

Name of proposal/policy	Library Provision in Long Buckby	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 9 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 Long Buckby 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.

Small library in a very visible location with an active friends group which runs cultural activities. Town has a railway station and many shops. Children's care home is nearby. The Library provides 6 parking spaces.

Volunteers are currently providing additional opening hours at weekends by opening the building and enabling access to a reduced range of library services.

Some of the activities on offer:

- For 0 to 4s: 2x Rhymetime per wk, Play and learn U5s
- Other: Afternoon Reading Group, Chatty Crafty Club, Games Group, Evening Reading Group, IT Buddy Sessions, Short Health Walk, Summer Reading Challenge, 90min Health Walk.

Current Opening hours:

Wednesday 10 – 6

Thursday 10 – 6

Friday 10 – 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 Long Buckby 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 (Daventry).

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”**

<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	Long Buckby Library
	Gender	Female	All Mship: 55%	All Mship: 59%
			Adult Only Mship: 56%	Adult Only Mship: 64%
			APLUS: 58%	APLUS: 65%
		Male	All Mship: 43%	All Mship: 40%
	Unknown	All Mship: 2%	All Mship: 0%	
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	31%
		Young adults 11-17	9%	9%
		Adults 18+	57%	61%
(of which aged 60+ for Mship and 65 and over for APLUS)		All Mship: 23%	All Mship: 28%	
		Adult Only Mship: 32%	Adult Only Mship: 36%	
		APLUS: 34%	APLUS: 15%	
Disability	Disabled	All Mship: 3.7%	All Mship: 4.4%	

<p>For this library the above data is based on 1,149 membership records of which 696 are from adults aged 18 and over.</p> <p>2) In 2016, 158 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: 5.7%			
			APLUS: 24.9%	APLUS: 25.3%			
	Not disabled/blank/ prefer not to state		All Mship: 96.3%	All Mship: 95.6%			
			Adult Only Mship: 94.7%	Adult Only Mship: 94.3%			
			APLUS: 75.1%	APLUS: 74.7%			
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 0.5%		
				Adult Only Mship: 2.1%	Adult Only Mship: 0.7%		
				APLUS: 2.7%	APLUS: 0%		
		Black or Black British		All Mship: 2.5%	All Mship: 0.6%		
				Adult Only Mship: 2.0%	Adult Only Mship: 0.6%		
				APLUS: 2.0%	APLUS: 1.9%		
		Mixed		All Mship: 1.6%	All Mship: 1.7%		
				Adult Only Mship: 0.8%	Adult Only Mship: 0.7%		
				APLUS: 1.6%	APLUS: 0%		
		White		All Mship: 56.6%	All Mship: 79.4%		
				Adult Only Mship: 56.1%	Adult Only Mship: 78.2%		
				APLUS: 79.0%	APLUS: 91.1%		
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 17.8%			
			Adult Only Mship: 39%	Adult Only Mship: 19.8%			
			APLUS: 14.7%	APLUS: 7%			
Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	83%			
	Gay / Lesbian / Bisexual / Other		2.1%	0.9%			
	No response		15.7%	16.1%			

	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 77.3%	
			Adult Only Mship: 83.1%	Adult Only Mship: 77.3%	
			APLUS: 46.1%	APLUS: 48.7%	
		Christian	All Mship: 14.9%	All Mship: 21.8%	
			Adult Only Mship: 14.9%	Adult Only Mship: 21.7%	
			APLUS: 48.8 %	APLUS: 50%	
		Other religion	All Mship: 2.4%	All Mship: 0.9%	
			Adult Only Mship: 2.1%	Adult Only Mship: 1%	
			APLUS: 5.1%	APLUS: 1.3%	
	Pregnancy And Maternity		No data collected	No data collected	

Nearest alternative library provision Statutory library – Daventry 5 miles

Public transport in the area and car ownership

- 13.30% of households in the Lower Super Output Areas (LSOA) which mention Long Buckby 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):

APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank
Long Buckby Library	35%	3%	54%	1%	0%	6%
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: <ul style="list-style-type: none"> • 172 activities for 0 to 4s with 1,783 attendances, an average of 10 per activity • 28 activities for 5-19s with 224 attendances, an average of 8 per activity • 206 activities for adults with 1,375 attendances, an average of 7 per activity, for example: <ul style="list-style-type: none"> o 47 activities targeting IT skills, with 57 attendances
LSOA data	The Library's postcode is in Daventry 009B LSOA which is ranked 14,545 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</p>	<p>The proposed community managed library service is within 5 miles of Daventry Library (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>

<p>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: 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 indicate if they can identify any 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 – 9TH APRIL 2019

Consultation, follow up data and information gathered from actions identified above											
<p>Needs Analysis – Assessment of Impact of Proposals</p>	<p>What does this information tell us?</p> <p>Active library membership Children’s Centre Service usage Library data</p>										
<p>Quantitative data from consultation questionnaire</p>	<p>285 people chose to respond to the questionnaire in relation to Long Buckby Library.</p> <table border="1" data-bbox="887 1177 1868 1382"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>61</td> </tr> <tr> <td>Female</td> <td>161</td> </tr> <tr> <td>Prefer not to say</td> <td>9</td> </tr> <tr> <td>Did not answer</td> <td>37</td> </tr> </tbody> </table> <p>Fewer than five respondents said they were pregnant or had had a baby in the last six months.</p>	Sex		Male	61	Female	161	Prefer not to say	9	Did not answer	37
Sex											
Male	61										
Female	161										
Prefer not to say	9										
Did not answer	37										

