The Network Newsletter:
tackling social exclusion in libraries, museums, archives and galleries

Number 212, October 2018

(Formerly published as *Public Libraries & Social Exclusion Action Planning Network Newsletter*, issue 1, May 1999 – issue 29, September 2001)

The Network's Website is at www.seapn.org.uk and includes information on courses, good practice, specific socially excluded groups, as well as the newsletter archive.

Contents List

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Did you see …?

Information Professional

The October issue includes the following items of interest:

- "Netherlands' School 7 named as world's best", a news-report about the IFLA Public Library of the Year[1], which had been "[…] designed to be as welcoming as possible to all groups within the community." [p8]
- "Libraries Change Lives as Glasgow works with Citizens Advice", the announcement of this year's CILIP Libraries Change Lives Award [p9]
- "Unlimited innovation rewarded", which reports on Libraries Unlimited's being named as a top innovator in the list of "New Radicals"[2] [p11]
- "Diversity review: making the unknown known", an interview with Margaret Casely-Hayford (Chair of the CILIP Carnegie and Kate Greenaway Awards Diversity Review) by Rob Mackinlay [pp16-18][3]
- Dawn Finch "Living ethics", which looks at CILIP's new ethics framework [pp32-34]
- Stéphane Goldstein "Information literacy (re)defined", which introduces the CILIP Information Literacy Group's revised definition of IL[4] [pp35-37]
- Simon Cloudesley <u>and</u> Justine Humphrey "'Others feed our bodies but you feed our minds'", which looks at volunteering with the ECHO Refugee Library[5] [pp40-43]
- Elizabeth Hutchinson "The Great School Libraries campaign", which introduces this Campaign[6] led by CILIP, SLG and SLA [pp52-53]

Museums Journal

The November issue includes:

- Caroline Parry "'Learn from outside sector'", which argues that "Education programmes need to be bolder and the sector needs to look beyond the usual suspects for new collaborations in order to be more socially impactful".[7] [p7]

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[1] There is further information about School 7 at: https://systematic.com/library-learning/nyheder/2018/public-library-of-the-year-2018-vinderen-er-fundet!/.

[2] See also: https://www.nesta.org.uk/feature/new-radicals-2018/libraries-unlimited/.

[3] There was an assessment of the Review in *The Network Newsletter*, 211, Sep 2018, http://www.seapn.org.uk/uploads/files/Newsletter-NS-211.pdf, pp4-10.

[4] The revised definition is available at: https://infolit.org.uk/ILdefinitionCILIP2018.pdf.

[5] More information about ECHO's work at: http://echo-greece.org/home.

[6] Further information at: http://greatschoollibraries.edublogs.org/. Also an article in *The Bookseller* : Charlotte Eyre "Data the key for new, three-year school libraries campaign", 12 Nov 2018, https://www.thebookseller.com/news/data-key-new-three-year-school-libraries-campaign-890676.

[7] The article also refers to the major report on museums and learning: David Anderson. *A common wealth: museums in the learning age*. DCMS, 1997 (2nd ed 1999). Available to download as a pdf in two parts (NB the parts are wrongly numbered on The National Archives website, so Part 1 is really Part 2, and vice versa), https://webarchive.nationalarchives.gov.uk/20070605043426/http://www.culture.gov.uk/www.culture.gov.uk/Templates/Publishing/Publication.aspx?NRMODE=Published&NRNODEGUID=%7b63D47BFD-48E5-4367-A4EA-

