



Integrated Impact Assessment

The purpose of Aberdeen City Council is to protect the people and the place of Aberdeen from harm, enabling them to prosper and supporting them in the event of harm happening.

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council are making decisions in an informed way, and that the impact of decisions made is understood and accepted. The legislation that is considered within this assessment are:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Human Rights](#)
- Section 5 [Children and Young People's Rights](#)

The term 'policy' is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

1. About the Policy

1.1 Title
Aberdeen's Future Library and Information Service Model
1.2 What does this policy seek to achieve?
To provide a future model for library provision that strives to realise equal long-term outcomes for our citizens through improved outcomes across all of the determinants of health. Recognising that different communities will need and want different aspects of library services to achieve this.
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Communities, Housing and Public Protection 5 September 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
F&C/2/4240
1.7 Function and cluster:
Families and Communities, Education and Lifelong Learning

Impacts

This section demonstrates the considerations that have been made in relation to the policy - and that the impact of proposals made is understood and accepted.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies the [protected characteristics](#) that the policy potentially affects and records the impact and mitigating steps.

2.1 What impact could this policy have on any of the below groups?

Protected Characteristic	What is the impact?				
	Negative			Neutral	Positive
	High	Medium	Low		
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

2.2 In what way will the policy impact people with these protected characteristics?

The policy will focus on the provision of more welcoming access to library spaces and library and other services where libraries are located, recognising where people with protected characteristics may experience barriers to accessing libraries and. The future Library and information Service model will provide access to accurate information, learning, community space, opportunities to build agency and community capacity with the aim being to improve equity of outcomes for citizens across all the determinants of health, with evaluation frameworks developed to monitor the impact this has on different groups with protected characteristics. Access to services is proposed to be delivered through 'proportionate universalism' providing a generic (or universal) Library and Information Services offer based on city wide themed needs, supported by more bespoke offers at community level tailored to the particular needs and wants of the community (proportionate universalism) with the aim of creating more equal outcomes.

2.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

Considerable data has been captured by the library and information service across the consultation and co-design period of the Future Library and Information Service Model and through the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries, with equalities data captured alongside survey responses.

This includes:

- Library Key Performance Indicator (KPI) data on library use
- Survey (online and hard copies in libraries): Shaping our Future Library and Information Service
- Focus groups x4: Shaping our Future Library and Information Service on: Welcome / Opening Hours / Promotion/ Access
- Survey (online and hard copies in community venues and LOIP events) Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries.
- Focus Groups (day/evening/online) x16: Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries.

- Community Engage sessions in communities where libraries had closed x 6
- Drop-in sessions for the above consultations took place at the Vaccination Centre and Bon Accord Centre
- Co-design/Ideation sessions with library users (x1 in person x1 online session)
- Co-design/ideation drop-in sessions in libraries x11

This data told us about how and where citizens are currently accessing library services, both physically and virtually, with an overall long-term decline in physical visits, and a post covid-19 increase in visits. Data tells us the extend to which people use online library services and use libraries to access free wifi and digital devices. Data from surveys tells us about the services citizen value and what else they need from the library and information service, this includes the different services people wish to access including consistent and extended opening hours, providing more social spaces that are friendly to different age groups, with the available of hot drinks, better promoting the range of library services available, providing more opportunity for community involvement including more events, activities and services and supports for families. The data also told us about the barriers individuals and communities face in accessing library services. Barriers for people with protected characteristics included travel, support for groups visits, social connection, digital inclusion, safe spaces for adults and children.

What consultation and engagement has been undertaken with officers and partner organisations?

All library staff have been invited to complete a Future Library staff survey and have taken part in co-design sessions.

Professional library staff have contributed to a co-design/ideation session and invited provide further ideas.

Co-design/Ideation sessions have taken place with; ACC services, Aberdeen Health and Social Care Partnership (AH&SCP), Arm's Length Executive Organisations (ALEOs), The Children's Services Board (CSB).

These sessions identified need across our communities and barriers to library access which included perceptions of rules, including environment and fines, opportunities to meet outcomes for citizens across the determinants of health, opportunities to work collaboratively on these shared priorities.

What consultation and engagement has been undertaken with people who may be impacted by this policy (e.g. citizens, community groups, or other people/groups)?

Impact on citizens has been understood from engagement across several methods across the consultation and co-design periods of progressing the future Library and information services model:

- 1470 people responded to the Future Library and Information Service Survey, (13% printed, 87% online)
- 710 people responded to the Consultation on Cornhill, Cults, Ferryhill, Kaimhill, Northfield and Woodside Libraries
- 138 people who engaged with Community engagement sessions/survey
- 304 Children, young people and their parents/carers, or practitioners responded to the Children and Young People's survey
- 87 people took part in focus groups (including 41 children and young people)
- 60 people took part in co-deign/ideation workshops or drop-in session at libraries (including 8 children and young people)

Citizens have told us about the different services people wish to access from the library service including consistent and extended opening hours, providing more social spaces that are friendly to different age groups, with the available of hot drinks, better promoting the range of library services available, providing more opportunity for community involvement including more events, activities and services and supports for families. Citizens also told us about the barriers individuals and communities

face in accessing library services. Barriers for people with protected characteristics included opening hours, travel, support for groups visits, social connection, digital inclusion, safe spaces for adults and children.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

No negative impacts identified at this stage

With mitigations in place, what is the new overall rating of the negative impact(s)?

