
Report to: Clackmannanshire Council

Date of Meeting: 27th November 2025

Subject: Library Services

Report by: Adrienne Aitken, Senior Manager, People

1.0 Purpose

- 1.1. The purpose of this paper is to provide the Council with alternative library service delivery models as per the agreed amendment from Special Council Meeting February 2025:

“That Council agrees to remove the savings for year 2026/2027 in respect of the cessation of Library and CAP from Alva and Tullibody to allow for a review on options of an alternative model of delivery of these services (including delivery of these services by a community group). A report will be brought back to Council prior to the budget setting in 2026/2027.

2.0 Recommendations

- 2.1. It is recommended that Council:
- 2.2. review the three options presented in the Library Options paper (Appendix 1)
- 2.3. agree the preferred option presented in the Library Options paper (Appendix 1)

3.0 Considerations

- 3.1. Local authorities in Scotland have a statutory duty to provide "adequate library facilities" for all residents in their area - Public Libraries Consolidation (Scotland) Act, as amended in schedule 21 of the Local Government (Scotland) Act 1973.
- 3.2. The options presented provide an opportunity to modernise the Library Service in Clackmannanshire whereby the Speirs Centre would become the flagship venue supporting and co-creating more localised services and events in partnership with communities and third sector organisations.
- 3.3. Option 1 (Appendix 1) – supports a modernised community-based Library service model. Alloa Library as a central hub, would support community groups, schools and events flexibly in localities across Clackmannanshire. Services.

Library service would be withdrawn from Tullibody and Library and CAP service withdrawn from Alva.

- 3.4. Option 2 (Appendix 1) – As per option 1 + retention of Alva Community Access Point (CAP). In this option the Cap service would be retained. Opening times of the Cap would be reduced to achieve greater efficiency. There is potential for the CAP to be relocated to the Foyer of Alva Primary School.
- 3.5. In both Options 1 and 2, the space within the venues would be used for both school and community groups within the school day.
- 3.6. Option 3 (Appendix 1) – Cessation of Alva Library/CAP and Tullibody Library. Under this option services would be withdrawn from both venues. Alloa library would continue to operate as is from the Speirs centre with no change in delivery of service.
- 3.7. Data for Tullibody Library (FY 24/25) identifies an average daily issue or renewal of 9, with an average footfall of 38.26. The average footfall data includes visits made by school children from schools and ELCs in the local area of Tullibody. Based on staff salary, this equates to a cost of £1.34 per person per visit.
- 3.8. Data for Alva Library and Community Access Point (CAP) data (FY 24/25) identifies an average daily issue or renewal of 16 with an average daily footfall of 54.47. Based on staffing costs this equates to a cost of £1.73 per person per visit.
- 3.9. Alva CAP, financial year 24/25, completed 815 payment transactions with an average value of £144.85. In the period April – July 2025, 330 payment transactions were completed with an average transaction value of £134.55.
- 3.10. In both Tullibody and Alva venues, a number of community groups regularly use the venues. The options provided support continued community use of these spaces.
- 3.11. The £96,345 saving can be achieved through the implementation of the options provided. The saving could be achieved in financial year 2026/27.

4.0 Sustainability Implications

- 4.1. Option 3 which details cessation of Library and CAP services in Alva and cessation of Library services in Tullibody, will not support the co-creation of flexible, community designed service delivery due to further reduction in the overall staffing budget.

5.0 Resource Implications

5.1. Financial Details

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒

5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

5.4. *Staffing*

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) Our Priorities

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all ☒

Our families; children and young people will have the best possible start in life ☒

Women and girls will be confident and aspirational, and achieve their full potential ☒

Our communities will be resilient and empowered so that they can thrive and flourish ☒

(2) Council Policies

Complies with relevant Council Policies ☒

8.0 Impact Assessments

8.1 Have you attached the combined equalities impact assessment to ensure compliance with the public sector equality duty and fairer Scotland duty? (All EFSIAs also require to be published on the Council's website) Yes ☒

8.2 If an impact assessment has not been undertaken you should explain why:

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

10.2 Appendix 1: Library Options

10.3 Appendix 2: EFSIA

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☐ (please list the documents below) No ☒

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Adrienne Aitken	Senior Manager, People Directorate	2378

Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Strategic Director, People	

Library Options

Amendment from Special Council Meeting – February 2025 – taken from meeting minute

“That Council agrees to remove the savings for year 2026/2027 in respect of the cessation of Library and CAP from Alva and Tullibody to allow for a review on options of an alternative model of delivery of these services (including delivery of these services by a community group). A report will be brought back to Council prior to the budget setting in 2026/2027.