- Caroline Parry "Cultural bodies look at new ways to address bullying", which reports on the National Portrait Gallery's being the first museum to launch a Guardians scheme (which was based on a programme developed by the Old Vic[8])[9] [p13]
- "Voxpop" column: "What can museums do to communicate the reality of climate change?" [p17]
- Owain Rhys and Paul Hunt "What are the benefits and challenges of working in partnership with community organisations?" ("Comment" column), which draws on the partnership between Amgueddfa Cymru and Mencap Cymru[10] [p19]
- Geraldine Kendall Adams "Tackling colonial legacies", which looks at how museums are "starting the slow process of decolonising their collections and operations"[11] [pp22-27]
- Gareth Harris "Art attack", which looks at how "artistic voices of dissent are being embraced" [pp28-31, 32]
- Deborah Mulhearn "The dark side", which looks at how museums are "increasingly shining a light on the uncomfortable events and histories that have so far remained untold" [pp34-37, 39]

Tackling social and digital exclusion – Libraries, Museums, Archives and Cultural and Heritage Organisations

Access and opportunity for all …

In 2015, IFLA published this outline[12] of how libraries contribute to the UN Sustainable Development Goals.

3C30F9A24E9D%7d&NRORIGINALURL=%2fReference_library%2fPublications%2farchive_1999%2fCommon_Wealth%2ehtm%3ftextOnly%3dFalse%26contextId%3d%7b6E27314D-E0EC-4C5B-A175-F667D1F9C1FD%7d&NRCACHEHINT=NoModifyGuest&contextId=%7B6E27314D-E0EC-4C5B-A175-F667D1F9C1FD%7D&textOnly=False and https://webarchive.nationalarchives.gov.uk/20070605043426/http://www.culture.gov.uk/www.culture.gov.uk/Templates/Publishing/Publication.aspx?NRMODE=Published&NRNODEGUID=%7b63D47BFD-48E5-4367-A4EA-3C30F9A24E9D%7d&NRORIGINALURL=%2fReference_library%2fPublications%2farchive_1999%2fCommon_Wealth%2ehtm%3ftextOnly%3dFalse%26contextId%3d%7b6E27314D-E0EC-4C5B-A175-F667D1F9C1FD%7d&NRCACHEHINT=NoModifyGuest&contextId=%7B6E27314D-E0EC-4C5B-A175-F667D1F9C1FD%7D&textOnly=False.

[8] See: https://www.oldvictheatre.com/about-us/guardians-programme.

[9] The article is available at: https://www.museumsassociation.org/museums-journal/news-analysis/01112018-new-ways-to-address-bullying.

[10] The column is also available at: https://www.museumsassociation.org/museums-journal/comment/01112018-the-conversation.

[11] One of the examples mentioned in the article is that of Birmingham Museum and Art Gallery's exhibition, "The Past Is Now"; one of the co-curators of this exhibition, Sumaya Kassim, has written of her experience in "The museum will not be decolonised", https://mediadiversified.org/2017/11/15/the-museum-will-not-be-decolonised/.

> "Libraries and access to information contribute to improved outcomes across the Sustainable Development Goals (SDGs) by:
>
> - Promoting universal literacy, including digital, media and information literacy and skills, with the support of dedicated staff;
> - Closing gaps in access to information and helping government, civil society and business to understand local information needs better;
> - Providing a network of delivery sites for government programmes and services;
> - Advancing digital inclusion through access to ICT;
> - Serving as the heart of the research and academic community; and
> - Preserving and providing access to the world's culture and heritage." [p4]

The guide then goes through each of the 17 SDGs with illustrations of how libraries contribute to achieving them – these are well worth looking at to see the range of possible actions libraries can take.

In November 2018, the Government reviewed the progress of the UK's delivery of the SDGs – and this is also intended to update the latest assessment[13], published in July (to which CILIP contributed).

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Evaluation of the Libraries: Opportunities for Everyone innovation fund – final report

(Please note: John Vincent was an assessor for the LOFE, and evaluated nine applications.)

DCMS have just published this evaluation[14],[15] of the LOFE fund, which has been carried out by Traverse[16].

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[12] *Access and opportunity for all: how libraries contribute to the United Nations 2030 Agenda*. IFLA, 2015. Available to download as a pdf from: https://www.ifla.org/files/assets/hq/topics/libraries-development/documents/access-and-opportunity-for-all.pdf. In addition, the booklet and a handout in a range of languages are available from: https://www.ifla.org/publications/node/10546?og=7409.

