

Name of proposal/policy	Library Provision in Kettering	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 2 nd 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 Kettering 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.

A large Carnegie library, built in 1904, located in the Cultural Quarter of the town. Since the re-location of the bus stops from outside the Library it is not as busy as it once was and the town centre is struggling. Registrars offices operate from the library and Adult Learning occupy some of the staff areas. The active Friends group provides activities. Has a Pod for hire and public toilet facilities.

Some of the activities on offer in 2018:

- For 0 to 4s: 3x Rhymetime per wk, Play and learn U1s, Play and learn U5s, Health Visitor development checks, Spanish for under 5's
- Other: Language Café, IT for Work, Memory Café, Summer Reading Challenge.

Current opening hours:

Monday – Friday 9 – 6

Saturday 9 - 5

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 Kettering Library remains under NCC statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. All libraries remaining under NCC statutory provision will be reviewed to develop the current offer, increase footfall and maximise income to ensure sustainability.

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> <p>For this library the above data is based on 6,299 membership records of which 3,561 are from adults aged 18 and over.</p> <p>2) In 2016, 322 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>	Protected characteristics	All libraries	Kettering Library		
	Gender	Female	All Mship: 55%	All Mship: 52%	
			Adult Only Mship: 56%	Adult Only Mship: 53%	
			APLUS: 58%	APLUS: 55%	
		Male	All Mship: 43%	All Mship: 44%	
		Unknown	All Mship: 2%	All Mship: 4%	
	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10	33%	33%	
		Young adults 11-17	9%	10%	
		Adults 18+	57%	57%	
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 21%	
			Adult Only Mship: 32%	Adult Only Mship: 31%	
			APLUS: 34%	APLUS: 23%	
Disability	Disabled	All Mship: 3.7%	All Mship: 5.2%		
		Adult Only Mship: 5.3%	Adult Only Mship: 7.8%		
		APLUS: 24.9%	APLUS: 28%		
	Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 94.8%		
		Adult Only Mship: 94.7%	Adult Only Mship: 92.2%		
		APLUS: 75.1%	APLUS: 72%		
Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 5.3%		

			Adult Only Mship: 2.1%	Adult Only Mship: 4%
			APLUS: 2.7%	APLUS: 2.2%
		Black or Black British	All Mship: 2.5%	All Mship: 3%
			Adult Only Mship: 2.0%	Adult Only Mship: 2.5%
			APLUS: 2.0%	APLUS: 1.6%
		Mixed	All Mship: 1.6%	All Mship: 2.2%
			Adult Only Mship: 0.8%	Adult Only Mship: 1.3%
			APLUS: 1.6%	APLUS: 1.6%
		White	All Mship: 56.6%	All Mship: 63.6%
			Adult Only Mship: 56.1%	Adult Only Mship: 62%
			APLUS: 79.0%	APLUS: 83.5%
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 25.9%	
		Adult Only Mship: 39%	Adult Only Mship: 30.2%	
		APLUS: 14.7%	APLUS: 11.2%	
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	91.8%
		Gay / Lesbian / Bisexual / Other	2.1%	1.3%
		No response	15.7%	7%
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 75.3%
			Adult Only Mship: 83.1%	Adult Only Mship: 76.8%
			APLUS: 46.1%	APLUS: 49.1%
Christian		All Mship: 14.9%	All Mship: 21.2%	
		Adult Only Mship: 14.9%	Adult Only Mship: 20%	
APLUS: 48.8 %	APLUS: 45.3%			

