



Name of proposal/policy	Library Provision in Raunds	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 Raunds 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 a freestanding purpose built building and has a small pod for hire in a market town with a number of shops, pubs and restaurants. It has an active friends group which works with the Town Council. The Library provides a disabled public toilet with baby changing facilities and 3 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 offered in 2018:

- For 0 to 4s: Rhymetime, Play and learn U1s, Play and learn U5s
- Other: Community Law Advice Drop-In, East Northamptonshire Council Drop-In, Family History Research Support, Knit & Natter, Mahjong, Origami Club, Poetry Club, Raunds Reading Group, Summer Reading Challenge, Technology Advice Drop-In.

Current opening hours:

Tuesday 10 – 6

Wednesday 10 -6

Thursday 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 Raunds 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 (Thrapston).

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> <p>For this library the above data is based on 1,346 membership records of which 838 are from adults aged 18 and over.</p>	Protected characteristics		All libraries	Raunds Library
	Gender	Female	All Mship: 55%	All Mship: 63%
		Adult Only Mship: 56%	Adult Only Mship: 68%	
		APLUS: 58%	APLUS: 67%	
		Male	All Mship: 43%	All Mship: 35%
	Unknown	All Mship: 2%	All Mship: 2%	
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	29%
		Young adults 11-17	9%	8%
		Adults 18+	57%	62%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 30%
	Adult Only Mship: 32%	Adult Only Mship: 40%		
	APLUS: 34%	APLUS: 34%		
Disability	Disabled	All Mship: 3.7%	All Mship: 5.8%	
		Adult Only Mship: 5.3%	Adult Only Mship: 8.1%	
		APLUS: 24.9%	APLUS: 26.5%	

2) In 2016, 181 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.		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 94.2%		
			Adult Only Mship: 94.7%	Adult Only Mship: 91.9%		
			APLUS: 75.1%	APLUS: 73.5%		
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 0.6%	
				Adult Only Mship: 2.1%	Adult Only Mship: 0.7%	
				APLUS: 2.7%	APLUS: 0.6%	
		Black or Black British		All Mship: 2.5%	All Mship: 1%	
				Adult Only Mship: 2.0%	Adult Only Mship: 1.1%	
				APLUS: 2.0%	APLUS: 0%	
		Mixed		All Mship: 1.6%	All Mship: 1.6%	
				Adult Only Mship: 0.8%	Adult Only Mship: 0.5%	
				APLUS: 1.6%	APLUS: 1.1%	
		White		All Mship: 56.6%	All Mship: 78.4%	
				Adult Only Mship: 56.1%	Adult Only Mship: 77.9%	
				APLUS: 79.0%	APLUS: 89.5%	
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 18.4%		
			Adult Only Mship: 39%	Adult Only Mship: 19.8%		
			APLUS: 14.7%	APLUS: 8.8%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	70.5%	
		Gay / Lesbian / Bisexual / Other		2.1%	11.4%	
		No response		15.7%	18.2%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion		All Mship: 82.8%	All Mship: 79.2%	
				Adult Only Mship: 83.1%	Adult Only Mship: 80.2%	

		Christian	APLUS: 46.1%	APLUS: 43.1%	
			All Mship: 14.9%	All Mship: 19.8%	
			Adult Only Mship: 14.9%	Adult Only Mship: 18.9%	
		APLUS: 48.8 %	APLUS: 55.2%		
		Other religion	All Mship: 2.4%	All Mship: 1%	
			Adult Only Mship: 2.1%	Adult Only Mship: 1%	
	APLUS: 5.1%		APLUS: 1.7%		
Pregnancy And Maternity		No data collected	No data collected		

Nearest alternative library provision Statutory library – Thrapston 5 miles

Public transport in the area and car ownership

- 12.95% of households in the Lower Super Output Areas (LSOA) which mention Raunds 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
Raunds Library	48%	2%	44%	1%	1%	5%
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:

- 147 activities for 0 to 4s with 2,729 attendances, an average of 19 per activity
- 35 activities for 5-19s with 508 attendances, an average of 15 per activity
- 313 activities for adults with 1,914 attendances, an average of 6 per activity, for example:
 - o 53 activities targeting IT skills, with 169 attendances

	o 1 activity targeting Library Visitors / Local Community, with 50 attendances
LSOA data	The Library's postcode is in East Northamptonshire 005C LSOA which is ranked 28,560 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)		✓		

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 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 proposed community managed library service is within within 5 miles of Thrapston 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>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>

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>

The Library To You service is available to individuals, depending on the availability of volunteers.

