

Name of proposal/policy	Library Provision in Finedon	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 Finedon 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 in a small not fit for purpose parish room located underneath hall within a rented building. The Library has a Friends group. There is a disabled public toilet with baby changing facilities.

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 U5s, Health Visitor Development checks
- Other: Crafts, 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 Finedon 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 5 miles of a library remaining within NCC statutory provision (Irthlingborough) and has a low number of physical visits.

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.

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)

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>

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.

For this library the above data is based on 292 membership records of which 179 are from adults aged 18 and over.

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

Protected characteristics		All libraries	Finedon Library
Gender	Female	All Mship: 55%	All Mship: 57%
		Adult Only Mship: 56%	Adult Only Mship: 56%
		APLUS: 58%	APLUS: 60%
	Male	All Mship: 43%	All Mship: 43%
	Unknown	All Mship: 2%	All Mship: 0%
Gender Reassignment		No data collected	No data collected
Age	Children 0-10	33%	33%
	Young adults 11-17	9%	6%
	Adults 18+	57%	61%
	(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 35%
		Adult Only Mship: 32%	Adult Only Mship: 49%
		APLUS: 34%	APLUS: 12%
Disability	Disabled	All Mship: 3.7%	All Mship: 3.8%
		Adult Only Mship: 5.3%	Adult Only Mship: 6.1%
		APLUS: 24.9%	APLUS: 24.1%

<p>2) In 2016, 29 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: 96.2%		
			Adult Only Mship: 94.7%	Adult Only Mship: 93.9%		
			APLUS: 75.1%	APLUS: 75.9%		
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 0.7%	
				Adult Only Mship: 2.1%	Adult Only Mship: 0.6%	
				APLUS: 2.7%	APLUS: 0%	
		Black or Black British		All Mship: 2.5%	All Mship: 0.3%	
				Adult Only Mship: 2.0%	Adult Only Mship: 0.6%	
				APLUS: 2.0%	APLUS: 0%	
		Mixed		All Mship: 1.6%	All Mship: 2.1%	
				Adult Only Mship: 0.8%	Adult Only Mship: 0.6%	
				APLUS: 1.6%	APLUS: 0%	
		White		All Mship: 56.6%	All Mship: 64.7%	
				Adult Only Mship: 56.1%	Adult Only Mship: 60.9%	
				APLUS: 79.0%	APLUS: 93.1%	
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 32.2%		
			Adult Only Mship: 39%	Adult Only Mship: 37.4%		
			APLUS: 14.7%	APLUS: 6.9%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	91.1%	
		Gay / Lesbian / Bisexual / Other		2.1%	0%	
		No response		15.7%	8.9%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion		All Mship: 82.8%	All Mship: 83.6%	
				Adult Only Mship: 83.1%	Adult Only Mship: 84.4%	

		Christian	APLUS: 46.1%	APLUS: 20.7%	
			All Mship: 14.9%	All Mship: 15.4%	
			Adult Only Mship: 14.9%	Adult Only Mship: 15.1%	
		APLUS: 48.8 %	APLUS: 75.9%		
		Other religion	All Mship: 2.4%	All Mship: 1%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.6%	
	APLUS: 5.1%		APLUS: 3.4%		
Pregnancy And Maternity		No data collected	No data collected		

Nearest alternative library provision	Statutory Library – Irthlingborough 2.4 miles Statutory Library – Wellingborough 3.4 miles
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Public transport in the area and car ownership	<ul style="list-style-type: none"> 18.24% of households in the Lower Super Output Areas (LSOA) which mention Finedon have no car / van in the household. The County % is 21.1%. (Source: Northamptonshire Analysis using Census and LSOA data). The following data was gathered from the 2016 Adult Public library User Survey (APLUS): <table border="1"> <thead> <tr> <th>APLUS 2016:</th> <th>Private transport, e.g. car, motorbike</th> <th>Public transport, e.g. bus, train, metro / tram</th> <th>On foot</th> <th>Bicycle</th> <th>Other</th> <th>Blank</th> </tr> </thead> <tbody> <tr> <td>Finedon Library</td> <td>24%</td> <td>0%</td> <td>66%</td> <td>0%</td> <td>3%</td> <td>7%</td> </tr> <tr> <td>Service Average</td> <td>43%</td> <td>11%</td> <td>37%</td> <td>2%</td> <td>1%</td> <td>7%</td> </tr> </tbody> </table>	APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank	Finedon Library	24%	0%	66%	0%	3%	7%	Service Average	43%	11%	37%	2%	1%	7%
APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank																
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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"> 98 activities for 0 to 4s with 946 attendances, an average of 10 per activity 47 activities for 5-19s with 360 attendances, an average of 8 per activity
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	<ul style="list-style-type: none"> • 2 activities for adults with 41 attendances, an average of 21 per activity, both targeting Library Visitors / Local Community
LSOA data	The Library's postcode is in Wellingborough 001A LSOA which is ranked 19,662 out of 32,844 LSOAs. This is amongst the 50% 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 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 5 miles of Irthlingborough and Wellingborough libraries (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>

