

# Integrated Impact Assessment Pre-screening

## Stage 1



The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

**Note:** This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services – essentially everything you do.

### **Purpose:**

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of [Public Sector Equality Duty](#), [Equality Outcomes](#) and [Human Rights](#);
- whether [Children's Rights](#) have been impacted;
- whether [Socio-economic disadvantage](#) is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

<p>Title*</p> <p>Name your business case, policy, strategy or proposal (including budget proposals)</p>	<p>Review of city-wide provision of Libraries - Closure of Northfield Library</p>
<p>Report no or Budget proposal number:</p>	<p>CUS/23/386</p>
<p>Committee name and date :</p>	<p>Council 13 December 2023</p>
<p>Is this a new or existing policy/ proposal?</p>	<p>Existing</p>
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>This is an update to the IIAs published 5/12/22 and 24/03/23</p> <p><a href="#">19b Review of city-wide provision of Libraries 05-12-22.pdf (aberdeencity.gov.uk)</a></p> <p><a href="#">19b v2 Review of city-wide provision of libraries 24-03-23.pdf (aberdeencity.gov.uk)</a></p> <p>The IIA produced prior to the budget meeting included the closure of 4 libraries; Cornhill, Cults, Ferryhill and Northfield. Subsequently at the Full Council Budget Meeting, the approved budget included the closure of 6 libraries. As a result of this decision the Library IIA was updated to reflect the closure of an additional two libraries; Kaimhill and Woodside.</p> <p>Following the decision at the Council Budget meeting on 1 March 2023 the Council received four petitions for Judicial Reviews from individuals. The basis of the claims was that the Council had failed in exercising its duties under the Equality Act 2010, and that the Integrated Impact Assessments that had been prepared were not sufficient enough. Following a review of the four cases, negotiations took place with the four petitioners, Through dialogue with all parties, it was agreed that ACC would carry out specific consultation on the library budget option. It was also agreed that the Judicial Reviews would be sisted, and the outcome of the budget decision would be reconsidered, taking into account the further consultation.</p> <p>The Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place from 11 September to 6 November 2023. The consultation included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours, school holidays offering accessible options. Where</p>

people required support, options were available at libraries and Marischal College Customer Service Centre. Having carried out an initial analysis of the Aberdeen's Future Library an Information service consultation similar themes have been noted from both consultations as:

Travel

Importance and use of physical library services

Promotion and awareness of services

Digital Inclusion

Physical Access

Reduced frequency of use

Opening hours

Childrens activities

Group visits

Social connections

Safe Spaces for Adults

Safe Spaces for children and young people

Childrens and Young people's independence

Community Value

Nostalgia

This Integrated Impact Assessment considers the potential impact of Option 1 and Option 2 as detailed below:

**Option 1** – Support the original budget decision to close the 6 libraries, including Northfield Library.

This requires an understanding and assessment of the impact the closure of Northfield Library on those library users especially those with particular protected characteristics who may be detrimentally affected, and identification of mitigating actions to minimise potential impact.

**Option 2** – Overturn the original budget decision to close the 6 libraries and to recommission all 6, including Northfield Library and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.

The recommissioning of all 6 closed libraries including Northfield Library will require consideration of the longer-term budgetary implications of reinstating Northfield Library on the wider Library and Information Service and

	<p>/or other council services. This will be considered within Aberdeen’s Future Library and Information Services report due to be taken to the Communities, Housing and Public Protection Committee in January 2024. An IIA will accompany future library reports.</p> <p>Based on the data collected through the library service, Northfield Library over the last 5 years have had an average of 5848 visits* each year. Across the city there have been on average 14465 active library members each year** from 2018/19 to 2022/23. Northfield visits account for 1.2% of the overall library visits in the city Based on these figures there are approximately 174 active members accessing Northfield Library each year.</p> <p>Northfield Library is within the Northfield neighbourhood. This neighbourhood in the 10-20% band of the most deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020.</p> <p>Consultation respondents: 66 People identified Northfield as the library they most frequently used out of the 6 closed libraries. 4 people attended focus groups</p> <p>*Visits – all people coming into a library building; library members, school visits, picking up green bags, printing, reading the newspaper, not everyone will be a library member **Active Library members - a library member who have used their membership; take out a book, PC use.</p>
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Do you consider this proposal to have any impact on the:

