



**Policy Screening Document for Reading and
Reader Development**

Date: *10 September 2019*

LNI Policy Screening Template

Part 1. Policy Scoping

Information about the policy

<p>Name of the policy</p> <p>Reading and Reader Development Policy</p>
<p>Is this an existing, revised or a new policy?</p> <p>Existing policy</p>
<p>What is it trying to achieve? (intended aims/outcomes)</p> <p>To ensure a consistent approach to the provision of reading and reader development activities as a core service of Libraries NI.</p>
<p>Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.</p> <p>Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.</p>
<p>Who initiated or wrote the policy?</p> <p>Assistant Director with responsibility for Stock, Reading and Reader Development</p>
<p>Who owns and who implements the policy?</p> <p>LNI Service Development Manager (with responsibility for Stock) owns the policy and the policy is implemented by a wide range of frontline, theme and stock staff.</p>

Implementation Factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

If yes, are they

financial

Legislative

other, please specify _____

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

staff

service users

other public sector organisations

Voluntary/community/trade unions

Other, please specify__ Suppliers, Publishers, Authors

Other policies with a bearing on this policy and owners:

- Stock Policy – Service Development Manager with responsibility for Stock
- Children and Young People’s Services Policy – Service Development Manager with responsibility for Children and Young People

- Information and Learning Policy – Service Development Manager with responsibility for Information and Learning
- Social Media Policy – Head of Strategic Marketing and communications
- Heritage Policy – Service Development Manager with responsibility for Cultural Heritage
- Culture and Creative Development Policy – The Service Development Manager with responsibility for Good Relations, Equality and Anti-Poverty

Available evidence

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for each of the section 75 categories

Section 75 category	Details of evidence/information
Religious belief	LNI audit of inequalities (2019) Continuous household survey
Political opinion	LNI audit of inequalities (2019) Continuous household survey
Racial group	LNI audit of inequalities (2019) Continuous household survey LNI data
Age	LNI audit of inequalities (2019) Continuous household survey LNI data
Marital status	LNI audit of inequalities (2019) Continuous household survey
Sexual orientation	No data
Men women generally	LNI audit of inequalities (2019) Continuous household survey LNI data
Disability	LNI audit of inequalities (2019) Continuous household survey LNI data

Dependants	No data
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Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify for each of the section 75 categories.

Section 75 category	Details of needs/experiences/priorities
Religious belief	No evidence of different needs however LNI seeks to promote shared understanding of different backgrounds.
Political opinion	No evidence of different needs however LNI seeks to promote shared understanding of different backgrounds.
Racial group	There is evidence that people from some minority ethnic groups do have different needs regarding having English as a first or main language.
Age	There is evidence that children have different needs and experiences in terms of reader development.
Marital status	No evidence of different needs, experiences or priorities
Sexual orientation	No evidence of different needs however LNI seeks to promote shared understanding of different sexual orientations.
Men women generally	No evidence of different needs, experiences or priorities
Disability	There is evidence that people with disabilities have different needs both in terms of accessing services and in terms of the service delivery.
Dependants	No evidence of different experiences or priorities however LNI recognises there may be different needs in accessing the services.

Part 2. screening questions

1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories?		
Section 75 category	Details of policy impact	Level of impact? Minor/major/none
Religious belief	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.	none
Political opinion	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.	none
Racial group	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories. LNI will continue to develop reading groups and other programmes in community languages.	minor
Age	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories. LNI will continue to provide and develop age appropriate reader development programmes.	minor
Marital status	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.	none
Sexual orientation	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.	none
Men women	Libraries NI will be inclusive in approach to promoting and nurturing a love of	none

generally	reading so it will benefit all section 75 categories.	
Disability	<p>Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.</p> <p>LNI will continue to work in partnership to develop and deliver programmes in libraries and on-line to meet the needs of people with disabilities.</p>	minor
Dependants	<p>Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all section 75 categories.</p> <p>LNI will develop and deliver programmes at different times of the day and on-line.</p>	minor

2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?		
Section 75 category	If yes, provide details	If no, provide reasons
Religious belief	Yes, an opportunity to promote positive images of people with different religious beliefs as reflected in current literature.	
Political opinion	Yes, an opportunity to promote positive images of people with different political beliefs as reflected in current literature.	
Racial group	Yes, an opportunity to promote positive images of people with different racial and cultural backgrounds as reflected in current literature	

Age	Yes, through reader development activities LNI will promote literacy skills which will have a direct impact on equality of opportunities.	
Marital status		No, there is no evidence of different needs.
Sexual orientation	Yes, an opportunity to promote positive images of people with different sexual orientations as reflected in current literature.	
Men women generally		No, there is no evidence of different needs.
Disability	Yes, an opportunity to promote positive images of people with different disabilities as reflected in current literature.	
Dependants	Yes, an opportunity to promote opportunities for people with dependants to access programming.	

3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group?

Minor/major/none

Section 75 category	Details of policy impact	Level of impact Minor/major/none
Religious belief	Promoting of shared understanding through reader development	minor
Political opinion	Promoting of shared understanding through reader development	minor
	Promoting of shared	minor

Racial group	understanding through reader development	
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4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Section 75 category	If yes, provide details	If no, provide reasons
Religious belief	Yes, through shared reading experiences	
Political opinion	Yes, through shared reading experiences	
Racial group	Yes, through shared reading experiences	

Additional considerations

Multiple identity

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant section 75 categories concerned

There is no evidence of impact on people with multiple identities however this policy seeks to be inclusive.
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Part 3. Screening decision

If the decision is not to conduct an equality impact assessment, please provide details of the reason.

There is no evidence of adverse impact on any of the section 75 categories.

If the decision is not to conduct an equality impact assessment consider if the policy should be mitigated or an alternative policy be introduced.

No requirement.

If the decision is to subject the policy to an equality impact assessment, please provide details of the reason

N/A

Mitigation

Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

If so, give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

N/A

Timetabling and prioritising

If the policy has be '**screened in**' for equality impact assessment, then please answer the following questions to determine its priority for timetabling the equality impact assessment.

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Priority criterion	Rating (1 - 3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for equality impact assessment. This list of priorities will assist in timetabling. Details of the Equality Impact Assessment Timetable should be included in the quarterly Screening Report.

Is the policy affected by timetables established by other relevant public authorities? No

If yes, please provide details:

Part 4. Monitoring

The Libraries NI annual audit of inequalities identifies known inequalities in terms of participation. Libraries NI collates data on participation by age and in some cases disabilities which informs this audit. Other information is available through the Continuous Household Survey.

Part 5. Approval and authorisation

Screened by:	Position/Job Title:	Date:
Margaret Bell Sean Beattie	Service Development Manager Service Development Manager	10 September 2019
Signatures: Margaret Bell Sean Beattie		
Approved by:		
Helen Osborn	Director of Library Services	
Signature:	Helen Osborn	8/10/19

Note: A copy of the Screening template, for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy, made easily accessible on the website as soon as possible following completion and made available on request.