<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>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</p>	<p>There will be an eight-week consultation period to give people the opportunity to feed back their views on this proposal and the potential negative impacts associated with this proposal.</p> <p>The Library To You service is available to individuals, depending on the availability of volunteers.</p>
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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>31 people chose to respond to the questionnaire in relation to Finedon Library.</p> <table border="1" data-bbox="884 981 1870 1145"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>9</td> </tr> <tr> <td>Female</td> <td>15</td> </tr> <tr> <td>Did not answer</td> <td>7</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" data-bbox="884 1268 1870 1465"> <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>13</td> </tr> </tbody> </table>	Sex		Male	9	Female	15	Did not answer	7	Age		20-29 years	Less than 5	30-49 years	Less than 5	50-64 years	5	65-74 years	13
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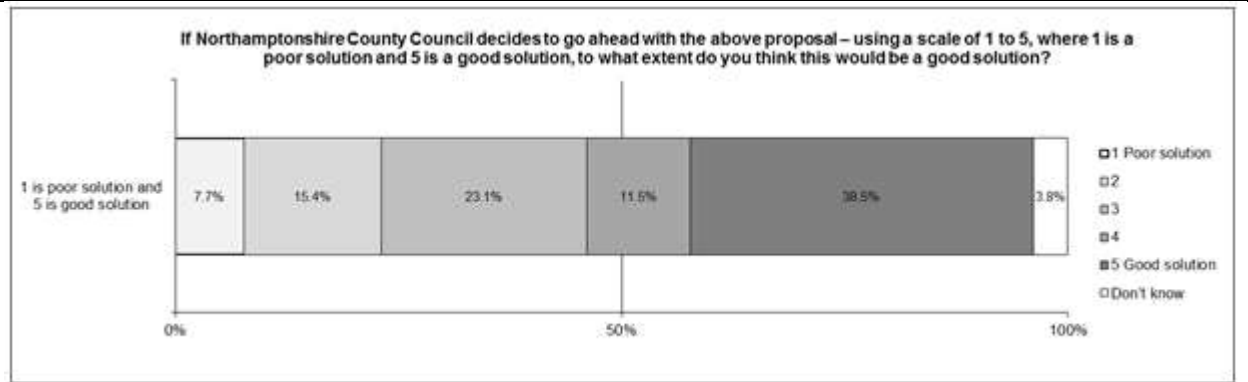
75 years +	Less than 5
Did not answer	7

Fewer than five respondents said that they had a disability.

Religion	
Christian	15
Jewish	Less than 5
None	Less than 5
Prefer not to say	5
Did not answer	7

Ethnicity	
White: Other White Background	Less than 5
White: White British	22
Prefer not to say	1
Did not answer	7

Sexuality	
Bisexual	Less than 5
Heterosexual	15
Prefer not to say	8
Did not answer	7



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

In relation to Finedon and people with protected characteristics, respondents who commented as to why they felt this was a good solution felt Finedon required its own library and that it offered an important service to the local community, with services provided to the elderly and children being highlighted. It was commented that some people, including the elderly, may not be able to access library services from alternative locations if they are unable to travel or do not have their own transport.

One respondent who commented as to why they felt this was a poor solution said they would be reliant on someone to take them to an alternative library due to a pre-existing medical condition. Other comments include that some older people use the library to combat loneliness; and that the proposal, which has the potential to close the library, does not consider the impact on the people currently using it.

The one respondent who commented as to why they felt this would provide neither a good nor poor solution said it was the best of a bad selection. They would rather the library service was provided as part of a national service, as they felt Finedon has a large proportion of elderly residents and has few amenities for a high proportion of deprived and low income families. 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. They felt the library was important to the elderly and children for the opportunity to engage in activities, reading, and to support their education. A respondent added that some young people cannot afford computers or have internet access and so use the library to assist with their homework.

	<p>It was also commented that many people struggle with their mobility, and for these the library could be a 'lifeline', and provides the opportunity to socialise with staff as well as other users, which helps reduce social isolation and improves people's mental health. The felt that some people are unable to travel the five miles to an alternative library and that bus services are not adequate to support this, or are too expensive to use.</p> <p>We received nine responses relating to Finedon Library by respondents using the Children and Young People's questionnaire. When asked what else they do at the library, the majority of the respondents for Finedon said they attended the children's services provided including rhymetime, play and learn, stay and play, and messy play. Others attended the after school craft clubs, change books, and play with the toys. Respondents added that they like the library and its child friendly areas. They enjoy socialising with others, with one respondent calling the library their 'second home'.</p> <p>The one thing children and young people questionnaire respondents said they like best about their local library were the books; puzzles; toys; the staff; children groups and activities; the close proximity to their home. One respondent added they felt it provided a safe environment. When children and young people questionnaire respondents were invited to make any other comments, they stated how much they like the library and the people within it, including the volunteers. They said they found it inviting and that they value their time there, and that it provides a place to socialise with others and is an asset to the town, which should not be closed.</p>
Recommended proposal	<p>It is proposed that Finedon Library will become a Community Managed Library run by volunteers from the Friends of the Library. It is proposed that Finedon Library no longer forms part of NCC statutory library provision as a needs assessment has identified that this library is within five miles of a library remaining within NCC statutory provision at Irthlingborough and has a low number of physical visits. During the consultation, discussions were held between the local councillor, the Friends Group, the Town Council and the Borough Council of Wellingborough about the lease and running costs of the property. The Town Council has agreed to support the property costs for a limited period, with the Friends of the Library taking on the running costs. Book stock, IT infrastructure and full training for volunteers will be provided by NCC and a Community Library Co-ordinator will work with the community group to provide support and advice. As this would be outside NCC's statutory provision, if this arrangement becomes unviable, the service would cease.</p>

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. It is their current intention to open the library for more than the minimum 12 hours per week and to include some weekend opening.

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 Finedon 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. The key concerns raised during the consultation were the potential loss of the community resource for the elderly, children, those with poor mobility and those who cannot afford to travel to alternative services in Irthlingborough or Wellingborough.

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.