

Name of proposal/policy	Library Provision in Deanshanger	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 Deanshanger 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.

Modern and attractive small library co-located in a building built by parish council with S106 which also houses the preschool, community room and doctors surgery and is near shops. The Library has an active friends group. The facility provides 28 parking spaces plus 2 for disabled drivers.

Volunteers are currently supporting some core opening hours enabling the building to be open and access to a reduced range of library services.

Some of the activities on offer in 2018:

- For 0 to 4s: Rhymetime, Play and learn U1s, Drop in clinics by Health Visitor, Health Visitor Development checks
- Other: Creative Writing, Knit & Natter, Lunch in the Library, Memories Group, Reading Group, Summer Reading Challenge.

Current opening hours:

Wednesday 10 - 2

Thursday 2 – 6

Friday 2 - 6

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 Deanshanger Library remains part of the statutory provision and run by a community group. A needs assessment has identified that this library is outside the 5 mile catchment area of another statutory library within South Northamptonshire District and with a high number of children in the area, indicating that statutory provision should continue.

This could mean changes (an increase or a decrease) in the opening hours, but with an agreed minimum.

This would be a community managed library, supporting community need, providing a book lending service as well as additional services (such as Blue Badge applications and bus pass renewals) where appropriate, at the group's discretion. Some universal children's services provided in Deanshanger Library will continue to be delivered.

As Deanshanger Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to find alternative provision to ensure it continued to provide a statutory service.

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”			
<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 https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</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>	Protected characteristics		All libraries	Deanshanger Library
	Gender	Female	All Mship: 55%	All Mship: 57%
			Adult Only Mship: 56%	Adult Only Mship: 62%
		APLUS: 58%	APLUS: 68%	
		Male	All Mship: 43%	All Mship: 42%
		Unknown	All Mship: 2%	All Mship: 1%
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	41%
		Young adults 11-17	9%	7%
		Adults 18+	57%	52%
(of which aged 60+ for Mship and 65 and over for APLUS)		All Mship: 23%	All Mship: 18%	
	Adult Only Mship: 32%	Adult Only Mship: 30%		
APLUS: 34%	APLUS: 32%			
Disability	Disabled	All Mship: 3.7%	All Mship: 4.3%	

<p>For this library the above data is based on 559 membership records of which 289 are from adults aged 18 and over.</p> <p>2) In 2016, 70 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>			Adult Only Mship: 5.3%	Adult Only Mship: 6.2%			
			APLUS: 24.9%	APLUS: 21.4%			
	Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 95.7%			
			Adult Only Mship: 94.7%	Adult Only Mship: 93.8%			
			APLUS: 75.1%	APLUS: 78.6%			
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 1.6%		
				Adult Only Mship: 2.1%	Adult Only Mship: 1.4%		
				APLUS: 2.7%	APLUS: 1.4%		
		Black or Black British		All Mship: 2.5%	All Mship: 1.8%		
				Adult Only Mship: 2.0%	Adult Only Mship: 1.7%		
				APLUS: 2.0%	APLUS: 0%		
		Mixed		All Mship: 1.6%	All Mship: 2.3%		
				Adult Only Mship: 0.8%	Adult Only Mship: 1%		
				APLUS: 1.6%	APLUS: 0%		
		White		All Mship: 56.6%	All Mship: 73.9%		
				Adult Only Mship: 56.1%	Adult Only Mship: 71.6%		
				APLUS: 79.0%	APLUS: 94.3%		
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 20.4%			
			Adult Only Mship: 39%	Adult Only Mship: 24.2%			
			APLUS: 14.7%	APLUS: 4.3%			
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	81.1%		
		Gay / Lesbian / Bisexual / Other		2.1%	3.3%		
		No response		15.7%	15.6%		