<p>a. Human Rights of people?</p> <p>b. Rights of Children and Young people?</p>	<p>YES- Option 1 Article 9 Freedom of thought, conscience and religion</p> <p>Article 10 Freedom of expression. Libraries provide access a wide range of resources, which support individuals being able to exercise the above articles</p>	<p>No - Option 2</p>	<p>Unsure</p>
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	<p><b>YES</b> - Option 1, Article 2 Non discrimination Article 3 Best interest of the child Article 5 Parental guidance and child's evolving capacities Article 12 Respect for the views of the child Article 13 Freedom Article 14 Freedom of thought belief and religion Article 17 Access to information from the media of expression Article 28 Right to education</p>	No - Option 2	Unsure					
<p>What is your assessment of the impact on groups with:</p> <p>a. Protected characteristics</p> <p>b. Children and young people</p> <p>c. Other</p> <p>As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.</p>	<b>H</b>	High negative impact	<b>H</b>	<b>M</b>	<b>L</b>	<b>N</b>	<b>P</b>	<b>U</b>
	<b>M</b>	Medium negative impact						
	<b>L</b>	Low negative impact						
	<b>N</b>	No impact						
	<b>P</b>	Positive impact						
	<b>U</b>	Unsure						
	Age			x				
	Disability			x				
	Gender Reassignment					x		
	Marriage and Civil partnership					x		
	Pregnancy and Maternity				x			
	Race				x			
	Religion or Belief					x		
Sex			x					
Sexual Orientation					x			
Children and young people			x					
Other								

<p>Socio-Economic Inequalities</p> <p>Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?</p>	<p>Yes</p> <p>Northfield Library is within the Northfield neighbourhood. This neighbourhood in the 10-20% band of the most deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020.</p> <p>Option 1 may have an adverse impact on individuals and families. Options 2 will consider longer-term impacts as part of IIA for the future library report.</p>	<p>No</p>	<p>Unsure</p>
<p>What considerations did you have when making the above selections?</p>			
<p>Internal or existing data</p> <p>Please detail your sources</p>	<ul style="list-style-type: none"> <li>Existing library data (as referenced in Appendix A)</li> <li>Quantitative and qualitative data captured from library users as part of the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries</li> <li>Limited qualitative data captured as part of Aberdeen’s Future Library and Information Service Consultation which included a specific Child and Young person’s version.</li> <li>Qualitative data from in person community engagement and promotion of the consultation; engagement walkabouts in communities where libraries have closed, including outside local supermarket and the sounding areas of Northfield, weekly vaccination centre visits, Locality Outcome Improvement Plan events, meeting with the Disability and Equality Partnership.</li> <li>Qualitative data captured from focus groups, 1 held at Northfield Community Centre and 1 online.</li> </ul>		
<p>Consultations with officers or partner organisations</p> <p>Please list your sources</p>	<p>Aberdeen City Council teams:  Library and Information Services  Equalities Team  Corporate Landlord  Community Planning Aberdeen  Education</p> <p>Campaign Group:  Save Aberdeen Libraries</p>		

	<p>All library staff have been encouraged to share information to promote engagement with both library consultations, this includes staff across local studies, health and wellbeing, business and employability, children and young people, reader development, localities, central and community libraries.</p>		
<p>Other: Please list your sources</p>	<p>In promoting the consultation information was shared with the following partners organisations and local contacts with an ask to share across their networks:  Fairer Aberdeen Fund mailing list (funded partners, board and others)  Community Planning Aberdeen (shared with Community Planning partners and through outcome improvement groups)  Culture Aberdeen members  Aberdeen City Library members who have indicated that they wish to be contacted about other library matters  Individuals who responded to the online or paper surveys indicating that they wanted to be updated on the consultation.  Library/CLD service mailing lists for WarmSpaces  Library/CLD mailing list from Grampian Regional Equality Council contacts list  Equalities team ACC</p>		
<p>Does this proposal contribute to the <a href="#">Public Sector Equality Duty</a> to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?</p>	<p><b>Option 1 -T</b>here is a potential for indirect discrimination on certain protected characteristics including those with intersectional protected characteristics and those in socio-economic disadvantage. It is also acknowledged that the closure of Northfield Library could reduce opportunities, and there may be, consequential impact on good relations within Northfield communities, however</p>		<p>Unsure</p>

