

**Church Stretton Library Service
Equality & Social Inclusion Impact Assessment
ESIIA Part 2 Action Plan**

Protected Characteristic Group	Medium positive or negative impact	Identified areas of negative impact that need mitigating Identified areas of positive impact that need enhancing	Opportunities to mitigate and enhance identified areas	Actions to review and monitor Actions to ensure continuing engagement
Age	-ve impact on those people unable to access the library at the school due to their age	<p>Increased distance for some library users to travel and, if walking, to carry books, which means they either have difficulty in traveling to the library at the school or don't want to go. Mitigating actions need to be co-designed and in place by the time of the library relocation</p> <hr/> <p>Some library users may not feel comfortable going to the new library or when they are first there are not familiar with the new layout and the things work</p>	<p>Shropshire Council and Church Stretton is jointly committed to effectively addressing this issue. A working group, made up of library users, community representatives and council and school reps will be set up to address the issues that have been raised about the impact of relocation on some library users. Consultation on this specific issue will continue.</p> <p>Shropshire Council to work with local partners and the community to create a satellite library provision in a town centre location that provides a link to the main library, provides a place where people can drop off and pick up books and choose from a small selection</p> <p>Continuation of the Home Library Service and the support of the valuable volunteering that supports this</p> <hr/> <p>Creation of an advisory group of users from the public and school libraries and supporting officers to play an</p>	<p>Working group and its activity</p> <p>Further consultation activity</p> <p>Ongoing partnership working</p> <p>Strong and effective engagement with the current volunteers</p>

