

## Equality Screening Template for Partnership Policy



**Date:** [Add date screening signed off]

# Equality Screening Template

## Part 1: Policy Scoping

### Information about the policy

<b>Name of the policy:</b> Partnership Policy
<b>Is this an existing, revised or a new policy?</b> Revised policy.
<b>What is it trying to achieve? (intended aims/outcomes)</b> 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.
<b>Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how.</b> As the policy aims to increase participation and enable existing services to be extended and new services developed, it could potentially positively impact on some categories.
<b>Who initiated or wrote the policy?</b> The Director of Library Services
<b>Who owns and who implements the policy?</b> 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:

√	<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?

√	<b>Staff</b>
√	<b>Service Users</b>
√	<b>Other Public Sector Organisations</b>
√	<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?

The following policies, which have a bearing, are listed with owners:

- Children and Young People's Services Policy, *the Service Development Manager with responsibility for this area*
- Data Protection Policy, *Head of ICU / ICT*
- Digital Inclusion Policy, *the Service Development Manager with responsibility for this area*
- Engaging with Culture and Creativity Policy, *the Service Development Manager with responsibility for this area*
- Heritage Policy, *the Service Development Manager with responsibility for this area*
- Information and Learning Services Policy, *the Service Development Manager with responsibility for this area*

- Promoting Positive Health and Wellbeing Policy, *the Service Development Manager with responsibility for Health Services*
- Reading and Reader Development Policy, *the Service Development Manager with responsibility for this area*
- Room Hire Policy, *Service Development Managers*
- Safeguarding Policy, *Director of Library Services*
- Volunteer Policy, *the appropriate Head of Service*

### 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 (2020/21) reports that 29% of those surveyed who used the library within the previous year were Catholic, 24% were Protestant, 28% were other or no religion and 19% did not respond.
<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 2020/21 was higher than in the 2011 Census (2.14% BME active members compared to 1.79% in Census). White members (52.27%) was less than the Census percentage (98.21%). 45.55% of library members did not complete the ethnicity field.
<b>Age</b>	The Continuous Household Survey 2020/21 (CHS) indicates 28% of the adult population have used library services within the last year. Active membership demonstrates that the number of children who are active members (31.45% of library members are under the age of 16), is higher proportionally than in the NI population (20.8%). The number of active library members aged between 17 – 59 is 73,213 (47.14%) whilst the number of adults over 60 years (20.33% of library members) is more than the 16.8% in the NI population who are older than 60 years.
<b>Marital status</b>	Libraries NI does not collect data for this category. However, the 2020/21 Continuous Household Survey indicates that 27% of married 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.

<b>Sexual orientation</b>	Libraries NI does not collect data for this category
<b>Men women generally</b>	Library statistics show that 46.49% of active members are female, and 27.76% of active members are male. 25.75% did not record their gender.  The Continuous Household Survey (2020/21) reports that 22% of males have used the library service within the last year compared to 33% of females.
<b>Disability</b>	0.57% of library users are registered as disabled (5,149), compared with 7.27% of N.I population aged between 16-74 are either registered disabled or on long term sick (2011 Census report).
<b>Dependants</b>	According the Continuous Household Survey (2020/21) adults with dependent children (33%) are more likely to use the library service than adults with no dependents (23%).

### 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>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.
<b>Political opinion</b>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.
<b>Racial group</b>	There may be different language requirements of partnership organisations from different ethnic minority groups.
<b>Age</b>	There are some safeguarding issues in relation to children (e.g. in relation to consultation and partnerships directly with some groups). However there are a number of forums for engaging and partnering with children's groups.
<b>Marital status</b>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.

<b>Sexual orientation</b>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.
<b>Men women generally</b>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.
<b>Disability</b>	While there are different communication needs and different access requirements in relation to some disabilities, there is no data to suggest there are experiences or priorities in relation to partnerships. There are also potential safeguarding issues in relation to some people.
<b>Dependants</b>	No data to suggest there are different needs, experiences or priorities in relation to partnerships.

## 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
<b>Religious belief</b>	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
<b>Political opinion</b>	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
<b>Racial group</b>	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
<b>Age</b>	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
<b>Marital status</b>	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
<b>Sexual orientation</b>	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
<b>Men women generally</b>	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
<b>Disability</b>	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
<b>Dependants</b>	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?**

<b>Section 75 category</b>	<b>If yes, provide details</b>	<b>If no, provide reasons</b>
<b>Religious belief</b>	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.	
<b>Political opinion</b>	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.	
<b>Racial group</b>	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.	
<b>Age</b>	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.	
<b>Marital status</b>	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.	
<b>Sexual orientation</b>	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.	
<b>Men women generally</b>	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.	
<b>Disability</b>	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.	
<b>Dependants</b>	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**

<b>Section 75 category</b>	<b>Details of policy impact</b>	<b>Level of impact Minor/major/none</b>
<b>Religious belief</b>	No direct impact from this policy however services developed as a result of partnerships may have an impact	None
<b>Political opinion</b>	No direct impact from this policy however services developed as a result of partnerships may have an impact	None
<b>Racial group</b>	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?**

<b>Section 75 category</b>	<b>If yes, provide details</b>	<b>If no, provide reasons</b>
<b>Religious belief</b>	No direct opportunities from this policy however services developed as a result of partnerships may provide opportunities	
<b>Political opinion</b>	No direct opportunities from this policy however services developed as a result of partnerships may provide opportunities	
<b>Racial group</b>	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

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.

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	N/A
Social need	N/A
Effect on people's daily lives	N/A
Relevance to a public authority's functions	N/A

*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:

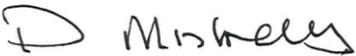
N/A

## 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)].*

Libraries NI collates data on participation by age and in some cases disability which informs this audit. Other information is available through the Continuous Household Survey. This data would identify potential areas of inequality which may lead to prioritisation in terms of partnership.

## Part 5. Approval and Authorisation

Screened by:	Position/Job Title:	Date:
 Brid Steele	Service Development Manager	09/02/21
 Ciara Gault	Service Development Manager	09/02/21
Approved by:		
 Desi Miskelly	Director of Business Support	24 February 2022

*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.*