

GSA summary report of equality consideration and assessment of equality impact

This summary report will be used for publication as part of the requirements of the Equality Act 2010

Date of Assessment:	October 2015	
School / Department:	Learning Resources	
Lead member of staff:	Duncan Chappell	
Location of impact assessment documentation (contact or web link):	https://lib.gsa.ac.uk/library-policies/	
Area of decision making / Title of policy, procedure or relevant practice:	Library Collections Management Strategy	
Please indicate if this is:	New:	<input type="checkbox"/>
	Existing/Reviewed:	<input checked="" type="checkbox"/>
	Revised/Updated:	<input type="checkbox"/>
<p>Please summarise how equality, diversity and participation have been considered and due regard given to the Public Sector Equality Duty (PSED):</p> <p>The GSA Library has adopted a formal Collections Management Strategy. This strategy establishes transparent criteria by which additions to the Library’s print and digital collections are assessed and selected, and the procedures the Library will follow when managing these resources.</p> <p>Central to the strategy is the Library vision which commits the Library to:</p> <ul style="list-style-type: none"> • Deliver an excellent, cost-effective service that allows easy, inclusive access to the high-quality resources, facilities and services that our students, researchers and staff require • Forge partnerships within and beyond the School to support and realise its strategic goals • Foster a culture of innovation and flexibility, and a commitment to its service goals, professional growth, and development • Develop and manage its collections for both current and future generations of students and researchers, and make these collections accessible in an equitable manner <p>Equality considerations and due regard to the PSED have been applied to each section of the strategy. This assessment examines the extent to which the strategy takes adequate and proactive account of diversity and equality across all protected characteristics.</p>		
<p>What evidence have you used to make your assessment?</p> <p>The strategy has been benchmarked against those of peer institutions, to ensure that it follows best practice whilst remaining sufficiently tailored to the GSA environment. The Library draws regularly upon evidence, both quantitative and qualitative, in its decision-making and policy formulation. These are transparently described under Principles 3 and 8 of the Strategy and include departmental, institutional and national surveys with our users, regular fora that enable our users to feedback any concerns they may have or difficulties they have encountered, targeted focus groups, and statistics and metrics. These have all been used as sources of evidence for this EIA.</p>		
<p>Please outline any positive or negative impacts you have identified:</p>		

i) Positive impact

- The strategy is built around 8 principles, including the key principles of Equality, Co-Curation, Sustainability, and Discoverability.
- In the Equality strand, the strategy requires a marked commitment to diversity from the Library, both in word and deed. It includes a commitment to the supply of non-English materials and alternative formats, where these are required. Attention is paid to the requirements of UK legislation and how the Library can balance the needs of a widely disparate user group with its duties of care to individuals regardless of protected characteristic.
- In the Co-Curation strand, the Library outlines a number of proactive steps it will take to engage and solicit the learner voice in the development of its collections. The operationalisation of this strand has the potential to both advance equality and foster good relations by engaging with a diverse range of perspectives from students and researchers.
- In the Sustainability strand, transparent and clear criteria are given for accession and deaccession decisions, embedding the diverse range of perspectives referred to above.
- In the Discoverability strand, the Library commits to making both its physical and digital collections easily accessible by all, both physically and remotely.

ii) Potential for negative impact

- As with all policy documents, it is important that the commitments adopted by the Library within the strategy are operationalised *in actuality* on the ground.
- The Library could be more explicit in noting that its collections should reflect pluralities of culture, society and experience.

Please summarise the actions you have taken or plan to take as a result:

(Please attach your action plan)

Action	Timeframe
<ul style="list-style-type: none">• Review this strategy and its operationalisation on an ongoing basis to embed equality consideration, particularly in the light of feedback received through SSCCs, the Student-Library Fora and the annual library survey. Establish workflows to allow this feedback to be integrated into future iterations and practice on the ground.	<ul style="list-style-type: none">• Recurring
<ul style="list-style-type: none">• Incorporate a commitment to collections that reflect pluralistic cultures, societies and experiences.	<ul style="list-style-type: none">• October 2015
<ul style="list-style-type: none">• Make explicit mention of the UK primary legislation that has informed the strategy and to which the library is subject, including the Equality Act 2010	<ul style="list-style-type: none">• October 2015

Please indicate what you anticipate will change as a result of your actions and where / when these will be reported and reviewed:

It is anticipated that the library's acquisition processes and decision-making will be clearer and more transparent in general, and specifically with regard to diversity and equality. The adoption of Equality as 1 of 8 key principles is intended to mainstream diversity into the library's collections activities. Similarly, the adoption of Co-Curation as another key principle is intended to integrate more holistically the voices of our users into our decision-making processes.

The action points above will be delivered as part of the library's annual operational planning, with progress monitored and evaluated through GSA committee structures and the feedback of users.

Please outline how these changes contribute to the delivery of GSA's equality outcomes:

Sections of the strategy with particular relevance to GSA Equality Outcomes are:

EO 1: Section 5.5 outlines the services the Library will offer to learners who choose to disclose a disability or health issue. This includes the provision of alternative formats where appropriate and where possible. This constitutes one of the ways in which the Library can make reasonable adjustments in its services in order to support the delivery of outcome 1 across the institution.

EO 2 & 3: Section 3 embeds the principle of co-curation into the Library's collecting. We will seek to develop our collections in collaboration with wide pools of learners to ensure that they are actively engaged in the creation of a collection that represents diverse viewpoints and characteristics.

EO 7: Section 5.2 provides an express commitment that the Library's collections will reflect the pluralities of culture, society and experience that constitute today's world and with which our learners engage.

Please indicate the outcome of your assessment:

No action – no potential adverse impact

Amendments or changes to remove barriers / promote positive impact

Proceed with awareness of adverse impact

Sign-off, authorisation and publishing

Name:	Alison Stevenson
Position:	Head of Learning Resources
Signature:	
Date:	October 2015