	<p>mitigations have been identified to reduce impact. (see mitigations in stage 2)</p> <p><b>Option 2 - Reopening Northfield Library</b> negates possible indirect discrimination, advances equality of opportunity and generally fosters good relations, through the reinstatement of Northfield Library and access to services, resources and activities.</p>		
<p>Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a>?</p>	<p><b>Yes</b></p> <p>Option2 -to reinstate provision:  EO1 People with protected characteristics can access information good and services without barriers</p> <p>EO2. Diverse communities in Aberdeen who used Northfield Library will have access to safe spaces and services that enhance their feeling of safety and belonging.</p>	<p><b>No</b></p> <p>Option 1- EO1. however provision of alternative services mitigates barriers created due to the closure of the library and have been identified for stage 2</p> <p>EO2. However alternative safe spaces have been identified in stage 2</p>	<p>Unsure</p>



**Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).**

Please provide a brief high-level summary that your policy will bring about:  
Use this space to highlight what your proposal intends to achieve:

**Option 1: Supporting the original budget decision to close the 6 libraries.**

Based on the information provided from this consultation and other referenced data, the impacts of this option on library users of Northfield Library has been assessed as low for the protected characteristics of race and pregnancy and maternity and medium for the protected characteristics of age, disability and sex.

This taken into consideration, there will be individual instances where the personal impact will be high, and proportionality based on Northfield Library usage and the data and impacts from Northfield Library users the number of individuals experiencing a higher impact will be low, therefore recorded as medium or low impact.

Further data and examples used to inform this IIA can be found in Appendix A: Consultation 6 Libraries Report:

**Option 2: Overturning the original budget decision to close the 6 libraries and to recommission all 6 and to instruct Chief Officer – Early Intervention and Community Empowerment to commence planning for the recommissioning of facilities, referring ongoing funding implications to the 2024/25 budget.**

This option may mitigate for the majority of the impacts provided by library users of Northfield Library who shared their experiences during the consultation. From the comments collected during the consultation, opening hours and the promotion of library services has been identified as an area for improvement, and these will be progressed as part of Aberdeen’s Future Library and Information Services Plan, therefore stage 2 will only consider option 1.

Will a full assessment be required?	Yes		
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Assessment completed by: Name and job title	Margaret Stewart, Service Manager, Libraries and Community Learning
Date:	04/12/23
Signed and approved by Chief Officer (Name and signature)	Jacqui McKenzie
Date:	05/12/23

If you have any queries or require this form in an alternative format, please contact

[equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



## Integrated Impact Assessment Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

### Human Rights

Does the proposal have an impact on [Human Rights](#)? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 6</b> Right to a fair and public hearing	n/a	
<b>Article 7</b> No punishment without law	n/a	
<b>Article 8</b> Right to respect for private and family life, home and correspondence	n/a	
<b>Article 9</b> Freedom of thought, conscience and religion	Low impact	

<b>Article 10</b> Freedom of expression	Low impact	
<b>Article 11</b> Freedom of assembly and association	n/a	
<b>Article 12</b> Right to marry and to found a family	n/a	
<b>Article 14</b> Right not to be subject to discrimination	n/a	
<b>Article 1 of Protocol 1</b> Protection of property	n/a	
<b>Article 2 of Protocol 1</b> Right to education	n/a	
<b>Article 3 of Protocol 1</b> Right to free elections	n/a	

### Children and Young People's Rights

The United Nations Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children's rights apply to every child/young person under the age of 18 and to adults still eligible to receive a "children's service" (e.g. care leavers aged 18 - 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child ([UNCRC](#)) and [Optional Protocols](#) which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b>
		Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 1</b> <u>definition of the child</u>		School library provision is available across the majority of primary schools and all secondary schools
<b>Article 2</b>	<u>Low impact</u>	

