



Name of proposal/policy	Library Provision in Earls Barton	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 Earls Barton 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 a freestanding building on large plot of land with the primary school behind it and with local shops and businesses nearby. The Library has an active friends group with a focus on literature activities. The Library provides 5 parking spaces plus 1 space for disabled drivers.

Volunteers are currently supporting some core opening hours, as well as providing additional opening hours at weekends, 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 U 1, Play and Learn U5s
- Other: Adult Colouring, Film night, Homework club, Knit and Knatter, Scrabble, Summer Reading Challenge.

Current opening hours:

Wednesday 9 – 2

Thursday 1 – 6

Friday 1 – 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 Earls Barton Library remains part of the statutory provision and run by a community group. A needs assessment has identified that this library has 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 Earls Barton Library will continue to be delivered.

As Earls Barton 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	Earls Barton Library	
	Gender	Female	All Mship: 55%	All Mship: 56%	
			Adult Only Mship: 56%	Adult Only Mship: 55%	
		Male	All Mship: 43%	All Mship: 43%	
		Unknown	All Mship: 2%	All Mship: 1%	
	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10	33%	37%	
		Young adults 11-17	9%	9%	
		Adults 18+	57%	54%	
		(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: 37%		
		APLUS: 34%	APLUS: 34%		
Disability	Disabled	All Mship: 3.7%	All Mship: 2.4%		

<p>For this library the above data is based on 789 membership records of which 426 are from adults aged 18 and over.</p> <p>2) In 2016, 71 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: 2.8%			
			APLUS: 24.9%	APLUS: 21.1%			
	Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 97.6%			
			Adult Only Mship: 94.7%	Adult Only Mship: 97.2%			
			APLUS: 75.1%	APLUS: 78.9%			
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 0.5%		
				Adult Only Mship: 2.1%	Adult Only Mship: 0.2%		
				APLUS: 2.7%	APLUS: 0%		
		Black or Black British		All Mship: 2.5%	All Mship: 0.5%		
				Adult Only Mship: 2.0%	Adult Only Mship: 0.5%		
				APLUS: 2.0%	APLUS: 0%		
		Mixed		All Mship: 1.6%	All Mship: 2.2%		
				Adult Only Mship: 0.8%	Adult Only Mship: 0.5%		
				APLUS: 1.6%	APLUS: 1.4%		
		White		All Mship: 56.6%	All Mship: 70.1%		
				Adult Only Mship: 56.1%	Adult Only Mship: 60.8%		
				APLUS: 79.0%	APLUS: 78.9%		
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 26.7%			
			Adult Only Mship: 39%	Adult Only Mship: 38%			
			APLUS: 14.7%	APLUS: 19.7%			
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	84.7%		
		Gay / Lesbian / Bisexual / Other		2.1%	3.3%		
		No response		15.7%	12.1%		