[13] Nicholas Schoon and Emily Auckland (eds). *Measuring up: how the UK is performing on the UN Sustainable Development Goals.* UK Stakeholders for Sustainable Development, 2018. Available to download as a pdf from: https://www.ukssd.co.uk/Handlers/Download.ashx?IDMF=62c71dd6-d83b-4b3b-b98b-e7f9f1e21907.

[14] Tim Bidey, Viviana Mustata and Perla Rembiszewski. *Evaluation of the Libraries: Opportunities for Everyone innovation fund – final report.* DCMS, 2018.
Full report available to download as a pdf from:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/754746/Evaluation_of_the_LOFE_fund_final_report.pdf.
Executive summary:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/754747/Evaluation_of_the_LOFE_fund_executive_summary_final.pdf.

There is also a *Projects information booklet[17]* which "[…] provides a brief overview of the projects that delivered activities under the LOFE Fund, summarising their aims, activities and emerging impacts." [Booklet, p4]

The aims of the evaluation were to:

- "Provide an overview of activities undertaken by individual projects, highlighting major themes.
- Provide an understanding of the difference that these activities made to participants, libraries and local communities (project impacts).
- Draw out the main learning from the approaches taken by projects, including which activities were felt to be successful and why, as well as what challenges were encountered and how these were overcome." [p11]

This assessment is presented as:

- Findings from funded projects
- Enablers
- Challenges and solutions
- Recommended project delivery approaches
- Lessons learned for grant programme delivery
- Conclusions.

Findings from funded projects

This section works through examples from the funded projects (in "clusters" – more on this below) to highlight:

- Impacts on individuals

- Impacts on libraries, which included, for example: improved staff confidence; improved support of vulnerable, marginalised and disadvantaged groups; improved perception of libraries; increased service use; transformed library service offers

- Impacts on communities, which included, for example: strengthened partnerships and increased collaboration between libraries and local

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[15] There is also a post on the Libraries Taskforce blog: Charlotte Lane. "30 projects, 46 library services: what did we learn?", *Libraries Taskforce blog*, 12 Nov 2018, https://librariestaskforce.blog.gov.uk/2018/11/12/30-projects-46-library-services-what-did-we-learn/.

[16] Traverse is the new name for OPM Group who, as the Office for Public Management, carried out some early work on social inclusion, eg Clive Miller and Ewan King. *Managing for social cohesion*. OPM, 1999.

[17] *Evaluation of the Libraries: Opportunities for Everyone innovation fund – projects information booklet*. DCMS, 2018, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/754750/LOFE_Projects_Information_Booklet_final.pdf.

organisations; and some interesting impacts specific to particular projects or clusters, eg decreased antisocial behaviour; increased social cohesion

- Legacy impacts and sustainability:

    "Across all clusters, project leads reflected on the value of this opportunity and its potential to influence their future work. Most felt that the main legacies of their funded activity would be:

    - increased awareness of libraries and the services that they offer
    - the continued involvement of new service users
    - the continued use of the spaces that had been constructed" [p52]

    The evidence of legacy impacts (eg Improved networks between libraries, businesses, educational organisations and local communities) is heartening, as one of the concerns about this fund was that it would produce a lot of exciting but one-off pieces of work; there is some chance that the legacy will be developed.

Enablers

"Where projects had worked well, project leads highlighted a number of common enablers they felt underpinned the development of innovative library service activities for disadvantaged people and places in England. These have been grouped into 4 themes: staff; partnerships; engaging participants; and programme management."

Each theme has very positive findings.

Challenges and solutions

"Funded projects identified a wide range of challenges they faced in developing innovative library service activities for disadvantaged people and places in England. These have been grouped into 4 themes: staffing; engaging and working with participants; working with partners; and project delivery."

The challenges are not really surprising (eg staff capacity; reliability of volunteers; hard to engage vulnerable and marginalised groups).

The solutions are a bit mixed:

- Some are sensible, practical tips, eg "Build partnerships with local community organisations to improve awareness and perception of library services." [p59] "Establish partnerships before the start of the project." [p60]

- Some are good in principle, but possibly do not reflect the reality for many local authorities, eg "Involve corporate IT teams from the start and analyse potential risks and pitfalls." [p61]

- Some do not include obvious solutions, such as organising training sessions for staff and volunteers.

Recommended project delivery approaches

> "This chapter draws together learning from the evaluation of the LOFE fund and presents a series of recommended delivery approaches for funders towards specific aims, which can be used as guidance when assessing applications." [p62]

For example:

> "Funder aim: Develop new ways of engaging vulnerable and marginalised groups who do not traditionally engage with library services
>
> Leads to: improved perceptions of libraries; transformed library services; increased service use
>
> Target group: hard-to-reach groups that are irregular users or non-users of library services" [p63]

Within this, the recommended approaches include how services should engage target groups; what an activity plan should cover; challenges and how they can be mitigated; sustainability; potential for scaling-up or replication.

Lessons learned for grant programme delivery

> "This chapter provides an overview of the main lessons learned through the administration of the LOFE fund, focusing on funding, programme support and evaluation support." [p70]

This includes the following 'lessons':

- Small grants can make a big difference to services

- Provide clear communication and flexible support

- Grant recipients value opportunities to share ideas, challenges and lessons learned

- Embed coordinated evaluation in grant awards:

  > "While many projects found the Traverse evaluation workshops and self-evaluation data collection tools useful, the introduction of an external evaluator halfway through the grant programme was felt to be burdensome. Many projects struggled to resource the staff time necessary to complete the tools, particularly alongside a separate reporting process to Arts Council England. Projects also commented that the tools would have been far more beneficial if they had received them at the start of the grant programme,

especially those who had in the meantime commissioned their own external evaluations." [p72]

Conclusions

The final section "[…] draws together learning from across the report to assess the extent to which the LOFE fund met its aims." [p73]

This section is well worth reading – some highlights are:

"The available evidence suggests that the LOFE fund provided people from a wide range of backgrounds with opportunities to reduce their experience of socioeconomic disadvantage through:

Co-design and co-production: There were many examples of where library staff, users and local communities were closely involved in the design and delivery of refurbished spaces and activities. This both facilitated the involvement of hard-to-reach groups and provided individuals with a sense of ownership over the newly built spaces and/or library activities.

Building awareness, skillsets and self-confidence: The available evidence suggests that projects helped increase participants' awareness of the benefits that engaging with library services, digital tools and reading or arts-based activities could bring to their lives. Participation in activities then enabled library users to not only develop skills that could help them address aspects of disadvantage but also develop the confidence to apply these skills in their everyday lives.

Wider benefits: While it is too early to observe or measure wider changes in library users' lives or communities, anecdotal evidence suggests that some participants started to experience early improvements in mental and general wellbeing. These included reduced social isolation, improved relationships and improved access to employment opportunities." [p73]

In terms of developing innovative practice:

"The available evidence also suggests that library services developed innovative practices through the fund, creating new tools and approaches to support people and places experiencing disadvantage." [p73]

In terms of impacts on libraries:

"Almost all libraries were proud of what they have achieved through the LOFE fund. Many also commented on how coming together around a clear purpose had a transformative effect on their services. In meeting the stated aims of the fund, libraries also observed additional impacts on their services." [p74]

For the future:

"Most projects felt the main legacies of their funded activity would be increased awareness among local organisations and communities of libraries and the services that they offer, as well as the continued involvement of new service users and the continued use of the spaces that had been constructed.

Approaches to ensuring these impacts were sustained varied between projects, but it is clear that those libraries which had invested in constructing spaces and purchasing book stock, digital tools or subscriptions have provided themselves with a strong foundation for further activities. This included establishing loan schemes as a recurrent source of funding, for instance. The same can be said for projects that have improved perceptions of their services among vulnerable and marginalised groups through working alongside community partners and improving their working practices. Though these projects may be more vulnerable to external factors such as funding, staff turnover and limited capacity." [p75]

This appears to be a very thorough evaluation of the LOFE, with strong evidence of the impact on communities and libraries (including staff and volunteers). There are also clear lessons about future funding programmes, and the ways in which taking on these projects – and their legacy – could be improved still further.

One small quibble – the original applications were assessed against three sets of criteria:

Firstly:

"Its primary aim was to enable local authority library services to trial innovative projects that would benefit disadvantaged people and places in England. Specifically, the LOFE fund aimed to support projects that would:

- provide library users and communities with opportunities to remove or reduce disadvantage.
- enable library services to develop innovative practice that meets the needs of people and places experiencing disadvantage." [p3]

Secondly, the applications were assessed against Libraries Connected Universal Offers; and, thirdly, against the *Libraries Deliver: Ambition*'s seven strategic outcomes.

There was a particular strength in doing this, in that the work could readily be assessed in terms of social justice (especially, for example, "stronger more resilient communities" and "greater prosperity").

However, this evaluation abandons this framework and introduces the idea of thematic "clusters": Arts and culture; Digital; Families and wellbeing; Literature and creative expression; Makerspaces.

These are important areas of work, but, to my mind, change the emphasis of the work (and possibly even weaken its impact).

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Museums Change Lives Awards

The MA has just announced[18] the finalists in its inaugural awards.

Best Project Award

The winner in this category was Birmingham Museums Trust for "Collecting Birmingham" [19]:

> "Collecting Birmingham was a three-year project that enabled the people of Birmingham to take an active role in collecting, documenting and archiving museum objects that told personal stories of living, working and growing up in the city. The community-led programme saw more than 2200 local people work with museum staff to collect 1500 new objects for the museum, telling the story of Birmingham's diverse communities."
> [Taken from news story]

The other two shortlisted projects were "Prejudice and Pride" by the National Trust[20], and "Tracing our Tales" by the Foundling Museum[21].

Best Small Museum Project

In this category, Taigh Chearsabhagh Museum[22] in North Uist on the Outer Hebrides was the winner an intergenerational project that helped local primary school pupils to imagine life on the island in 2048.

The shortlist also included Glenside Hospital Museum[23] in Bristol and Shire Hall Historic Courthouse Museum[24] in Dorchester.

Radical Changemaker Award

This award which recognises the achievements of an individual in social impact work went to Dan Vo[25], the coordinator of the volunteer-led LGBTQ Tours at the Victoria and Albert Museum[26].

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[18] See news story at: https://www.museumsassociation.org/news/08112018-mcl-awards?utm_campaign=1340080_09112018&utm_medium=email&utm_source=Museums%20Association&dm_i=2VBX,SQ0G,27LU0M,2YI2G,1.

[19] For further information, see: http://www.birminghammuseums.org.uk/blog/tagged/collecting-birmingham.

[20] See, for example: https://www.nationaltrust.org.uk/features/prejudice-and-pride-exploring-lgbtq-history and https://www.nationaltrust.org.uk/features/exploring-lgbtq-history-at-national-trust-places.

[21] See: https://foundlingmuseum.org.uk/learning/tracing-our-tales/.

[22] More information about the Museum and Arts Centre at: https://www.taigh-chearsabhagh.org/.

[23] See: http://www.glensidemuseum.org.uk/.

[24] See: http://shirehalldorset.org/.

[25] See, for example: https://www.vam.ac.uk/blog/author/dan-vo.

The other two shortlisted nominees were Roz Currie of Islington Museum and Henry McGhie of Manchester Museum.

The Northern Ireland Museums Change Lives Award

This award (which will rotate each year to recognise best practice in the nation or region hosting the MA conference) went to National Museums Northern Ireland[27] "[…] in recognition of its work with deprived communities, including visits to young offenders programmes and bringing inspiring items from its collections to deprived areas of Belfast." [News story]

Exceptional Achievement Award

This was awarded to National Museums Liverpool for their "House of Memories" work[28] (which we have featured several times before[29]).

Tackling social and digital exclusion – Government, Government Agencies and Local Government

Is Britain fairer?

The previous assessment was undertaken in 2015[30], and this is the latest one[31].

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[26] See: https://www.vam.ac.uk/event/bgBXMpPl/lgbtq-tour-2018.
[27] See: https://www.nmni.com/learn/Community-engagement/home.aspx.
[28] See: https://houseofmemories.co.uk/.
[29] For example in the assessment in *Network Newsletter*, 201, Nov 2017 of: Kim Klug, Stephen Page, Joanne Connell, Daisy Robson and Emma Bould. *Rethinking heritage: a guide to help make your site more dementia-friendly*. Alzheimer's Society, 2017. Available to download as a pdf (13910 kb) from:
https://www.alzheimers.org.uk/download/downloads/id/3734/rethinking_heritage_a_guide_to_help_make_your_site_more_dementia-friendly.pdf.
[30] *Is Britain fairer? The state of equality and human rights 2015*. EHRC, 2015. Assessed in *The Network Newsletter*, 174, Oct 2015, pp4-11.
[31] *Is Britain fairer? The state of equality and human rights 2018*. EHRC, 2018. Available to download as a pdf from:
Full report: https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-pre-lay.pdf.
Executive summary: https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-executive-summary-pre-lay.pdf.
Welsh language executive summary:
https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-executive-summary-welsh.pdf.
Easy read version: https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-easy-read.pdf.
BSL version: https://www.youtube.com/watch?v=eyKFNfDtRRA.
Scottish supplement, *Is Scotland fairer? 2018*,
https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-is-scotland-fairer.pdf.
Wales supplement, *Is Wales fairer? 2018*,
https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-is-wales-

Again, it looks at education, work, living standards, and health. There were some 'steps in the right direction':

> "Overall, we have found some improvements in education, participation and work. More children who were previously underperforming at school are now achieving the required standards, and there are fewer disparities in university attendance between groups sharing some protected characteristics. There are more women, black and Pakistani people in employment, more people – including women – in higher pay occupations, and the gender pay gap is decreasing.

> People are also getting more involved in politics, with more people voting in recent elections. Sixteen- and 17-year-olds are now able to vote in Scottish elections and this is also being considered in Wales. More public and private services are being provided digitally, and these are increasingly being used by disabled and older people, helping ensure easier access." [p8]

However, in terms of socio-economic disadvantage:

> "The picture is still bleak for the living standards of Britain's most at-risk and 'forgotten' groups of people, who are in danger of becoming stuck in their current situation for years to come.

> Poverty has changed little and for children it has increased; it is particularly prevalent among disabled people and for some ethnic minorities. In line with our 2015 report, UK-wide reforms to welfare and tax since 2010 continue to have a disproportionate impact on the poorest in society. These reforms are pulling more people into poverty, particularly disabled people, people from some ethnic minorities and women, weakening the safety net provided by social security that is vital to those unable to work, or stuck in low-paid or precarious work. Despite rising employment levels, work increasingly does not guarantee an adequate standard of living. Homelessness is also on the rise, putting more people in a precarious position and particularly affecting people from ethnic minorities, disabled people and other at-risk groups.

> Socio-economic disadvantage has a knock-on effect across different areas of life, such as education and health […]" [p8]

In addition, some people were falling behind, including:

- Disabled people (for example in terms of education, work, poverty, health)
- Challenges to women's safety and career progression (including the lack of full gender equality; gender stereotyping; gender segregation; sexual harassment and bullying)

fairer.pdf and https://www.equalityhumanrights.com/sites/default/files/is-britain-fairer-2018-is-wales-fairer-welsh.pdf.
Available in Nov 2018 as an advance pre-publication draft.

- Some ethnic minority groups (including Black African, Bangladeshi and Pakistani people; Gypsy, Roma and Travellers).

The report also identified that:

> "We have seen a marked backwards move in justice and personal security since the improvements we found in our 2015 review. Access to justice enables us to realise our rights to freedom and fairness, but restrictions on legal aid and the introduction of employment tribunal fees – now repealed – have severely reduced people's ability to secure redress when their rights are breached.
>
> The conditions experienced by people held in detention have also deteriorated, with overcrowding in prisons in England and Wales risking prisoner safety and increases in incidents of self-harm and assaults in prisons. There is still a disproportionate number of ethnic minority detainees in prison and in the youth secure estate in England and Wales, despite fewer young people in custody. Levels of trust in the criminal justice system among black people are far lower than for other groups.
>
> The level of hate crime, sexual violence and domestic abuse is concerning. While increases in reported crime may be the result of better reporting and recording, the level of identity-based violence is worrying, particularly in light of Britain's impending exit from the EU and the spikes in hate crime we saw around the time of the referendum. The higher rates of domestic abuse and sexual assault experienced by disabled people, LGBT people and women are also of concern." [p10]

The report makes a series of recommendations for each topic; here are the general ones around 'realising equality and human rights for everyone':

1. "In order to use the leverage of public services and resources to address the findings of inequality in this report, governments across Britain and all public bodies should, in performing their Public Sector Equality Duty, set equality objectives or outcomes and publish evidence of action and progress in relation to our key findings that relate to their functions.

2. Governments across Britain should review how the Public Sector Equality Duty specific duties could be amended to focus public bodies on taking action to tackle the key challenges in this report.

3. To ensure that public bodies work together to reduce the inequalities linked to socio-economic disadvantage, the socio-economic duty should be brought into force in England and Wales by the UK and the Welsh Governments as a matter of urgency.

4. Governments across Britain should implement all provisions of the Equality Act 2010 outstanding in their nation, within their remit. This includes the duty to make reasonable adjustments to common parts of rented residential properties, the requirement for political parties to report on diversity of candidates, and the explicit prohibition of caste discrimination.

5. The UK Government should make a clear commitment to remaining permanently within the European Convention on Human Rights, and should publish action plans for implementing UN recommendations on human rights.

6. The UK Government should ensure that equality and human rights protections are safeguarded and enhanced during the Brexit process and beyond, and should legislate to replace gaps in rights in domestic law resulting from the loss of the EU Charter of Fundamental Rights." [p201]

These are very important summaries of where we are and what needs to happen next. Recommended.

The EHRC are also consulting on their draft Strategic Plan document[32] – the consultation closes on **Monday 7 January 2019 at 23:59**.

Abbreviations and acronyms

ARA = Archives and Records Association
CILIP = Chartered Institute of Library and Information Professionals
DCMS = Department for Digital, Culture, Media and Sport
EHRC = Equality and Human Rights Commission
GWL = Glasgow Women's Library
IFLA = International Federation of Library Associations and Institutions
IL = information literacy
MA = Museums Association
SLA = School Library Association
SLG = CILIP School Libraries Group

This Newsletter was compiled by John Vincent, and all items are written by him, unless otherwise stated. Please send any comments or items for the next issue to:

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[32] *Draft Strategic Plan 2019-22: consultation document*. EHRC, 2018. Available to download as a pdf from: https://www.equalityhumanrights.com/sites/default/files/draft-strategic-plan-consultation-document.pdf.
Further info and other formats available from:
https://www.equalityhumanrights.com/en/publication-download/draft-strategic-plan-2019-2022?utm_campaign=Strategic+plan+consultation+%7C+November+2018&utm_source=emailCampaign&utm_content=&utm_medium=email.