



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Surrey Libraries Budget Planning 2017-18
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EIA author	Gregory Finneron
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2. Approval

	Name	Date approved
Approved by	Peter Milton	01.02.17

3. Quality control

Version number	v1	EIA completed	01.02.17
Date saved	01.02.17	EIA published	30.06.17

4. EIA team

Name	Job title	Organisation	Team role
Gregory Finneron	Project Officer	Surrey County Council	EIA Lead

5. Explaining the matter being assessed

<p>What policy, function or service is being introduced or reviewed?</p>	<p>Surrey Libraries as part of budget setting for the financial year 2017-18 is considering a change to its service through the reduction of two frontline offers and small changes to staffing levels.</p> <p>1) The Library Service currently offers evening opening hours at 28 of the Category A and B Libraries. An analysis of visitor data indicates that evening opening hours have levels of use significantly lower than other opening periods.</p> <p>The introduction of revised evening opening hours across this network would create a new timetable for physical access to the branches.</p> <p>2) The Book fund currently is £1.594 million and is the amount available to the service annually to enable the purchase of new resources (books and online) available to the public across the 53 library network and online.</p> <p>The introduction of a reduced book fund will result in a more limited stock offer, with a decrease in range of titles and number of volumes, lowered ability to replace old and worn out stock and a downsizing of other available material resources.</p> <p>3) The Service Development Team is currently structured into five teams within the service. The reduction in staffing levels in the financial year 2017/18 is expected to be minimal.</p>
<p>What proposals are you assessing?</p>	<p>The proposals being assessed are part of the Budget Planning for 2017/18 and would be implemented in the same financial year. They are threefold:</p> <p>Proposal 1</p> <ul style="list-style-type: none"> • The revision and reduction of evening opening hours across the branch network at Category A and B libraries. Group A libraries are main town libraries and B libraries are in smaller towns. <p>Proposal 2</p> <ul style="list-style-type: none"> • A reduction in the book fund of £246,000 <p>Proposal 3</p> <ul style="list-style-type: none"> • A reduced staffing budget for the service development team of £30,000

Who is affected by the proposals outlined above?	<p>Those that would be affected by the proposed changes include:</p> <p>Proposal 1</p> <ul style="list-style-type: none">• Service Users of Group A, B and C Libraries, in particular those that access the Group A and B libraries during the evening. <p>Proposal 2</p> <ul style="list-style-type: none">• All Library Users <p>Proposal 3</p> <ul style="list-style-type: none">• The Service Development Team and public who use services provided by this team, e.g. some aspects of services to children, older people and those with special needs
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6. Sources of information

Engagement carried out
<ul style="list-style-type: none"> • There has not been any specific public consultation or engagement carried out yet as part of the development of the proposals or EIA. • The proposals have been developed with the engagement of the Senior Library Management Team and the Resident Experience Board Task & Finish Group, The service provides opportunities for and receives regular customer feedback on all areas of library service delivery, although these specific proposals and the EIA have not been consulted upon yet with service users. • Engagement has been carried out with Head of Surrey Libraries and Head of Cultural Services for the EIA.
Data used
<ul style="list-style-type: none"> • Library Data Management System • Surrey-i • Census 2011 Statistics • Gender Identity and Research Education Society • Customer User Surveys

7. Impact of the new/amended policy, service or function

The following libraries have evening opening hours and therefore the users and staff of these libraries could be affected by the proposals.

Category A	Category B	
Camberley	Addlestone	Haslemere
Dorking	Ashford	Horley
Epsom	Banstead	Leatherhead
Farnham	Caterham Valley	Molesey
Godalming	Cobham	Oxted
Guildford	Cranleigh	Reigate
Redhill	Dittons	Sunbury
Staines	Egham	Weybridge
Walton	Esher	
Woking	Ewell	

There are no Category C libraries currently with evening opening hours. The Community Partnered Libraries would not be affected by the proposed reduction in evening opening hours as they set their own hours subject to approval by the relevant Local Committee.

