

Name of proposal/policy	Library Provision in Far Cotton	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	17 th January 2019 Updated 5 th April 2019
Approved by Director / Assistant Director	Lucy Wightman – Director Public Health	Date of approval	17 th January 2019 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 – 17th JANUARY 2019

Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire County Council currently provides a standard public library service from Far Cotton 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 a sexual health clinic, pharmacy, hireable hall and GP surgery in a shared community building on the edge of a large playing field near shops. The area has no parish council. The Library has a friends group. The facility provides toilets for the disabled, under 5s and parents and baby changing facilities and 20 free parking spaces.

The Library provides an NCC staff touchdown facility in a confidential space during library opening times.

Some of the activities on offer in 2018:

- For 0 to 4s: Bounce and rhyme, Rhymetime, Play and learn U1s, Play and learn U5s, Drop in clinics by Health Visitor
- Other: Summer Reading Challenge.

Current opening hours:

Monday 12 – 4

Wednesday 10 – 2

Thursday 12 – 4

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 Far Cotton 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 within 2 miles of a library remaining within NCC statutory provision (Hunsbury).

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 including Universal Children’s 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) Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”

Data Source (include link where published)	Protected characteristics		All libraries	Far Cotton Library
	<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> <p>For this library the above data is based on 680 membership records of which 299 are from adults aged 18 and over.</p>	Gender	Female	All Mship: 55%
Male			Adult Only Mship: 56%	Adult Only Mship: 71%
			APLUS: 58%	APLUS: 71%
			Unknown	All Mship: 43%
Gender Reassignment			All Mship: 2%	All Mship: 3%
			No data collected	No data collected
Age		Children 0-10	33%	43%
		Young adults 11-17	9%	13%
		Adults 18+	57%	44%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 13%
Disability		Disabled	Adult Only Mship: 32%	Adult Only Mship: 22%
			APLUS: 34%	APLUS: 56%
			All Mship: 3.7%	All Mship: 4.4%
		Adult Only Mship: 5.3%	Adult Only Mship: 5.4%	
		APLUS: 24.9%	APLUS: 16.3%	

<p>2) In 2016, 49 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>		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 95.6%		
			Adult Only Mship: 94.7%	Adult Only Mship: 94.6%		
			APLUS: 75.1%	APLUS: 83.7%		
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 4.3%	
				Adult Only Mship: 2.1%	Adult Only Mship: 3%	
				APLUS: 2.7%	APLUS: 6.1%	
		Black or Black British		All Mship: 2.5%	All Mship: 3.5%	
				Adult Only Mship: 2.0%	Adult Only Mship: 2%	
				APLUS: 2.0%	APLUS: 2%	
		Mixed		All Mship: 1.6%	All Mship: 3.1%	
				Adult Only Mship: 0.8%	Adult Only Mship: 3.3%	
				APLUS: 1.6%	APLUS: 6.1%	
		White		All Mship: 56.6%	All Mship: 61.3%	
				Adult Only Mship: 56.1%	Adult Only Mship: 67.2%	
				APLUS: 79.0%	APLUS: 69.4%	
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 27.8%		
			Adult Only Mship: 39%	Adult Only Mship: 24.4%		
			APLUS: 14.7%	APLUS: 16.3%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	79.7%	
		Gay / Lesbian / Bisexual / Other		2.1%	3.2%	
		No response		15.7%	17.1%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion		All Mship: 82.8%	All Mship: 78.1%	
				Adult Only Mship: 83.1%	Adult Only Mship: 78.9%	

		Christian	APLUS: 46.1%	APLUS: 46.9%	
			All Mship: 14.9%	All Mship: 18.5%	
			Adult Only Mship: 14.9%	Adult Only Mship: 18.4%	
		APLUS: 48.8 %	APLUS: 38.8%		
		Other religion	All Mship: 2.4%	All Mship: 3.4%	
			Adult Only Mship: 2.1%	Adult Only Mship: 2.7%	
	APLUS: 5.1%		APLUS: 14.3%		
Pregnancy And Maternity		No data collected	No data collected		

Nearest alternative library provision

Statutory library – Hunsbury 1 mile
Statutory library - Northamptonshire Central 1.9 miles

Public transport in the area and car ownership

- 25.28% of households in the Lower Super Output Areas (LSOA) which mention Far Cotton have no car / van in the household. This is higher than the Northamptonshire % of 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
Far Cotton Library	24%	0%	61%	0%	0%	14%
Service Average	43%	11%	37%	2%	1%	7%

Details of groups/activities run for people with protected characteristics.

