

Name of proposal/policy	Library Provision in Northampton Town centre	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 Northamptonshire Central 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.

This is the largest public library in Northamptonshire and is located in an historic Carnegie building with a listed marble staircase. A very busy library in the Town centre with a broad mix of customers. The Library has close links with Adult Learning and provides the county's BIPC (business and information service), in partnership with the British Library. The Library has 3 public floors and the Registrars operate from the ground floor. The Library has the Carnegie room and a Pod for hire. It hosts the county's drama and music collection. The public toilet facilities are inadequate and there is some free time limited on street parking with a nearby short stay charged for car park.

Some of the activities on offer in 2018:

- For 0 to 4s: Bounce and rhyme, Rhymetime, Play and learn U1s, Play and learn U5s, Breastfeeding support group by Health Visitor, Drop in Health Visitor clinic, Health Visitor Development checks
- Other: Coding club, Comic club, Employability, English Language Cafe, 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 Northampton Central 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”

		Protected characteristics	All libraries	Northamptonshire Central 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%	All Mship: 51%
		Adult Only Mship: 56%	Adult Only Mship: 49%	
		APLUS: 58%	APLUS: 51%	
		Male	All Mship: 43%	All Mship: 46%
<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: 3%
		Gender Reassignment	No data collected	No data collected
		Children 0-10	33%	30%
		Young adults 11-17	9%	7%
<p>For this library the above data is based on 8,756 membership records of which 5,519 are from adults aged 18 and over.</p> <p>2) In 2016, 390 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	Adults 18+	57%	63%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 20%
		Adult Only Mship: 32%	Adult Only Mship: 24%	
		APLUS: 34%	APLUS: 39%	
		Disabled	All Mship: 3.7%	All Mship: 3.9%
Adult Only Mship: 5.3%	Adult Only Mship: 5.3%	Adult Only Mship: 5.4%		
APLUS: 24.9%	APLUS: 24.9%	APLUS: 29.7%		
Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 96.1%		
Adult Only Mship: 94.7%	Adult Only Mship: 94.7%	Adult Only Mship: 94.6%		
APLUS: 75.1%	APLUS: 75.1%	APLUS: 70.3%		

	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 6.2%	
			Adult Only Mship: 2.1%	Adult Only Mship: 5.2%	
			APLUS: 2.7%	APLUS: 7.9%	
		Black or Black British	All Mship: 2.5%	All Mship: 5.8%	
			Adult Only Mship: 2.0%	Adult Only Mship: 4.7%	
			APLUS: 2.0%	APLUS: 7.7%	
		Mixed	All Mship: 1.6%	All Mship: 2.5%	
			Adult Only Mship: 0.8%	Adult Only Mship: 1.4%	
			APLUS: 1.6%	APLUS: 2.1%	
		White	All Mship: 56.6%	All Mship: 45.5%	
			Adult Only Mship: 56.1%	Adult Only Mship: 46.3%	
			APLUS: 79.0%	APLUS: 65.6%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 40%		
		Adult Only Mship: 39%	Adult Only Mship: 42.3%		
		APLUS: 14.7%	APLUS: 16.7%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	85.7%	
		Gay / Lesbian / Bisexual / Other	2.1%	0%	
		No response	15.7%	14.3%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 78.3%	
			Adult Only Mship: 83.1%	Adult Only Mship: 80.3%	
			APLUS: 46.1%	APLUS: 47.7%	
Christian		All Mship: 14.9%	All Mship: 15.6%		
		Adult Only Mship: 14.9%	Adult Only Mship: 14.5%		

		Other religion	APLUS: 48.8 %	APLUS: 40%	
			All Mship: 2.4%	All Mship: 6.1%	
			Adult Only Mship: 2.1%	Adult Only Mship: 5.1%	
			APLUS: 5.1%	APLUS: 12.3%	
	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"> • 292 activities for 0 to 4s with 9,994 attendances, an average of 34 per activity • 21 activities for 5-19s with 260 attendances, an average of 12 per activity • 59 activities for adults with 488 attendances, an average of 8 per activity, for example: <ul style="list-style-type: none"> o 3 activities targeting IT skills, with 8 attendances o 49 activities targeting Job/Business skills, with 258 attendances o 7 activities targeting Language skills, with 222 attendances 				
LSOA data	The Library's postcode is in Northampton O25A LSOA which is ranked 6,101 out of 32,844 LSOAs. This is amongst the 20% 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)			✓	
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Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>There are no changes proposed to Northampton Central 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 Northampton Central 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

Forty-one people chose to respond to the questionnaire in relation to Northampton Central Library.

Sex	
Male	18
Female	14
Prefer not to say	1
Did not answer	8

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	13
65-74 years	8
75 years +	Less than 5
Did not answer	7

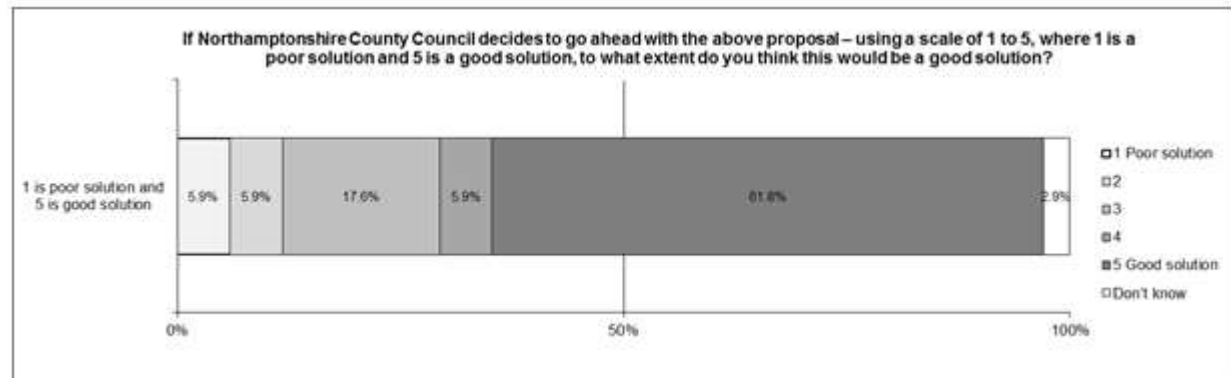
Eight respondents said that they had a disability - where they gave details, these disabilities related to mental health, physical disability, hearing impairment, learning disability and 'other'.

Religion	
Buddhist	Less than 5
Christian	16
Muslim	Less than 5
None	11
Prefer not to say	3
Did not answer	9

Ethnicity	
Black or Black British: African	Less than 5
White: Other White	Less than 5

White: White British	25
White: White Irish	Less than 5
Other ethnic group	Less than 5
Prefer not to say	2
Did not answer	8

Sexuality	
Gay man	Less than 5
Heterosexual	27
Prefer not to say	4
Did not answer	9



Recommended proposal

Following the consultation the proposal for Northamptonshire Central Library remains the same. It is proposed that this 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.

Feedback from the consultation supported the proposal to maintain the Central Library as a flagship library where a larger selection of book stock was available. There were some concerns about the reduction in local studies facilities following the reduction in staff however there are

still professional librarians working from the Central Library and we continue to consolidate and organise collections from around the county to make them more accessible. The only other comment received in relation to Northampton Central and people with protected characteristics was the view that the toilet facilities should be improved with accessible toilets and changing facilities on the ground floor. The age and nature of the building make it difficult to implement significant alterations but we will take this into consideration for any future developments.

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 Northamptonshire Central Library and consultation feedback has not raised any concerns the impact of the review overall is assessed to be neutral for all protected characteristics.