

Name of proposal/policy	Library Provision in Irchester	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 Irchester 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 freestanding Carnegie building, in need of refurbishment and surrounded by houses. The Library has an active Friends group.

Some of the activities on offer in 2018:

- For 0 to 4s: Rhymetime, Play and learn U5s
- Other: Children's Film Club, Irchester Film Club, Knit and Knatter, Scrabble.

Current opening hours:

Monday 9 – 1

Tuesday 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 Irchester 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 two libraries remaining within NCC statutory provision (Rushden and Wellingborough) and has a low number of physical visits. We are currently in discussions with a community group about the feasibility of this proposal. This would 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) 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	Irchester 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>	Gender	Female	All Mship: 55%	
		Adult Only Mship: 56%	Adult Only Mship: 59%	
		APLUS: 58%	APLUS: 60%	
		Male	All Mship: 43%	
<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>	Gender Reassignment	Unknown	All Mship: 2%	All Mship: 1%
		No data collected	No data collected	
<p>For this library the above data is based on 423 membership records of which 244 are from adults aged 18 and over.</p> <p>2) In 2016, 61 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>	Age	Children 0-10	33%	32%
		Young adults 11-17	9%	10%
		Adults 18+	57%	58%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 26%
		Adult Only Mship: 32%	Adult Only Mship: 39%	
<p>For this library the above data is based on 423 membership records of which 244 are from adults aged 18 and over.</p> <p>2) In 2016, 61 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>	Disability	APLUS: 34%	APLUS: 29%	
		All Mship: 3.7%	All Mship: 3.8%	
		Adult Only Mship: 5.3%	Adult Only Mship: 5.7%	
		APLUS: 24.9%	APLUS: 31.1%	
		All Mship: 96.3%	All Mship: 96.2%	
		Adult Only Mship: 94.7%	Adult Only Mship: 94.3%	
<p>For this library the above data is based on 423 membership records of which 244 are from adults aged 18 and over.</p> <p>2) In 2016, 61 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>	Race & Ethnicity	Not disabled/blank/ prefer not to state	APLUS: 75.1%	APLUS: 68.9%
		Asian or Asian British	All Mship: 2.5%	All Mship: 0.7%

			Adult Only Mship: 2.1%	Adult Only Mship: 0.8%	
			APLUS: 2.7%	APLUS: 0%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.2%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.4%	
			APLUS: 2.0%	APLUS: 0%	
		Mixed	All Mship: 1.6%	All Mship: 0.9%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0%	
			APLUS: 1.6%	APLUS: 0%	
		White	All Mship: 56.6%	All Mship: 74.7%	
			Adult Only Mship: 56.1%	Adult Only Mship: 70.1%	
			APLUS: 79.0%	APLUS: 91.8%	
		Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 23.4%	
	Adult Only Mship: 39%		Adult Only Mship: 28.7%		
	APLUS: 14.7%		APLUS: 8.2%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	87.8%	
		Gay / Lesbian / Bisexual / Other	2.1%	1.8%	
		No response	15.7%	10.4%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 75.4%	
			Adult Only Mship: 83.1%	Adult Only Mship: 72.1%	
			APLUS: 46.1%	APLUS: 39.3%	
		Christian	All Mship: 14.9%	All Mship: 21.7%	
Adult Only Mship: 14.9%			Adult Only Mship: 24.6%		
APLUS: 48.8 %	APLUS: 57.4%				

		Other religion	All Mship: 2.4%	All Mship: 2.8%																						
			Adult Only Mship: 2.1%	Adult Only Mship: 3.3%																						
			APLUS: 5.1%	APLUS: 3.3%																						
	Pregnancy And Maternity		No data collected	No data collected																						
Nearest alternative library provision	Statutory Library - Rushden 2.5 miles Statutory Library – Wellingborough 4 miles																									
Public transport in the area and car ownership	<ul style="list-style-type: none"> 16.44% of households in the Lower Super Output Areas (LSOA) which mention Irchester 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>Irchester Library</td> <td>33%</td> <td>0%</td> <td>61%</td> <td>0%</td> <td>2%</td> <td>5%</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	Irchester Library	33%	0%	61%	0%	2%	5%	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																				
Irchester Library	33%	0%	61%	0%	2%	5%																				
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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"> 102 activities for 0 to 4s with 1,260 attendances, an average of 12 per activity 65 activities for 5-19s with 687 attendances, an average of 11 per activity 58 activities for adults with 535 attendances, an average of 9 per activity 																									
LSOA data	The Library's postcode is in Wellingborough 010B LSOA which is ranked 11,828 out of 32,844 LSOAs. This is amongst the 40% 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>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:</p>	<p>The two nearest statutory libraries (Rushden and Wellingborough) are within 5 miles of the current Irchester library, with good public transport, which mitigates the negative impacts to some extent.</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>

