

SP23 Equality Impact Assessment – Library Service Winchester Discovery Centre – service users

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Evans	CCBS	Business Operations Manager	emma.evans@hants.gov.uk	0370 779 3827	18.06.21	V2
2	EIA authoriser	Emma Noyce	CCBS	Assistant Director Culture and Information Services	emma.noyce@hants.gov.uk	0370 779 8373	28.06.21	V2
3	EIA Coordinator	Rebecca Prowting	CCBS	Transformation Manager	eia.ccbs@hants.gov.uk	03707 798946	28.06.21	V2

Section one – information about the service and service change

Service affected	Library Service
Please provide a short description of the service / policy/project/project phase	<p>Winchester Discovery Centre (WDC) is home to Hampshire County Council's (HCC) busiest library, welcoming over half a million visitors in 2019-20. It offers a vast range materials and resources for people of all ages, free internet access, safe community space and a programme of events and activities. HCC has operational responsibility for the whole building.</p> <p>Hampshire Cultural Trust (HCT) operates two galleries in the building, one of which is HCT's flagship exhibition space, attracting loaned works/artefacts of international importance. It hosts a rolling programme of exhibitions.</p>

	The Café/Bar offers a food and beverage service operated by HCC's Catering Service (HC3S).
Please explain the new/changed service/policy/project	<p>A new model is proposed for WDC, which transfers operational responsibility for the building from HCC to HCT. HCT will assume responsibility for the cultural programme, premises management and costs, and operate the Café/Bar. Hampshire Libraries will continue to deliver high-performing library services within the building. A refurbishment of the building, funded jointly by HCC and HCT, will include essential maintenance works, interior refurbishment, and spatial reorganisation. The capital works will support key objectives for the partnership, including improving the quality and quantity of cultural experiences on offer, and improving the long-term financial sustainability for both organisations through operational efficiencies and improvements to revenue-generating facilities such as the Café/Bar and retail area.</p> <p>This model builds upon existing partnership working and will enable both organisations to realise financial benefits, increase public access and participation, and secure investment at a time of financial challenge. It will secure the long-term financial viability of the site.</p>

Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

(Delete as appropriate)

Yes		
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Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The 2020 Libraries consultation indicated support for the Library Service generating income and making efficiencies through innovative partnerships. The public will see no reduction in services, and it is anticipated that customers will benefit from the growing and diverse cultural programme, as well as the potential to increase public access by extending opening hours and increasing provision. As this project represents an operational change to the building management and not a change to statutory services, it is unlikely that the proposal will require specific public consultation, although there is potential for engagement with the public on the cultural offer provided by the building.

With regards staff consultation, the project is at an early stage – now that approval to proceed has been given, the service can start to engage colleagues in specific elements of the project. If there is a need (for example, in the proposed TUPE transfer of HC3S staff to HCT), formal staff consultation will take place.

Section two: Assessment

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	X					Public
Disability	X					Public
Gender reassignment		X				Public
Pregnancy and maternity	X					Public
Race		X				Public

Religion or belief		X				Public
Sex		X				Public
Sexual orientation		X				Public
Marriage & civil partnership		X				Public
Poverty	X					Public
Rurality		X				Public

Table 2 Geographical impact

Does the proposal impact on a specific area?

Area	Yes / no	Area	Yes / no	Area	Yes / no
All Hampshire		Fareham		New Forest	
Basingstoke and Deane		Gosport		Rushmoor	
East Hampshire		Hart		Test Valley	
Eastleigh		Havant		Winchester	Yes

Section three: Equality Statement

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Gender reassignment	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Race	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Religion or belief	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Sex	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Sexual orientation	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Marriage & civil partnership	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.
Rurality	There is no evidence that this protected characteristic would be disproportionately affected by the proposed HCT Partnership and the impact is therefore assessed as neutral.

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions
N/A			

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age	<p>The partnership with HCT, including an enhanced cultural offer that will align with Hampshire Libraries' Strategy to 2025, will have a particular focus on supporting literacy in the Early Years (age 0-5).</p> <p>WDC already provides dedicated facilities for parents and carers of young children, including baby change areas and nappy disposal. A play gallery specifically designed for children under 5 years will be added to the current Children's Library. The venue offers learning opportunities for school aged children and their families and provides a range of resources to support young people outside of the classroom.</p>
Disability	<p>The venue will continue to bring together broad cross sections of the Winchester community, and provide spaces and events that enable shared experiences. It will continue to be accessible and to provide free leisure and cultural experiences to residents and visitors. Where paid opportunities are offered, free tickets will be available to carers. The venue will continue to provide meeting places for a range of community groups and services, such as Winchester Go LD, who support and connect disabled residents.</p> <p>Improvements to facilities will include updates to the public WCs and Changing Spaces toilet.</p>
Pregnancy and maternity	<p>Potential increases to the building opening hours and the continued promotion of the building as a safe and welcoming community space will impact positively on service users. The partnership with HCT, including an enhanced cultural offer that will align with Hampshire Libraries' Strategy to 2025, will have a particular focus on supporting literacy in the Early Years (age 0-5).</p>
Poverty	<p>Potential increases to the building opening hours and the continued promotion of the building as a safe and welcoming community space will all impact positively on service users. There will be a range of events and activities programmed within the space and these will be offered at different price points, including some which will be free entry.</p> <p>Hampshire Cultural Trust run a huge variety of exhibitions, workshops, classes, events, and projects for both young and old, with particular emphasis on reaching people who are vulnerable or disadvantaged and would not normally be able to access arts and culture.</p>

Box 1 Please set out any additional information which you think is relevant to this impact assessment:

N/A

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

N/A