	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 73.5%	
			Adult Only Mship: 83.1%	Adult Only Mship: 73.7%	
			APLUS: 46.1%	APLUS: 37.1%	
		Christian	All Mship: 14.9%	All Mship: 25.6%	
			Adult Only Mship: 14.9%	Adult Only Mship: 26%	
			APLUS: 48.8 %	APLUS: 57.1%	
	Other religion	All Mship: 2.4%	All Mship: 0.9%		
		Adult Only Mship: 2.1%	Adult Only Mship: 0.3%		
		APLUS: 5.1%	APLUS: 5.7%		
	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"> • 101 activities for 0 to 4s with 987 attendances, an average of 10 per activity • 30 activities for 5-19s with 634 attendances, an average of 21 per activity • 107 activities for adults with 1,252 attendances, an average of 12 per activity, for example: <ul style="list-style-type: none"> o 3 activities targeting Library Visitors / Local Community, with 454 attendances o 53 activities targeting older people, with 318 attendances 				
LSOA data	The Library's postcode is in South Northamptonshire 008C LSOA which is ranked 22,127 out of 32,844 LSOAs. This is amongst the 40% 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
<p>We have assessed the impact for sex, age, disability, pregnancy and maternity and other groups as unsure at this time. The exact opening times and range of services, beyond the statutory minimum, to be provided by the community group, is currently under discussion.</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>There is the possibility that Deanshanger 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:</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 community group will be working within a service level agreement to determine a minimum required provision of statutory services. Training and support will be provided by NCC to enable the group to deliver additional services, such as blue badge applications, if they choose to offer these.</p> <p>Training on equalities issues will be provided and NCC will monitor compliance with the statutory duty being delivered on its behalf.</p> <p>As Deanshanger Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to</p>

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

find alternative provision to ensure it continued to provide a statutory service.

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 Deanshanger Proportion of local population aged 0 to 10 Children’s Centre Service usage Library data																		
Quantitative data from consultation questionnaire	<p>276 people chose to respond to the questionnaire in relation to Deanshanger Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>55</td> </tr> <tr> <td>Female</td> <td>169</td> </tr> <tr> <td>Prefer not to say</td> <td>4</td> </tr> <tr> <td>Did not answer</td> <td>48</td> </tr> </tbody> </table> <p>Eight respondents said they were pregnant or had had a baby in the last six months.</p> <table border="1"> <thead> <tr> <th colspan="2">Age</th> </tr> </thead> <tbody> <tr> <td>10-19 years</td> <td>Less than 5</td> </tr> <tr> <td>20-29 years</td> <td>22</td> </tr> <tr> <td>30-49 years</td> <td>117</td> </tr> </tbody> </table>	Sex		Male	55	Female	169	Prefer not to say	4	Did not answer	48	Age		10-19 years	Less than 5	20-29 years	22	30-49 years	117
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50-64 years	45
65-74 years	30
75 years +	Less than 5
Prefer not to say	9
Did not answer	9

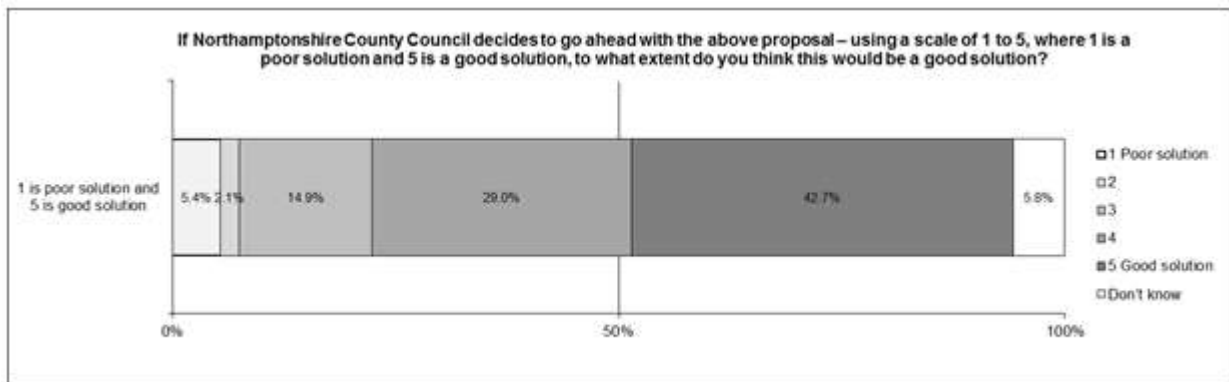
Twenty-five respondents said that they had a disability – where they gave details, these disabilities related to mental health, physical disability, hearing impairment, learning disability and ‘other’.

Religion	
Buddhist	Less than 5
Christian	108
Jewish	Less than 5
None	94
Other	3
Prefer not to say	21
Did not answer	51

Ethnicity	
Asian/Asian British - Bangladeshi	Less than 5
Asian/Asian British – Indian	Less than 5
Asian/Asian British – Other	Less than 5
Black/Black British – Caribbean	Less than 5
Mixed/Multiple Ethnic Background - Other	Less than 5
Mixed/Multiple Ethnic Background – White/Asian	Less than 5
White British	199
White Irish	Less than 5
White Other	8
Other	Less than 5
Prefer not to say	4

Did not answer	55
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Sexuality	
Bisexual	Less than 5
Gay woman/Lesbian	Less than 5
Heterosexual	192
Prefer not to say	27
Did not answer	52



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

In relation to Deanshanger and people with protected characteristics, respondents to the questionnaire who felt this was a good solution considered the library to be an essential central hub of the community that provides a variety of services to all ages of the growing community and enables community interaction. It was commented that the library was a 'lifeline' for some members of the local community, especially new and young mums, children, families and the elderly. The children's services were mentioned by many, which they considered important to children's education and development and parental wellbeing. Many also mentioned the groups and activities that the library hosts, that help to reduce social isolation.

