

<b>Name of proposal/policy</b>	Library Provision in Brackley	<b>Budget number (if applicable)</b>	
<b>Service area responsible</b>	Public Health	<b>Cabinet meeting date</b>	11 <sup>th</sup> December 2018 and 14 <sup>th</sup> May 2019
<b>Name of completing officer</b>	Emma Gadsby/Dawn Howsam/Ben Dawson/Carl Dorney	<b>Date EqIA created</b>	15 <sup>th</sup> November 2018 Updated 2 <sup>nd</sup> April 2019
<b>Approved by Director / Assistant Director</b>	Lucy Wightman – Director Public Health	<b>Date of approval</b>	3 <sup>rd</sup> December 2018 and 1 <sup>st</sup> May 2019

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘Due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact [equalities@northamptonshire.gov.uk](mailto:equalities@northamptonshire.gov.uk)

## PART 1 – 15<sup>th</sup> NOVEMBER 2018

### Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire County Council currently provides a standard public library service from Brackley Library including the provision of a range of printed and non-printed material for information and lending, access to the internet for public use and library staff to deal with enquiries. Additional services provided from the library include Universal Children's Centre provision and support for Blue Badge and Bus Pass applications.

This large library is in a prosperous historic market town, which is expanding rapidly with several thousand new homes and a new school opened in September 2018. It has a very active Friends Group and many volunteers providing wide range of community activities in the Library and who maintain the reasonable sized garden area. The Library currently hosts the Food Bank twice a week and the Saturday Community Market. It provides a meeting room for hire and a small office for hire. It provides a public disabled toilet with changing facilities. It's large back room area is used for storing craft and 0 to 4 resources, book stock and archived newspapers. It provides 7 parking spaces plus 2 spaces for disabled drivers.

Some of the activities on offer in 2018:

- For 0 to 4s: 2x Rhymetime per wk, Play and learn U1s, Storystomp, Breastfeeding support group by Health Visitor, Drop in Health Visitor clinic incl Baby weighing and Introducing solids
- Other: ABC Craft Evening, Breast Cancer Support Group, Cinema Club, Class visits, Coding Club, Craft Club, Creation Club, Food Bank, French Café, German Café, Health Walk, Jigsaw Club, IT Volunteer Help & Support, Knit and Natter, Lacemaking Group, Maths Tutoring, Quiz Nights, Reminiscence Group, SNC Job Club, Summer Reading Challenge, U3A Book Group, U3A Bridge Club, U3A Poetry Group.

Current opening hours:

Monday – Friday 9 – 5

Saturday - 10 - 2

### Description of proposal under consideration/development

In October 2017 a public consultation was held around 3 proposals for the future of Northamptonshire Libraries. Following a Judicial Review in August 2018 the decision to retain 15 libraries under NCC control and offer the other 21 to community groups to be run as independent libraries was quashed. In September 2018, the new Chief Executive of the council conducted a new review of the library service, ensuring NCC are able to deliver their statutory duty to provide a "comprehensive and efficient" library service, whilst achieving necessary savings for the council by identifying opportunities to work with community groups to coproduce community managed libraries where possible. Following meetings with community groups, parishes and Borough and District councils, individual proposals have been identified for each library.

It is proposed that Brackley Library remains under NCC statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. All libraries remaining under NCC statutory provision will be reviewed to develop the current offer, increase footfall and maximise income to ensure sustainability.

**Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)**

**Data Source (include link where published)** Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”

Data Source (include link where published)	Protected characteristics		All libraries	Brackley Library
	<p>It is acknowledged that the Library Service Review, NCC’s Section 114 spending controls and reduced opening hours in libraries in 2018 will all have had an effect on library usage. Previous data is available in the EQIAs from October 2017 at <a href="https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx">https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</a></p> <p>The membership data is based on the records of members registered with the library and captures cards which were used in 2017/18. A membership card is only required for a few library services, for e.g. borrowing something, checking your account, renewing and requesting items. Many library services do not require membership and facilitate anonymous use as a community hub, for e.g. visiting the library for any purpose, using the computer, attending activities, reading newspapers etc. There are no administration systems in place able to capture this use on an individual basis, though numbers of visits, attendances and use of some services are available.</p> <p>For this library the above data is based on 2,818 membership records of which 1,651 are from adults aged 18 and over.</p>	Gender	Female	All Mship: 55%
			Adult Only Mship: 56%	Adult Only Mship: 56%
			APLUS: 58%	APLUS: 61%
Male			All Mship: 43%	All Mship: 41%
		Unknown	All Mship: 2%	All Mship: 1%
Gender Reassignment			No data collected	No data collected
Age		Children 0-10	33%	32%
		Young adults 11-17	9%	9%
		Adults 18+	57%	59%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 23%
			Adult Only Mship: 32%	Adult Only Mship: 32%
		APLUS: 34%	APLUS: 41%	
Disability		Disabled	All Mship: 3.7%	All Mship: 3.4%
			Adult Only Mship: 5.3%	Adult Only Mship: 4.5%
			APLUS: 24.9%	APLUS: 24%
		All Mship: 96.3%	All Mship: 96.6%	