	<p>+ve impact on the people who may have an age related vulnerability, e.g. older people, teenagers</p> <hr/> <p>+ve impact of more opening hours on working people +ve impact on children and families as the library will be located closer to the Children's Centre, the nursery, the leisure centre and the primary school</p>	<p>Through the redesign of the library service there will be an investment in resources and support available within libraries around information, advice and guidance and prevention services for mental and physical well-being for all</p> <hr/> <p>Potential new users may not be aware of all that the library offers or how to become members and benefit from the service</p>	<p>A Health Zones with a range of Books on Prescription, self-help books and Reminiscence Resources will be a key part of the new library service and valued activities such as Time to Listen will continue. This will be developed and promoted through the Community Connector role and in partnership with the Mayfair Centre.</p> <hr/> <p>Publicise and promote the new service to encourage people who are currently not active members of the library to join up</p> <p>Organise open sessions and activity sessions to link with after school, after Children Centre sessions, sheltered housing communal activities, after work and after popular times at the leisure centre to enable people to come in, find out more and join up. Work with partner organisations to design and promote these sessions.</p>	<p>Deliver through the Transformation Challenge Award funding and monitor progress through its governance</p> <hr/> <p>Library service and school to work together to create a programme of activity</p>
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<p>Disability</p>	<p>-ve impact on those people unable to access the library at the school due to a disability</p>	<p>Increased distance for some library users to travel and for people with reduced mobility this could mean that they either have difficulty in travelling to the library at the school or don't want to go</p> <hr/> <p>Some library users may not feel comfortable going to the new library or when they are first there are not familiar with the new layout and the things work</p> <p>New external environment that people will need to familiarise themselves with, feel safe in and that meets their needs</p>	<p>Shropshire Council and Church Stretton is jointly committed to effectively addressing this issue. A working group, made up of library users, community representatives and council and school reps will be set up to address the issues that have been raised about the impact of relocation on some library users. Consultation on this specific issue will continue.</p> <p>Shropshire Council to work with partners and the community to create a satellite library provision in a town centre location that provides a link to the main library, provides a place where people can drop off and pick up books and choose from a small but regularly changing selection.</p> <p>Continuation of the Home Library Service and the support of the valuable volunteering that supports this</p> <hr/> <p>Creation of an advisory group of users from the public and school libraries and supporting officers to play an active part in the design of the new shared space</p> <p>A programme of familiarisation sessions for library users with staff and pupil librarians to assist people with getting to know and feeling comfortable in the new space</p>	<p>Activity of the working group Further consultation</p> <hr/> <p>Activity of the advisory group</p>
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	<p>+ve impact on the people who may have an age related vulnerability, e.g. older people, teenagers</p>	<p>People who come to the library with walkers, buggies, mobility scooters need to feel welcome and have somewhere safe to store these</p> <p>The library will be accommodating all age ranges from pre-school to the elderly and therefore will need to be designed and managed with this in mind, both from a safeguarding and a best possible experience point of view.</p> <p>Potentially the staff within the jointly run library will come from a school experience and a branch library experience and will need to work together and learn from each with to ensure that everyone gets an appropriate and excellent service with to ensure that everyone gets an appropriate and excellent service</p> <p>Through the redesign of the library service there will be an investment in resources and support available within libraries around information, advice and guidance and prevention services for mental and physical well-being for all</p>	<p>Seek expert advice from Disability Access Groups on the design of the new shared space</p> <p>This will be considered as part of the design process for the new space with the involvement of the advisory group.</p> <p>Actions to be put in place to ensure that staff learn about each other's work and the needs of the users they work with. This will include, where needed, safeguarding, CSE and related training and Dementia Friends training</p> <p>A Health Zones with a range of Books on Prescription, self-help books and Reminiscence Resources will be a key part of the new library service and valued activities such as Time to Listen will continue. This will be developed and promoted through the Community Connector role and in partnership with the Mayfair Centre.</p>	<p>Activity of the advisory group</p> <p>Include within SLA Operational activity</p> <p>Deliver through the Transformation Challenge Award funding and monitor progress through its governance</p>
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<p>Social inclusion</p>	<p>-ve impact if some people were unable to access the library at the school</p>	<p>Increased distance for some library users to travel and for people with reduced mobility this could mean that they either have difficulty in travelling to the library at the school or don't want to go</p> <hr/> <p>Groups that currently run at the library and that will continue at the joint library need to be timetabled – there is a risk that this could be done without consultation with current members who then could not attend</p>	<p>Shropshire Council and Church Stretton is jointly committed to effectively addressing this issue. A working group, made up of library users, community representatives and council and school reps will be set up to address the issues that have been raised about the impact of relocation on some library users. Consultation on this specific issue will continue.</p> <hr/> <p>Develop the Community Connector role to work with activities and in buildings across the town to link up people with services – specifically focussing on building connections between the library and other places of activity.</p> <p>Ensure that the programme of groups and activities that currently runs from the library continues and develops in the new location and steps are taken to ensure that people can access these.</p> <p>Steps are taken to ensure that groups such as the Reading Group and the Church Stretton Area Local History Group are properly accommodated and welcomed in the new shared space</p> <p>Groups and activities are timetabled in consultation with current members and attendees.</p>	<p>Activity of the working group Further consultation</p> <hr/> <p>Transformation Challenge Award governance</p> <p>Include within SLA</p>
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		There is a risk that current and new library users feel that the library at the school is not for them and they won't be welcome or benefit from visiting	A programme of clear and accessible promotion and publicity about the new library will be put in place to explain what the library has to offer and when it's open. The Community Connector can play a key role in encouraging people to visit.	Library service and school will work together to create a programme.
	+ve impact as intergenerational activities can be held at the shared public and school library space		Positive impact of the library located at the school will be enhanced through the opportunities for intergenerational activities and ventures that a public and school library in a shared space can offer	

This action plan has been written in consideration of Shropshire Council's corporate responsibilities to promote equality and social inclusion – namely eliminating harassment and victimisation, advancing equality of opportunity and fostering good relations.

The action plan will be delivered in partnership with local organisations, library users (from both original libraries), voluntary and community groups, and Church Stretton School. A Service Level Agreement will be created between Shropshire Council and Church Stretton School to detail the future management of the joint library and will include the actions detailed in this plan that the school either has sole or shared responsibility for delivering.