High	
Medium	
Low	
Negative Impact Removed	

3: Socio-Economic Impacts

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy**, **looked after children**, those with **protected characteristics** as examples.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.					X
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future					X
Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies					X
Area deprivation – consider where people live and where they work (accessibility and cost of transport)					X
Socio-economic background – social class, parents' education, employment, income.					X

3.2 In what way will the policy impact people in these groups?

This policy aims to improve outcomes for people experiencing socio-economic inequalities by testing a model of 'proportionate universalism' This would mean that there would be a generic (or universal) Library and Information Services offer based on city wide themed needs (to help address the health behaviours detailed in the report), supported by more bespoke offers at community level tailored to the particular needs and wants of the community (proportionate universalism) with the aim of creating more equal outcomes.

3.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

In addition to the data mentioned above, a range of data has considered from across the Community Planning Partnership which has in turn informed our Local Outcome Improvement Plan (LOIP) and Locality Plans

What consultation and engagement has been undertaken with officers and partner organisations?

A wide range of stakeholders; Council Clusters, The Children's Services Board, ALEOs and Aberdeen City Health and Social Care Partnership participated in the Co-Design phase.

What consultation and engagement has been undertaken with people who may be impacted by this policy? citizens, community groups, or other people/groups impacted by this policy?

The stakeholders involved in consultation and co-design include library users and non-library users from across the city, with ideation sessions happening across all library locations (as detailed above)

3.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
No negative impacts identified at this stage	
With mitigations in place, what is the new overall rating of the negative impact(s)?	High
	Medium
	Low
	Negative Impact Removed

4: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of ‘Articles’. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

4.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life, home and correspondence		X	
Article 9: Freedom of thought, belief and religion			X
Article 10: Freedom of expression			X
Article 11: Freedom of assembly and association			X
Article 12: Right to marry and start a family		X	
Article 14: Protection from discrimination in respect of these rights and freedoms		X	
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		X	
Article 2 of Protocol 1: Right to education			X
Article 3 of Protocol 1: Right to participate in free elections		X	

4.2 In what way will the policy impact Human Rights?

This policy will enable wider access to library and information services, providing further support to a number of the Human Rights articles.

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
No negative impacts identified at this stage	
If mitigations are in place, does this remove the negative impact?	No – negative impact remains
	Yes – negative impact reduced

Yes - negative impact removed

5: Children and Young People’s Rights Impacts

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).

The Conventions are also known as the “General Principles” and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

5.1 What impact could this policy have on the rights of Children and Young People?

UNCRC and Optional Protocols	Negative	Neutral	Positive
Article 1: definition of the child		X	
Article 2: non-discrimination			X
Article 3: best interests of the child			X
Article 4: implementation of the convention		X	
Article 5: parental guidance and a child's evolving capacities			X
Article 6: life, survival and development			X
Article 7: birth registration, name, nationality, care		X	
Article 8: protection and preservation of identity		X	
Article 9: separation from parents		X	
Article 10: family reunification		X	
Article 11: abduction and non-return of children		X	
Article 12: respect for the views of the child			X
Article 13: freedom of expression			X
Article 14: freedom of thought, belief and religion			X
Article 15: freedom of association			X
Article 16: right to privacy		X	
Article 17: access to information from the media			X
Article 18: parental responsibilities and state assistance			X
Article 19: protection from violence, abuse and neglect			X
Article 20: children unable to live with their family		X	
Article 21: adoption		X	
Article 22: refugee children		X	
Article 23: children with a disability		X	
Article 24: health and health services		X	
Article 25: review of treatment in care		X	
Article 26: social security		X	
Article 27: adequate standard of living		X	
Article 28: right to education			X

Article 29: goals of education		x	
Article 30: children from minority or indigenous groups		x	
Article 31: leisure, play and culture			x
Article 32: child labour		x	
Article 33: drug abuse		X	
Article 34: sexual exploitation		x	
Article 35: abduction, sale and trafficking		x	
Article 36: other forms of exploitation		x	
Article 37: inhumane treatment and detention		x	
Article 38: war and armed conflicts		x	
Article 39: recovery from trauma and reintegration		x	
Article 40: juvenile justice		x	
Article 41: respect for higher national standards		x	
Article 42: knowledge of rights		x	
Optional Protocol on a Communications Procedure			

5.2 In what way will the policy impact the rights of Children and Young People?

This policy aims to better support citizens including families to maximise their outcomes. An evaluation framework will help measure and mitigate any negative impact.

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

No negative impacts identified at this stage

If mitigations are in place, does this remove the negative impact?

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

6: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
This policy proposes a test and recommends a further detailed and phased implementation plan be submitted. This IIA will require to be regularly updated as planning and delivery progress.
Overall summary of changes made as a result of impact assessment.
No changes at this time, This IIA will require to be regularly updated as planning and delivery progress.
Outline of how impact of policy will be monitored.
As the policy is further developed, shorter term measures will be identified to support the effective monitoring of the changes being made.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
None at this time, but this Integrated Impact Assessment will require very regular review as the policy is developed.

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