2) In 2016, 212 adults in this Library took part in a week long visitor survey (the Adult Public library User Survey, or APLUS), where paper questionnaires are offered to all adult library visitors during the survey period.		Not disabled/blank/ prefer not to state	Adult Only Mship: 94.7%	Adult Only Mship: 95.5%	
			APLUS: 75.1%	APLUS: 76%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 0.6%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.4%	
			APLUS: 2.7%	APLUS: 0%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.2%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.2%	
			APLUS: 2.0%	APLUS: 0.5%	
		Mixed	All Mship: 1.6%	All Mship: 0.7%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.3%	
			APLUS: 1.6%	APLUS: 0.5%	
		White	All Mship: 56.6%	All Mship: 68.5%	
			Adult Only Mship: 56.1%	Adult Only Mship: 64.6%	
			APLUS: 79.0%	APLUS: 87%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 30.1%		
		Adult Only Mship: 39%	Adult Only Mship: 34.5%		
		APLUS: 14.7%	APLUS: 12%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	75.1%	
		Gay / Lesbian / Bisexual / Other	2.1%	3.7%	
		No response	15.7%	21.2%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 75%	
			Adult Only Mship: 83.1%	Adult Only Mship: 76.2%	
			APLUS: 46.1%	APLUS: 46.6%	

		Christian	All Mship: 14.9%	All Mship: 23.3%	
			Adult Only Mship: 14.9%	Adult Only Mship: 22.2%	
			APLUS: 48.8 %	APLUS: 51%	
		Other religion	All Mship: 2.4%	All Mship: 1.7%	
			Adult Only Mship: 2.1%	Adult Only Mship: 1.6%	
			APLUS: 5.1%	APLUS: 2.4%	
	Pregnancy And Maternity		No data collected	No data collected	
Details of groups/activities run for people with protected characteristics.	<p>Based on the activity data recorded for 2017/18, the Library delivered:</p> <ul style="list-style-type: none"> <li>• 253 activities for 0 to 4s with 6,892 attendances, an average of 27 per activity</li> <li>• 162activities for 5-19s with 2,854 attendances, an average of 18 per activity</li> <li>• 366 activities for adults with 3,801 attendances, an average of 10 per activity, for example: <ul style="list-style-type: none"> <li>o 5 activities targeting IT skills, with 20 attendances</li> <li>o 19 activities targeting Job seekers, with 86 attendances</li> <li>o 18 activities targeting Language skills, with 94 attendances</li> <li>o 67 activity targeting Older people, with 694 attendances</li> <li>o 1 activity targeting women, with 6 attendances</li> </ul> </li> </ul>				
LSOA data	The Library's postcode is in South Northamptonshire 010D LSOA which is ranked 14,989 out of 32,844 LSOAs. This is amongst the 50% most deprived neighbourhoods in the country.				

Tick the relevant box for each line ✓	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age			✓	
Disability			✓	
Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>There are no changes proposed to Brackley Library and so the impact of the review overall is assessed to be neutral for all protected characteristics.</p> <p>There is the possibility that Brackley Library will see increased footfall as a result of changes to other libraries in the area, subject to the outcome of the consultation, but it is not anticipated that this will have a negative impact, although this would be monitored.</p> <p>The EQIAs undertaken in the 2017/18 review are available to view here:  <a href="https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx">https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</a></p>	<p>No mitigating actions are required, but people will have the opportunity to comment on all proposals, as part of the consultation being launched in December.</p>

**Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2**

**UPDATED**

The consultation on this library and the 27 others that were ready for consultation after the December Cabinet meeting runs from 12th December to 8th February, Consultation on the remaining 8 libraries runs from 23rd January to 22nd March. Each consultation lasts eight weeks and two days. The findings for all 36 libraries will be presented to Cabinet in May 2019.