<u>non-discrimination</u>		<p>There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to access regardless of where in the city they live.</p> <p>Mastrick Library is 0.8 miles away from Northfield Library and is on the no 13 bus route from Byron Square.</p> <p>69% of Survey respondents who mainly accessed Northfield Library also accessed one or more of the 11 existing city libraries.</p>
<b>Article 3</b> <u>best interests of the child</u>	<u>Low impact</u>	
<b>Article 4</b> <u>implementation of the convention</u>		
<b>Article 5</b> <u>parental guidance and a child's evolving capacities</u>	<u>Low impact</u>	
<b>Article 6</b> <u>life, survival and development</u>		
<b>Article 7</b> <u>birth registration, name, nationality, care</u>		
<b>Article 8</b> <u>protection and preservation of identity</u>		
<b>Article 9</b> <u>separation from parents</u>		
<b>Article 10</b> <u>family reunification</u>		
<b>Article 11</b> <u>abduction and non-return of children</u>		
<b>Article 12</b> <u>respect for the views of the child</u>	<u>Low impact</u>	
<b>Article 13</b> <u>freedom of expression</u>	<u>Low impact</u>	
<b>Article 14</b>	<u>Low impact</u>	

freedom of thought, belief and religion		
<b>Article 15</b> freedom of association		
<b>Article 16</b> right to privacy		
<b>Article 17</b> access to information from the media	Low impact	
<b>Article 18</b> parental responsibilities and state assistance		
<b>Article 19</b> protection from violence, abuse and neglect		
<b>Article 20</b> children unable to live with their family		
<b>Article 21</b> adoption		
<b>Article 22</b> refugee children		
<b>Article 23</b> children with a disability		
<b>Article 24</b> health and health services		
<b>Article 25</b> review of treatment in care		
<b>Article 26</b> social security		

<b>Article 27</b> <u>adequate standard of living</u>		
<b>Article 28</b> <u>right to education</u>	<u>Low impact</u>	
<b>Article 29</b> <u>goals of education</u>		
<b>Article 30</b> <u>children from minority or indigenous groups</u>		
<b>Article 31</b> <u>leisure, play and culture</u>		
<b>Article 32</b> <u>child labour</u>		
<b>Article 33</b> <u>drug abuse</u>		
<b>Article 34</b> <u>sexual exploitation</u>		
<b>Article 35</b> <u>abduction, sale and trafficking</u>		
<b>Article 36</b> <u>other forms of exploitation</u>		
<b>Article 37</b> <u>inhumane treatment and detention</u>		
<b>Article 38</b> <u>war and armed conflicts</u>		
<b>Article 39</b> <u>recovery from trauma and reintegration</u>		

<b>Article 40</b> <u>juvenile justice</u>			
<b>Article 41</b> <u>respect for higher national standards</u>			
<b>Article 42</b> <u>knowledge of rights</u>			
<b>Optional</b> <u>Protocol on a Communications Procedure</u>			

### **Protected Characteristics**

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the [protected characteristics](#) that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> <u>Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1</u>
<b>Age</b>  <u>Impacts on children and young people</u>  <u>Older people</u>	<b>Age</b>  <b>Medium impact</b> Under 16 yrs. =0 16-24 yrs. =4 25-34 yrs.= 13 35-44 yrs.= 23 45-54 yrs.= 9 55-64 yrs.= 5 65+ yrs.= 5 prefer not to say = 4  <b>Travel time, cost and access:</b> reliance on public transport: impacts children and young people, families and older people, carers. For children and young people this has a consequential impact in their ability to access the	<b>Current library provision:</b> There are 10 community libraries, a self-serve library at Old Aberdeen and the 4 departments within the Central Library that are available for people to access regardless of where in the city they live. School library provision is available across the majority of primary schools and all secondary schools Mastrick Library is 0.8 miles away from Northfield Library and is on the no 13 bus route from Byron Square.  69% of Survey respondents who mainly accessed Northfield Library also accessed one or more of the 11 existing city libraries.