The implication of this amendment is that by removing the saving of £96,345, this will increase the budget gap for 2026/27 by the same value. Any saving as a result of the review will likely not be able to be implemented in full until 2027/28. Alternative savings or permanent increases in income would need to be found in 2026/27 to offset this reduction as part of 2026/27 budget setting.”

Overview and Background

At Special Council meeting in February 2025, an amendment was agreed in respect of the cessation of Library and CAP from Alva and Tullibody as detailed above. The amendment has provided an opportunity for a review on options of an alternative model of delivery. The options outlined are based on:

- Library data sets
- Focussed consultation and engagement activity

Options 1 and 2 provided below are deliverable within the context of achieving the identified £96,345 saving. Option 3 would achieve a saving of £106,870.

Option details are provided in Section A. Data by venue, is provided in Section B

Section A - Options

Option 1 – A modernised community-based Library service model

This option would see Alloa Library, located in Speirs as a central hub of Clackmannanshire’s Library Service. From this hub, Library staff would support community groups, schools and events flexibly in localities across Clackmannanshire. This model of service delivery would not be restricted to the single locations of Tullibody, Alva and Speirs. Staffing in its current format, would be removed from Tullibody and Alva. Instead, the service would adapt to and reflect the needs of communities in a co-design approach. Community and third sector partnerships and collaboration is a key element to this modernised approach to service delivery.

Benefits

- A more efficient service delivery which provides opportunity to grow and deliver co-designed services flexibly to communities
- Opportunity to develop and grow partnership working and collaboration

- Continued provision and potential expansion of our Homebound service
- Flexible space retained by Tullibody South Campus for use by the schools, ELC and community
- Flexible space retained by Alva PS which provides school capacity reassurance in relation to any future housebuilding as detailed within the Local Development Plan. There is potential for the space to be used by both the school and community within the school day.
- No redundancies

Risks

- Without an effective communication strategy and plan and/or campaign:
 - the vision behind modernising the service and taking the service to communities could be lost
 - the service could be judged as below 'adequate' as outlined in 'Public Libraries Consolidation (Scotland) Act, as amended in schedule 21 of the Local Government (Scotland) Act 1973'
- Kilncraigs Reception would be the only CAP for payments in Clackmannanshire
- The approach is reliant on partnership working and collaboration

Option 2 – As per option 1 + retention of Alva CAP

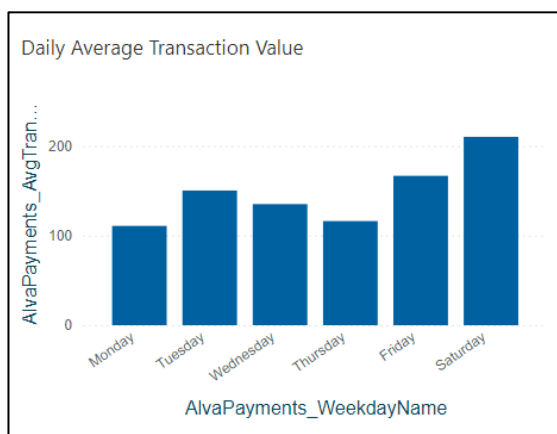
In addition to option 1 outlined above, Option 2 would retain a reduced CAP service.

- The CAP is currently integrated into the library desk function & staff by Customer Service Advisors
- The CAP is currently open 6 days a week, including Saturday mornings. (32.25hrs)
- 2024/25 815 transactions completed
- Total value of transactions £118,05k (last full financial year)
- Since closure of Ben Cleuch in April 25, venue has seen an increase in transactions for same period 24/25 to 25/26

There is potential to adapt the current foyer of Alva PS to accommodate the CAP service. Opening times of the CAP would be reduced. This would provide greater efficiency and be informed by our most current data collections. (please see Graph 1 below).

