orientation	?	N
Transgender	?	N

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

No negative impact is expected based upon current available information. Future consultation on the proposed service offer will provide people with the opportunity to highlight any potential negative impact.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

Co-location of leisure and library services will improve access to, and awareness of the broad range of public services available from DCC, including those provided by One-Point. The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.

Improvements will be beneficial to all and may be of particular benefit to younger and older people, especially carers of young children, who are more likely to be female and use library services.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

Anecdotal evidence from similar projects at Newton Aycliffe Leisure Centre and Stanley Leisure Centre. Nationally, Central Governments [One Public Estate](#) Programme provides a range of evidence which support co-location of services.

There is an aim to improve accessibility for both pedestrian and vehicular service users into the existing leisure centre and car park to support the co-location of the library – further detail regarding this is recorded in section two of this assessment.

A secured budget of £190,000.00 from the Towns Capital Programme to support the construction delivery of this project. With additional monies available this financial year to improve the subway and commission the designs.

Public Consultation

It is proposed that public consultation be undertaken later in the year on all library services offered, including the book and digital offer, and this EIA will be updated in due course as the project develops.

Staff

The library is currently staffed by 5 staff working the full time equivalent of 3.9, there is no requirement to review staffing arrangements at this time.

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Y
No evidence of actual or potential impact on some/all of the protected characteristics?	N

Sign Off

Lead officer sign off: Projects and Transition Manager	Date: July 2017
Service equality representative sign off: Research and Equality Manager	Date: July 2017

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>Co-location of leisure and library services at Peterlee leisure centre will improve access for all age groups to, and awareness of the broad range of public services available from DCC, including those provided by One-Point. This may be of particular benefit to younger people and children who make up a proportionately larger proportion of library users and retired people who may be more likely to use library facilities.</p> <p>The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion. The potential for increased library opening hours may be of particular benefit to younger people and working age people.</p> <p>Closure of the library facility at Burnhope Way in Peterlee and re-location to the leisure centre could potentially have a negative</p>	<p>Data held on active borrowers of Peterlee library indicate users are made up of just under three quarters (73%) adults (over 18 years) and just over one quarter (27%) are young people and children.</p> <p>The leisure centre is located centrally, close to a range of other local amenities including the bus station, supermarkets, Doctors surgeries and the town's main shopping area.</p> <p>As part of the project it is proposed to improve accessibility for both pedestrian and vehicular service users into the existing leisure centre and car park to support the co-location of the library.</p> <p>The delivery of the proposals will improve the public highway accessibility and public realm areas within and around the periphery of the leisure centre. There are current issues with the existing car parking arrangements in the town and this will be investigated as part of the project proposals to find a suitable solution, to</p>	<p>The design commission proposals will include the following:</p> <p>Redesign the pedestrian access into the existing leisure centre and proposed library.</p> <p>Redesign the vehicular access into the car park and reconfigure the existing car park to increase ease for users and increase the number of spaces.</p> <p>Redesign of landscaping area to enhance the appearance.</p> <p>Improve the Burnhope Way Subway.</p> <p>Public consultation on the library service offer will</p>

<p>impact on those library users closer to the current facility, conversely there will be a positive impact for those closer to the new location.</p>	<p>ensure users of the centre have sufficient car parking facilities.</p> <p>Sharing the site will result in improved outcomes for people of all ages and abilities through an increased range of opportunities and relationships, all available from one local facility as opposed to two.</p> <p>Broader Children's Services will be available from a single, accessible site.</p>	<p>ensure the opinions of different age groups are considered.</p>
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Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Co-location of leisure and library services will improve access to, and awareness of the broad range of public services available from DCC, including those provided by One-Point. The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.</p> <p>Proposed access improvements at Peterlee leisure centre will be of particular benefit to people with disabilities.</p> <p>Closure of the library facility at Burnhope Way in Peterlee and re-location to the leisure centre could potentially have a negative</p>	<p>Data held on active borrowers of Peterlee library indicate that 33 users have accessed large print books within the previous 12 months.</p> <p>The project will improve site accessibility through a range of measures.</p> <p>The aim of this accessibility project is to improve accessibility for both pedestrian and vehicular service users into the existing leisure centre and car park to support the co-location of the library.</p> <p>The delivery of the proposals will improve the public highway accessibility and public realm areas within and around the periphery of the leisure centre. There are current issues with the existing car parking arrangements in the town and</p>	<p>The design commission proposals will include the following:</p> <p>Redesign the pedestrian access into the existing leisure centre and proposed library.</p> <p>Redesign the vehicular access into the car park and reconfigure the existing car park to increase ease for users and increase the number of spaces.</p> <p>Redesign the vehicle drop off point for Taxis and disabled users and</p>

