

## CARDIFF COUNCIL

Equality Impact Assessment  
Corporate Assessment Template



**Decision/Project: Provision of Library Services at Cardiff Royal Infirmary**

**Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?**

Name: Nick Blake	Job Title: Business Support Manager
Service Team: Business Support Team	Service Area: Communities, Housing & Customer Services
Assessment Date: 15 <sup>th</sup> December 2016	

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

Provision of Library Services at Cardiff Royal Infirmary to ensure the delivery of sustainable library services in Adamsdown as part of a multi-agency Health & Wellbeing Hub at Cardiff Royal Infirmary.

**2. Please provide background information on the project and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

Equality Impact Assessment was carried out on the original proposal, and can be found on the [following link](#).

This Equality Impact Assessment is to update progress on the plans set out above. It is a live document that will be updated throughout the project.

**3 Assess Impact on the Protected Characteristics**

**3.1 Age**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown.

This will ensure people of all ages have access to library services including IT.

**What action(s) can you take to address the differential impact?**

Following consultation the views will be taken into account to ensure that the venue attracts and then meets the needs of library users. This could include a children's area.

### 3.2 Disability

Will this Project **differential impact [positive]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown.

This will have a positive impact for all, including disabled people, as the venue will be completely accessible.

**What action(s) can you take to address the differential impact?**

The needs of disabled customers will be taken into account when designing the new facility, informed by the results of the consultation.

Hearing loops and other accessible aids will be included.

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**3.3 Gender Reassignment**

Will this Project have a **differential impact [positive]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown.

This provision will have a positive impact on all, including transgender people.

**What action(s) can you take to address the differential impact?**

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**3.4. Marriage and Civil Partnership**

Will this Project have a **differential impact [positive]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	X		
Civil Partnership	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown

There will be a positive impact regardless of marital status.

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<b>What action(s) can you take to address the differential impact?</b>

**3.5 Pregnancy and Maternity**

Will this Project have a **differential impact [positive]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown.

This will have a positive impact for those in pregnant and in maternity period.

**What action(s) can you take to address the differential impact?**

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**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White	X		
Mixed / Multiple Ethnic Groups	X		

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Asian / Asian British	X		
Black / African / Caribbean / Black British	X		
Other Ethnic Groups	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown.

There is a positive impact regardless of race, background or lifestyle. As a library it is anticipated that it will be used by people of different cultures.

**What action(s) can you take to address the differential impact?**

If through there consultation there are any additional specific services to be provide as part of the library this will accommodated where possible.

### 3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	X		
Christian	X		
Hindu	X		
Humanist	X		
Jewish	X		
Muslim	X		
Sikh	X		
Other	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown

There will be a positive impact, the library will provide resources on numerous world religions and beliefs.

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<b>What action(s) can you take to address the differential impact?</b>
<p>If through there consultation there are any additional specific services to be provide as part of the library this will accommodated where possible.</p>

**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men	X		
Women	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

<p>Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown</p> <p>Positive impact for both men and women to use the facility.</p>
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**What action(s) can you take to address the differential impact?**

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**3.9 Sexual Orientation**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual	X		

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Gay Men	X		
Gay Women/Lesbians	X		
Heterosexual/Straight	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown

There will be positive impact regardless of sexual orientation.

**What action(s) can you take to address the differential impact?**

Views will be sought via the consultation and taken into account where possible.

### 3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Currently there is limited temporary library services in the area as a result of Roath Library Closing. This project aims to delivery sustainable library services in Adamsdown

Positive impact, through the library providing a bilingual service.

**What action(s) can you take to address the differential impact?**

Compliance with the Welsh Language Act.

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**4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

<p>Full consultation will be undertaken as part of the project.</p>
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**5. Summary of Actions [Listed in the Sections above]**

Groups	Actions
Age	<p>Additional specific actions following the results of the consultation.</p>
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

**6. Further Action**

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

**7. Authorisation**



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The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Katie Pritchard	Date: 16/12/2016
Designation: Business Officer	
Approved By: Nick Blake	
Designation: Business Support Manager	
Service Area: Communities, Housing & Customer Services	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)