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

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>94 people chose to respond to the questionnaire in relation to Irchester Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>29</td> </tr> <tr> <td>Female</td> <td>50</td> </tr> <tr> <td>Prefer not to say</td> <td>2</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>0-9 years</td> <td>Less than 5</td> </tr> <tr> <td>10-19 years</td> <td>Less than 5</td> </tr> <tr> <td>20-29 years</td> <td>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>19</td> </tr> <tr> <td>50-64 years</td> <td>18</td> </tr> <tr> <td>65-74 years</td> <td>27</td> </tr> <tr> <td>75 years +</td> <td>6</td> </tr> </tbody> </table>	Sex		Male	29	Female	50	Prefer not to say	2	Did not answer	14	Age		0-9 years	Less than 5	10-19 years	Less than 5	20-29 years	Less than 5	30-49 years	19	50-64 years	18	65-74 years	27	75 years +	6
Sex																											
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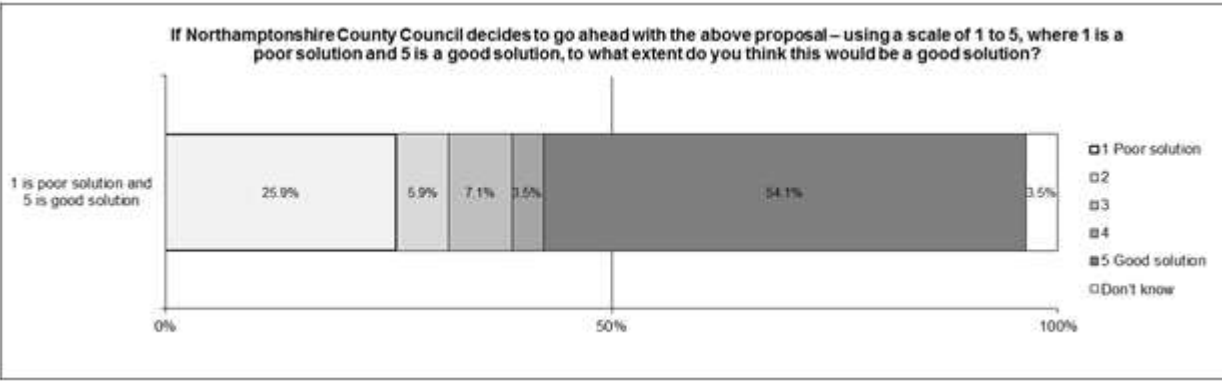
Prefer not to say	5
Did not answer	14

Sixteen respondents said that they had a disability – where they gave details, these disabilities related to mental health, physical disability, hearing impairment, learning disability and sight impairment.

Religion	
Christian	32
None	35
Other	Less than 5
Prefer not to say	11
Did not answer	16

Ethnicity	
Other ethnic group	Less than 5
White: Other White Background	Less than 5
White: White British	69
White: White Irish	1
Prefer not to say	6
Did not answer	15

Sexuality	
Bisexual	Less than 5
Gay man	Less than 5
Heterosexual	59
Prefer not to say	14
Did not answer	19

	<p style="text-align: center;">If Northamptonshire County Council decides to go ahead with the above proposal – using a scale of 1 to 5, where 1 is a poor solution and 5 is a good solution, to what extent do you think this would be a good solution?</p>  <table border="1" data-bbox="898 103 2116 486"> <thead> <tr> <th>Rating</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>1 Poor solution</td> <td>25.0%</td> </tr> <tr> <td>2</td> <td>5.9%</td> </tr> <tr> <td>3</td> <td>7.1%</td> </tr> <tr> <td>4</td> <td>3.5%</td> </tr> <tr> <td>5 Good solution</td> <td>54.1%</td> </tr> <tr> <td>Don't know</td> <td>3.5%</td> </tr> </tbody> </table>	Rating	Percentage	1 Poor solution	25.0%	2	5.9%	3	7.1%	4	3.5%	5 Good solution	54.1%	Don't know	3.5%
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3	7.1%														
4	3.5%														
5 Good solution	54.1%														
Don't know	3.5%														
<p>Comments/feedback from questionnaire, letters, emails, and events</p>	<p>In relation to Irchester and people with protected characteristics, some respondents who commented as to why they felt this was a good solution said that the library acts as a resource centre and offers many isolated people facilities such as the internet. Respondents said the alternative libraries suggested are not a real alternative, as they are too far away and as such pose a problem. They stated that public transport is not regular or affordable. They also said that many of the older population would simply not go and be put off using the services.</p> <p>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. Respondents said it provided a safe place for children to play and learn, and for those isolated to meet. They added that for some people, i.e. the elderly, it would be impractical to use alternative library as it would be difficult for them to carry more books to last them until their next visit.</p> <p>There were no comments received relating to Irchester Library by respondents using the Children and Young People's questionnaire.</p>														
<p>Recommended proposal</p>	<p>It is proposed that Irchester Library will become a Community Managed Library run by volunteers with support from the Parish Council. It is proposed that Irchester Library no longer forms part of NCC statutory library provision as a needs assessment has identified that this library is within five miles of two libraries remaining within NCC statutory provision at Rushden and Wellingborough and has a low number of physical visits. During the consultation, discussions were held between the Parish Council, the Friends of the Library and NCC. There are ongoing discussions between the Parish Council and NCC in regard to the property and</p>														

running costs. As this would be outside NCC's statutory provision, if this arrangement becomes unviable, 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 were concerns around the sustainability and skills of volunteers to run the library. The Parish Council held their own consultation to assess the level of volunteers that would support the proposal and full training will be provided to volunteers and a Community Library Co-ordinator will work with them within a Service Level Agreement to ensure equality of access and quality of service.

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 Irchester 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 due to the cost of public transport, the socially isolated would be negatively affected as they would no longer be able to walk to a library.

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.