		Other religion	All Mship: 2.4%	All Mship: 3.5%	
			Adult Only Mship: 2.1%	Adult Only Mship: 3.2%	
			APLUS: 5.1%	APLUS: 5.6%	
	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"> • 309 activities for 0 to 4s with 9,493 attendances, an average of 31 per activity • 45 activities for 5-19s with 1,314 attendances, an average of 29 per activity • 33 activities for adults with 517 attendances, an average of 16 per activity, for example: <ul style="list-style-type: none"> o 2 activities targeting IT skills, with 7 attendances o 5 activities targeting Job/Business skills, with 21 attendances o 3 activities targeting Older people, with 82 attendances 				
LSOA data	The Library's postcode is in Kettering 006C LSOA which is ranked 8,010 out of 32,844 LSOAs. This is amongst the 30% 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>There are no changes proposed to Kettering Library and so the impact of the review overall is assessed to be neutral for all protected characteristics.</p> <p>There is the possibility that Kettering 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: https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</p>	<p>No mitigating actions are required, but people will have the opportunity to comment on all proposals, as part of the consultation being launched in December.</p>

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
<p>UPDATED</p> <p>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.</p>

PART 2 – 2ND 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	Nineteen people chose to respond to the questionnaire in relation to Kettering Library.				
	<table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>9</td> </tr> </tbody> </table>	Sex		Male	9
Sex					
Male	9				

Female	3
Did not answer	7

Fewer than five respondents said they were pregnant or had had a baby in the last six months.

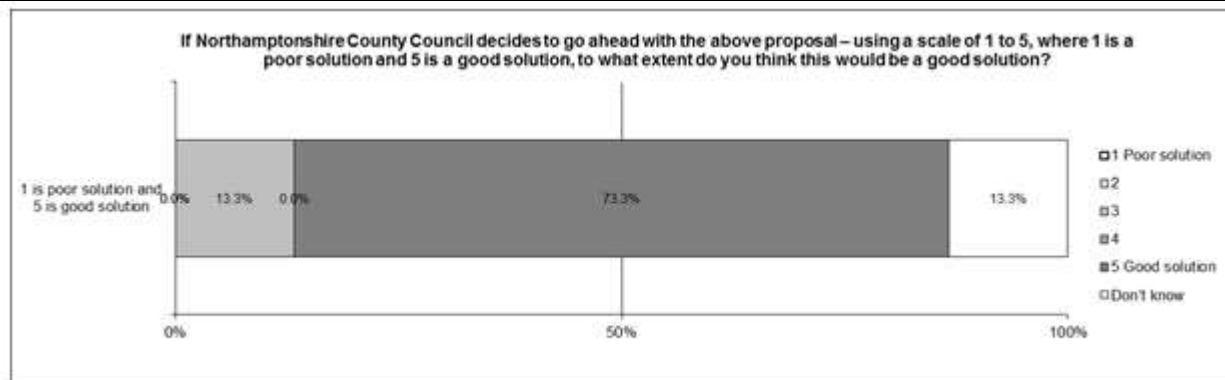
Age	
20-29 years	Less than 5
30-49 years	5
50-64 years	Less than 5
65-74 years	Less than 5
Did not answer	7

Six respondents said that they had a disability - where they gave details, these disabilities related to mental health and learning disabilities.

Religion	
Christian	11
None	Less than 5
Did not answer	7

Ethnicity	
White: White British	11
White: White Irish	Less than 5
Did not answer	7

Sexuality	
Heterosexual	12
Did not answer	7



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

In relation to Kettering and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this was a good solution described the children’s groups as a lifeline for parents, and said that the library provided a safe environment for parents and children. Another respondent noted that the library provides a safe environment for vulnerable young children who are excluded from mainstream education.

There were no responses received relating to Kettering Library from respondents using the Children and Young People's questionnaire.

Recommended proposal

No changes are proposed for Kettering Library and it is proposed that the Library remains managed by NCC in the current location. This library will form part of the countywide statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. Feedback from the consultation supported the proposal. There were concerns around the lack of investment in stock and IT provision. The Council has agreed to restore the book and media fund for 2019/20 so new stock is currently being ordered and will begin arriving shortly to address this. There is £20,000 S106 money available to invest in enhancing the provision from this library.

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

As there are no changes proposed to Kettering Library and consultation feedback has not raised any concerns the impact of the review overall is assessed to be neutral for all protected characteristics.