Overall satisfaction for libraries in customer user surveys is 97%.

There are 18 Lower Super Output Areas in Surrey that are in the top third most deprived LSOAs in England. The population of these LSOAs represents 2.4 % of the Surrey population. All of these LSOAs have an A or B Category library either in the county ward or in a neighbouring county ward.

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence																
<p>Age</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact predominantly on those of working age in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p>	<table border="1" data-bbox="1335 405 2040 580"> <thead> <tr> <th>Age Band</th> <th>Current Borrowers</th> <th>Surrey Population</th> <th>Over /Under Representation</th> </tr> </thead> <tbody> <tr> <td>0-14</td> <td>27%</td> <td>18%</td> <td>+9%</td> </tr> <tr> <td>15-65</td> <td>55%</td> <td>63%</td> <td>-11%</td> </tr> <tr> <td>65</td> <td>17%</td> <td>19%</td> <td>-2%</td> </tr> </tbody> </table> <p>Although children are significant users of Surrey Libraries in proportion to their representation in the Surrey population, they predominantly are registered at the Category C, CPLs and some B Libraries. It could therefore be inferred that children predominantly use the Libraries that would be unaffected by a reduction in the evening opening hours. There is significant use by children of rhyme times and other events and book stock at Category A and B libraries during daylight hours.</p> <p>The age group that has the highest rate of registration at Category A Libraries is 16-64. A library member can register at any library and can use all libraries in the network. (Source: Library Data Management System & ONS 2015 Mid Year Estimates)</p>	Age Band	Current Borrowers	Surrey Population	Over /Under Representation	0-14	27%	18%	+9%	15-65	55%	63%	-11%	65	17%	19%	-2%
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<p>Disability</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where</p>	<p>The Library Service does not hold data on disability of its users.</p>																

		<p>this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact for this one equality group.</p>	
<p>Gender reassignment</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>Those in minority groups can often experience social exclusion and isolation and require additional access to services and resources.</p> <p>Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition.</p> <p>(Source: GIRE Update 2011)</p>

<p>Pregnancy and maternity</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<table border="1" data-bbox="1335 140 2038 316"> <thead> <tr> <th>Age Band</th> <th>Current Borrowers</th> <th>Surrey Population</th> <th>Over /Under Representation</th> </tr> </thead> <tbody> <tr> <td>0-14</td> <td>27%</td> <td>18%</td> <td>+9%</td> </tr> <tr> <td>15-65</td> <td>55%</td> <td>63%</td> <td>-11%</td> </tr> <tr> <td>65</td> <td>17%</td> <td>19%</td> <td>-2%</td> </tr> </tbody> </table> <p>Although early years children (and therefore their parents) are significant users of Surrey Libraries in proportion to their representation in the Surrey population, they predominantly are registered at the Category C, CPLs and some B Libraries. It could therefore be inferred that children predominantly use the Libraries that would be unaffected by a reduction in the evening opening hours.</p> <p>The age group that has the highest rate of registration at Category A Libraries is 16-64.</p> <p>(Source: Library Data Management System & ONS 2015 Mid Year Estimates)</p> <p>In 2013 there were 13,569 live births recording the mother's usual place of residence as Surrey. North East Surrey had the highest number with 4,084 live births and the lowest number was 2,775 in the South West.</p> <p>(Source: Surrey-i)</p>	Age Band	Current Borrowers	Surrey Population	Over /Under Representation	0-14	27%	18%	+9%	15-65	55%	63%	-11%	65	17%	19%	-2%
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<p>Race</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where</p>	<p>The Library Service does not hold data on the ethnicity of its users.</p> <p>The population of Surrey is 83.5% White British. The District & Boroughs in Surrey that have more than 1%</p>																