Age	
10-19 years	Less than 5
20-29 years	6
30-49 years	68
50-64 years	46
65-74 years	75
75 years +	24
Prefer not to say	11
Did not answer	34

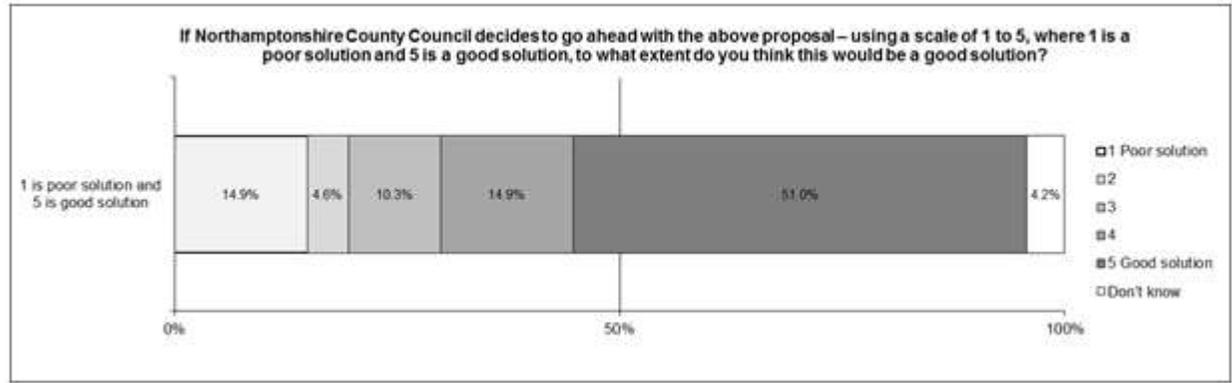
Forty-one respondents said that they had a disability – where they gave details, these disabilities related to mental health, physical disability, hearing impairment, learning disability, sight impairment and other.

Religion	
Christian	119
Jewish	Less than 5
Muslim	Less than 5
Other	4
None	77
Prefer not to say	28
Did not answer	42

Ethnicity	
Black or Black British: Caribbean	Less than 5
Black or Black British: Other Black Background	Less than 5
Other	1
White: Other White Background	7
White: White British	198
White: White Irish	Less than 5
Prefer not to say	15

Did not answer	42
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Sexuality	
Bisexual	Less than 5
Gay Man	Less than 5
Gay Woman/Lesbian	Less than 5
Heterosexual	163
Prefer not to say	47
Did not answer	49



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

In relation to Long Buckby and people with protected characteristics, the vast majority of respondents who commented as to why they felt this was a good solution expressed how highly they valued the library and the diverse services and support it provides to all ages of the community (including the surrounding villages), especially the elderly and young children. They said the library is an important hub of the community and provides a place for people to meet, attend groups and activities, which in turn helps to reduce social isolation for all ages including the elderly. Respondents commented on the learning opportunities the library creates for children and young people, and the important role of the library in introducing children to books and supporting their educational development.

Respondents commented on the free children's services the library provides and how the activities help with children's development. It was commented that the local nursery use the library; as do many children outside of school hours, including children with disabilities. One respondent commented on the value of the summer reading challenge, whilst another referred to the children's services as a 'lifeline'.

Many respondents also commented on the distance to alternative libraries being too far. . It was commented that not everyone has access to a car and without one the journey to Daventry would be difficult and unrealistic. Respondents felt this would greatly impact on the ability of the elderly to access the service and school children, who attend the library after school. It was commented that if bus services are poor then five miles is an extremely long way, and that this distance is even worse for the surrounding villages, some of which may need to travel further. It was also commented that some people could not afford the cost of travelling to an alternative library; that some people including the disabled are not able to travel the distance without assistance; and some people such as working parents would not have the time to travel to Daventry library during weekdays. It was added that the reduction in bus services has isolated some villagers from easy access to services, which in turn makes the need for a local library even greater.

The majority of respondents who commented as to why they felt this would provide a poor solution commented on the distance to alternative libraries being too far. Respondents here echoed similar concerns to those raised above. Again many respondents mentioned the reduction in bus services from the local area to Daventry, and how the services did not suit the needs of those that wish to travel outside of 'peak times'. It was considered that a bus trip to Daventry would take most of the day. It was commented that not everyone has access to a car or could afford a taxi, and without one the journey to Daventry would be difficult and unrealistic. Many parents commented on the problems they would face in being able to take their children to Daventry, and that they would no longer be able to visit the library on their way home from school. It was again commented on the value of the ability to be able to walk to a local library. It was commented that the distance to Daventry was marginally longer than 5 miles if travelling by road and that this would be even longer for some that live in villages further away than Long Buckby itself. It was commented that many groups within the wider community use the library and these should have facilities within their own community. It was also commented that services being diminished within villages and rural areas at the same time

as bus services are reducing is causing isolation; and that having a local library provides a community aspect for that is important for rural living.

