

Summary Fair Treatment Assessment (FTA)

Area for Assessment:		
Name of service or function etc	Library and Information Services : Impact on staffing terms and conditions and hours of employment as a result of the reductions in community library opening hours	
Which Service does this affect?	Library and Information Services	
Is this a new, existing or revised function?	Existing function – proposed saving	
Summary of findings:		
Main conclusions on the likely impact of the function on different equality groups (protected characteristics):		
<p>In terms of the members of staff directly affected by the proposal, the demographic profile is incomplete. However, from the information that is available, it is clear that none of those affected by the proposal is disproportionately from a particular background, compared to the service as a whole.</p> <p>Any caring responsibilities or religion/faith requirements will be considered in terms of work and location.</p> <p>As part of the consultation process all members of staff will be asked for their comments on an individual basis .All affected staff in the community libraries will be fully aware of the proposals . It is unlikely that if the proposal proceeds there will be any equalities impact in terms of SMBC's employment demographics.</p>		
Actions:		
Actions identified to address negative impacts identified or to better promote equality, human rights, cohesive and sustainable communities and safeguarding issues		
Action	Outcome	Timescale
Full consultation and communication of the consultation outcomes.	Full understanding amongst those affected.	Ongoing
Date Assessment Signed Off	28 November 2012	