	<p>library on the way home from school.</p> <p><b>Limitations on ability and mobility:</b> may have impacts on young children and older age groups due to fragility, mobility and other limiting factors and situations. for example; ability to walk longer distance and carry books and other resources.</p> <p><b>Reduced frequency of library visits:</b> may have an impact on children and young people who cannot access libraries independently and older adults who require carers to support them to access the library, or due to family logistics.</p> <p><b>Support for group visits:</b> may have an impact on young children who cannot access libraries independently and visit as a group and older adults from e.g care settings who require carers to support them to access the library.</p> <p><b>Social Connection:</b> may impact early years children and their families who accessed for example Bookbug (1 out of 66 said it was an important service), and for older adults book groups.</p> <p><b>Digital inclusion;</b> May impact older adults who access PCs, Wifi and digital support.</p>	<p><b>Travel and access:</b> Free bus travel is available for 0-21 year olds, with 5-21 years able to apply via the Under 22's Bus Pass and the Older Person Bus Pass or a Disabled Person Bus Pass. Mastrick Library is 0.8 miles away from Northfield Library and is on the no 13 bus route from Byron Square.</p> <p>Accessible parking is available nearby all libraries Intention-Promotion of safe active travel and bus routes to libraries Intention - Managing expectations of the citywide library offer, it is not always possible to be within close proximity of a library, help people as required to adjust to different routes to access. Home Library Service available for people of all ages who live in Aberdeen and are unable to visit their local library due to disability, illness or because they are caring for someone. Talking books and audio books available to borrow, Playaways are available for both Children and Adults <b>Group Visits:</b> Early Years and Children and Young People's librarians and our Health and Wellbeing and Local History Librarians continue to work with library staff, schools, early years and community settings across the city to enable access to libraries and library services as part of their lifelong learning experience. Examples include attending school events and parents evenings. Supporting</p>
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<p><b>Disability</b> people with disabilities / long standing conditions</p>	<p><b>Disability</b> <b>Medium impact</b> For Northfield 29% (19* out of 66) of respondents indicated that they have a disability/ long standing condition</p> <p><b>Library attendance:</b> of the 19 out of 66 3 attended daily 6 attended weekly 3 attended fortnightly 2 attended monthly 4 attend every 2-6 months 15 of the 19* have accessed other libraries</p> <p><b>Travel time, cost and access:</b> reliance on public transport: impacts people with disabilities and their carers. For example the increased time required to get to alternative provision and to fit in with carers time</p> <p><b>Limitations on ability and mobility:</b> may have impacts on people with both physical and unseen disabilities. For example; ability to travel longer distance and carry books and other resources. Neurodiverse people may experience increased barriers in planning travel and accessing new and unfamiliar procedures and locations.</p> <p><b>Reduced frequency of library visits:</b> may have impacts on people with both physical and unseen disabilities who cannot access libraries independently and require carers to support them to access the library or other situational factors</p>	<p>practitioners and teachers who work with children via the Curriculum Resources and Information Services (CRIS) . Library staff continue to be successful in securing external funding to enable access to libraries and will continue to work with learning and community partners on this. Library staff continue to support/advice on school libraries, encouraging schools to bid into the Scottish Library and Information Fund (SLIF)</p> <p><b>Children and young person's independence:</b> Aberdeen City Libraries have age-appropriate guidance in place regarding accessing libraries independently, helping parents feel confident about how their child/ren use the library</p> <p>Idea – promotion to school parent council about buddying on library visits, encouraging older children to travel together</p> <p>Idea - establish a community initiative of 'walking library buses' to visit nearby libraries.</p> <p><b>Social Connection:</b> Continued library support to book groups The Aberdeen Warm Space directory currently has 48 WarmSpace venues including Northfield Community Centre</p> <p><b>Digital Inclusion:</b> On-line digital services will be helpful for some people with disabilities</p>
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	<p><b>Digital inclusion;</b> may impact people with both physical and unseen disabilities who currently access library provision and may need support</p> <p><b>Social Connection:</b> may impact people with both physical and unseen disabilities who accessed for example Northfield book group or warm spaces (4/19 said warm spaces and in person services are important to them)</p> <p><b>Reduced safe spaces for adults:</b> may impact people with both physical and unseen disabilities for example people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations.</p> <p><b>Reduced safe spaces for children:</b> may impact children and young people with both physical and unseen disabilities for example people with certain mental health condition may experience increased barriers in accessing new and unfamiliar locations.</p>	<p>Aberdeen City Libraries has a digital inclusion librarian and a digital inclusion working group who develop and action digital support and learning.</p> <p>ACC Community Learning and Development, deliver digital adult learning classes</p> <p>Other partners in the city are funded to deliver digital support including: Silver City Surfers and SHMU</p> <p>Library staff continue to apply for and secure external funding to enable access and engagement to libraries and learning and will continue to work with learning and community partners on this.</p> <p>Intention – provide basic digital help sessions on library apps and services</p> <p>Intention – develop a series of guides on library apps</p> <p>Intention – provision of free Digital Unite guides on our website to provide basic digital support</p>
<p><b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds</p>	<p><b>Race</b> <b>Low impact</b> <b>Data for Northfield:</b> White Scottish:48 White British:7 Prefer not to say:3 Other white ethnic group:3 White Eastern European:2</p> <p><b>Digital inclusion:</b> may impact people from minority ethnic communities and different racial background who currently access who</p>	<p>Intention - Promoting where free Wifi and access to devices is available in and near the Northfield community</p> <p>Intention – further promoting how to access the extensive online library offer</p> <p><b>Importance and use of physical library services:</b> Continued positive promotion of reading, literacy and numeracy for all through</p>