Again many respondents commented on the importance of retaining the local library and that the library provides more than just information and book lending and its groups and activities helps prevent social isolation, for all ages especially the elderly. Similarly to above it was commented on the importance of the library's role in supporting education, especially of children, and how it can inspire them to read and learn. One respondent commented that the local library provides many children's services, that enable them and their children to socialise and learn, and questioned if Daventry Library would be able to cope if everyone from Long Buckby Library attended their groups. It was also commented that the library improves the mental wellbeing of the community and that the long-term impact of its potential closure would be detrimental both to communities and individuals. Supporting the vulnerable was also noted as a role the library fulfils.

Respondents who commented as to why they felt this would provide neither a good nor poor solution said it is well used by children and that it is important to keep the library open and services available for all of the local community. It was commented that this is especially important due to poor transport links to other towns.

Many of these respondents also commented on the distance to Daventry Library being too far to travel, especially due to the reduction in bus services from Long Buckby to Daventry making the journey difficult to many. It was felt that unless users had access to other forms of transport such as a car, the journey to Daventry would not be practical for many, especially the elderly and non-car users. It was commented that five miles was too far for a local library and that if bus services are poor the distance almost becomes irrelevant if the bus journey is not practical.

Respondents who said 'Don't know' made a variety of comments. Again some respondents commented on the importance of retaining a library service within the local community, and that it was relied upon by some members of the community, in particular the elderly. Other comments included that Daventry Library is not suitable for many of the current Long Buckby Library users to attend, especially any elderly people who do not have a car and would find the bus travel too hard; and that NCC should retain the library as public transport is too sparse to Daventry.

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 the library provided a vital community hub that allowed people to meet and communicate with others in a safe, welcoming environment, which was particularly important for the elderly. Respondents also commented on the importance of retaining a library for parents of children and young people, as it provides a place of education and can be children's first introduction to books, which some respondents considered to be more beneficial than alternative electronically provided materials. One parent called the library a 'lifeline' during their maternity leave.

Many respondents commented on the distance of the library to alternative libraries, saying it was impractical and felt the reduced bus service to alternatives such as Daventry was insufficient to enable this to be an alternative venue to access library services, which would result in many users not being able to attend. It was commented that use of a car would be required to access Daventry Library and that some residents do not have access to their own transport. It was also commented that many people, including parents, will not travel the extra distance to Daventry Library, and that a library should be within walking distance to people's homes. It was also considered that the new plans for Daventry Library appear to have too small a space to be able to accommodate the children's services in addition to their own users.

Respondents also raised the following points:

- That losing libraries would be a setback for educational resources, especially to children
- That the library is the 'heart of the community' and provides a valuable resource for learning and reading as well as hosts many groups and activities, and is used by all ages, especially the elderly and children
- That it would be devastating to the wellbeing of the local rural community, including the surrounding villages, if it closed
- That the library is important to the community's wellbeing and that it enhances residents' lives, including their physical and mental wellbeing
- That it provides community support that also helps to reduce social isolation
- That the library offers vital services, including access to IT equipment and the internet, which some people, particularly the elderly, do not have access to at home

	<ul style="list-style-type: none"> • That access to Daventry Library would be more difficult for children, people with low incomes, and the disabled, and one respondent said vulnerable people should have a right to access library services • That rural communities are not being treated equally with urban areas <p>We received three responses relating to Long Buckby Library from respondents using the Children and Young People's questionnaire. When asked about the one thing they like best about their local library, these respondents said the wide range of books. When invited to make any other comments, the only comment received was that the respondent found it a relaxing place to be.</p>
Recommended proposal	<p>It is proposed that Long Buckby Library becomes a Community Managed Library in the current location. A needs assessment has identified that this library is within five miles of a library remaining within NCC statutory provision at Daventry and therefore would no longer form part of NCC statutory provision. Feedback from the consultation supported the proposal as it would enable the valued library services to continue whilst enabling the tailoring of services to the local community. Agreement was reached between the volunteer group and the Parish Council that the volunteers group will manage the library and associated running costs and the Parish Council will support the property costs. There is potentially £40,000 S106 money available to invest. 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)			✓	
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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 and are keen to add some weekend opening. There intention is to continue to deliver added value services such as support with bus pass and blue badge applications which were highlighted as important services. There were some concerns in the feedback around the sustainability of volunteers and the associated costs around the premises. NCC will continue to provide the library infrastructure and will provide volunteers with training and the support of a Community Library Co-ordinator. The Parish Council have agreed to cover the costs of the lease of the premises. As this would be outside NCC's statutory provision, if this arrangement becomes unviable, the service would cease.

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 Long Buckby 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 suggested that people felt that a 'community hub' would be lost if the library were to close and this would particularly affect the elderly, children and parents adding to rural social isolation. It was felt that Daventry Library is too far away to be easily accessible and that public transport was poor.

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.