

<b>Name of proposal/policy</b>	Library Provision in Oundle	<b>Budget number (if applicable)</b>	
<b>Service area responsible</b>	Public Health	<b>Cabinet meeting date</b>	11 <sup>th</sup> December 2018 and 14 <sup>th</sup> May 2019
<b>Name of completing officer</b>	Emma Gadsby/Dawn Howsam/Ben Dawson/Carl Dorney	<b>Date EqIA created</b>	15 <sup>th</sup> November 2018 Updated 2 <sup>nd</sup> April 2019
<b>Approved by Director / Assistant Director</b>	Lucy Wightman – Director Public Health	<b>Date of approval</b>	3 <sup>rd</sup> December 2018 and 1 <sup>st</sup> 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](mailto:equalities@northamptonshire.gov.uk)

## PART 1 – 15<sup>TH</sup> NOVEMBER 2018

### Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire County Council currently provides a standard public library service from Oundle 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 about half a mile out of town on a site including the fire station, doctors surgery and Fletton House which has been recently refurbished by the Town Council to provide council chamber, café and community rooms for hire. The Library has an active Friends Group and strong links with local community and local history groups. Oundle is an historic and prosperous town which holds an annual literary festival in the town and has a world renowned public school. The Registrars have an office in the building and the Library has an hireable room and space. The Library has a disabled public toilet with baby changing facilities and shares 8 parking spaces.

Some of the activities on offer in 2018:

- 0 to 4s: Rhymetime, Play and learn U1s, Play and learn U5s, Tiddlers (under 5's group run in garden,)
- Other: Crime Book Club, Community Law, Family History Helpdesk, French Language Café, NatWest Drop in, Northampton ACRE Drop in, Outdoor Fitness, Summer Reading Challenge, U3A French, U3A German.

Current opening hours:

Monday – Friday 9 - 5

Saturday 10 - 2

### 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 Oundle 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 EqlA 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 EqlA)**

**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”

		<b>Protected characteristics</b>		<b>All libraries</b>	<b>Oundle Library</b>
<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 <a href="https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx">https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</a></p>	Gender	Female	All Mship: 55%	All Mship: 61%	
		Adult Only Mship: 56%	Adult Only Mship: 68%		
		APLUS: 58%	APLUS: 70%		
		Male	All Mship: 43%	All Mship: 38%	
<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		No data collected	No data collected	
		<p>Age</p> <p>Children 0-10</p> <p>Young adults 11-17</p> <p>Adults 18+</p> <p>(of which aged 60+ for Mship and 65 and over for APLUS)</p>	33%	31%	
9%	8%				
57%	61%				
All Mship: 23%	All Mship: 28 %				
<p>For this library the above data is based on 1,997 membership records of which 1,211 are from adults aged 18 and over.</p> <p>2) In 2016, 164 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: 2%	
			Adult Only Mship: 5.3%	Adult Only Mship: 3%	
			APLUS: 24.9%	APLUS: 18.3%	
		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 98%	
			Adult Only Mship: 94.7%	Adult Only Mship: 97%	
			APLUS: 75.1%	APLUS: 81.7%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 0.4%	

			Adult Only Mship: 2.1%	Adult Only Mship: 0.4%	
			APLUS: 2.7%	APLUS: 1.2%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.1%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.2%	
			APLUS: 2.0%	APLUS: 0.6%	
		Mixed	All Mship: 1.6%	All Mship: 0.6%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.1%	
			APLUS: 1.6%	APLUS: 0%	
		White	All Mship: 56.6%	All Mship: 44.8%	
			Adult Only Mship: 56.1%	Adult Only Mship: 44.5%	
			APLUS: 79.0%	APLUS: 91.2%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 54.1%		
		Adult Only Mship: 39%	Adult Only Mship: 54.8%		
		APLUS: 14.7%	APLUS: 6.1%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	73.2%	
		Gay / Lesbian / Bisexual / Other	2.1%	1.4%	
		No response	15.7%	25.4%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 89.2%	
			Adult Only Mship: 83.1%	Adult Only Mship: 89.8%	
			APLUS: 46.1%	APLUS: 43.3%	
Christian		All Mship: 14.9%	All Mship: 10%		
		Adult Only Mship: 14.9%	Adult Only Mship: 9.4%		
		APLUS: 48.8 %	APLUS: 54.3%		