<p>impact on those library users closer to the current facility. Specific measures will continue to be available to disabled people such as 'Books on wheels' and the 'Bookbus' which will provide mitigation for those with a mobility impairment and/or residential care home residents, day centre users and sheltered housing schemes.</p>	<p>this will be investigated as part of the project proposals to find a suitable solution, to ensure users of the centre have sufficient car parking facilities.</p> <p>The existing entrances into the centre for pedestrian users coming in from the direction of the car park and the bus station does not facilitate an effective route. Pedestrians tend to follow the natural desire line up the grass embankments and vehicle drop off point, which can be unsafe.</p> <p>Improvements to this area must be made to ensure taxi drop offs for library users and the disabled visitor access is improved.</p>	<p>increase disabled parking bays.</p> <p>Redesign of landscaping area to enhance the appearance.</p> <p>Improve the Burnhope Way Subway.</p> <p>The commission for accessibility construction works will be coordinated alongside the delivery of the PPM team who are managing the internal reconfiguration to ensure a joined up approach.</p> <p>Continued offer of 'Books on Wheels' and 'Bookbus' for disabled residents.</p> <p>Public consultation on the library service offer will ensure the opinions of disabled people are considered.</p> <p>Reasonable adjustments will be made where required.</p>
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Protected Characteristic: **Marriage and civil partnership (workplace only)**

What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
N/A		

Protected Characteristic: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Co-location of leisure and library services will improve access to, and awareness of the broad range of public services available from DCC, including those provided by One-Point. The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.</p> <p>Improvements may be of particular benefit to pregnant women and/or new mothers who may access specific leisure services e.g. swimming sessions.</p>	<p>Maternity services (ie. Swim sessions), pre-school opportunities (ie. Bookstart) and broader Children's Services will be available from a single, accessible site.</p>	<p>Public consultation on the library service offer will ensure the opinions of pregnant women and new mothers are considered.</p>

Protected Characteristic: Race (ethnicity)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Insufficient data to ascertain impact.</p>	<p>We have no information on service users' ethnicity.</p>	<p>Public consultation on the library service offer will ensure opinions in</p>

		relation to ethnicity are considered.
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Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Insufficient data to ascertain impact.	We have no information on service users' religion or belief.	Public consultation on the library service offer will ensure opinions in relation to religion or belief are considered.

Protected Characteristic: Sex (gender)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
<p>Co-location of leisure and library services will improve access to, and awareness of the broad range of public services available from DCC, including those provided by One-Point. The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.</p> <p>Improvements may be of particular benefit to women, who are more likely to be carers of young children, who are also more likely to use library services and may find co-location extremely beneficial.</p>	<p>We have no information on service users' gender.</p> <p>National evidence indicates women are more likely to have care responsibilities.</p> <p>Broader Children's Services will be available from a single, accessible site.</p>	

Protected Characteristic: Sexual orientation		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Insufficient data to ascertain impact.	We have no information on service users' sexual orientation.	Public consultation on the library service offer will ensure opinions in relation to sexual orientation are considered.

Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Insufficient data to ascertain impact.	We have no information on service users' transgender status.	Public consultation on the library service offer will ensure opinions in relation to transgender are considered.

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

Co-location of leisure and library services is likely to be beneficial to all and may be of particular benefit to younger and older people, especially carers of young children, who are more likely to be female and use library services. Also groups such as pregnant women, who may access specific leisure services e.g. swim sessions, and may find co-location beneficial.

Building access improvements will be particularly beneficial to disabled users and carers with young children, prams and buggies.

Closure of the library facility at Burnhope Way in Peterlee and re-location to the leisure centre could potentially have a negative impact on those library users closer to the current facility, conversely there will be a positive impact for those closer to the new location. Specific measures will continue to be available to disabled people such as 'Books on wheels' and the 'Bookbus' which will provide mitigation for those with a mobility impairment and/or residential care home

residents, day centre users and sheltered housing schemes. Reasonable adjustments will be made where possible.

It is proposed that consultation be undertaken later in the year on all library services offered, including the book and digital offer, and this EIA will be updated in due course as the project develops.

Will this promote positive relationships between different communities? If so how?

The ongoing provision of library and leisure, cultural and sporting programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.

Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Public consultation on the library service offer.	Culture and Sport Service	October 2017-September 2018	Peterlee Library Consultation Plan
Access improvements via a range of measures.	Economic Development and Housing	July 2017-December 2018	Town Centre Capital Programme
Reasonable adjustments for individual service users as required	Culture and Sport Service	Ongoing upon opening	

Review

Are there any additional assessments that need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template	September 2017

Sign Off

Lead officer sign off: Projects and Transition Manager	Date: July 2017
Service equality representative sign off: Research and Equalities Manager	Date: July 2017

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk