

Name of proposal/policy	Library Provision in Middleton Cheney	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 1 st 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 Middleton Cheney 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 an old pre-fab building with a brick extension which is home to a nursery. It shares the site with the Primary school. The village is prosperous with lots of community groups. The Library has a very active Friends group. The Library provides 9 parking spaces.

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:

- 0 to 4s: Rhymetime, Play and learn U1s, Drop in clinics by Health Visitor
- Other: Garden Club meeting, IT Assistance, Monthly film screenings, Summer Reading Challenge.

Current opening hours:

Tuesday 2 – 6

Wednesday 10 – 2

Thursday 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 Middleton Cheney Library remains part of the statutory provision and run by a community group. A needs assessment has identified that this library is outside the 5 mile catchment area of another statutory library within South Northamptonshire District and with a high number of children in the area, indicating that statutory provision should continue.

This could mean changes (an increase or a decrease) in the opening hours, but with an agreed minimum.

This would be a community managed library, supporting community need, providing a book lending service as well as additional services (such as Blue Badge applications and bus pass renewals) where appropriate, at the group’s discretion. Some universal children’s services provided in Middleton Cheney Library will continue to be delivered.

As Middleton Cheney Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to find alternative provision to ensure it continued to provide a statutory service.

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	Middleton Cheney Library
	Gender	Female	All Mship: 55%	All Mship: 59%
			Adult Only Mship: 56%	Adult Only Mship: 59%
			APLUS: 58%	APLUS: 65%
		Male	All Mship: 43%	All Mship: 40%
		Unknown	All Mship: 2%	All Mship: 2%
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	37%
		Young adults 11-17	9%	6%
		Adults 18+	57%	57%
(of which aged 60+ for Mship and 65 and over for APLUS)		All Mship: 23%	All Mship: 23%	
		Adult Only Mship: 32%	Adult Only Mship: 35%	
		APLUS: 34%	APLUS: 47%	

<p>For this library the above data is based on 849 membership records of which 481 are from adults aged 18 and over.</p> <p>2) In 2016, 67 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	Disabled	All Mship: 3.7%	All Mship: 3.2%	
			Adult Only Mship: 5.3%	Adult Only Mship: 5.4%	
			APLUS: 24.9%	APLUS: 13.4%	
		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 96.8%	
			Adult Only Mship: 94.7%	Adult Only Mship: 94.6%	
			APLUS: 75.1%	APLUS: 86.6%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 0.2%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.4%	
			APLUS: 2.7%	APLUS: 0%	
		Black or Black British	All Mship: 2.5%	All Mship: 0%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0%	
			APLUS: 2.0%	APLUS: 0%	
		Mixed	All Mship: 1.6%	All Mship: 0.9%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.4%	
			APLUS: 1.6%	APLUS: 0%	
		White	All Mship: 56.6%	All Mship: 52.7%	
			Adult Only Mship: 56.1%	Adult Only Mship: 52.8%	
			APLUS: 79.0%	APLUS: 88.1%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 46.2%		
		Adult Only Mship: 39%	Adult Only Mship: 46.4%		
APLUS: 14.7%		APLUS: 11.9%			
Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	83.6%		
	Gay / Lesbian / Bisexual / Other	2.1%	1.5%		

		No response	15.7%	14.9%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 82.8%	
			Adult Only Mship: 83.1%	Adult Only Mship: 81.3%	
			APLUS: 46.1%	APLUS: 43.3%	
		Christian	All Mship: 14.9%	All Mship: 16.8%	
			Adult Only Mship: 14.9%	Adult Only Mship: 18.3%	
			APLUS: 48.8 %	APLUS: 55.2%	
	Other religion	All Mship: 2.4%	All Mship: 0.4%		
		Adult Only Mship: 2.1%	Adult Only Mship: 0.4%		
		APLUS: 5.1%	APLUS: 1.5%		
Pregnancy And Maternity		No data collected	No data collected		
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"> • 99 activities for 0 to 4s with 1,382 attendances, an average of 14 per activity • 42 activities for 5-19s with 319 attendances, an average of 8 per activity • 16 activities for adults with 171 attendances, an average of 11 per activity 				
LSOA data	The Library's postcode is in South Northamptonshire 006B LSOA which is ranked 22,122 out of 32,844 LSOAs. This is amongst the 40% 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 unsure at this time. The exact opening times and range of services, beyond the statutory minimum, to be provided by the community group, is currently under discussion.</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>There is the possibility that Middleton Cheney 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:</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 community group will be working within a service level agreement to determine a minimum required provision of statutory services. Training and support will be provided by NCC to enable the group to deliver additional services, such as blue badge applications, if they choose to offer these.</p> <p>Training on equalities issues will be provided and NCC will monitor compliance with the statutory duty being delivered on its behalf.</p> <p>As Middleton Cheney Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to</p>

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

find alternative provision to ensure it continued to provide a statutory service.

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

UPDATED

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.

