

Name of proposal/policy	Library Provision in Desborough	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 1 st April 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 Desborough 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 co-located with Desborough Town Council and with Kettering Borough Council in a 1960s building. The Library has an Active friends group who run, among other things, a popular coffee morning on Market Day. It is next door to a home for older people. The facility provides a public disabled toilet with baby changing facilities and 6 parking spaces.

Some of the activities on offer in 2018:

- For 0 to 4s: Bounce and rhyme, Play and learn U5s, Rhymetime, Introducing solids
- Other: CAB, Class visits, Credit Union, Friends coffee morning, Reading group, Scrabble club, social inclusion team sessions. Summer Reading Challenge.

Current opening hours:

Tuesday 9 – 6

Thursday 9 – 6

Friday 9 - 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 Desborough 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 Kettering borough and with a high number of children and over 60s 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 Desborough Library will continue to be delivered.

As Desborough 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	Desborough Library	
	Gender	Female	All Mship: 55%	All Mship: 61%	
			Adult Only Mship: 56%	Adult Only Mship: 69%	
		Male	APLUS: 58%	APLUS: 67%	
		Unknown	All Mship: 43%	All Mship: 38%	
			All Mship: 2%	All Mship: 1%	
	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10	33%	34%	
		Young adults 11-17	9%	9%	
		Adults 18+	57%	57%	
(of which aged 60+ for Mship and 65 and over for APLUS)		All Mship: 23%	All Mship: 30%		
		Adult Only Mship: 32%	Adult Only Mship: 43%		
		APLUS: 34%	APLUS: 42%		
Disability	Disabled	All Mship: 3.7%	All Mship: 3.8%		

<p>For this library the above data is based on 1,419 membership records of which 811 are from adults aged 18 and over.</p> <p>2) In 2016, 148 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: 32.4%			
	Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 96.2%			
			Adult Only Mship: 94.7%	Adult Only Mship: 93.8%			
			APLUS: 75.1%	APLUS: 67.6%			
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 1%		
				Adult Only Mship: 2.1%	Adult Only Mship: 1.2%		
				APLUS: 2.7%	APLUS: 1.4%		
		Black or Black British		All Mship: 2.5%	All Mship: 1.3%		
				Adult Only Mship: 2.0%	Adult Only Mship: 1%		
				APLUS: 2.0%	APLUS: 0.7%		
		Mixed		All Mship: 1.6%	All Mship: 1%		
				Adult Only Mship: 0.8%	Adult Only Mship: 0.5%		
				APLUS: 1.6%	APLUS: 1.4%		
		White		All Mship: 56.6%	All Mship: 62.8%		
				Adult Only Mship: 56.1%	Adult Only Mship: 64.2%		
				APLUS: 79.0%	APLUS: 92.6%		
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 34%			
			Adult Only Mship: 39%	Adult Only Mship: 33%			
			APLUS: 14.7%	APLUS: 4.1%			
Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	78.4%			
	Gay / Lesbian / Bisexual / Other		2.1%	1.4%			
	No response		15.7%	20.2%			

	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 92.7%	
			Adult Only Mship: 83.1%	Adult Only Mship: 92.2%	
			APLUS: 46.1%	APLUS: 34.5%	
		Christian	All Mship: 14.9%	All Mship: 7.0%	
			Adult Only Mship: 14.9%	Adult Only Mship: 7.4%	
			APLUS: 48.8 %	APLUS: 60.1%	
		Other religion	All Mship: 2.4%	All Mship: 0.3%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.4%	
			APLUS: 5.1%	APLUS: 5.4%	
	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"> • 204 activities for 0 to 4s with 5,031 attendances, an average of 25 per activity • 71 activities for 5-19s with 1,732 attendances, an average of 24 per activity • 164 activities for adults with 1,567 attendances, an average of 10 per activity, for example: <ul style="list-style-type: none"> o 3 activities targeting Library Visitors / Local Community, with 561 attendances 				
LSOA data	The Library's postcode is in Kettering 0021 LSOA which is ranked 13,294 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>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 Desborough 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>

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

As Desborough 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.

