

Equality Screening Template for Partnership Policy

Date: [Add date screening signed off]



Equality Screening Template

Part 1: Policy Scoping

Information about the policy

Name of the policy: Partnership Policy
Is this an existing, revised or a new policy? Revised Policy
What is it trying to achieve? (intended aims/outcomes) The purpose of the policy is to ensure that partnership work is carried out in a way that maximises the benefits for library users and services.
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how. As the policy aims to increase participation and enable existing services to be extended and new services developed, there is potential to have a positive impact on some categories.
Who initiated or wrote the policy? The Director of Library Services
Who owns and who implements the policy? The Director of Library Services owns the policy. It is implemented by managers throughout the organisation, including the Heads of Service, Deputy Heads of Service, Service Development Managers and Area Managers.

Implementation Factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? If yes, are they:

X	Financial
X	Legislative
	Other, please specify: _____

Main Stakeholders Affected

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

X	Staff
X	Service Users
X	Other Public Sector Organisations
X	Voluntary/Community/Trade Unions
	Other, please specify: _____

Other policies with a bearing on this policy

- What are they?
- Who owns them?

- | |
|---|
| <ul style="list-style-type: none">• Service Policies and Strategies• Filming Policy• Media Handling Policy• Room Hire Policy• Safeguarding Policy• Safe and Welcoming Libraries Policy• Social Media Policy <p>The above policies are owned by the Director of Library Services</p> |
|---|

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	Libraries NI does not gather evidence of religious belief. As the policy applies to and impacts on all section 75 categories in a fair and consistent manner, no qualitative and quantitative evidence has been gathered to inform this policy in relation to religious belief. However, 2021 Census for Northern Ireland reported 42.31% Catholic, 36.98% Protestant, 17.39% no religion, 1.72% and 1.60% not stated.
Political opinion	There is no available evidence of the political opinion of library users/non-users.
Racial group	Libraries NI provides the option for members on joining to indicate, "to which ethnic group do they belong?" Groups listed are in line with those used in the Northern Ireland Census. In relation to ethnicity, Libraries NI statistics determine that the percentage of Black and Minority Ethnic (BME) active members in 2023/24 was 3.8% of active members. 56.5% of registered members classed themselves as white and 39.7% did not provide this information.
Age	Public Library Standards 2019/20 shows that approximately 31% of children are active members of the library service. 22% of young people are active library members and approx. 11% of adults are active members. The 2023/24 Continuous Household Survey (CHS) states that 23% of adults aged 18 and over had used the library at least once within the last year. The 2023/24 Libraries NI statistics identifies there are 458,589 registered members, with 258,153 active members (56.29%). The percentage of active library members who are children (0-15) is 37.46%. 44.92 % of the active membership are adults (16 - 59) and 16.04% are Senior Citizen (60 and over). 1.58% of active users are uncategorised by age. The CHS (2020/21) indicates a difference between adults using library services with 23% of adults aged 16-24 years, 55-64 years and 65+ years 28% of 25-34 year olds 30% of 45-54 years 41% of 35 – 44 year olds
Marital status	Libraries NI does not collect data for this category. However, the 2020/21 Continuous Household Survey indicates that 27% of married/cohabiting people, 25% of single people, 31% of widowed people and 28% of separated or divorced people said they had used a library in the previous year.
Sexual orientation	Libraries NI does not collect data for this category. The 2021 Census for Northern Ireland figures indicates that 2.09% of the population identify as gay, lesbian, bisexual or other sexual orientation. 90.04% identify as straight or heterosexual and 7.87% prefer not to say.

Men women generally	The 2021 Census for Northern Ireland state 50.81% of the population are female and 49.19% of the population are male. Library statistics for 2023/24 show that 52.18% of active members were female, and 32.98% of active members were male. There was no data recorded for 14.79% of active borrowers. CHS 21/22 shows that women were more likely to have used the public library service than men (17% and 12% respectively).
Disability	CHS 2021/22 indicates that adults with a disability were less likely to have engaged with culture and the arts compared to those without a disability (54% and 65% respectively). In 2023/24 there were 8,963 library borrowers registered as disabled. This represents 1.95% of the total number of registered borrowers. Of these, 4,598 were active members. Mobility is the form of disability most often cited by library members.
Dependants	Libraries NI does not collect data for this category. According to the 2021/22 CHS adults with dependants were more likely to have used the public library service (18%) compared to adults who do not have dependants (13%).

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	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. Any partnership which might compromise the perception of the library as an open and welcoming space for all will not be permitted.
Political opinion	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. Any partnership which might compromise the perception of the library as an open and welcoming space for all will not be permitted.
Racial group	The use of other resources such as Reachdeck (Browsealoud), Say Hi app etc will support groups included in this category for whom English might not be a first language.
Age	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. There is no evidence of any different needs, experiences or priorities for this category.
Marital status	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. There is no evidence of any different needs, experiences or priorities for this category
Sexual orientation	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. There is no evidence of any different needs, experiences or priorities for this category
Men women generally	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities. There is no evidence of any different needs, experiences or priorities for this category
Disability	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities Some information may be required in alternative formats
Dependants	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities There is no evidence of any different needs, experiences or priorities for this category

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	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services. However the need to demonstrate the importance of a neutral environment may influence partnerships.	Minor
Political opinion	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services. However the need to demonstrate the importance of a neutral environment may influence partnerships.	Minor
Racial group	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Age	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Marital status	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Sexual orientation	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Men women generally	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Disability	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	Minor
Dependants	Partnerships will allow Libraries NI to be more inclusive and to engage directly with service users through relevant partners, to maximise the benefits of the services.	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	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Political opinion	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Racial group	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Age	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Marital status	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Sexual orientation	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Men women generally	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Disability	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	
Dependants	While Libraries NI will need to be selective in the development of partnerships, this policy does provide an opportunity to promote equality of opportunity for all groups.	

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	No direct impact from this policy however services developed as a result of partnerships may have an impact	None
Political opinion	No direct impact from this policy however services developed as a result of partnerships may have an impact	None
Racial group	No direct impact from this policy however services developed as a result of partnerships may have an impact	None

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	No direct opportunities from this policy however services developed as a result of partnerships may provide opportunities	
Political opinion	No direct opportunities from this policy however services developed as a result of partnerships may provide opportunities	
Racial group	No direct opportunities from this policy however services developed as a result of partnerships may provide opportunities	

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 available data to suggest there would be an impact from this policy.

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 S75 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 for such.

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 been '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?

If yes, please provide details:

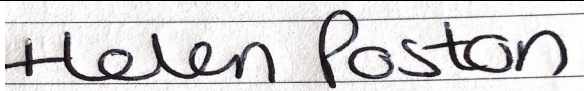
N/A

Part 4. Monitoring

[Specify details of how the policy will be monitored for effectiveness/impact. See the Commission's Monitoring Guidance For Use By Public Authorities (July 2007)].

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Part 5. Approval and Authorisation

Screened by:	Position/Job Title:	Date:
	Service Development Manager	01/04/2025
Approved by:		
	Director of Library Services	16/04/2025

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.