The ability to access IT services that are provided including access to the internet for those that do not have it at home was also mentioned as important, as were other services including Blue badge and bus pass applications, and access to a health visitor. It was commented that the

library has a positive impact on people's lives and if it were to close, the most vulnerable would be the greatest affected.

It was commented that some residents do not leave the village. It was also mentioned that there are limited bus services within the village that would make travelling to alternative libraries problematic for some, especially those people who do not have access or a car or are unable to drive. The current library is within walking distance for many residents and without it, it was thought that some users would no longer be able to access library services.

Respondents want the library to have accessible opening hours, including being open at the weekends to enable access for people and families who work during the week. Other comments included a lack of other alternative community provision within the village, including activities for under-fives.

Some respondents who commented as to why they felt this would provide a poor solution thought that having limited opening times would not be suitable for the needs of the local school children, elderly and other residents.

Some respondents who commented as to why they felt this would provide neither a good nor poor solution wanted more clarity on what children's services would be available and that the monthly baby clinic should continue as the alternative venues are too far away to be able to see a health visitor.

When considering if there could be any negative impact arising from the proposal, some felt that the future provision of the service is essential to the wellbeing of many people of all ages who meet there for social activities, as well as the support it provides for children who need the computer facilities to aid their education.

A few respondents requested activities they would like to see being delivered. These included community engagement and training for adults on how to use new technology, which may aid those seeking employment; weekend activities for school children aged five years or older; and funding to reinstate the children's groups which had previously delivered there.

Respondents could also make any other comments about the Deanshanger Library proposal that they had not already mentioned. Many of these respondents expressed their relief that

	<p>the library would remain open under this proposal. They praised the service and held it in high regard as a vital community asset to the village. They felt it was important to keep the library open as it is of benefit to all ages, especially children, families and the elderly. They felt it provided a community space that helps to reduce social isolation, and offers a range of activities and has the potential to provide more.</p> <p>Other comments received included the view that some people, including older people, would find it difficult to access alternative libraries which has been made worse due to a reduced bus service.</p> <p>We received four responses relating to Deanshanger Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, respondents for Deanshanger said they like the crafts and events held at the library; story time; and said the library is great place to choose a book to help with their reading. The one thing children and young people questionnaire respondents said they like best about their local library were the activities they could participate in; the ability to pick their own story; and the special seasonal displays, for example at Christmas time. When children and young people questionnaire respondents were invited to make any other comments they said how they felt the library is important to their village; that they do school trips to the library and have their library cards; and that they like to attend. One respondent commented that the library sign is in need of repair.</p>
Recommended proposal	<p>It is proposed that Deanshanger Library will become a Community Managed Library run by the Friends of Deanshanger library. A needs assessment has identified that this library is outside the five mile catchment area of another statutory library within South Northamptonshire and has a high needs for 0 – 10 year olds in the area. For these reasons it will remain part of the countywide statutory provision. Full training will be provided and a Community Library Co-ordinator will work with the community group within a Service Level Agreement to ensure equality of access and quality of service. As Deanshanger Library would remain part of the statutory provision, should it become unviable as a community managed library, NCC would seek to make alternative provision in Deanshanger.</p>

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. The key concerns raised during the consultation were the level of opening hours and the amount of Children's activities that would be delivered by a community managed model. The current opening hours for Deanshanger Library are 12 hours per week. This would be the minimum that would be offered but it is likely that these will increase over time as the community group gains capacity. They will also be able to tailor the opening hours around the needs of the community. The community group will also be able to provide increased children's activities if they wish and this would include allowing the continuation of the Health Visitor Clinics which were noted as a concern in the feedback.

There is nothing to suggest anything other than a neutral impact as a result of their protected characteristics, on the other groups listed above. If the proposal was to be unsuccessful, as part of NCC's statutory library provision the council would need to continue to provide some library service provision within Deanshanger but this would not necessarily be in the current location or for the current opening hours. In this event this EqIA would need to be revisited.