		<p>this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>above the County average for a minority ethnic group are as follows:</p> <p>Elmbridge, Runnymede and Woking: White Other Spelthorne: Indian Woking: Pakistani Epsom & Ewell: Other Asian</p> <p>(Source: Census 2011)</p>
<p>Religion and belief</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>The Library Service does not hold data on the religion or belief of its users.</p> <p>The population of Surrey is 62.8% Christian. The District & Boroughs in Surrey that have more than 1% above the County average for a minority religious or non-religious groups are as follows:</p> <p>Epsom & Ewell, Spelthorne: Hindu Epsom & Ewell, Woking: Muslim Spelthorne: Sikh Guildford: No religion</p> <p>(Source: Census 2011)</p>

<p>Sex</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries is likely to impact more greatly on females in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund It is likely that a greater proportion of females will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p>	<p>The gender breakdown for current borrowers is 61% female and 38% male. Female borrowers are therefore over-represented as a proportion of the population by 10% and male borrowers underrepresented by a similar amount.</p>
<p>Sexual orientation</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative</p>	<p>The Library Service does not hold data on its users for this protected characteristic.</p> <p>Those in minority groups such as LGBTQ Young People can often experience social exclusion and isolation and require additional access to services.</p> <p>The UK Government estimates that 7% of the population are LGBTQ. Applying this to mid-2009 population estimates for Surrey, there may be around 5,700 people aged 11 to 16 in Surrey who are LGBTQ.</p> <p>Many young people discover that they are lesbian, gay or bisexual (may have feelings of being different) from the age of 11. However a number of young people do not 'come out' until the age of 16. The age</p>

		<p>impact identified for this one particular equality group.</p>	<p>range of 11 to 16 is a critical period for most young people who are LGBTQ.</p> <p>The percentage of the population in same sex couples is 0.7%.</p> <p>(Source: JSNA Lesbian, Gay, Bisexual and Transgender, 2011, and JSNA Summary, 2015)</p>
<p>Marriage and civil partnerships</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact on those in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>The Library Service does not hold data for this protected characteristic of its users.</p> <p>In Surrey 53% of the population are married or have a civil partnership. The percentage of those in a same sex marriage is 0.2%.</p>
<p>Carers (protected by association)</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries may impact a Carer's ability to access a library due to the time</p>	<p>There are over 100 Reminiscence Professionals, (those engaging with Alzheimer sufferers usually in residential homes), and a number of Care Homes are also using Surrey Libraries regularly. Library Direct Volunteers offer an alternative service for those unable to physically access a Library.</p>

		<p>constraints which many carers experience. Carers will no longer be able to access the libraries in the evening.</p> <p>The reduction in opening hours may have a negative impact on a Carer's ability to access a library due to the time constraints which many carers experience.</p> <p>Book Fund All users will be affected by a reduction in the book fund with a reduction in the range and availability of titles.</p>	<p>The percentage of the Surrey population providing unpaid care is 10%. The figure is similar across all the Districts & Boroughs, and slightly below the national average.</p> <p>Older people are more likely to be providing unpaid care than younger people, and providing more hours of care. Nearly 14% of people aged 65 or over provide care with more than quarter of these providing 50 hours or more. Among young people under 25, less than 2% provide care, around one in 13 of these providing 50 hours or more.</p> <p>Young adult carers can face barriers to education and employment which may be due to young people becoming more heavily involved in caring as they get older. Having a caring a role when aged 16 – 24 years old can affect future life opportunities.</p> <p>As the general population ages, the number of older people providing unpaid care is also expected to increase. Estimates have been produced of the number of older carers in Surrey to increase by 11% in Surrey. The largest increases are expected in Tandridge, Reigate & Banstead, Woking and Epsom & Ewell.</p> <p>(Source: JSNA 2013)</p>
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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff who are older may find it difficult to retrain or find alternative employment. They may have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will experience reduced staffing levels. Staff who are older may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p>	<p>There is no service level workforce data available.</p>

