

# Equality Screening Template for Promoting Positive Health and Wellbeing



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# Equality Screening Template

## Part 1: Policy Scoping

### Information about the policy

<p><b>Name of the policy:</b></p> <p>Promoting Positive Health and Wellbeing Policy</p>
<p><b>Is this an existing, revised or a new policy?</b></p> <p>Revised Policy</p>
<p><b>What is it trying to achieve? (intended aims/outcomes)</b></p> <p>The purpose of this policy is to outline Libraries NI's approach to promoting positive health and wellbeing through its services and resources. There is growing recognition of the role that public libraries can play in promoting health and wellbeing, through both the provision of resources and services that are directly health-related and the benefits that library users experience as a result of visiting a library.</p> <p>Research shows there are many health benefits to reading for pleasure, and libraries provide a wide range of health information in different formats including books, online and information from partner organisations. This information is important to empower people to make informed decisions about their health. Libraries are seen as stigma free neutral venues and can host health related sessions either face to face or virtually as an alternative to community or statutory settings.</p> <p>Libraries NI will promote health literacy by providing access to current, accurate and accessible health information. The means of providing this may include stock such as books, leaflets, journals and online resources, partnerships, events and signposting. The service will provide a programme of social activities, face to face and online, that encourage people to socialise and to develop connections. Libraries NI will provide neutral community spaces that can be used by health professionals and organisations, and will work in partnership to deliver mutually beneficial outcomes.</p>
<p><b>Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.</b></p> <p>The policy treats all persons using the library service equally</p>
<p><b>Who initiated or wrote the policy?</b></p> <p>The policy was initiated by the Director of Library Services and was drafted by the Service Development Manager with responsibility for health.</p>
<p><b>Who owns and who implements the policy?</b></p> <p>The policy is owned by the Director of Library Services, responsibility for the implementation of the policy lies with all staff within the organisation.</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:

x	<b>Financial</b>
	<b>Legislative</b>
	<b>Other, please specify: _____</b>

### Main Stakeholders Affected

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

x	<b>Staff</b>
x	<b>Service Users</b>
x	<b>Other Public Sector Organisations</b>
x	<b>Voluntary/Community/Trade Unions</b>
	<b>Other, please specify: _____</b>

### Other policies with a bearing on this policy

- What are they?
- Who owns them?

Stock Policy  
 Information and Learning Services Policy  
 Reading and Reader Development Policy  
 Partnership Policy  
 Safeguarding Policy

The above policies are owned and implemented by Libraries NI

## 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
<b>Religious belief</b>	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. The Continuous Household Survey reports that 42% of those surveyed who used the library were Catholic, 44% were Protestant, 13% were other or no religion, and 1% chose not to answer.
<b>Political opinion</b>	There is no available evidence of the political opinion of library users/non users.
<b>Racial group</b>	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 these show that the percentage of Black and Minority Ethnic (BME) active members in 2017/18 was higher than in the 2011 Census (3.93% BME active members compared to 1.79% in Census). White members (96.07%) was less than the Census percentage (98.21%)
<b>Age</b>	<p>Active membership demonstrates that the number of children who are active members (33.7% of library members are under the age of 16), higher proportionally than in the NI population (20.8%) whilst the number of adults over 65 years (19% of library members ) is more than the 16.8% in the NI population who are older than 65 years.</p> <p>The average age of library users is 40.79 years, the average male member is 40.12 years, and the average female age is 41.42 years old.</p>
<b>Marital status</b>	Libraries NI does not collect data for this category. However, the 2018/19 Continuous Household Survey indicates that 25% of married people, 25% of single people, 20% of widowed people and 24% of separated or divorced people said they had used a library in the previous year
<b>Sexual orientation</b>	Libraries NI does not collect data for this category

