

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Library Strategy 2025-2030
Service Area: Leisure, Tourism, Heritage and Culture / Library Service
Directorate: ELLL
Strategic Decision: Yes

2. Does the initiative affect:

	Yes	No
Service users	X	
Staff	X	
Wider community	X	
Internal administrative process only		X

3. Evidence used in the Assessment

Consultation was undertaken with all Neath Port Talbot Residents, Library members/users and Friends of Library Groups.

In October 2024 a library strategy survey was published on the local authority website, paper copies were distributed to all libraries both local authority and community managed libraries, Celtic Leisure and QR codes to the survey were posted in various bus shelters around the borough.

Feedback from the survey is included within the Library Strategy.

The Library Service operates under the statutory obligations laid out in the Public Libraries and Museums Act 1964.

4. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L/D	Reasons for your decision and details of the impact
Age	X					The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users. This is a positive impact as the service caters for all ages.
Disability	X					The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users. This has a positive impact as the strategy outlines how the service will cater for Neurodivergent users
Gender Reassignment		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L/D	Reasons for your decision and details of the impact
Marriage/Civil Partnership		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.
Pregnancy/Maternity		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.
Race		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.
Religion/Belief		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.
Sex		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.
Sexual orientation		X				The strategy will outline future plans to provide a comprehensive library service that is inclusive for all users.

5. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
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People's opportunities to use the Welsh language	X					The library service has a positive impact by ensuring equal access to Welsh language materials for all users and supports Welsh language learning.
Treating the Welsh language no less favourably than English	X					The library service has a positive impact by ensuring equal access to Welsh language materials for all users and supports Welsh language learning.

6. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity	X					Libraries are restricted to the local authority buildings they occupy, however some libraries have benefitted from grant funded opportunities to enhance echo systems and biodiversity around the building. This has been achieved by working with our Biodiversity officer.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	X					Some libraries have benefitted from grant funded opportunities to enhance echo systems and biodiversity around the buildings they occupy. This has been achieved by working with our Biodiversity officer.

7. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	X		The five year strategic plan will continue to offer libraries as a place to combat loneliness and promote inclusiveness for everyone. The service will provide Reading Well materials in all libraries and offer support both physical and digital to those who require it.
Integration - how the initiative impacts upon our wellbeing objectives	X		The library service provides a positive impact on all wellbeing objective. A detailed account is documented in the proposed Library Strategy.
Involvement - how people have been involved in developing the initiative	X		Consultation consisted of a county wide survey in October 2024
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	X		As part of the consultation, partners within the local authority Social Services department were contacted to discuss a more collaborative approach to implement the current strategy.
Prevention - how the initiative will prevent problems occurring or getting worse	X		Providing a one stop approach in all council led libraries can assist different service areas within the authority, getting people to the help they require quickly and providing that first point of contact.

8. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	x
Reasons for this conclusion	
The Library Strategy will have a positive impact within Neath Port Talbot, catering for all ages and providing access to all people regardless of their learning or physical disabilities.	

A full impact assessment (second stage) is required	
Reasons for this conclusion	

	Name	Position	Signature	Date
Completed by	Clare Davies	Library Service Coordinator	<i>C. Davies</i>	10/02/2025
Signed off by	Chris Saunders	Head of Service/Director	<i>Chris Saunders</i>	12/02/2025