



INTEGRATED IMPACT ASSESSMENT (IIA) TOOL

Proposal Details

Title of Policy / Proposal / Initiative	
Cease the additional Libraries support provided to primary Schools	
Service Area	Officer completing IIA
Customer Contact ICT and Digital	Alan Morris
Corporate Lead Officer	Strategic Director
Alan Morris	James Starbuck
Please give a brief description of the purpose of the proposal	
Cease the additional Libraries support provided to primary Schools	
Who will be directly affected by this proposal? HINT	
Some staff and pupils at primary schools using the service	
Have those who will be affected by the proposal had the opportunity to comment on it?	
No	

Version Control

The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision-making process. It is important to keep a record of this process so that we can demonstrate how we have considered and included sustainable development, Welsh language and equality considerations wherever possible.

Version Number	Author	Decision making stage HINT	Date Considered	Description of any amendments made HINT
1	Alan Morris	Prior to final council decision	29/02/24	

Council Corporate Well-being Objectives

Which of the Council's Corporate Well-being Objectives does this proposal address and how? Click here to read a summary of our [Corporate Strategy 2022-27](#)

Boosting the economy, supporting business, and enabling employment.	Frees up resources to support core library functions
Creating caring and healthy communities	Frees up resources to support core library functions
Providing the best start in life and enabling learning at all ages	Frees up resources to support core library functions
Creating sustainable, greener, and well-connected communities	Frees up resources to support core library functions

National Well-being Goal: A Prosperous Wales

An innovative, productive, and low carbon society where everyone has decent work and there is no poverty.

Click [here](#) for information about a prosperous Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

This service has limited use and at a time of reduced budgets better impact can be achieved through delivering core library functions. Well managed libraries can support a range of users to develop skills, find work and be supported.

What evidence do you have to support this view?

Core library posts are vacant and budgets do not allow for recruitment. Ceasing this service will allow the core librarian post to be populated within budget and provide an efficient service.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

Communication with Schools, continued ad hoc support for schools allowing them to request resources and to deliver if passing or to nearest site. Encourage more pupils into libraries with improved children's collections.

National Well-being Goal: A Resilient Wales

A society where biodiversity is maintained and enhanced and where ecosystems are healthy and functioning.

Click [here](#) for information about a resilient Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

This service has limited use and at a time of reduced budgets better impact can be achieved through delivering core library functions.

What evidence do you have to support this view?

Core library posts are vacant and budgets do not allow for recruitment. Ceasing this service will allow the core librarian post to be populated within budget and provide an efficient service.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

Ensure good communication with Schools, Continued ad hoc support for schools allowing them to request resources. Communication with stakeholders

National Well-being Goal: A Healthier Wales

A society where people make healthy choices and enjoy good physical and mental health.

Click [here](#) for information about a healthier Wales.

Does the proposal contribute to this goal? Describe the positive or negative impacts. (Click [here](#) for information)

This service has limited use and at a time of reduced budgets better impact can be achieved through delivering core library functions. A well managed library service can support a range of wellbeing initiatives and support good mental health. Refocusing on core functions should create a bigger impact

What evidence do you have to support this view?

Core library posts are vacant and budgets do not allow for recruitment. Ceasing this service will allow the core librarian post to be populated within budget and provide an efficient service.

What action(s) can you take to mitigate any negative impacts or better contribute to this National Well-being Goal?

Continued collaboration across services.
Communication with Schools, Continued ad hoc support for schools allowing them to request resources.

National Well-being Goal: A More Equal Wales

A society where everyone has an equal chance whatever their background or circumstances.

This section is longer because you are asked to assess the impact of your proposal on each group that is protected by the **Equality Act 2010**.

Click [here](#) for information about equality in Wales.

Do you think this proposal will have a positive or a negative impact on people because of their age? (Click [here](#) for information)

Children and Young People up to 18	Negative
People 18-50	Positive
Older people 50+	Positive

Describe the positive or negative impacts.

Children at school could have lower quality library resources picked for them but resources at libraries would have more opportunity to be developed and improved.