PART 2 – 1ST 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	Points of consideration in relation to Middleton Cheney Active library membership Children’s Centre Service usage Library data																		
Quantitative data from consultation questionnaire	<p>51 people chose to respond to the questionnaire in relation to Middleton Cheney Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>6</td> </tr> <tr> <td>Female</td> <td>35</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>9</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>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>14</td> </tr> </tbody> </table>	Sex		Male	6	Female	35	Prefer not to say	1	Did not answer	9	Age		10-19 years	Less than 5	20-29 years	Less than 5	30-49 years	14
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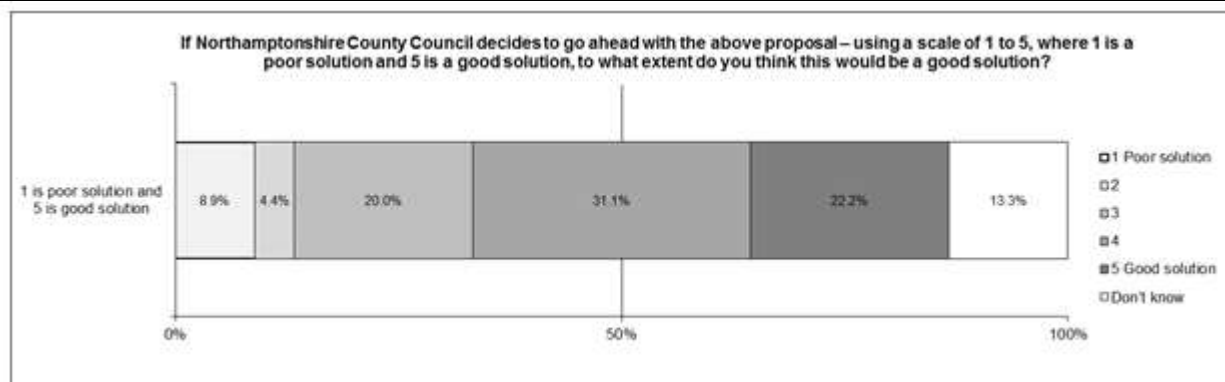
50-64 years	10
65-74 years	5
75 years +	8
Prefer not to say	1
Did not answer	9

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

Religion	
Christian	28
None	11
Prefer not to say	3
Did not answer	9

Ethnicity	
Other ethnic group: Arab	Less than 5
White: Other White Background	Less than 5
White British	36
Prefer not to say	3
Did not answer	10

Sexuality	
Bisexual	Less than 5
Heterosexual	32
Prefer not to say	7
Did not answer	11



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

In relation to Middleton Cheney and people with protected characteristics, some respondents to the questionnaire mentioned how it supports all ages of the growing community and also helps to prevent social isolation.

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

A drop-in event was held at Middleton Cheney Library on 23 January 2019, attended by 25 people. Children's services were mentioned as being really important, for children and mums – improving socialisation and preventing isolation among new mothers.

There were two written responses received in relation to Middleton Cheney Library. One was from an individual who uses the library and regards it as an important resource. Due to their condition and lack of transport, they experience difficulties in accessing the library and wanted to know how they would be able to get books delivered to their village.

The other written response was from the Save Brackley Library group. It commented that approximately one in seven households would lose access to a library service if it were to close as according to the 2011 Ward Profile for Middleton Cheney as 13.7% of households did not have a motor vehicle at that time. The group felt the situation is made worse due to the reduced opening hours at Brackley Library as it is open for 4 hours on a Saturday which provides a limited time slot for families who work during the week. The group felt this would result in reduced literacy rates for children, and increased costs for elderly people in Middleton Cheney.

Recommended proposal	<p>It is proposed that Middleton Cheney Library will become a Community Managed Library run by the Supporters of Middleton Cheney Library. A needs assessment has identified that this library is outside the five mile catchment area of another statutory library within South Northamptonshire and it needs to remain part of the countywide statutory provision. The current proposal is currently the subject of ongoing discussions with the community group. There is £44,000 of Section 106 money available to invest in the development of this library. Feedback from the consultation suggested that the proposal to be a community managed library was mainly positive as though many would prefer it to remain run by NCC, they felt that the proposal has the potential for the range of services it provides to develop and increase, although there was also some concern that the services offered may reduce, and that the volunteers may not be able to deliver the same level of service. NCC will continue to provide the library infrastructure and support to help the group operate as part of the library network. There were concerns around the costs of the property and how this would affect Parish precepts. NCC has offered a peppercorn rent agreement to libraries proposed to be community managed and statutory. Discussions with NCC Property Services are ongoing around running costs. As Middleton Cheney Library would remain part of the statutory provision, should it become unviable as a community managed library, NCC would seek to make alternative provision in Middleton Cheney.</p>
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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 under discussion. The current cohort of volunteers are already helping to maintain the opening hours for Middleton Cheney Library and feedback from the consultation praised the volunteers and indicated that with sufficient support from NCC they are well placed to run the service. NCC will continue to provide the library infrastructure and support to help the group operate as part of the library network.

There is nothing to suggest anything other than a neutral impact as a result of their protected characteristics, on the other groups listed above.

If the proposal was to be unsuccessful, as part of NCC's statutory library provision the council would need to continue to provide some library service provision within Middleton Cheney but this would not necessarily be in the current location or for the current opening hours. In this event this EqIA would need to be revisited.