<p>Disability</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff with disabilities may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff with mental health issues may also be more prone to be affected by a change in their working arrangements. This group may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment</p>	<p>There is no service level workforce data available.</p>
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<p>Gender reassignment</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group</p>	<p>There is no service level workforce data available.</p>
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<p>Pregnancy and maternity</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff who are pregnant or have babies and young children may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff who are pregnant or have young children may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p>	<p>There is no service level workforce data available.</p>
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<p>Race</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no service level workforce data available.</p>
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<p>Religion and belief</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no service level workforce data available.</p>
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<p>Sex</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no service level workforce data available.</p>
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<p>Sexual orientation</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no service level workforce data available.</p>
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<p>Marriage and civil partnerships</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p> <p>There is no specific negative impact identified for this one particular equality group.</p>	<p>There is no service level workforce data available.</p>
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<p>Carers (protected by association)</p>	<p>There are no positive impacts identified.</p>	<p>Reduced Opening The reduction in evening opening hours at the Category A and B Libraries will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff with Caring responsibilities may have difficulty due to limited time and resource if they need to retrain and/or have to travel further to find employment or retain alternative evening employment.</p> <p>Service Development Team The Service Development Team will also require reduced staffing levels. Staff that are Carers with limited time may find it difficult to retrain or obtain alternative employment. They may also have to travel further incurring greater expense of time and finance to find employment.</p>	<p>There is no service level workforce data available.</p>
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8. Amendments to the proposals

Change	Reason for change
There is no planned change to the proposals	N/A

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
<p>Potential negative impact on those in the towns where there is to be a reduction in the evening opening hours.</p> <p>Likely to impact the following Equality Groups:</p> <ul style="list-style-type: none"> • Age (16-64) • Gender • Carers 	<p>Communication to all library members of changes to opening times and promotion of alternative online access.</p>	<p>As part of 2017/18 implementation</p>	<p>Rose Wilson</p>
<p>The reduction in evening opening hours will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money.</p> <p>Likely to impact the following Equality Groups:</p> <ul style="list-style-type: none"> • Age • Disability • Pregnancy & Maternity • Carers <p>Staff with mental health issues may also be more prone to be affected by a change in their working arrangements.</p>	<p>Staff engagement, in particular with those in affected posts to ensure staff welfare is maintained and any needs to a change in working patterns or location relating to a protected characteristic is given consideration.</p>	<p>As part of 2017/18 planning and implementation process</p>	<p>Rose Wilson</p>

<p>The Service Development Team will require reduced staffing levels.</p>	<p>Staff engagement, in particular with those in affected posts to ensure staff welfare is maintained and any needs in relation to a change in working patterns or location relating to a protected characteristic is given consideration.</p>	<p>As part of 2017/18 planning and implementation</p>	<p>Rose Wilson</p>
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10. Potential negative impacts that cannot be mitigated

<p>Potential negative impact</p>	<p>Protected characteristic(s) that could be affected</p>
<p>None identified</p>	<p>N/A</p>

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<ul style="list-style-type: none"> • Library Data Management System • Surrey-i • Census 2011 Statistics • Gender Identity and Research Education Society
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>Negative Impact on Public The reduction in evening opening hours may impact predominantly on those with limited availability to access the library at alternative hours of the day. This is most likely to negatively impact those of working age in full time employment and Carers in the towns where this change in service offer is to be made. Residents will no longer be able to access the libraries in the evening.</p> <p>Negative Impact on Staff The reduction in evening opening will impact on staff at those libraries where this change in service offer is to be made. Staff will be employed for fewer hours and no longer have the opportunity to work evenings.</p> <p>Staff may find they need to retrain and/or have to travel further to find employment or retain alternative evening employment incurring greater expense of time and money. This is likely to impact staff with the following protected characteristics, Older people, people with disabilities, those with small babies or young children and Carers with limited availability.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>No changes identified.</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>Mitigation of Negative Impact on Public Communication to all library members of changes to opening times and promotion of alternative online access.</p> <p>Mitigation of Negative Impact on Staff Staff engagement, in particular with those in affected posts to ensure staff welfare is maintained and any needs to a change in working patterns or location relating to a protected characteristic is given consideration.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>None identified.</p>