

Equality Impact Assessment Initial Screening Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

Initial Screening Equality Impact Assessment Tool

Section 01	Details of Initial Equalities Impact Screening Assessment
Financial Year and Quarter	2010/11
Name of policy, strategy, function, project, activity, or programme	Update on implementation of Libraries Strategy: Barons Court Community Library / Avonmore Neighbourhood Centre
Q1 What are you looking to achieve?	<p>As agreed in the Libraries Strategy the council will no longer be providing a council run library service from Barons Court Library, however it is committed to ensuring a library service is provided from the site which will become a neighbourhood centre. The centre will provide services from 3rd Sector organisations including a Self Serve library, legal advice and information services and children’s spoke activities.</p> <p>The recommendations of the report are therefore to agree to:</p> <ul style="list-style-type: none"> ➤ transfer the lease for the upper ground floor of the Barons Court site to Hammersmith and Fulham Citizens Advice Bureau, who will provide their principal advice and information services from the site and run a Self Serve library via volunteers ➤ purchase and install Self Serve infrastructure for the library service ➤ lease the lower ground floor to another 3rd Sector organisation tom complement the library and information services being delivered on the upper ground floor.

**Q2
Who in the main will benefit?**

Race	/	L	<ul style="list-style-type: none"> ▪ The impact on race is likely to be minimal as there will continue to be a library service provided from the site which will be accessible to all residents. ▪ The majority ethnic group of North End ward and Avonmore & Brook Green ward is white at 77% for both. The second largest ethnic group is Black or Black British at 11% for North End and 8.26% for Avonmore & Brook Green. ▪ Of those that answered the question on the membership form, 9 Barons Court Library members are Russian language speakers and 6 are Spanish language speakers.
Disability	/	L	<ul style="list-style-type: none"> ▪ The impact on disability will be minimal as there will continue to be a library service provided from the site which will be fully accessible for disabled persons. ▪ The library is located approximately a mile from 3 other libraries: Hammersmith, Kensington Central and Brompton. ▪ Barons Court to Hammersmith Library: From West Kensington Tube station take the District Line towards Ealing Broadway Underground Station or District Line towards Richmond Underground Station to Hammersmith with a journey time of 19minutes. ▪ Barons Court to Hammersmith Library: Walk to Brook Green / Hammersmith Road Stop F, take Bus 9, Bus 27, Bus 10, Bus 391 towards Richmond Bus Station to Hammersmith Broadway. Walk to W6 7AT. Total journey time of 24minutes. ▪ Barons Court to Kensington Library Bus 28 towards Kensal Rise Station from Stop U on the Lytton Estate stops at High Street Kensington and takes a journey time of 23mins ▪ Barons Court to Brompton Library from the Lytton Estate take Bus 391 from Stop R towards Sands End / Sainsbury's. At Bagleys Lane Stop B walk to Imperial Wharf Stn/Imperial Rd Stop J and then at Imperial Wharf Stn/Imperial Rd Take Bus C3 from Stop J towards West Cromwell Road. Total journey time of 46 minutes.
Gender	/	L	<ul style="list-style-type: none"> ▪ A higher number of females than males use Barons Court library, however the impact on gender is likely to be minimal as there will continue to be a library service provided from the site which will be accessible to all residents. ▪ Further, as women may be more likely than men to have caring responsibilities, the range of services to be provided from the site (including children's spoke services) may provide a positive impact on females.

	Age	/	L	<ul style="list-style-type: none"> The majority of borrowers are aged 5-14 years, followed by 25-29 and then 30-39 year olds. The customer segmentation of the two wards covered by Barons Court indicate that the majority of people are prosperous, mobile, single, young professionals. Due to the continued provision of a library service at Barons Court Library it is envisaged that there will be minimal disruption. The provision of legal advice and information as well as children's services may lead to positive impacts for residents.
	Sexual Orientation	/	L	<ul style="list-style-type: none"> The impact on sexual orientation is likely to be minimal due to the continued provision of a library service from the site.
	Religion/ belief (including non-belief)	/	L	<ul style="list-style-type: none"> The impact on religion is likely to be minimal due to the continued provision of a library service from the site.
	Socio-Economic	+	L	<ul style="list-style-type: none"> The socio-economic impact is likely to be minimal. The customer segmentation of the two wards covered by Barons Court indicate that the majority of people are prosperous, mobile, single, young professionals. Avonmore & Brook Green ward has 36% of its population classed as AB (higher and intermediate managerial/administrative/professional) in the social grade approximation in 2001. This is above average for the rest of the borough, London and England. 14% of Avonmore & Brook Green adults and 15% of North End adults have no qualifications. Both are below the average for the borough, London and England. The provision of free legal advice and information services by CAB may provide a positive impact on those in socio-economic groups who do not have the resources to pay for access to such services.
<p>Will it affect Human Rights, as defined by the Human Rights Act 1998? (Note: Human Rights will not be relevant in every case but must be considered. If unsure, seek advice from the Opportunities Manager)</p> <p>No</p>				
Q3 Does the policy, strategy, function,	No			

project, activity, or programme make a positive contribution to equalities?	
Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?	No