

<b>Name of proposal/policy</b>	Library Provision in Corby	<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 Corby 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.

Corby Library is co-located in the Corby Cube with the Council chamber, one stop shop, registrars and The Core Theatre. It is an area of deprivation with low educational aspirations, but has benefitted from regeneration with an Olympic swimming pool, cinema and many shops and restaurants. The Library has strong links with Adult learning/family learning and with Penn Green and the Corby Consortium of Children's Centres. The Cube has a Pay and Display car park which is free on Sundays with disabled parking available and a disabled public toilet with baby changing facilities.

Some of the activities on offer in 2018:

- For 0 to 4s: Bounce and rhyme, 2x Rhymetime per wk, Play and learn U5s
- Other: Canasta Card Group, Code Club, Creative Writing Workshops (Young Adult), Family Learning, IT courses, Spectrum (Autism) Group, Reading Group, Saturday club, Summer Reading Challenge, Visually Impaired Reading Group.

Current opening hour:

Monday to Friday 9 – 6

Saturday 9 - 5

### 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 Corby 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)**

<b>Data Source (include link where published)</b>	<b>Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”</b>			
<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 4,865 membership records of which 2,529 are from adults aged 18 and over.</p> <p>2) In 2016, 352 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.</p>	<b>Protected characteristics</b>		<b>All libraries</b>	<b>Corby Library</b>
	Gender	Female	All Mship: 55%	All Mship: 58%
		Adult Only Mship: 56%	Adult Only Mship: 59%	
		APLUS: 58%	APLUS: 61%	
	Male	All Mship: 43%	All Mship: 41%	
	Unknown	All Mship: 2%	All Mship: 2%	
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	37%
		Young adults 11-17	9%	11%
		Adults 18+	57%	52%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 20%
	Adult Only Mship: 32%	Adult Only Mship: 30%		
	APLUS: 34%	APLUS: 24%		
	Disability	Disabled	All Mship: 3.7%	All Mship: 5%
			Adult Only Mship: 5.3%	Adult Only Mship: 7.5%
APLUS: 24.9%			APLUS: 29.5%	
Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 95%	
		Adult Only Mship: 94.7%	Adult Only Mship: 92.5%	
	APLUS: 75.1%	APLUS: 70.5%		
Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 2%	

			Adult Only Mship: 2.1%	Adult Only Mship: 1.5%	
			APLUS: 2.7%	APLUS: 2.6%	
		Black or Black British	All Mship: 2.5%	All Mship: 3.7%	
			Adult Only Mship: 2.0%	Adult Only Mship: 2.6%	
			APLUS: 2.0%	APLUS: 2.6%	
		Mixed	All Mship: 1.6%	All Mship: 1.7%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.8%	
			APLUS: 1.6%	APLUS: 1.4%	
		White	All Mship: 56.6%	All Mship: 70.2%	
			Adult Only Mship: 56.1%	Adult Only Mship: 72.2%	
			APLUS: 79.0%	APLUS: 83.5%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 22.5%		
		Adult Only Mship: 39%	Adult Only Mship: 22.9%		
		APLUS: 14.7%	APLUS: 9.9%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	73.4%	
		Gay / Lesbian / Bisexual / Other	2.1%	6.7%	
		No response	15.7%	19.8%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 83.3%	
			Adult Only Mship: 83.1%	Adult Only Mship: 83.6%	
			APLUS: 46.1%	APLUS: 54.3%	
Christian		All Mship: 14.9%	All Mship: 14.9%		
		Adult Only Mship: 14.9%	Adult Only Mship: 14.9%		
APLUS: 48.8 %	APLUS: 41.2%				