**PART 2 – 2<sup>ND</sup> APRIL 2019**

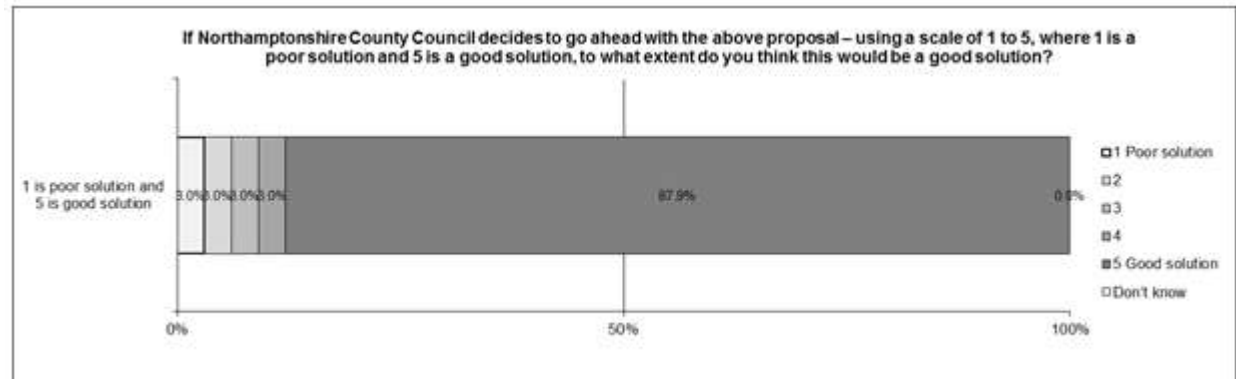
**Consultation, follow up data and information gathered from actions identified above**

	<b>What does this information tell us?</b>																										
<a href="#">Needs Analysis – Assessment of Impact of Proposals</a>	Library data																										
Quantitative data from consultation questionnaire	<p>42 people chose to respond to the questionnaire in relation to Brackley Library.</p> <table border="1"> <thead> <tr> <th colspan="2"><b>Sex</b></th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>10</td> </tr> <tr> <td>Female</td> <td>23</td> </tr> <tr> <td>Did not answer</td> <td>9</td> </tr> </tbody> </table> <p>Fewer than five respondents said they were pregnant or had had a baby in the last six months.</p> <table border="1"> <thead> <tr> <th colspan="2"><b>Age</b></th> </tr> </thead> <tbody> <tr> <td>20-29 years</td> <td>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>18</td> </tr> <tr> <td>50-64 years</td> <td>5</td> </tr> <tr> <td>65-74 years</td> <td>6</td> </tr> <tr> <td>75 years +</td> <td>Less than 5</td> </tr> <tr> <td>Did not answer</td> <td>9</td> </tr> </tbody> </table> <p>Fewer than five respondents said that they had a disability.</p> <table border="1"> <thead> <tr> <th colspan="2"><b>Religion</b></th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>11</td> </tr> </tbody> </table>	<b>Sex</b>		Male	10	Female	23	Did not answer	9	<b>Age</b>		20-29 years	Less than 5	30-49 years	18	50-64 years	5	65-74 years	6	75 years +	Less than 5	Did not answer	9	<b>Religion</b>		Christian	11
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None	15
Prefer not to say	5
Did not answer	11

<b>Ethnicity</b>	
Other ethnic group: Arab	Less than 5
White: White British	28
Prefer not to say	2
Did not answer	11

<b>Sexuality</b>	
Heterosexual	26
Prefer not to say	5
Did not answer	11



Comments/feedback from questionnaire, letters, emails, and events

In relation to Brackley and people with protected characteristics, the majority of respondents who commented as to why they felt this was a good solution felt the library was a valuable resource for all ages and the local community. Respondents commented on how the library provided a diverse range of services, and the children’s services were highlighted by some as a



	<p>service frequently used. Some respondents commented that alternative libraries were too far to travel for some, with the very young and elderly being given as examples, and that this was even more important due to there no longer being a mobile library service.</p> <p>There were no comments received relating to Brackley Library by respondents using the Children and Young People's questionnaire.</p>
Recommended proposal	<p>Following the consultation the proposal for Brackley Library remains the same. It is proposed that Brackley Library remains under NCC statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. All libraries remaining under NCC statutory provision will be reviewed to develop the current offer, increase footfall and maximise income to ensure sustainability.</p>

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Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

**Final impact analysis (taking the findings from Part 2 into account) – including review date if required**

As there are no changes proposed to Brackley Library and consultation feedback has not raised any concerns, the impact of the review overall is assessed to be neutral for all protected characteristics.