

Name of proposal/policy	Library Provision in Burton Latimer	Budget number (if applicable)	
Service area responsible	Public Health	Cabinet meeting date	11 th December 2018 and 14 th May 2019
Name of completing officer	Emma Gadsby/Dawn Howsam/Ben Dawson/Carl Dorney	Date EqIA created	15 th November 2018 Updated 29 th March 2019
Approved by Director / Assistant Director	Lucy Wightman – Director Public Health	Date of approval	3 rd December 2018 and 1 st 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

PART 1 – 15th NOVEMBER 2018

Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire County Council currently provides a standard public library service from Burton Latimer 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.

The Library is in an heritage building which has been totally refurbished due to asbestos in the roof. It is opposite a supermarket and the area has many small shops, restaurants, take aways and new housing development. The Library has an active Friends group and many volunteers. The Library hosts a Kettering Borough Council customer service desk and has an hireable meeting room. Parking is shared with the council offices which provides 8 parking spaces plus 2 spaces for disabled drivers.

Some of the activities on offer in 2018:

- For 0 to 4s: Bounce and rhyme, Rhymetime, Play and learn U1s, Play and learn U5s, Introducing solids
- Other: Card group, Citizens advice, Credit union, Dungeons and dragons, Friends coffee morning, Health walk, Homework Club, IT Buddy, Knit and Natter, Music for the mind, Police surgery, Scrabble, Summer Reading Challenge.

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 Burton Latimer Library no longer forms part of NCC statutory library provision and that elements of the service are run by a community group. A needs assessment has identified that this library is not required to be statutory due to its low deprivation, short travel distances to alternative provision (within 5 miles of Irthlingborough which is remaining as part of NCC statutory provision), and no high 'need' (0-10 and 60+) populations.

We are in discussions with a community group about the feasibility of this proposal.

This will provide a facility for lending and returning books along with some other community services.

As this would be outside NCC's statutory library provision, if this arrangement becomes unviable, the service would cease.

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)

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 <https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx>

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.

For this library the above data is based on 1,654 membership records of which 853 are from adults aged 18 and over.

Please summarise what the data tells us – for example "X number of people use this service, X are male, Y are female etc"

Protected characteristics		All libraries	Burton Latimer Library
Gender	Female	All Mship: 55%	All Mship: 62%
		Adult Only Mship: 56%	Adult Only Mship: 68%
		APLUS: 58%	APLUS: 70%
	Male	All Mship: 43%	All Mship: 37%
	Unknown	All Mship: 2%	All Mship: 1%
Gender Reassignment		No data collected	No data collected
Age	Children 0-10	33%	39%
	Young adults 11-17	9%	9%
	Adults 18+	57%	52%
	(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 22%
		Adult Only Mship: 32%	Adult Only Mship: 35%
		APLUS: 34%	APLUS: 43%
Disability	Disabled	All Mship: 3.7%	All Mship: 3.9%
		Adult Only Mship: 5.3%	Adult Only Mship: 6.2%

2) In 2016, 112 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.			APLUS: 24.9%	APLUS: 31.3%		
	Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 96.1%		
			Adult Only Mship: 94.7%	Adult Only Mship: 93.8%		
			APLUS: 75.1%	APLUS: 68.8%		
	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: 2.7%	
		Black or Black British		All Mship: 2.5%	All Mship: 1.1%	
				Adult Only Mship: 2.0%	Adult Only Mship: 0.6%	
				APLUS: 2.0%	APLUS: 0.9%	
		Mixed		All Mship: 1.6%	All Mship: 0.5%	
				Adult Only Mship: 0.8%	Adult Only Mship: 0.2%	
				APLUS: 1.6%	APLUS: 0%	
		White		All Mship: 56.6%	All Mship: 52.4%	
				Adult Only Mship: 56.1%	Adult Only Mship: 54.6%	
				APLUS: 79.0%	APLUS: 82.1%	
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 45.3%		
			Adult Only Mship: 39%	Adult Only Mship: 44.2%		
			APLUS: 14.7%	APLUS: 14.3%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	84.8%	
Gay / Lesbian / Bisexual / Other			2.1%	1.1%		
No response			15.7%	14.1%		
Religion Or Belief			All Mship: 82.8%	All Mship: 89.5%		

