

Equality Impact Assessment



Hampshire
County Council

Opening Hours Changes

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Department: Culture, Communities and Business
Services

Date of
assessment: 03/05/2019

Description of current service/policy

The majority of Libraries offer at least one late night opening (generally between 5 and 7pm) per week. These are not generally busy shifts and are attended by a low number of customers. A survey of how many customers visit during these hours was undertaken from May 2017- February 2018. This indicated that in the 6 libraries selected, the average customers at any one time was between 5 and 3 (and this includes those attending scheduled events and activities).

Geographical impact: Basingstoke & Deane, East Hampshire, Gosport,
Havant

Description of proposed change

The proposed change is to reduce the late night opening for the following libraries: Bridgemary, Whitchurch, Overton, Leigh Park, Liphook. In addition, it is proposed to reduce the opening hours of Havant Library to close at 5:30 4 days a week, to bring the opening hours in-line with those of the Shopping Centre.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried
out?

Planned

Due to the limited and localised nature of these changes, a large-scale public consultation is not required. Any changes will be notified to customers in branch and via social media, Hantsdirect and websites.

Statutory considerations	Impact	Mitigation
Age: Neutral		
Disability: Neutral		
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		
Gender: Neutral		
Marriage and civil partnership: Neutral		

Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Neutral		

Neutrality statement (if all considerations have a neutral impact)

Due to the low numbers of customers visiting branches during this time period, combined with specific customer data regarding their demographic groups being unavailable, there is not sufficient information to analyse impacts on protected characteristics. The changes are not expected to impact any protected characteristic disproportionately and therefore the impacts have been considered neutral.

Any other information

Late night opening hours are generally in place for those unable to attend the Library during normal working hours. A study of how well attended these shifts are demonstrated that visits during these shifts are very low; in some cases staff outnumber customers. The Library Service also offer online digital resources, which are accessible by all 24/7.