

# Full Equality Impact Assessment Record

## **Section 1:**

**Service:** Poole Library Service – Culture and Community Learning

**Title of strategy, policy or service:**

Mid Term Financial Plan for Culture and Community Learning (2011/12)

**Officers involved in the EQIA:** Chas Rowling;

### **Q1. What is the aim of your strategy, policy, project or service?**

The Mid Term Financial Plan (MTFP) sets out the planned expenditure, savings and growth for Culture and Community Learning in the three years from 2011/12. The aim is to anticipate and plan for balanced budgets and to describe the investment and savings activity which will be necessary to achieve this.

### **Service Implications of the Medium Term Financial Plan**

The Proposals for savings, efficiencies, additional and service re-alignment  
The following are the proposals for savings, efficiencies and service re-alignments which have been identified.

#### Reductions in staffing costs

The proposals involved a restructure of the library service, including the re-alignment of service teams and line management structures.

The reductions in posts have been predominantly focussed on administration and management. There has been no impact on the number of public libraries / mobile services accessible to the public, no impact on virtual services available, not any impact on library opening hours. There has been a rationalisation of front line hours across the library network, and the introduction of some single staffing arrangements in three libraries.

#### The Council and service will be able to:

Fulfil its statutory obligations in providing a comprehensive and efficient library service.

- Maintain the provision of quality stock resources
- Fulfil its obligations in relation to safeguarding children and vulnerable adults
- Fulfil service priorities in relation to children and young people and older people.
- Continue to deliver a quality library service to residents in Poole
- Continue to maintain and develop partnership working
- Develop community engagement and volunteering activities

### **Q2 – Who is it going to benefit and how?**

The benefit of a balanced and planned budget plan is reflected in equitable service delivery which meets the needs of the all service users. The MTFP seeks to deliver efficiencies through service and structural changes that are planned, consulted on

where appropriate and practical and have the least impact on those people in the most vulnerable situations

**Q3 – What outcomes do you want to achieve?**

The outcome is for a planned and balanced budget which enables the delivery of the statutory service, maintains static and mobile library accessibility and opening hours, and provides for a re-alignment and rationalisation of staffing resources.

**Q4 – Are there barriers to doing this?**

There are no serious and anticipated partnership, capacity or governance barriers for the MTFP.

**Q5 – How will you put this into practice?**

A programme management approach is taken to delivering the restructure including staff consultation, regular communication, and the involvement of HR and the Unions where necessary.

**Section 2: Information gathering and judging impact**

**Q6 - What existing information and data do you have?**

There is an overarching EQIA for the corporate MTFP process. The proposals were presented to the Community Overview and scrutiny committee, and were approved through the MTFP approval process.

**Q7- What does this tell us about the likely impact on different groups?**

**General/All Equality Groups**

There is no anticipated impact on specific groups as a result of the restructure.

Staff reductions have targeted management levels and administrative areas rather than individuals, however, those placed at risk are more likely to be women because the workforce contains a higher number of women

There is no anticipated impact on Age, Gender, Race, religion or belief, Sexual Orientation.

There is no anticipated impact on any socially excluded groups.

**Is there any potential for direct or indirect discrimination? - No**

Signed.....

Date.....