	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 97.2%	
			Adult Only Mship: 83.1%	Adult Only Mship: 97.2%	
			APLUS: 46.1%	APLUS: 50.7%	
		Christian	All Mship: 14.9%	All Mship: 2.7%	
			Adult Only Mship: 14.9%	Adult Only Mship: 2.6%	
			APLUS: 48.8 %	APLUS: 46.5%	
	Other religion	All Mship: 2.4%	All Mship: 0.1%		
		Adult Only Mship: 2.1%	Adult Only Mship: 0.2%		
		APLUS: 5.1%	APLUS: 2.8%		
	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"> • 133 activities for 0 to 4s with 1,578 attendances, an average of 12 per activity • 83 activities for 5-19s with 809 attendances, an average of 10 per activity • 255 activities for adults with 1,722 attendances, an average of 7 per activity, for example: <ul style="list-style-type: none"> o 35 activities targeting IT skills, with 225 attendances o 1 activity targeting Library Visitors / Local Community, with 2 attendances o 3 activities targeting Volunteers, with 10 attendances 				
LSOA data	The Library's postcode is in Wellingborough 009D LSOA which is ranked 26,970 out of 32,844 LSOAs. This is amongst the 20% 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 Earls Barton 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 Earls Barton 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 Earls Barton Active library membership Library data																				
Quantitative data from consultation questionnaire	<p>83 people chose to respond to the questionnaire in relation to Earls Barton Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>10</td> </tr> <tr> <td>Female</td> <td>59</td> </tr> <tr> <td>Did not answer</td> <td>14</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>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>14</td> </tr> <tr> <td>50-64 years</td> <td>16</td> </tr> <tr> <td>65-74 years</td> <td>25</td> </tr> </tbody> </table>	Sex		Male	10	Female	59	Did not answer	14	Age		10-19 years	0	20-29 years	Less than 5	30-49 years	14	50-64 years	16	65-74 years	25
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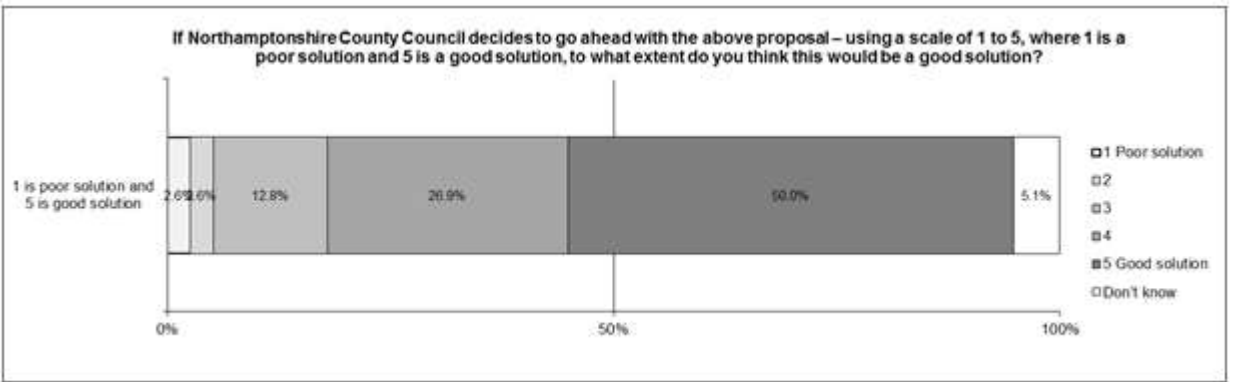
75 years +	8
Prefer not to say	4
Did not answer	13

Fewer than five respondents said that they had a disability.

Religion	
Christian	38
Other	2
None	19
Prefer not to say	8
Did not answer	18

Ethnicity	
Asian/Asian British - Chinese	Less than 5
White British	60
White Irish	Less than 5
Prefer not to say	3
Did not answer	17

Sexuality	
Bisexual	Less than 5
Heterosexual	48
Prefer not to say	12
Did not answer	20



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

In relation to Earls Barton and people with protected characteristics, respondents to the questionnaire who commented as to why they felt this would provide a good solution said felt the library was important for children and their development and education, as well as providing a space for adults, including the elderly, to meet and participate in organised groups and events, which also helps prevent social isolation.

Other comments included the view that many people would experience difficulties in accessing services at alternative libraries.

Respondents could then make any other comments about the Earls Barton Library proposal that they had not already mentioned. Many of the respondents who took the opportunity to provide further comments expressed the high regard they have for the library and the service it provides to all ages of the community, with the elderly, children and parents of young children being highlighted by some. The children’s services were regarded as invaluable, especially for a growing community; as is the opportunity for the elderly to socialise. Alternative libraries were considered too problematic to reach, especially for people with a physical impairment.

We received four responses relating to Earls Barton Library by respondents using the Children and Young People's questionnaire. When asked what else they do at the library, respondents for Earls Barton said they attend the homework club; attend various activities with relatives; and read children’s books. The one thing children and young people questionnaire respondents said they like best about their local library were the resources; staff; atmosphere; books; and

	<p>the activities that are provided for all ages, young and old, and that these help prevent social isolation for some elderly people. When children and young people questionnaire respondents were invited to make any other comments, they said how they felt the library was an important asset to their local community that provides a high level of service. They said they found the environment it provides welcoming and safe. One respondent commented that they used to attend the children's services when they were younger and now enjoy reading the books.</p>
<p>Recommended proposal</p>	<p>It is proposed that Earls Barton Library will be run by a charitable incorporated organisation (CIO) set up by the Friends of Earls Barton Library, with financial support from Earls Barton Parish Council for the property and running costs. It is proposed that the library will form part of the countywide statutory provision. A needs assessment has identified that this library has a high number of active library users and a high number of children under five and those over 60 in the area. 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. There is £27,400 S106 money available to invest in enhancing provision in Earls Barton. As Earls Barton would remain part of the statutory provision, should it become unviable as a community managed library, NCC would seek to make alternative provision in Earls Barton.</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 under discussion. However, discussions with the group indicate that they intend to open the library for more than the current 15 hours and would include some weekend opening. They also intend to deliver a range of additional services including support for the elderly with Blue Badge and Bus pass applications as well as events for children. These were two areas of concern in the consultation 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 Earls Barton 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.