

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Review of Library Services 2020-2025
Service Area: Libraries
Directorate: Education

2. Does the initiative affect:

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

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

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.
Disability	✓				L	Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users. This will have a positive impact for disabled persons as access to both those libraries is limited at present.
Gender Reassignment		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements

						to mobile library service should improve overall access for users.
Marriage/Civil Partnership		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.
Pregnancy/Maternity	✓				L	Potential relocation of Neath Library will improve access to all aspects of the library, particularly the children's library.
Race		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.
Religion/Belief		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.
Sex		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.
Sexual orientation		✓				There will be no impact on any protected characteristic. Potential relocation of Neath Library, plus improvements to mobile library service should improve overall access for users.

4. 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		✓				There will be no impact on any ability to use the Welsh Language
Treating the Welsh language no less favourably than English		✓				There is no possibility of the Welsh language being treated less favourably than English

5. 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		✓				There is no impact on the maintenance and enhancement of biodiversity.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		✓				There is no impact on the promotion and resilience of ecosystems

6. 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	✓		The Library Review has put forward recommendations that should create long term sustainability of the Library Service. These will ensure that

people			people are still able to access a full range of library services, supporting the Council's wellbeing objectives.
Integration - how the initiative impacts upon our wellbeing objectives	✓		Failure to maintain a sustainable library service will mean that wellbeing objectives are not being met. The Library Review has put forward recommendations that should create long term sustainability of the Library Service. These will ensure that people are still able to access a full range of library services, supporting the Council's wellbeing objectives.
Involvement - how people have been involved in developing the initiative	✓		The process has been subject to numerous consultation meetings with library users and non-users, together with Elected Members and senior staff.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	✓		The Service has collaborated with Coedffranc Town Council to seek a solution to the long term sustainability of Skewen Library. With regard to Branch Libraries and opening hours we have discussed with Friends Of... groups at both Glynneath and Pontardawe Libraries.
Prevention - how the initiative will prevent problems occurring or getting worse	✓		The Review has highlighted a number of ongoing problems with the condition of buildings and vehicles. The recommendations in the report will tackle these issues, and either through relocation or replacing existing vehicles, will prevent them from getting worse.

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

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
This assessment has found that there are no negative impacts for anyone who shares the protected characteristics. Where impacts have been identified for persons covered by Disability or Pregnancy/Maternity these are low impact measures and are deemed to be positive as they should improve access to these services. The proposal has no impact on Welsh Language obligations or biodiversity and is compatible with the obligations of the Council under the Wellbeing Future Generations (Wales) Act 2015	

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

	Name	Position	Signature	Date
Completed by	Wayne John	County Librarian		November 25 th 2019
Signed off by	Andrew Thomas	Head of Service/Director		November 25 th 2019