The current space would continue to be used by both the school and community, with a phased approach to reducing community access when the space was required by the school.

Graph 1



Benefits

- As per option 1 plus the retention of a CAP facility within the Hillfoots communities.

Risks

- Associated costs of re-configuring the foyer of Alva PS
- As per option 1, associated with the effectiveness of a communication strategy/campaign

Option 3 – Cessation of Alva and Tullibody

Under this option, services would be removed from both Tullibody and Alva venues. Alloa Library would continue to provide service from the Speirs Centre without the flexible approach to community-based service co-design and delivery as per options 1 and 2.

Benefits

- Additional £10k in budget saving
- Flexible space retained by Tullibody South Campus for use by the schools, ELC and community during the school day
- Flexible space retained by Alva PS which provides school capacity reassurance in relation to any future housebuilding as detailed within the Local Development Plan. There is potential for the space to be used by both the school and community within the school day.

Risks

- Clackmannanshire Library service could be judged below 'adequate' – *local authorities in Scotland have a statutory duty to provide "adequate library facilities" for all residents in their area* - Public Libraries Consolidation (Scotland) Act, as amended in schedule 21 of the Local Government (Scotland) Act 1973
- Kilncraigs Reception would be the only CAP for payments in Clackmannanshire

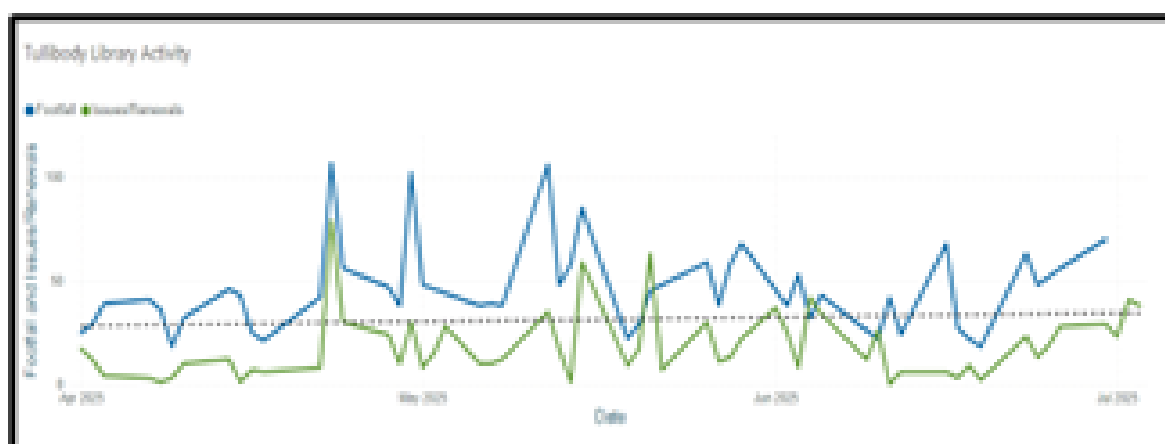
Section B - Data by Venue

Table 1: Tullibody Library

Data set	Data Source	FY 24/25	FY 25/26*	Comment
Membership	KOHA – Library Membership System	Data not available	528	Total members across LA – 11,845 1 st April 25 (SLIC return for 24/25)
Active members	KOHA – Library Membership System		42	Active member is defined as someone who has engaged with library's resources and services within past 12 months
Average daily issues/renewals	KOHA – Library Membership System	9	19	Classes from Abercromby, Banchory, St. Bernadette's & St. Serf's all utilise the library on a weekly basis withdrawing books to use in their classrooms
Average daily footfall	People Count system	38.26	45.56	System has a light beam that is broken on entry/exit. Manual daily input of data by CSA
Per person cost	Salary costs associated to open venue	£1.34	£1.20	Figure based on full year average for 24/25 & April-July average for 25/26.
No of Payment Transactions	<i>There has not been any CAP functionality at this venue since January 2022</i>			
Average transaction value				

* April to July data only

Graph 2: Tullibody Library



Comparative data of venue footfall v book issues/renewals generated by KOHA (Library Management System) data and Power Bi

Table 2: Tullibody Library***In-person consultation was conducted as follows:***

Date	Venue	Number of Attendees
Monday 28 th July – 9:00-13:00	Tullibody Library	2
Wednesday 30 th July – 12:30-17:00	Tullibody Library	5**
Thursday 31 st July – 08:45-13:30	Tullibody Library	5
Tuesday 19 th August – 08:45-13:15	Tullibody Library	2

During the in-person consultation held over the opening hours of 4 days only 14 people attended the Tullibody Library. This is a per person cost to the service of £27.27 (*note – this was during July/August*)

** Clacks Works meetings (x5 attendees included in number)

School / Community Usage

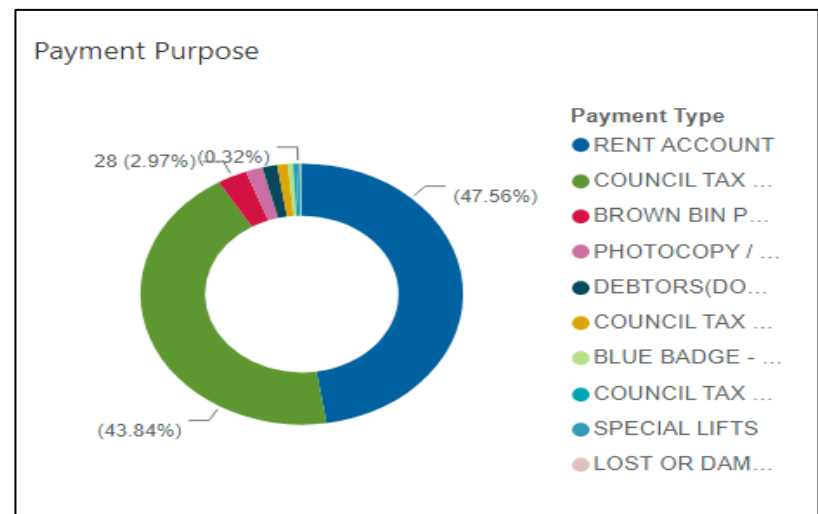
- All establishments within Tullibody South Campus utilise the venue alongside the wider schools in Tullibody
- Tulach Nursery use the space out-with opening hours to host BookBugs and family sessions
- Clackmannanshire Careers Office use the venue every Wednesday afternoon to meet clients.

Table 3: Alva Library / CAP

Data set	Data Source	FY 24/25	FY 25/26*	Comment
Membership	KOHA – Library Membership System	Data not available	868	Total members across LA – 11,845 1 st April 25 (SLIC return for 24/25)
Active members	KOHA – Library Membership System		111	Active member is defined as someone who has engaged with library's resources and services within past 12 months
Average daily issues/renewals	KOHA – Library Membership System	16	23	12 classes from Alva PS utilise the library on a weekly basis withdrawing books to use in their classrooms
Average daily footfall	People Count system	54.47	68.18	System has a light beam that is broken on entry/exit. Manual daily input of data by CSA
Per person cost	Salary costs associated to open venue	£1.73	£1.38	Figure based on full year average for 24/25 & April-July average for 25/26.
No of Payment Transactions	Capri financial & reporting system	815	330	Data for 25/26 only April - July
Average transaction value	Capri financial & reporting system	£144.85	£134.55	Data for 25/26 only April - July

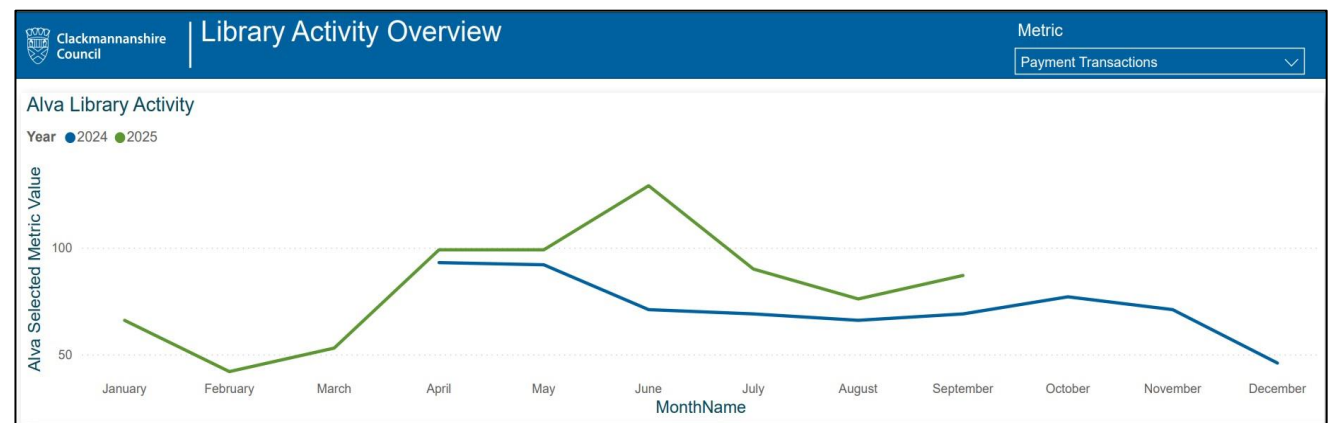
* ***April to July data only***

Graph 3: Alva Library/CAP



Breakdown of payment types during full financial year 24/25
Comparison of Payment Transactions

Graph 4: Alva Library/CAP



Since April 2025 the number of transactions taking place at Alva has increased in comparison to the same period in 24/25. This may be in part due to the closure of the CAP at Ben Cleuch in March 2025.

Table 4: Alva Library/CAP

In-person consultation was conducted as follows:

Friday 25 th July – 9:00-12:30	Alva Library	7*
Saturday 9 th August – 9:30-12:00	Alva Library	15
Thursday 14 th August – 09:00-12:00	Alva Library	10
Monday 18 th August – 13:30-18:00	Alva Library	22
Tuesday 19 th August – 08:45-13:15	Tullibody Library	2
Tuesday 19 th August – 13:30-17:00	Alva Library	11

* Meeting room hire (x 2 attendees included in number)

School / Community Usage

- Alva PS classes utilise the library each week with Primary 1 running parent & child visits in the summer term.
- In 24/25 there were 221 class visits to the library with 3,225 attendances
- 5 partner groups use the venue weekly to host client support meetings including SDS, Clacks Works, Voice Ability & CTSi
- The meeting room within the library is also use by Wellbeing Scotland, Family Support Workers and school staff.

Citizen Space survey – Response to what they would do if reduction in hours or closure of CAP at Alva:

- 3% would set up online payments
- 13% would go to Kilncraigs
- 36% would stop using library services
- 44% didn't know what they would do



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title: Library Service Delivery Model Options Proposal

Name of your decision, activity, policy, strategy or proposal. Referred to throughout as 'proposal' in this document.

Key findings from this assessment (or reason why an EFSIA is not required):

In reviewing the current Library service delivery model, with a view to identifying alternative options, our data supports the potential of a modernised community-based approach. A modernised approach which allows the service to expand into communities across Clackmannanshire more flexibly. This flexible community-based approach provides opportunity to grow and develop a co-designed service beyond buildings with a potential to reach more groups and communities.

Summary of actions taken because of this assessment:

Review of previous data collection associated with Library and CAP customers
Design of proposal specific consultation plan
Review of outcomes of consultation activity

Ongoing actions beyond implementation of the proposal include:

On-going collection and review of data associated with Library and CAP customers
On-going engagement and co-design with communities, community groups, and services currently operating from Tullibody and Alva venues
Development of new partnerships to deliver new service delivery model based on Council decision.

Lead person(s) for this assessment: Alison Mackie

Senior officer approval of assessment: Adrienne Aitken

DATE: 22 October 2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

The purpose of the proposal is to provide Council with alternative library service delivery options.

