

SP23 Equality Impact Assessment – Library Service Winchester Discovery Centre– staff

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	V3
2	EIA authoriser	Emma Noyce	CCBS	Assistant Director Culture and Information Services	emma.noyce@hants.gov.uk	0370 779 8946	22.07.21	V3
3	EIA Coordinator	Rebecca Prowting	CCBS	Transformation Manager	eia.ccbs@hants.gov.uk	03707 798946	22.07.21	V3

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 with over half a million visitors in 2019-20. It offers a vast range of 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>

	<p>The Café/Bar offers a food and beverage service operated by HCC's Catering Service (HC3S).</p>
<p>Please explain the new/changed service/policy/project</p>	<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.</p> <p>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> <p>Whilst the overall staff headcount within the building will remain the same, over time proportionally more staff will be employed by HCT and proportionally fewer by HCC. It is expected that staffing changes will be managed through natural turnover. However, if over time the staffing reductions have not been realised, then formal process will be followed.</p> <p>The Café/Bar is currently operated by Hampshire County Council Catering Services (HC3S). However, it is proposed that the Café/Bar transfers to HCT as part of the partnership agreement. Therefore, all eligible employees who are employed in the Café/Bar by HC3S will automatically transfer from HCC to HCT as part of a formal TUPE process.</p>

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 in principle 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				Staff
Disability		X				Staff
Gender reassignment		X				Staff
Pregnancy and maternity			X			Staff
Race		X				Staff
Religion or belief		X				Staff
Sex			X			Staff
Sexual orientation		X				Staff
Marriage & civil partnership		X				Staff
Poverty		X				Staff
Rurality		X				Staff

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
Age	Although a lower percentage of the workforce at WDC are over 55 compared to the wider Library Service, the changes proposed do not disproportionately affect any age groups, therefore the impact is assessed as neutral.
Disability	5% of Library Service staff have disclosed having a disability, compared with 4.5% for Hampshire County Council. Of the 23 positions based at Winchester Discovery Centre, only one individual has identified themselves as having a disability. It is not anticipated that staff will be required to undertake different activities and reasonable adjustments will continue to be made for staff who have declared a disability, where appropriate. Therefore, the impact is assessed as neutral.
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.

Pregnancy and maternity	70% off the workforce at WDC identify as female and 30% identify as male, broadly in line with the wider HCC gender split of 75% female and 25% male. Although it is not anticipated staff will be required to undertake different activities, due to having a significantly higher female workforce, some of whom may fall under this protected characteristic, women may be disproportionately affected. However, the impact is assessed as low overall.
Race	82.6% of WDC staff identified as white, 8.7% identified as BAME (broadly in line with County Council wide figure of 8.1%) and 8.7% have not disclosed. 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	70% off the workforce at WDC identify as female and 30% identify as male, broadly in line with the wider HCC gender split of 75% female and 25% male. Although it is not anticipated staff will be required to undertake different activities, due to having a significantly higher female workforce females may be disproportionately affected. However, the impact is assessed as low overall.
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.
Poverty	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	Short explanation of mitigating actions
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		identify geographical area(s)	
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
N/A	

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

The partnership with Hampshire Cultural trust, 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). Improvements to facilities (including updates to the lift, public WCs and Changing Spaces toilet), 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.

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:

A full EIA may be undertaken when the proposal and operating arrangements are clearer, where impacts on staff can be explored in further detail.