Based on the activity data recorded for 2017/18, the Library delivered:

- 198 activities for 0 to 4s with 4,817 attendances, an average of 24 per activity
- 61 activities for 5-19s with 1,635 attendances, an average of 27 per activity
- 7 activities for adults with 325 attendances, an average of 26 per activity, for example:

	<ul style="list-style-type: none"> o 3 activities targeting IT skills, with 5 attendances o 1 activity targeting Library Visitors / Local Community, with 186 attendances
LSOA data	The Library's postcode is in Northampton O28B LSOA which is ranked 13,413 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 negative at this time.</p> <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>The proposed community managed library service is within 2 miles of Hunsbury and Northamptonshire Central Libraries (NCC statutory) with good public transport, which mitigates the negative impacts to some extent.</p> <p>Training and support will be offered by NCC to enable the group to deliver additional services, such as blue badge applications, if they choose to offer these.</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.

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>

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.

The Library To You service is available to individuals, depending on the availability of volunteers.

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

The consultation on this library, along with seven others that were not ready for consultation immediately after the December Cabinet meeting, will run from 23rd January to 22 March, lasting eight weeks and two days. Consultation on 28 of the libraries began on 12th December and will end on 8th February. The findings for all 36 libraries will be presented to Cabinet in May 2019.

PART 2 – 5TH 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	Library data																		
Quantitative data from consultation questionnaire	<p>Twenty-four people chose to respond to the questionnaire in relation to Far Cotton Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>2</td> </tr> <tr> <td>Female</td> <td>11</td> </tr> <tr> <td>Did not answer</td> <td>11</td> </tr> </tbody> </table> <p>No 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>20-29 years</td> <td>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>Less than 5</td> </tr> <tr> <td>50-64 years</td> <td>5</td> </tr> <tr> <td>65-74 years</td> <td>Less than 5</td> </tr> </tbody> </table>	Sex		Male	2	Female	11	Did not answer	11	Age		20-29 years	Less than 5	30-49 years	Less than 5	50-64 years	5	65-74 years	Less than 5
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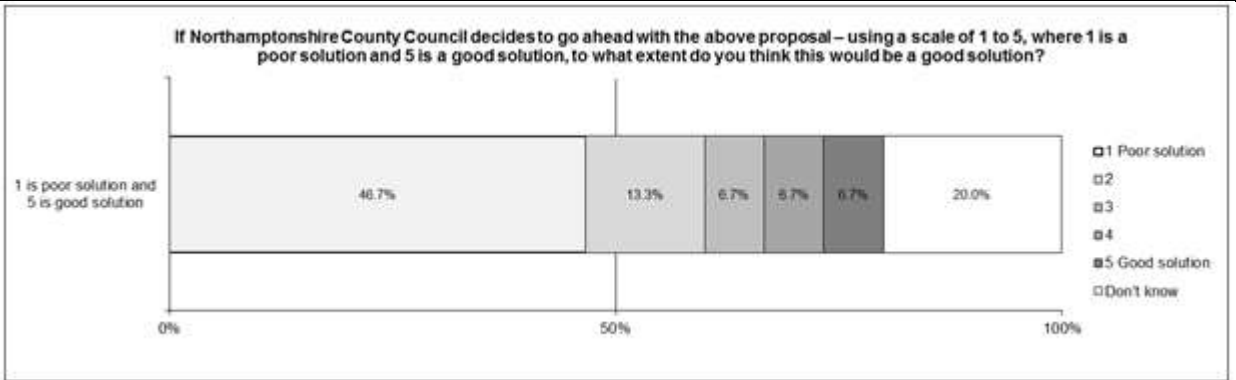
75 years +	Less than 5
Did not answer	13

Fewer than five respondents said that they had a disability.