<p><b>Men women generally</b></p>	<p>Library statistics show that 62.54% of active members are female, and 37.46% of active members are male.</p> <p>The Continuous Household Survey reports that 22% of males have used the library service within the last year compared to 28% of females. 14% of women use the library service more than once a month compared to 9% of men.</p>
<p><b>Disability</b></p>	<p>Continuous Household Survey (2018/19) indicates recent use by people with disabilities (22%) and without disabilities (26%). 0.53% of library users are registered as disabled (5,089), of these 919 are active members. Mobility is the form of disability most often cited by library members.</p>
<p><b>Dependants</b></p>	<p>According the Continuous Household Survey adults (aged 16 -44) with dependent children (33%) are more likely to use the library service than adults with no dependents (24%). Adults over the age of 44 with dependent children are no more likely to use the service than those without dependents.</p>

## 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.

<b>Section 75 category</b>	<b>Details of needs/experiences/priorities</b>
<b>Religious belief</b>	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
<b>Political opinion</b>	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
<b>Racial group</b>	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities.  People from different racial groups may benefit from this policy in order to promote positive health and wellbeing through accessing library services.
<b>Age</b>	The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities.  Older people benefit may benefit from accessing services that promote positive health and wellbeing, particularly in relation to targeting social exclusion and loneliness.
<b>Marital status</b>	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
<b>Sexual orientation</b>	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
<b>Men women generally</b>	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

<b>Disability</b>	<p>The policy applies fairly and consistently to all members of staff and persons using Libraries NI services and facilities.</p> <p>People with disabilities may benefit from this policy in relation to accessing information to promote positive health and wellbeing</p>
<b>Dependants</b>	<p>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</p>

## 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		None
Political opinion		None
Racial group		Minor
Age	Positive impact	Minor
Marital status		None
Sexual orientation		None
Men women generally		None
Disability	Positive impact	Minor
Dependants		None



**2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?**

<b>Section 75 category</b>	<b>If yes, provide details</b>	<b>If no, provide reasons</b>
<b>Religious belief</b>		The policy does not impact on the equality of opportunity for this category
<b>Political opinion</b>		The policy does not impact on the equality of opportunity for this category
<b>Racial group</b>		Browsealoud is available for users who do not have English as their first language, this allows these users to access online information to promote positive health and wellbeing.
<b>Age</b>		Libraries provide information to promote positive health and wellbeing, they also deliver a number of events and activities that promote positive health and wellbeing by supporting social inclusion.
<b>Marital status</b>		The policy does not impact on the equality of opportunity for this category
<b>Sexual orientation</b>		The policy does not impact on the equality of opportunity for this category
<b>Men women generally</b>		The policy does not impact on the equality of opportunity for this category
<b>Disability</b>		Library buildings are designed to facilitate disabled users, libraries provide information that can assist disabled users to promote positive health and wellbeing
<b>Dependants</b>		The policy does not impact on the equality of opportunity for this category

**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**

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact Minor/major/none</b>
<b>Religious belief</b>	N/A	None
<b>Political opinion</b>	N/A	None
<b>Racial group</b>	N/A	None

**4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Section 75 category</b>	<b>If yes, provide details</b>	<b>If no, provide reasons</b>
<b>Religious belief</b>		No, the scope of the policy does not offer opportunities to better promote good relations as it is only relevant to promoting positive health and wellbeing
<b>Political opinion</b>		No, the scope of the policy does not offer opportunities to better promote good relations as it is only relevant to promoting positive health and wellbeing
<b>Racial group</b>		No, the scope of the policy does not offer opportunities to better promote good relations as it is only relevant to promoting positive health and wellbeing

## **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

Children and adults who use Libraries NI buildings and attend events in Libraries NI premises may have multiple identities: they may be from a different ethnic background, they may have hidden or obvious disabilities, they may be responsible for dependants. These were considered when the policy was developed to allow access to all users to public libraries across the library network.

### **Part 3. Screening Decision**

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

The policy does not have an adverse impact on any of the Section 75 categories. It has a positive impact on all users and those wishing to avail of public libraries.

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

The policy is available in print format in all branches for those with no access to ICT equipment such as older people, there is software available on library computers to provide access to the policy in different languages and for people with disabilities such as visual impairment.

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:

#### 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)].*

#### Part 5. Approval and Authorisation

Screened by:	Position/Job Title:	Date:
Michael Lynn Ciara Gault	Service Development Managers	23/09/2021 23/09/2021
<b>Approved by:</b>		
 Trisha Ward	Director of Library Services	2 November 2021

*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.*