

<b>Name of proposal/policy</b>	Proposed relocation of Daventry Library	<b>Budget number (if applicable)</b>	n/a
<b>Service area responsible</b>	Northamptonshire Libraries and Information Service	<b>Cabinet meeting date</b>	n/a
<b>Name of completing officer</b>	Anne Lovely / Dawn Howsam	<b>Date EqIA created</b>	19.08.18
<b>Approved by Director / Assistant Director</b>	Lucy Wightman	<b>Date of approval</b>	19.09.18

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

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

Daventry Library is currently located in a former school building in the town centre area of Daventry. The public library area occupies the ground floor. There is a split level, with a door from the public space, leading to stairs down to the staff areas, with a goods lift for heavy items. The back office area is a similar size to the public library space and is largely under utilised.

The public space is divided by corridors making efficient use of space difficult and obstructing staff sight lines, giving rise to high levels of anti-social behaviour. The under fives's area of the library is located in a small separate area with awkward access for buggies etc. and is not ideally positioned for customers who also have older children wishing to access other parts of the library. Public computers are located together in an annexe to the rear of the library space.

The Registration office is located to the rear of the public space, with library staff currently providing reception facilities for Registration customers. There are no public toilet or changing facilities and when required, customers are escorted into the secure staff area to use the staff facilities. There is a limited number of free public car parking spaces at the front of the library.

The building is in a very poor state of repair and the first floor of the building, which was previously occupied by social services, has been empty for some time and windows have been boarded up by Daventry District Council (DDC), which owns the building. The fabric of the building is subject to frequent attacks of vandalism.

Activities provided for young children in the library include: Bounce and Rhyme, Rhymetime, Play and Learn for Under 1s and Play and Learn for Under 5s. Other activities for older groups include: Crafters' Corner, IT Buddying Support and a Stitch and Chatter Club. Specific details on key activities are provided in the following table;

Group	Space	Numbers (average)	Regular Event
Stitch and Chatter	Exhibition Room	18	Weekly
Crafters' Corner	Exhibition Room	15	Yes
Rhymetime	Exhibition Room	30	Weekly
Bounce and Rhyme	Exhibition Room	30	Weekly
Play and Learn for Under 1s	Under 5s Area	6	Weekly

Play and Learn for Under 5s	Under 5s Area	10	Weekly
Family Learning	Exhibition Room and Children's Area	10	No

Most of the above activities currently take place in the Exhibition Room - a large, but unwelcoming space. Artworks are exhibited on the walls from time to time by local groups, but the area is largely empty of decoration and not practical for either families with young children, or other customers.

DDC wishes to develop the site which has led to the necessity to look for alternative premises for the library.

### Description of proposal under consideration/development

The proposal by DDC is to relocate the library into the nearby Abbey Centre, at the edge of the town centre, less than half a mile away from the current building. This is a purpose built, modern building of shared space owned by DDC with various community groups renting space, providing potential for partnership working.

The proposed space is all on one level, on the ground floor. There would be a small amount of library back office space and a separate office for Registrations, with a quiet waiting/reading area shared by all customers. A large children's library is planned at one end of the space – with storage cupboards for craft materials and other resources and easy access to the kitchen area for water, refreshments etc, and appropriate safety features. Public computers will be located in a quiet study room which will also be suitable for other library activities. Additional public computers will be available in the general library space.

The floor space is smaller than the current public area of the existing library, but the new layout will be planned by a professional library designer to maximise usage of the space. The proposed layout will provide good sightlines for staff and will enable the creation of different zones to give open and flexible access to all sections of the community. Fully accessible public toilets with changing facilities will be located adjacent to the proposed library space.

Creation of an enclosed outdoor space will provide a safe supervised play area/reading garden, with the possible addition of some outdoor gym equipment.

There is a reception area into the building, run by DDC, who will take ownership of the reception service for Registration Office customers, checking the booking system and directing customers to the waiting area. There are caretakers on site and DDC staff would also be on hand to assist library staff in dealing with any anti-social behaviour, providing a safer environment for library staff and customers.

There is a small car park adjacent to the building which is free of charge and the building can be easily accessed by public transport, in the same way as the current library location.

