libraries ni

Equality Screening Template for Reading and Reader Development Policy

Date: November 2022

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Equality Screening Template

Part 1: Policy Scoping

Information about the policy

Name of the policy: Reading and Reader Development Policy
Is this an existing, revised or a new policy? Revised Policy
What is it trying to achieve? (intended aims/outcomes) The policy aims to ensure a consistent approach to the provision of reading and reader development activities as a core service in Libraries NI
Are there any Section 75 categories which might be expected to benefit from the intended policy? If so, explain how. Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all Section 75 categories
Who initiated or wrote the policy? The policy was initiated by The Head of Service with responsibility for Collections
Who owns and who implements the policy? The policy is owned by the Service Development Manager with responsibility for Collections The policy contact is the Senior Services Manager for Stock

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**
	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**
	Voluntary/Community/Trade Unions
x	**Other, please specify**: Suppliers, publishers and authors

Other policies with a bearing on this policy
- What are they?
- Who owns them?

> 1. Safeguarding Children and Vulnerable Adults
> 2. Data Protection
> 3. Health and Safety
> 4. Libraries NI Byelaws
> 5. Digital Inclusion Policy
> 6. Managing Unacceptable Behaviour policy
> 7. Promoting Positive Health and Wellbeing Policy
> 8. Stock 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
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. CHS statistics from 2021 report that population statistics were 35% Catholic, 47% were Protestant, 18% were other and 1% unwilling to answer. The 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, the 2021 census shows that 3.4% of the population belong to minority ethnic groups. Libraries NI statistics show that the percentage of Black and Minority Ethnic (BME) active members in 2021/22 was 1.59% of active members. 59.69% of registered members classed themselves as white and 37.31% did not provide this information.
Age	Public Library Standards 2019/20 shows that approx. 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 2021/22 CHS shows that adults aged 44 and under were more likely to have used the public library service (19%) than those aged 45 and over (12%). Another statistic from this 2020/21 document shows that over a quarter (28%) of adults had used the public library service at least once within the last 12 months. The 2021/22 figures shows that only 15% of the adult population had used the public library service at least once within the last 12 months. Direct comparisons should not be made with previous years, as the usage of the public library service in 2021/22 will have been negatively impacted by a reduction in the services available throughout the period of the COVID19 pandemic. The LMS for year 2021/22 shows there are 676,208 registered members, with 227,369 active members (33.62%). The percentage

	of active library members who are children (0-15) is 40.47%, 42.56% of the active membership are adults (16 - 59) and 15.44% are Senior Citizen (60 and over). The 2021 Census the number of people age over 65 is 17.16% of the population, the number of people aged 0 – 19 is 25.14%.
Marital status	Libraries NI does not collect data for this category. CHS for 2018/19 shows 58% of the population are married / cohabiting, 11% are separated / divorced, 20% are single and 10% are widowed. Updated census figures are not yet available.
Sexual orientation	Libraries NI does not collect data for this category
Men women generally	Library statistics for 2021/22 show that 52.78% of active members were female, and 33.64% of active members were male. There was no data recorded for 13.58% 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 2021/22 there were 5,180 library borrowers registered as disabled, 0.77% of the total number of registered borrowers. Of these registered borrowers 1,919 were active members. In total 14,868 customers noted a disability on their profile irrespective of them having been assigned a disabled profile, this is 6.54% of active customers.
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	No evidence of different needs, however, Libraries NI seeks to promote shared understanding of different backgrounds
Political opinion	No evidence of different needs, however, Libraries NI seeks to promote shared understanding of different backgrounds
Racial group	There is anecdotal evidence that people from some minority ethnic do have different needs regarding having English as a first or main language. The use of other resources such as Reachdeck, Say Hi app etc will support individuals and groups within this category
Age	There is some anecdotal evidence that children have different needs and experiences in terms of reader development The use of other resources such as Reachdeck will support individuals and groups within this category
Marital status	There is no evidence of different needs
Sexual orientation	There is no evidence of any different needs, however, Libraries NI seeks to promote shared understanding of different sexual orientations
Men women generally	There is no evidence of any different needs, experiences or priorities for this category
Disability	There is some evidence that people with disabilities have different needs, both in terms of accessing services and of service delivery Stock available in different formats
Dependants	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	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.	None
Age	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all Section 75 categories. Libraries NI 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 generally	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all Section 75 categories.	None
Disability	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all Section 75 categories. Libraries NI will continue to work in partnership to develop and deliver programmes in libraries and online to meet the needs of people with disabilities.	Minor
Dependants	Libraries NI will be inclusive in approach to promoting and nurturing a love of reading so it will benefit all Section 75 categories. Libraries NI will continue to work in partnership to develop and deliver programmes in libraries and online to meet the needs of people with dependants.	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, Libraries NI will provide age appropriate and reading ability level stock for all children 0-15	
Marital status		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		The policy does not impact on the equality of opportunity for this category
Disability	Yes, an opportunity to promote positive images of people with different disabilities as reflected in current literature	
Dependants	Yes, an opportunity to promote stock and activities that support the needs of people with dependants including those that are virtual or online	

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 shared understanding through reader development	Minor
Political opinion	Promoting shared understanding through reader development	Minor
Racial group	Promoting shared understanding through reader development	Minor

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 significant impact for people with multiple identities, however this policy seeks to be inclusive as possible for people with multiple identities.
>
> Children and adults who use Libraries NI services and 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 access reading material and to participate in events and activities designed to further reader development.

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.
>
> The policy has been screened out with no requirement to conduct an Equality Impact Assessment as measures to mitigate potential adverse impacts and better promote equality of opportunity and/or good relations have been taken into account.

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 mitigation or alternative policy required.

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.

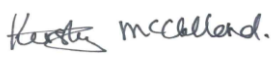| Priority criterion	Rating (1 - 3)
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	

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? 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:
Kim Aiken	Service Development Manager	25/10/2022
Kirsty McClelland	Service Development Manager	25/10/2022
Approved by:		
	Director of Library Services	7/11/2022

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.