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 – 1ST APRIL 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 Desborough Active library membership Proportion of local population aged 0 to 10 Children’s Centre Service usage Library data																
Quantitative data from consultation questionnaire	<p>67 people chose to respond to the questionnaire in relation to Desborough Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>11</td> </tr> <tr> <td>Female</td> <td>38</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>17</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">Age</th> </tr> </thead> <tbody> <tr> <td>10-19 years</td> <td>0</td> </tr> <tr> <td>20-29 years</td> <td>0</td> </tr> </tbody> </table>	Sex		Male	11	Female	38	Prefer not to say	1	Did not answer	17	Age		10-19 years	0	20-29 years	0
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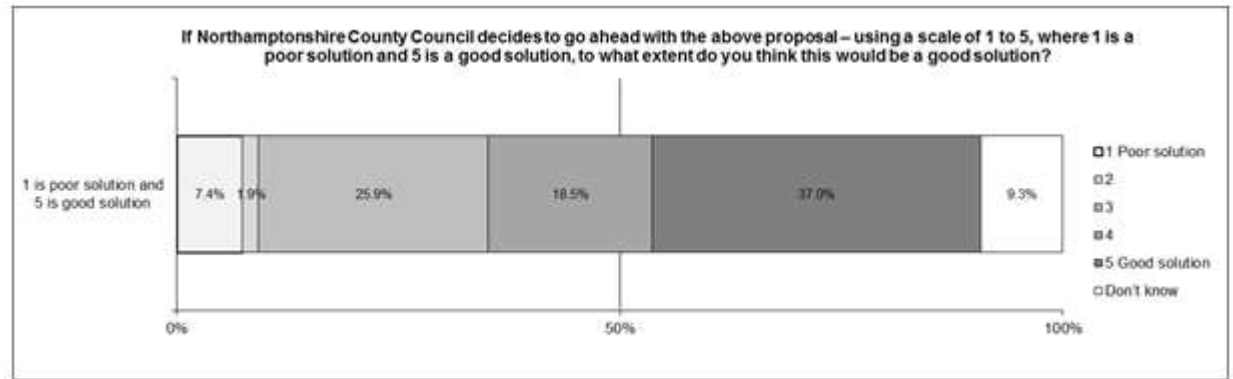
30-49 years	17
50-64 years	16
65-74 years	9
75 years +	Less than 5
Prefer not to say	Less than 5
Did not answer	17

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

Religion	
Buddhist	Less than 5
Christian	28
None	12
Other	2
Prefer not to say	5
Did not answer	21

Ethnicity	
Mixed/Multiple Ethnic Background – White/Black Caribbean	Less than 5
White British	43
White Irish	Less than 5
Other	1
Prefer not to say	3
Did not answer	18

Sexuality	
Bisexual	Less than 5
Heterosexual	34
Prefer not to say	8
Did not answer	24



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

In relation to Desborough and people with protected characteristics, respondents to the questionnaire who commented as to why they felt this would provide a good solution said that the library is an important hub for the community as it provides much more than traditional library services, including community groups and children’s services, and needs to be retained to help prevent social isolation and aid the general wellbeing of the town. Other comments included the view that it is important to retain a local library due to reductions in local bus services.

Some respondents also commented on the children’s services and wanted to know what level of service would be provided. They felt the library currently provides good services for children and their parents and that current staff are also equipped to monitor any safeguarding concerns. There were concerns raised that the level of children’s services would reduce.

Other comments included the view that the bus services serving Desborough and the surrounding villages are not adequate enough and that bus services and libraries should be considered together.

When considering if there could be any negative impact arising from the proposal, some felt that if there is a statutory children’s services provision then this should be provided by paid

	<p>NCC staff with experience of children’s services. One respondent also felt that breastfeeding support is needed.</p> <p>Respondents could then make any other comments about the Desborough Library proposal that they had not already mentioned. They felt the town needed a good library service and that is was an important community hub that was used by all ages. Respondents said how it provided a meeting place and delivered vital services, with children’s services specifically being highlighted by some. These were regarded as an important ‘lifeline’ that provides support for parents, which respondents felt strongly should be retained. One respondent questioned the detail within the equality impact assessment and felt there needs to be a minimum of one breastfeeding group and two baby/toddler groups within the town, supplied free of charge, and that this would allow ‘higher level services’ to link in.</p> <p>We received one response relating to Desborough Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, respondents for Desborough said they use the play area; attend consultations, and make friends. The one thing children and young people questionnaire respondents said they like best about their local library was playing. No other comments were received. A drop-in event was held at Desborough Library on 8 January 2019, attended by 24 people. Some attendees suggested things that they felt the library should have in future – this included:</p> <ul style="list-style-type: none"> • Universal children’s services • Sanitary, nappy and incontinence bins
Recommended proposal	<p>It is proposed that Desborough Library will be run by a community group in the current location but will remain part of the countywide statutory provision. A needs analysis indicated that as Desborough Library sits outside the five mile radius of Kettering Library and has a high usage of Children’s services, active library users and higher populations for 0 -10 year olds and 60 plus populations, it is required to form part of the statutory provision across the borough. A new charitable organisation is being set up to purchase the building and run the library. NCC will continue to provide the library infrastructure and support to help the group operate as part of the library network. There is £2,300 S106 money available to invest. As Desborough 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 Desborough.</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

Based on the consultation feedback and ongoing discussions about the current proposal 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 under discussion but is likely to exceed the current opening hours (27 hours per week) and include some weekend opening. Feedback from the community group is that they intend to provide a range of library services along with other services that meet the needs of the local community. Feedback from the consultation suggests that the amount of Universal Children's Centre Services delivered from the Library is a big concern. These services are currently under countywide review following a previous separate consultation. The community group would be able to run volunteer-led baby/toddler sessions from the library and would be able to work in partnership with external childrens and health providers to tailor their own offer to parents and children.

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 Desborough 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.