		Blank/ Prefer not to state/ no religion	Adult Only Mship: 83.1%	Adult Only Mship: 90.9%	
			APLUS: 46.1%	APLUS: 44.6%	
		Christian	All Mship: 14.9%	All Mship: 9.7%	
			Adult Only Mship: 14.9%	Adult Only Mship: 8.4%	
			APLUS: 48.8 %	APLUS: 50.9%	
		Other religion	All Mship: 2.4%	All Mship: 0.8%	
	Adult Only Mship: 2.1%		Adult Only Mship: 0.7%		
	APLUS: 5.1%		APLUS: 4.5%		
	Pregnancy And Maternity		No data collected	No data collected	

Nearest alternative library provision

Statutory library – Irthlingborough 4.2 miles

Public transport in the area and car ownership

- 14.74% of households in the Lower Super Output Areas (LSOA) which mention Burton Latimer have no car / van in the household. The County % is 21.1%. (Source: Northamptonshire Analysis using Census and LSOA data).
- The following data was gathered from the 2016 Adult Public library User Survey (APLUS):

APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank
Burton Latimer Library	59%	1%	29%	0%	1%	10%
Service Average	43%	11%	37%	2%	1%	7%

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"> • 206 activities for 0 to 4s with 3,635 attendances, an average of 18 per activity • 79 activities for 5-19s with 999 attendances, an average of 13 per activity • 188 activities for adults with 2,637 attendances, an average of 14 per activity, for example: <ul style="list-style-type: none"> o 35 activities targeting IT skills, with 69 attendances o 2 activities targeting Library Visitors / Local Community, with 682 attendances o 1 activity targeting Volunteers, with 12 attendances
LSOA data	The Library's postcode is in Kettering O11C LSOA which is ranked 23,392 out of 32,844 LSOAs. This is amongst the 30% least 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
We have assessed the impact for sex, age, disability, pregnancy and maternity and other groups as negative at this time.	The proposed community managed library service is within 5 miles of Irthlingborough Library (NCC statutory) with good public transport, which mitigates the negative impacts to some extent.

<p>We acknowledge that a move to a non-statutory community managed library may result in the loss of some services such as blue badge applications. The previous consultation on libraries indicated that this was a particular concern for women, older people, children and young people, disabled people, pregnant women, new mothers and people on low incomes.</p> <p>There is nothing to suggest anything other than a neutral impact, as a result of their protected characteristics, on the other groups listed above.</p> <p>The EQIAs undertaken in the 2017/18 review are available to view here: https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</p>	<p>Training and support will be offered by NCC to enable the group to deliver additional services, such as blue badge applications.</p> <p>There will be an eight-week consultation period to give people the opportunity to feed back their views on this proposal and indicate if they can identify any negative impacts associated with this proposal.</p> <p>The Library To You service is available to individuals, depending on the availability of volunteers.</p>
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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 – 29TH MARCH 2019

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
Needs Analysis – Assessment of Impact of Proposals	Points of consideration in relation to Burton Latimer Library data in relation to Burton Latimer
Quantitative data from consultation questionnaire	78 people chose to respond to the questionnaire in relation to Burton Latimer Library.

Sex	
Male	11
Female	36
Prefer not to say	2
Did not answer	29

Fewer than five respondents said they were pregnant or had had a baby in the last six months.

Age	
10-19 years	0
20-29 years	5
30-49 years	19
50-64 years	9
65-74 years	8
75 years +	5
Prefer not to say	3
Did not answer	29

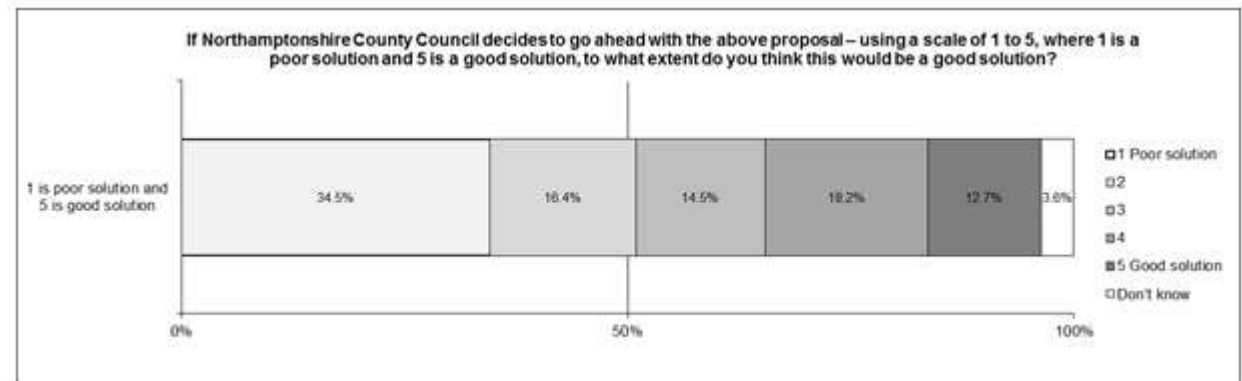
Nine respondents said that they had a disability – where they gave details, these disabilities related to mental health, physical disability, hearing impairment, learning disability, sight impairment and ‘other’.