	access PCs, Wifi and digital support.	different library initiatives; Every Child A Library Member, Bookbug, Scottish Book Trust book gifting, the Summer Reading Challenge and other local and national reading initiatives , Book group, ESOL classes delivered by GREC and ACC CLD team, author talks and involvement with literacy festivals; Granite Noir with Aberdeen Performing Arts and WayWORD with the University of Aberdeen to mention a few.
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs	At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users	
<b>Sex - Gender identity</b> men or women, boys and girls	<p><b>Sex</b> <b>Medium Impact</b></p> <p>48 out of 66 (73%) respondents for Northfield are female</p> <p>33 out of 42 (79%) carers are female</p> <p><b>Travel time, cost and access:</b> reliance on public transport or alternative transport to visit libraries: may impact disproportionately on female care givers in families and as carers relating to the logistics and cost visiting alternative library sites.</p> <p><b>Limitations on ability and mobility:</b> may have impacts female carers of young children for example; ability to walk longer distance with young children and carry books and other resources.</p> <p><b>Reduced frequency of library visits:</b> may have an impact on female carer of older adults who require carers to support them to access the library, or due to family logistics</p> <p><b>Social Connection:</b></p>	<p><b>Space Spaces for Adults:</b></p> <p>All library sites are safe spaces for all</p> <p>Library staff receive training to support people with additional support needs and apply these into the library environments as well as to their interactions</p> <p>Intention – further considerations to make spaces more ASN friendly, library staff are about to embark on British sign language (BSL) training</p> <p>Familiarisation tours are offered with storyboards for use prior to visits.</p> <p>Intention – create welcoming video tours of libraries so library users know what to expect when they visit and can anticipate what services and spaces they can use.</p> <p>Intention – promote when there are quieter times to access the library</p>

	<p>may impact women disproportionately where they are the main caregiver for their family who accessed for example Bookbug and other children's activities (3 out of 66 said they were an important service to them)</p>	<p>Intention – promote the work we do in libraries to improve access for all, so families are aware of what they can expect.</p> <p>Aberdeen City Libraries continue to work with partners such as Narcotics Anonymous (NA), Shelter, The Foyer and Realistic Medicine Team at NHS to continually improve the library experience for all.</p> <p>Aberdeen City Libraries offers dementia friendly events</p> <p><b>Safe Spaces for Children and Young people:</b></p> <p>All library sites are safe spaces for children and young people</p> <p>Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young People</p>
<p><b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave</p>	<p>Pregnancy and maternity</p> <p>There were no women who indicated they were pregnant or on maternity leave from Northfield respondents</p> <p>Safe space for adults: may impact women who are pregnant or on maternity leave for example all libraries are breast feeding friendly places</p>	<p>NHS to continually improve the library experience for all.</p> <p>Aberdeen City Libraries offers dementia friendly events</p> <p><b>Safe Spaces for Children and Young people:</b></p> <p>All library sites are safe spaces for children and young people</p> <p>Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young People</p>
<p><b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight</p>	<p>At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users</p>	<p>Library staff receive training to support children and young people with additional support needs (ASN) and apply these into the library environments as well as to their interactions with Children and Young People</p>
<p><b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth</p>	<p>At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users</p>	<p>Intention – further consideration to make spaces more Additional Support Needs friendly, library staff are trained in Makaton and are about to embark on British sign language (BSL) training</p>
<p><b>Marriage and civil partnership</b> people who are married or in a civil partnership</p>	<p>At this stage there are no know additional impacts on this protected group, other than impacts identified for all library users</p>	<p>Familiarisation tours are offered with storyboards for use prior to visits.</p> <p>Intention: create further welcoming video tours of libraries so Children, young people and families know what to expect when they visit and</p>