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 Raunds Active library membership Children’s Centre Service usage Library data														
Quantitative data from consultation questionnaire	82 people chose to respond to the questionnaire in relation to Raunds Library. <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>20</td> </tr> <tr> <td>Female</td> <td>39</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>22</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>30-49 years</td> <td>17</td> </tr> </tbody> </table>	Sex		Male	20	Female	39	Prefer not to say	1	Did not answer	22	Age		30-49 years	17
Sex															
Male	20														
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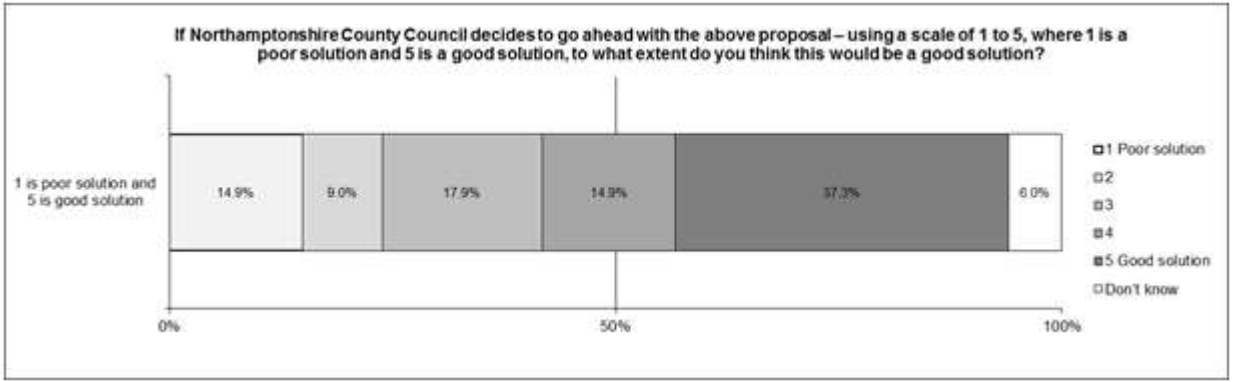
50-64 years	13
65-74 years	19
75 years +	8
Prefer not to say	2
Did not answer	23

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

Religion	
Christian	38
None	13
Prefer not to say	6
Did not answer	25

Ethnicity	
Other ethnic group	Less than 5
White: Other White Background	Less than 5
White British	51
Prefer not to say	3
Did not answer	25

Sexuality	
Bisexual	Less than 5
Heterosexual	44
Prefer not to say	8
Did not answer	29



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

In relation to Raunds and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this would provide a good solution highlighted children’s services delivered at the library as invaluable services. A few respondents commented on the difficulty of accessing services at alternative locations and that public transport is unaffordable for some people with low incomes, and buses are too infrequent.

A couple of respondents also commented on the opening hours and said the library should be open on a Saturday otherwise it is inaccessible for anyone who works during the week, and that this in turn restricts access for their children.

Respondents who commented as to why they felt this would provide a poor solution commented on the difficulties local residents would face in accessing alternative libraries. They commented that many people do not have their own transport and that the distance would be too far or the journey too expensive for parents with young children and the elderly. Again it was commented that bus services are too infrequent to alternative locations. Respondents expressed the importance of retaining services within rural communities and said the closure of the library would make the services it provides inaccessible, for all ages including school children.

Respondents commented on the services and support the library offers to the local rural community, especially to vulnerable people, and how it helps with more than just books, with helping to reduce social isolation, information and advice, and support to new parents being mentioned. Other comments included that there appears to be a lack of provision in place for the ‘Library to You’ scheme for Raunds and surrounding villages. Concerns were also raised

	<p>over the potential cessation of the other services the library provides as well as book lending should the library cease, including the children’s services.</p> <p>Respondents mentioned the importance they placed on the library and the services it provides, including learning and helping to reduce social isolation. They commented how the library needs to remain open, as it provides a variety of services to a diverse audience, including the young and the elderly. It was also commented that the town has areas of deprivation and the library is important for the wellbeing of the growing local community. Other comments included that the proposal was providing a poorer service to rural areas.</p> <p>We received one response relating to Raunds Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, this respondent said they see their library friends there whom they do not see anywhere else. They added that they used to attend every Saturday and see them and take out new books but that this is no longer possible as the library is now closed on Saturdays. When asked about what they liked best about their local library, they said everything. They then went on to specify looking at the books, playing with the toys especially with other children, the librarians who play with them, checking books in and out on the self-service machine, the Summer Reading Challenge, putting money in the donations box, and having their hand stamped. When invited to make any other comments, this respondent simply said they love their local library.</p>
Recommended proposal	<p>It is proposed that Raunds Library becomes a Community Managed Library in the current location. A needs analysis has identified that Raunds Library is within five miles of a library remaining within NCC statutory provision at Thrapston. It is proposed that Raunds Town Council and Raunds Community Library Trust work together to take over the running of the library, supporting community need, providing a book lending service as well as additional services where appropriate. NCC will continue to provide the library infrastructure and support to help the group operate as part of the library network. There is £75,000 of S106 funding available to be invested in the development of the library. As this would be outside of NCC’s statutory library 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)			✓	

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. The key concerns raised during the consultation were the lack of opening hours on a Saturday and the importance of the library in tackling rural and social isolation. The current opening hours for Raunds Library are 12 hours per week. This would be the minimum that would be offered but it is likely that these will increase over time as the community group gains capacity. They will also be able to tailor the opening hours around the needs of the community including some evening and weekend hours and the community group have already begun adding additional opening to supplement the current opening hours. The community group will also be able to continue to provide the range of social activities that were mentioned in the consultation feedback as vital to addressing social isolation. Some concern was expressed around the lack of experienced staff. Part of the support NCC will provide is training and a Community Library Co-ordinator to support volunteers.

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 Raunds 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 highlighted the range of activities currently delivered from the library for children and the elderly and that the loss of the facility would have a detrimental effect on these groups and lead to social and rural isolation.

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.