What evidence do you have to support this?

Staff resources would be able to concentrate on core functions and welcome pupils into the library rather than sending resources to schools.

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Support would still be offered to schools and focus adjusted to provide improved in-library provision for school aged children

Do you think this proposal will have a positive or a negative impact on people because of their disability? (Click [here](#) for information)

Hearing Impairment	None / Negligible
Physical Impairment	None / Negligible
Visual Impairment	None / Negligible
Learning Disability	None / Negligible
Long Standing Illness	None / Negligible
Mental Health	None / Negligible
Other	None / Negligible

Describe the positive or negative impacts.

There should be limited impact.

What evidence do you have to support this?

Low usage and impact of the service

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Ensure collection supports all users

Do you think this proposal will have a positive or a negative impact on people who are transgender? (Click [here](#) for information)

Trans Women	None / Negligible
Trans Men	None / Negligible
Non-binary people	None / Negligible

Describe the positive or negative impacts

No impact expected

What evidence do you have to support this?

We see no evidence of effect to this group

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Click [here](#) for information)

Bisexual	None / Negligible
Gay Men	None / Negligible
Gay Women/Lesbian	None / Negligible
Heterosexual/Straight	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people who are married or in a civil partnership? (Click [here](#) for information)

People who are married	None / Negligible
People in a civil partnership	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people who are pregnant or on maternity leave? (Click [here](#) for information)

Pregnancy	None / Negligible
Maternity	None / Negligible

Describe the positive or negative impacts

We see little or no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

Do you think this proposal will have a positive or a negative impact on people because of their ethnic origin? (Click [here](#) for information)

Asian / Asian British	None / Negligible
Black / African / Caribbean / Black British	None / Negligible
Mixed / Multiple Ethnic Groups	None / Negligible
White	None / Negligible
Other Ethnic Groups	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs, or non-beliefs? (Click [here](#) for information)

Buddhist	None / Negligible
Christian	None / Negligible
Hindu	None / Negligible
Humanist	None / Negligible
Jewish	None / Negligible
Muslim	None / Negligible
Sikh	None / Negligible
Non-belief	None / Negligible
Other	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?

Do you think this proposal will have a positive or a negative impact on men or women? (Click [here](#) for information)

Men	None / Negligible
Women	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you to take to mitigate any negative impacts?

Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between men and women?

Do you think this proposal will have a positive or a negative impact on people from the Armed Forces Community? (Click [here](#) for information)

Members of the Armed Forces	None / Negligible
Veterans	None / Negligible
Spouses	None / Negligible
Children	None / Negligible

Describe the positive or negative impacts

We see no evidence of effect to this group

What evidence do you have to support this?

What action(s) can you to take to mitigate any negative impacts?

Socio-economic Duty

Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, making it more difficult to access basic goods and services.

Family background or where a person is born still affects their life. For example, a child from a wealthy family often does better at school than a child from a poor family, even if the poorer child is more naturally academic. This is sometimes called socio-economic inequality.

Do you think this proposal will have a positive or a negative impact on people experiencing socio-economic disadvantage?	None / Negligible
Describe the positive or negative impacts	
We see no evidence of effect to this group	
What evidence do you have to support this?	
What action(s) can you take to mitigate any negative impacts?	
Is there an opportunity to use this proposal to eliminate unlawful discrimination, advance equality of opportunity or encourage good relations between people in this group and the rest of the population?	

National Well-being Goal: A Wales of Cohesive Communities

A society with attractive, viable, safe, and well-connected communities.

Click [here](#) for information about cohesive communities.

Does the proposal contribute to this goal? Describe the positive or negative impacts. HINT
By hosting multiple services from the same location, we would hope to improve collaboration, improve signposting between services and encourage more users to access services.
What evidence do you have to support this view?
For example, wellbeing users could have tailored access to library resources to support their wellbeing needs.
What action(s) can you take to mitigate any negative impacts or better contribute to the goal?
Continued collaboration between services to create a joined-up approach.