Religion	
Christian	7
None	Less than 5
Other	Less than 5
Prefer not to say	1
Did not answer	14

Ethnicity	
Black or Black British: Other Black Background	Less than 5
White: Other White Background	Less than 5
White: White British	10
Did not answer	12

Sexuality	
Heterosexual	10
Prefer not to say	3
Did not answer	11



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

In relation to Far Cotton and people with protected characteristics, respondents who commented as to why they felt this was a poor solution felt the incline from Far Cotton to the Hunsbury Library would be too difficult to walk for some elderly residents. One respondent said they were wheelchair bound and having to travel the extra distance to an alternative library would be impossible for them, especially during the winter months. Another respondent said they do not drive and that public transport is too expensive to use every day.

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. It was felt that without the service, some residents would be isolated from information, internet connection and books. It was commented that any removal of the service would have a detrimental impact on the children of the area, as children use the space to read, study, and access clubs in a safe environment. Some respondents thought that as the community is in deprived area, it increased the importance of retaining a library within the local community, especially for local children. It was felt Hunsbury was not within a safe walking distance for the majority of pre-school and primary school aged children. It was also commented that people who were less mobile or have transport difficulties might also find it difficult to access Hunsbury Library.

Other comments received about Far Cotton Library included that the impact of any reduced or closed services would be felt by children and future generations. Respondents expressed concerns about how the potential closure of the library could impact the health and wellbeing of residents within the local community. It was commented that the library service goes

beyond that of book lending, and that it assists with people's mental health and self-sufficiency. They felt it would further isolate vulnerable and disadvantaged people, and would limit access to support and services for them, as well as for young people and future generations.

Respondents felt that Hunsbury Library is too far for some to travel, which would deter many elderly residents, parents with young children and prams from accessing the services, especially if they did not have access to a car or find bus services too problematic.

There were no comments received relating to Far Cotton Library by respondents using the Children and Young People's questionnaire.

A drop-in event was held at Far Cotton Library on 18 February 2019, attended by 30 people. It was noted that Far Cotton is a deprived area, and that not everyone can afford to buy books and other resources, and the library helped to address that gap.

Several attendees mentioned the value that children get from attending sessions and activities at Far Cotton, including several people who shared their personal experiences. Some attendees said that children's sessions at Northampton Central Library were already full or that they found them intimidating because of how busy they are. The library was noted as providing support for mums who would otherwise feel isolated. One attendee said she would have to travel further to see a health visitor if the library closed.

The importance of services at Far Cotton Library for local school children was also mentioned, with attendees saying that the after school activities encourage children and their parents to use the library, and how this was important for their future. Libraries were considered the only way of encouraging young people to read. It was considered that the fact that Far Cotton is a deprived area would mean that poorer children would be particularly disadvantaged by closure of the library. Craft activities for children were also mentioned as being important. Attendees felt that the library is a safe place and that closure would affect everyone, young and old. Services such as audio books were noted as being particularly important for people with disabilities or people who cannot read. One attendee said that they would feel very isolated if the library closed.

	When thinking about alternative libraries, attendees noted that some people would not be able to afford the bus fare to other libraries. It was considered that there was no safe walking route to Hunsbury library, and that other libraries were inconvenient to get to.
Recommended proposal	It is proposed that Far Cotton Library becomes a Community Managed Library in the current location. It is proposed that Far Cotton Library no longer forms part of NCC statutory library provision as a needs assessment has identified that this library is within two miles of a library remaining within NCC statutory provision in Hunsbury. Discussions have taken place with the Friends of the Library, NCC and Northampton Borough Council to try to identify a viable proposal for a community group to be able to run this library. NCC will continue to provide the library infrastructure and support to help the group operate as part of the library network. Discussions are ongoing with the Friends Group, local councillor and NCC but as this library would be outside NCC's statutory provision, if no viable arrangement is developed, the service would cease.

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.

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 Far Cotton 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. Feedback from the consultation highlighted that if the library were to close it would have a significant detrimental effect on children, the elderly and the disabled who would find it difficult to access alternative provision at Hunsbury due to expensive transport and a steep incline between the two libraries.

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.