The ability to plan the new library space from scratch will enable us to work with the library designers to accommodate all of the library service needs and provide options for future partnership working—for example, the creation of a small computer suite may enable closer joint working with Adult Learning in Daventry to provide a Learning Centre. It would also enable us to create spaces that work for all age groups and demographics – with bespoke facilities for the under 5s, greater consideration around accessibility and the creation of a dementia friendly environment.

The new fit-out will provide fixtures and fittings which are fit for purpose, attractive and largely moveable, enabling the creation of a flexible library space with a bright, cohesive and welcoming look.

**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)**

<b>Data Source (include link where published)</b>	<b>Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc.”</b>		
<p>1) Demographic data collected by the library service from library membership records. 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 account details, or renewing and requesting items. Many other library services do not require membership and facilitate anonymous use as a community hub, for e.g. visiting the library as a safe place, using the public computers or free Wi-Fi, attending planned activities, etc. There are no administration systems in place able to capture this use on an individual basis, although numbers of visits, attendances and use of some services are available.</p> <p>For Daventry the above data is based on 4,258 membership records of which 2,705 are from adults aged 18 and over.</p>	<b>Protected characteristics</b>		
	<b>Daventry Library</b>		
	Gender	Female	All Mship: 54.4% Adult Only Mship: 56.6% APLUS: 65%
		Male	All Mship: 45%
		Unknown	All Mship: 0.6%
	Gender Reassignment		No data collected
	Age	Children 0-10	29.0%
		Young adults 11-17	8.0%
		Adults 18+	64.0%
		(of which aged 60+ for Mship and 65 and over for Adult Only Mship and APLUS)	All Mship: 26% Adult Only Mship: 41% APLUS: 38%
Disability	Disabled	All Mship: 6.7%	

2) In 2016, 361 adults in Daventry 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.

		Adult Only Mship: 7.6%
		APLUS: 25.2%
	Not disabled/blank/ prefer not to state	All Mship: 93.3%
		Adult Only Mship: 92.4%
		APLUS: 74.8%
Race & Ethnicity	Asian or Asian British	All Mship: 1.7%
		Adult Only Mship: 1.6%
		APLUS: 1.1%
	Black or Black British	All Mship: 0.5%
		Adult Only Mship: 0.5%
		APLUS: 1.1%
	Mixed	All Mship: 1.4%
		Adult Only Mship: 0.6%
		APLUS: 1.1%
	White	All Mship: 70.1%
		Adult Only Mship: 67%
		APLUS: 86.4%
	Blank/ prefer not to say/ other	All Mship: 26.3%
		Adult Only Mship: 30.3%
		APLUS: 10.5%
Sexual Orientation: From 2016 APLUS only	Heterosexual/ Straight	86.50%
	Gay / Lesbian / Bisexual / Other	0.00%

		No response	13.50%
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 74.2% Adult Only Mship: 75.7% APLUS: 44.9%
		Christian	All Mship: 24% Adult Only Mship: 22.7% APLUS: 49.9%
		Other religion	All Mship: 1.8% Adult Only Mship: 1.6% APLUS: 5.3%
	Pregnancy And Maternity		No data collected

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	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>Better accessibility of the proposed space will have a positive impact on both the young and older users. The public library area will be in one open space so will be more easily accessed for those with pushchairs or wheelchairs. The children's area in the proposed location will be located in one space which will make access easier for those with children of different ages.</p> <p>There are also fully accessible public toilet and changing facilities in the proposed location which will have a positive impact on the elderly and users who are pregnant and users with young children.</p> <p>The proposed space offers more opportunities for activities to tackle social isolation and for learning opportunities such as Adult Learning sessions. The colocation in the building with other voluntary sector services eg DACT – the local volunteer transport service – will also have a positive impact on these groups.</p> <p>For all other groups of users, the proposed relocation will have a neutral impact.</p>	<p>The next step will be to get feedback from library users on the proposed relocation, to find out what is important to users and any potential barriers that need to be considered.</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>A public engagement exercise will be undertaken to seek the views of both users and non users of library services in Daventry. Feedback from this exercise will be used to shape the future library provision in Daventry.</p>

**PART 2 – if required**

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required