Religion	
Buddhist	Less than 5
Christian	24
None	18
Prefer not to say	6
Did not answer	29

Ethnicity	
White British	43
White Irish	Less than 5

White Other	Less than 5
Prefer not to say	2
Did not answer	31

Sexuality	
Bisexual	Less than 5
Heterosexual	37
Prefer not to say	6
Did not answer	33



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

In relation to Burton Latimer and people with protected characteristics, respondents to the questionnaire who felt the proposal was a poor solution said that the proposal would also affect the educational development of young children.

Respondents questioned the use of deprivation data to determine whether the local libraries remained part of the statutory provision. They said for Burton Latimer this was nonsensical as Burton Latimer had its fair share of deprivation.

Respondents spoke about their own experiences of using library services including support for young mothers and a sense of community in that the library provided support for those members of the community that were isolated, such as the elderly.

	<p>There were no responses received relating to Burton Latimer Library by respondents using the Children and Young People's questionnaire.</p> <p>A drop-in event was held at Burton Latimer Library on 15 January 2019 which was attended by 35 people. Many of the attendees were parents who said that Kettering Library was not a suitable alternative for accessing baby groups. They felt that it was not suitable for their needs and that it would not cope with the extra capacity that would be needed. They were concerned about the affordability of getting to an alternative library i.e. public transport or the general cost of transport.</p> <p>There were general concerns that if the community managed proposal is not viable, the library will close.</p>
Recommended proposal	<p>It is proposed that Burton Latimer Library will be run by a community group in the current location and will no longer form part of the NCC statutory library provision. A needs analysis shows that this library is not required as part of the statutory service due to its low deprivation, short travel distances to alternative provision and no high need in the 0 – 10 and over 60 populations. It is proposed that the Town Council purchase the building and work with the friends group to run a community managed library. There is £48,800 S106 money available to invest in enhancing the provision. As this would be outside NCC's statutory provision, if this arrangement becomes unviable, the service would cease.</p>

IMPACT ASSESSMENT IF COMMUNITY MANAGED LIBRARY IS IMPLEMENTED AS PROPOSED

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)			✓	

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

We have re-assessed the impact for sex, age, disability, pregnancy and maternity and other groups as neutral at this time. The exact opening times and range of services, beyond the statutory minimum to be provided by the community group is currently still under discussion but has the potential to improve on the current offer. The group will be able to tailor the opening hours around the needs of the community and are keen to add Saturday opening.

There is nothing to suggest anything other than a neutral impact as a result of their protected characteristics, on the other groups listed above.

IMPACT ASSESSMENT IF COMMUNITY MANAGED LIBRARY IS NOT IMPLEMENTED OR IS NOT SUSTAINABLE

Tick the relevant box for each line ✓	Based on the possibility of the library closing			
	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)		✓		

Impact analysis if Library Closes

If no viable community managed proposal for Burton Latimer Library is progressed or if it becomes unviable after establishment then the library will close, and therefore the impact would be negative for some groups with protected characteristics. We know that women (particularly new mothers), children

and young people and the elderly, people with disabilities, people on low incomes, people without internet access, those in rural areas and those without access to their own transport would be particularly negatively affected by a library closure.

A number of alternative services would provide some mitigation against potential negative impacts. We will continue to provide and seek to improve online library services including e-books and e-audiobooks. The volunteer-led Library to You service can provide customised book delivery to those unable to access alternative libraries. We are also working on variations to the Library to You service which could provide transport to nearest libraries for those unable to access their local library, as well as bringing a selection of books to a central point in locations where there is no longer a library. Based on the needs assessment, the vast majority of users will be within five miles of a statutory library. We do, however, acknowledge that these cannot fully mitigate the negative impacts of a library closure.