Option 1 – A modernised community-based Library service model

This option would see Alloa Library, located in Speirs as a central hub of Clackmannanshire's Library Service. From this hub, Library staff would support community groups, schools and events flexibly in localities across Clackmannanshire. This model of service delivery would not be restricted to the single locations of Tullibody, Alva and Speirs. Staffing in its current format, would be removed from Tullibody and Alva. Instead, the service would adapt to and reflect the needs of communities in a co-design approach. Community and third sector partnerships and collaboration is a key element to this modernised approach to service delivery.

Option 2 – As per option 1 + retention of Alva Community Access Point (CAP)

In addition to option 1 outlined above, Option 2 would retain a reduced CAP service.

- The CAP is currently integrated into the library desk function & staffed by Customer Service Advisors
- The CAP is currently open 6 days a week, including Saturday mornings. (32.25hrs)
- 2024/25 815 transactions completed
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- Since closure of Ben Cleuch in April 25, venue has seen an increase in transactions for same period 24/25 to 25/26

Option 3 – Cessation of Alva and Tullibody

Under this option, services would be removed from both Tullibody and Alva venues. Alloa Library would continue to provide service from the Speirs Centre without the flexible approach to community-based service co-design and delivery as per options 1 and 2.

2. Why is the proposal required?

The proposal outlines three service delivery options. The options are provided following an amendment from Special Council meeting in February 2025 as noted below:

“That Council agrees to remove the savings for year 2026/2027 in respect of the cessation of Library and CAP from Alva and Tullibody to allow for a review on options of an alternative model of delivery of these services (including delivery of these services by a community group). A report will be brought back to Council prior to the budget setting in 2026/2027.

The proposal takes account of the current service delivery model and proposes a potential new service delivery model with a focus on flexible community-based opportunities.

3. Who is affected by the proposal?

Residents who use Library and CAP services will be affected. Staff employed in the Library Service.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

Wellbeing Local Outcome Improvement Plan 2024-2034
Community Wellbeing Plan 2025-2026
Library Service Plan 2024-2027

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

Yes

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- help you to understand the importance of your proposal for those from equality groups,*
- inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and*
- provide justification for the outcome, including where it is agreed an EFSIA is not required.*

6. What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	Budget consultation report 25/26 EQIA Screening for Budget proposals 25/26	There may be disproportionate impacts on certain age groups. Proposals relating to Alva and Tullibody libraries may disproportionately impact older and/or younger residents. Impact on those who access house bound book delivery service Impact on older/younger residents due to distance to library venues and availability of transport.

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Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		Further data is sought to understand impacts and identify mitigations.
Disability	EQIA Screening for Budget proposals 25/26	Impact on those who access house bound book delivery service Impact due to distance to library venues and availability of transport. Further data is sought to understand impacts and identify mitigations. Further consultation required
Race	Budget consultation report 25/26	Proposals relating to the closure of Alva and Tullibody libraries may impact residents for whom English is not their first language. Further information is sought to understand impacts and to identify mitigation.
Sex	EQIA Screening for Budget proposals 25/26	Women represent the majority of lone parent families in Clackmannanshire.
Gender Reassignment	EQIA Screening for Budget proposals 25/26	There is no indication at this stage that this protected characteristic would be impacted.
Sexual orientation	EQIA Screening for Budget proposals 25/26	There is no indication at this stage that this protected characteristic would be impacted.
Religion or Belief	EQIA Screening for Budget proposals 25/26	There is no indication at this stage that this protected characteristic would be impacted.
Pregnancy or maternity	EQIA Screening for Budget proposals 25/26	There is no indication at this stage that this protected characteristic would be impacted.
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)	EQIA Screening for Budget proposals 25/26	There is no indication at this stage that this protected characteristic would be impacted.
Socio economic disadvantage (if required)	EQIA Screening for Budget proposals 25/26	Proposals on the closure of Alva and Tullibody library provision could potentially have a disproportionate impact on protected groups and those already experiencing or likely to experience socio economic disadvantage.

7. Based on the evidence above, is there relevance to some or all of the equality groups? Yes

If yes or unclear, proceed to further steps and complete full EFSIA

If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

- 8. Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

The objectives of the engagement were:

- To gather evidence to understand time patterns of usage at Alva and Tullibody libraries.
- To gather evidence to understand for what purpose the libraries at Alva and Tullibody are used.
- To gather evidence on whether Community Groups in the local areas would be interested in volunteering or managing the access to the libraries.