		Other religion	All Mship: 2.4% Adult Only Mship: 2.1% APLUS: 5.1%	All Mship: 1.8% Adult Only Mship: 1.5% APLUS: 4.5%	
	Pregnancy And Maternity		No data collected	No data collected	
Details of groups/activities run for people with protected characteristics.	<ul style="list-style-type: none"> <li>• 202 activities for 0 to 4s with 4,595 attendances, an average of 23 per activity</li> <li>• 149 activities for 5-19s with 3,439 attendances, an average of 23 per activity</li> <li>• 339 activities for adults with 2,207 attendances, an average of 7 per activity, for example: <ul style="list-style-type: none"> <li>o 12 activities targeting people with disabilities, with 54 attendances</li> <li>o 97 activities targeting IT skills, with 980 attendances</li> <li>o 32 activities targeting Job/Business skills, with 149 attendances</li> <li>o 19 activities targeting Language skills, with 200 attendances</li> <li>o 14 activities targeting Library Visitors / Local Community, with 210 attendances</li> <li>o 16 activities targeting Volunteers, with 40 attendances</li> </ul> </li> </ul>				
LSOA data	The Library's postcode is in Corby 005A LSOA which is ranked 5,632 out of 32,844 LSOAs. This is amongst the 20% 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)			✓	
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Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>There are no changes proposed to Corby 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 Corby 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
<p><b>UPDATED</b></p> <p>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.</p>

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

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
<a href="#">Needs Analysis – Assessment of Impact of Proposals</a>	Library data
Quantitative data from consultation questionnaire	Sixteen people chose to respond to the questionnaire in relation to Corby Library.

<b>Sex</b>	
Male	Less than 5
Female	6
Did not answer	7

No respondents said they were pregnant or had had a baby in the last six months.

<b>Age</b>	
10-19 years	Less than 5
30-49 years	5
50-64 years	Less than 5
65-74 years	Less than 5
Did not answer	7

Fewer than five respondents said that they had a disability.

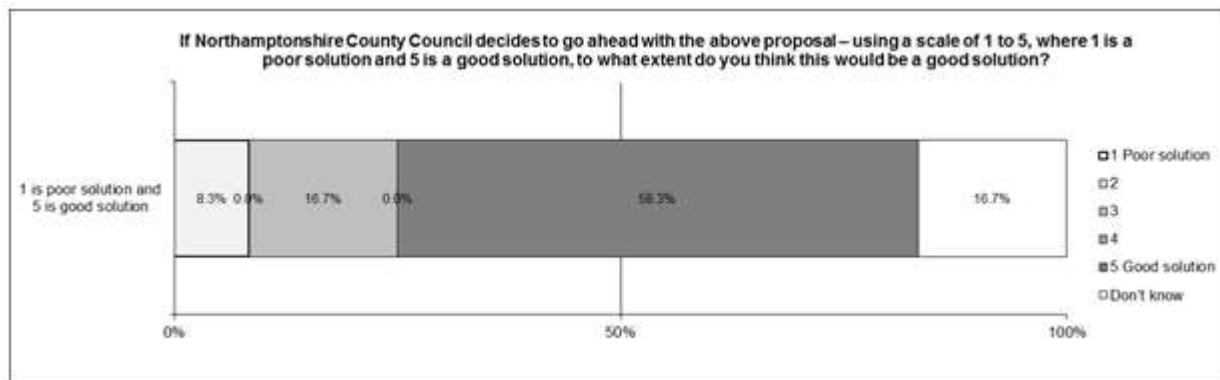
<b>Religion</b>	
Christian	Less than 5
None	5
Prefer not to say	1
Did not answer	7

<b>Ethnicity</b>	
Asian or Asian British: Chinese	Less than 5
White: Other White Background	Less than 5
White: White British	6
Did not answer	8

<b>Sexuality</b>	
Bisexual	Less than 5
Heterosexual	7
Prefer not to say	1

Did not answer

7



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

In relation to Corby and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this was a good solution felt it was essential for children to have access to books, and that the library provided a safe place for education including for those that are out of mainstream schooling.

Respondents were then asked that if they feel this option would have a negative impact, to tell us what they think that impact would be along with any suggestions on how any potential negative impacts could be mitigated. One respondent stated that they were homeless and said they would have difficulty in accessing what they needed locally should the library close.

We received one response relating to Corby Library by respondents using the Children and Young People's questionnaire. When invited to make any other comments about the library, one respondent commented on the importance of library as a community resource. They felt it offered a range of information and books, and said they find it a friendly and accessible space for families, which they hope would continue.

Recommended proposal

Following the consultation the proposal for Corby Library remains the same. It is proposed that Corby 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.

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**

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