



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

| EIA author | Position & Department | Contact |
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| Title: | Change to Library Service Music Provision |
| Related EIAs: | None |
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| EIA for Savings Programme: | No |
| Service affected | Provision of music and performance sets (orchestral and vocal scores) made available for loan by the Library Service to music group members, currently approximately 50 groups use the service. This change also affects the loan to other authorities of Hampshire Music sets. |
| Description of the service/policy/project/project phase | Hampshire Library Service delivers a non-statutory service loaning music and performance sets to customers. Music and performance sets are made up of multiple copies of orchestral and vocal scores and used by music groups for rehearsal and performance. Hampshire holds an extensive selection but due to loaning of their own sets to other authorities, or availability of titles it is often necessary to supplement our own stock with sets from other authorities. In-county groups pay an annual music membership fee to Hampshire Library Service of £30, plus a charge for each music or performance set that they borrow from either the Hampshire. Groups with an out of county address pay double this charge. During Covid, the operating model was temporarily changed so that music sets were only loaned to music groups in Hampshire (this is the current operating model). |
| New/changed service/policy/project | It is proposed that Hampshire Libraries continue to use this operating model and withdraw from reciprocating loan arrangements with other authorities. This new arrangement allow Hampshire customers to have sole access to Hampshire stock, as it will not be servicing non-Hampshire customers. There will also be a significant reduction to ongoing costs as prior to Covid, the despatch costs to support this service was £8k. The exception to this would be our neighbouring authorities Southampton and Portsmouth, who do not have sets of their own. Their customers will be eligible to join Hampshire Libraries and will be charged the Hampshire rate, as long as they can collect from a Hampshire Library. This will mitigate any loss to their customers. There may be a negative impact to some set availability, if they are not owned by Hampshire, however there will be small ongoing budget to purchase new sets. |

Engagement

None

Equalities considerations - Impact Assessment

Age

| | |
|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | It is not anticipated that there would be a disproportionate impact on the age protected characteristic as a result of the proposed changes to the music service provision and the impact is therefore assessed as neutral. |
| Mitigation | |

Disability

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|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Gender Reassignment

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|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Pregnancy and Maternity

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|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Race

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Religion or Belief

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|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Sex

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|------------------|---|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there |

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| | would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Sexual Orientation

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Marriage and Civil Partnership

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This data is currently not collected by the Service, however it is not anticipated that there would be a disproportionate impact on this protected characteristic as a result of the proposed changes to the music service provision and therefore the impact has been assessed as neutral. |
| Mitigation | |

Poverty

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The cost would remain the same so there would be no additional impact to this group, due to this change. |
| Mitigation | |

Rurality

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The music service would remain available for collection from all 40 branches which are spread across the county including libraries near the boundaries of Southampton and Portsmouth, across Hampshire. |
| Mitigation | |

Geographical Impact:All Hampshire

Equality Statement

Additional information:

This model of music set provision has been operational for approximately 18 months and is being delivered effectively. The provision for music set loan to Hampshire customers will continue if this change is made

permanent, and will be more sustainable and less expensive to run. This will secure the future of this service to our customers until future savings may be required.

This EIA primarily focuses on the impact to customers as there are no impacts to staff Terms and Conditions, working pattern etc.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00317

Date of production of EIA for publication: 25/05/2023