		<p>can anticipate what services and spaces they can use. Libraries have BSL videos and plan further work with Aberdeen School for the deaf around this.</p> <p>Intention -promote when there are quieter times to access the library</p> <p>Intention - promote the work we do in libraries to improve access for all, so families are aware of what they can expect.</p> <p>Continue to work with Understanding Autism to continually improve the library experience for all.</p> <p><b>Opening Hours:</b> Library opening hours are to be reviewed as part of the Aberdeen’s Future Library and Information Services plan.</p> <p>Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.</p> <p><b>Reduced frequency of library visits:</b> Intention – Further promotion of library services and events, so library users can make the most of their in-person visits.</p>
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**Socio-Economic Inequalities**

Not every person / family has access to regular income or savings. You should therefore consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<p><b>Low income / income poverty</b> - those who cannot afford regular bills, food, clothing payments.</p>	<p>Northfield Library is within the Northfield neighbourhood. This neighbourhood in the 10-20% band of the most deprived areas in Scotland based on the Scottish Index of Multiple Deprivation 2020.</p>	<p>Free period products can be collected at the 10 Community Libraries and at Central Library and locally at Northfield and Mastrick Medical Practice, Northfield Community Centre, Heathryburn Community Café and Middlefield Community Hub as well as other venues on PickUpMyPeriod App</p> <p>Intention – promotion of community resources where free products can be collected.</p> <p>Intention - promotion of anti-poverty initiatives in communities</p> <p>Intention – awareness raising of library access with Fairer Aberdeen funded programmes and other Community Learning and Development partners.</p> <p>Intention - Promoting where free Wifi and access to devices is available in and near the Northfield community</p> <p>Free bus travel is available for u22 via the Under 22's Bus Pass and the Older person Bus Pass or a Disabled Person Bus Pass</p>
<p><b>Low and/or no wealth</b> - those who can meet basic living costs but have no savings for unexpected</p>		

spend or provision for the future		
<b>Material deprivation</b> - those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies		
<b>Area deprivation</b> - consider where people live and where they work (accessibility and cost of transport)		
<b>Socio-economic background</b> - social class, parents' education, employment, income.		

### Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries took place between 11 September 2023 and 6 November 2023, this included an online and printed survey and in person and online focus groups, at times to be inclusive to working hours,	

	<p>school holidays offering accessible options.</p> <p>Data informing this IIA is from Library users who identified as using Northfield Library most frequently from the 6 libraries in the survey or who attended the Northfield specific focus groups.</p> <p>Respondents to the survey = 66 Attendee at Focus groups = 4</p>
<p>Summarise the changes or improvements that have been made to the policy because of the consultation.</p>	<p>The consultation has provided valuable insight into the importance of access to library services and resources for library users who have previously used Northfield Library.</p> <p>Impacts that affect people with certain protected characteristics have been considered and mitigations identified to lessen the impact on the majority of library users with protected characteristics relating to age, disability, sex, race and pregnancy and maternity. There are also mitigating actions for Aberdeen Library Service and other Community Planning partners to apply. Many of these mitigations will be incorporated into the Future Library and Information services Plan which is in development.</p>
<p>Set out what suggested changes or improvements that have not been made and why</p>	<p>Many of the mitigations already exist with some requiring promotion, there are also further actions that can be taken to lessen the impact of Option 1.</p>
<p>What impact(s) has the consultation had upon your proposal?</p>	<p>The consultation has helped to better understand the impacts on library users and those with certain protected characteristics and through that understanding consider local and city-wide mitigations to lessen the impact of Option 1. and consider the longer-term implications of Option 2.</p>



How will this policy be monitored	The mitigations provided are vital to lessening the impact of Option 1, The Future Library and Information Services plan provides opportunity and accountability for the mitigating actions presented.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The mitigations and the further mitigating actions provide access and opportunity for the majority of consultation respondents who have previously used Northfield Library to continue to access library provision. There may still a negative impact for some library users and given the level of mitigations provided this impact is now considered to be low.

### Authorisation and sign off: for Stage 2:

<b>Title of Policy / proposal:</b>	Review of city-wide provision of Libraries - Closure of Northfield Library	
<b>Directorate and Cluster:</b>	Customer, Early Intervention and Community Empowerment	
<b>Policy and assessment author (s)</b>	Name: Margaret Stewart Job title: Service Manager, Libraries and Community Learning Date: 05/12/23	Name: Job title: Date:
<b>Authorised and approved by Director or Chief Officer</b>	Name: Jacqui McKenzie Job title: Chief Officer, Early Intervention and Community Empowerment Date: 05/12/23	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:  
[equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)