Methodologies used:

- On-line citizen space consultation survey
- In person library user survey: Alva and Tullibody venues
- Library service staff survey
- Alva PS pupil and teacher focus group
- Tullibody South Campus pupil and teacher focus group
- Consultation with community groups
- Quantitative data analysis of active library members, venue visits and payments made at the CAP facility in Alva.

- 9. Please detail the outcome of any further engagement, consultation and/or research carried out:**

Continue to analyse data produced by:

- Scottish Libraries Information Centre (SLiC)
- Association of Public Library Service (APLS)
- Local Government Benchmarking Framework
- Bolinda – eBooks and eAudiobooks provider
- Library Management System
- Scottish Book Trust Bookbug initiative
- Revenue payment data

Step D - Impact on equality groups and steps to address this

10. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination		X		Older and children
potential for developing good relations	X	X		Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. In addition, retaining children's books in both venues of Tullibody and Alva will mitigate against negative impact on younger children. Cessation of service has the potential to negatively impact on older and younger groups.
potential to advance equality of opportunity	X	X		Continuation and potential further development of the homebound service. Options to modernise the service and continue to have community groups and services access the spaces in Alva and Tullibody has the potential to advance equality of opportunity. A flexible service provides opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Cessation of service has the potential to negatively impact equality of opportunity.

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination		X		Negative impact appears tenuous from consultation data gathered.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide

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				opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody.
potential to advance equality of opportunity	X			Continuation and potential further development of the homebound service.

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	No evidence of disproportionate impact on individuals from racial minority backgrounds in this area
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. A flexible service provides opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

[Type here]

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody.
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

[Type here]

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

[Type here]

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody
potential to advance equality of opportunity	X			Options to modernise the service with a central hub and opportunity to develop a more flexible locality service, co-designed and in partnership will potentially bring positive impacts. This flexibility will provide opportunity to reach groups across Clackmannanshire, beyond Alva and Tullibody. Continuation of community use within both venues of Alva and Tullibody

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)			X	It is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?		X		Mitigations include access to on-line payments. Possibility of retaining a CAP service included in the proposal. Options which include the flexibility to take the service to communities across Clackmannanshire.

[Type here]

[Type here]

11. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

The proposal contains three options. Council will decide which, if any of the options to progress.

Once a decision is made, a communication plan will be established with our corporate communications team. The plan will both consider and ensure specific formats are made available as required.

At this time, based on this assessment it is not predicted that any additional cost will be incurred. However, staff training will be a consideration. It is expected that this will be managed through the existing budget.

Although no specific additional resource has been identified, staff training and professional learning, to meet the vision of a new service delivery model is expected.

Timeline for implementation is from April 2026. There is no predicted impact on the proposal timeline based on this assessment.

[Type here]

12. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
X	No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.
	Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.
	Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

Step E - Discuss and review the assessment with decision-makers

13. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

On-going discussion and review as part of the development of our Community Wellbeing Plan which contains our Library Service action plan.

Reviewing of data and creation of further consultation plan

Reviewing further consultation data alongside management information

Refining of proposal

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

14. Record any post-implementation actions required.

Should Council decide to progress with the modernisation of the Library Service delivery model, engagement and partnership working will be an integral part of both planning and implementation. This will include engagement with communities, community groups and third sector organisations.

15. Note here how you intend to monitor the impact of this proposal on equality groups.

Gather and analyse quantitative and qualitative data annually as referred to in Qu 9.

16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

EFSIA as part of the Community Wellbeing Plan is reviewed annually

In addition, EFSIA will be incorporated into long term service improvement planning and reviewed every 3 years. To align with the current 3 year cycle already in progress, the next review will be financial year 2027/28.

Step G – Assessment sign off and approval

Lead person(s) for this assessment: Alison Mackie

Signed:



Date: 22 October 2025

Senior officer approval of assessment: Adrienne Aitken

Signed:



Date: 22 October 2025

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.