		Other religion	All Mship: 2.4%	All Mship: 0.8%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.7%	
			APLUS: 5.1%	APLUS: 2.4%	
	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"> <li>• 187 activities for 0 to 4s with 3,589 attendances, an average of 19 per activity</li> <li>• 29 activities for 5-19s with 444 attendances, an average of 15 per activity</li> <li>• 145 activities for adults with 1,206 attendances, an average of 8 per activity, for example: <ul style="list-style-type: none"> <li>o 4 activities targeting carers, with 13 attendances</li> <li>o 3 activities targeting people with disabilities, with 4 attendances</li> <li>o 46 activities targeting Language skills, with 220 attendances</li> <li>o 4activities targeting Library Visitors / Local Community, with 308 attendances</li> <li>o 8 activities targeting Volunteers, with 17 attendances</li> </ul> </li> </ul>				
LSOA data	The Library's postcode is in East Northamptonshire 002E LSOA which is ranked 29,281 out of 32,844 LSOAs. This is amongst the 20% 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)			✓	
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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 Oundle 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 Oundle 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:  <a href="https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx">https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</a></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><b>UPDATED</b></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 – 2<sup>ND</sup> APRIL 2019**

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
<p><a href="#">Needs Analysis – Assessment of Impact of Proposals</a></p>	<p>Points of consideration in relation to Oundle</p> <p>Population density</p> <p>Active library membership</p>

Proportion of local population aged 60 and over  
Children's Centre Service usage  
Library data

Quantitative data from consultation questionnaire

Thirty-eight people chose to respond to the questionnaire in relation to Oundle Library.

<b>Sex</b>	
Male	8
Female	20
Did not answer	10

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

<b>Age</b>	
10-19 years	Less than 5
30-49 years	5
50-64 years	6
65-74 years	11
75 years +	Less than 5
Prefer not to say	2
Did not answer	10

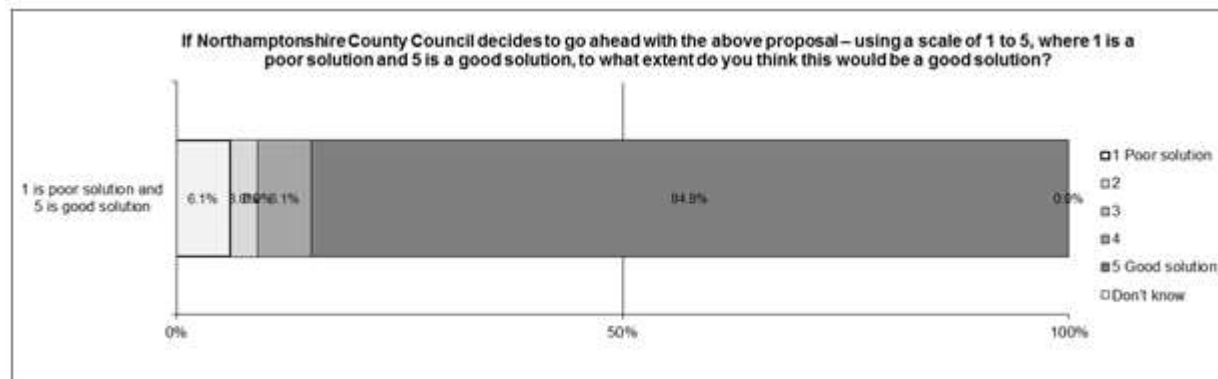
Six respondents said that they had a disability - where they gave details, these disabilities related to mental health, physical disability, hearing impairment and learning disability.

<b>Religion</b>	
Christian	11
None	11
Other	1
Prefer not to say	4
Did not answer	11

<b>Ethnicity</b>	
White: Other White Background	Less than 5

White: White British	23
White: White Irish	Less than 5
Prefer not to say	2
Did not answer	11

<b>Sexuality</b>	
Heterosexual	20
Prefer not to say	7
Did not answer	11



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

In relation to Oundle and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this was a good solution felt it was important that facilities were remaining available for children and the elderly, and highlighted the importance of access to information, books and other services that the library provides. They felt if the library service were to cease, it would have a big impact within the rural area, with the next nearest library being too far for many people to travel, making access almost impossible for some, especially those without access to a car. Other comments included that many villagers do not have access to the internet. One respondent referred to the library as a 'lifeline' during their maternity leave.



	There were no responses received relating to Oundle Library from respondents using the Children and Young People's questionnaire.
Recommended proposal	Following the consultation no changes are proposed for Oundle Library and it is proposed that Oundle 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, with higher than average populations of under fives, those aged 60 and over and higher social isolation. The library is also situated the furthest from any statutory provision, falling outside the five mile radius of proposed statutory provision. Feedback from the consultation supported the findings of the needs assessment and the proposal in general and suggested that more innovation would help to keep the library financially sustainable in the future. There is £78,500 \$106 money to be invested and this will be used to improve the space for the community and make it more financially sustainable.

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