National Well-being Goal: A Wales of Vibrant Culture and Thriving Welsh Language

A society that that promotes and protects culture, heritage, and the Welsh language and which encourages people to take part in the arts, sports, and recreation.

Click [here](#) for information about culture and the Welsh language

Does the proposal contribute to this goal? Describe the positive or negative impacts.	
There should be limited impact or change to this goal	
What evidence do you have to support this view?	
No change planned	
What action(s) can you take to mitigate any negative impacts or better contribute to the goal?	
N/A all services will continue to offer bilingual support and positive support of the Welsh language	
With reference to the following, do you think this proposal will have a positive or negative effect on the Welsh language?	
Click here for information	
Opportunities for people to use the Welsh language	None / Negligible
Treating the Welsh language, no less favourably than the English language	None / Negligible
What evidence do you have to support this view?	
all services will continue to offer bilingual support and positive support of the Welsh language	
What action(s) can you take to increase the positive impact or mitigate any negative impact on the Welsh language?	
Refocus on in-library provision will allow improved service there.	

National Well-being Goal: A Globally Responsible Wales

A society that considers how our actions might impact on other countries and people around the world.

Click [here](#) for information about global responsibility.

Does the proposal contribute to this goal? Describe the positive or negative impacts. HINT
Resources requested by schools can be collected from libraries or can be dropped off if delivery van is passing the school to reduce travel.
What evidence do you have to support this view?
Reduced Milage stats
What action(s) can you take to mitigate any negative impacts or better contribute to the goal?
Delivery or collection will be possible from nearest library or dropped off at school if possible.

Strengthening the Proposal

If you have identified any negative impacts in the above sections, please provide details of any practical changes and actions that could help remove or reduce the negative impacts.

What will you do?	When?	Who is responsible?	Progress
Ensure good quality comms plan	April	CLO Customer Contact	Started
Ensure library collection meets the needs of school age visitors	June	Library Manager	Started
If no action is to be taken to remove or mitigate negative impacts, please justify why. (If you have identified any unlawful discrimination then the proposal must be changed or revised.)			
How will you monitor the impact and effectiveness of the proposal?			
Visitor numbers and feedback			

Sustainable Development Principle: 5 Ways of Working

Describe below how you have implemented the five ways of working in accordance with the sustainable development principle of the Well-being of Future Generations (Wales) Act 2015





<p>Long term Balancing short-term needs with long-term need and planning for the future.</p> <p><u>HINT</u></p>	<p>Looked at the long term sustainability of our service to ensure full use and reduced environmental impact.</p>
<p>Collaboration Working together with other partners to deliver.</p> <p><u>HINT</u></p>	<p>Working with other services to deliver services in a shared space.</p>
<p>Involvement Involving those with an interest and seeking their views.</p> <p><u>HINT</u></p>	<p>Collect feedback from library users</p>
<p>Prevention Putting resources into preventing problems occurring or getting worse.</p> <p><u>HINT</u></p>	<p>Through considering the sustainability of services we will reduce the long term carbon footprint and offer a valued service.</p>
<p>Integration Considering the impact of your proposal on the four pillars of well-being (social, economic, cultural and environment) the objectives of other public bodies and across service areas in the Council.</p> <p><u>HINT</u></p>	<p>We will invite school users into libraries to provide learning opportunities but also to engage new users and develop a long term relationship with those users.</p>

Risk

Summarise the risk associated with the proposal.

	1	2	3	4	5
Impact Criteria	Very Low	Low	Medium	High	Very High
Likelihood Criteria	Unlikely to occur	Lower than average chance of occurring	Even chance of occurring	Higher than average chance of occurring	Expected to occur
Risk Description	Impact	Probability	Score (Impact x Likelihood)		
Reduced user attendance	Unlikely	Low	2		
Reduced quality of school libraries	Low	Low	4		

Sign Off

Position	Name	Signature	Date
Corporate Manager	Joy Lake		19/02/2024
Corporate Lead Officer	Alan Morris		19/02/2024
Corporate Director	James Starbuck		20/02/2024
Portfolio Holder	Cllr Catrin M S Davies	X 	22/02/2024