

Name of proposal/policy	Library Provision in Roade	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 Roade 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 modern, purpose built brick building in a village with limited facilities but an active Parish Council. The Library has an active Friends Group and strong links with nearby Hartwell Parish Council. The Library provides 4 parking spaces plus 1 for disabled drivers.

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:

- For 0 to 4s: Rhymetime, Drop in clinics by Health Visitor
- Other: Afternoon Tea, Creative Writing, Mah Jong, Roade Readers Book Group, Summer Reading Challenge.

Current opening hours:

Wednesday 2 – 6

Thursday 2 – 6

Friday 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 Roade 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 (Towcester).

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.

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”

Data Source (include link where published)	Protected characteristics		All libraries	Roade 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> <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 568 membership records of which 293 are from adults aged 18 and over.</p>	Gender	Female	All Mship: 55%
			Adult Only Mship: 56%	Adult Only Mship: 62%
			APLUS: 58%	APLUS: 67%
Male			All Mship: 43%	All Mship: 40%
		Unknown	All Mship: 2%	All Mship: 1%
Gender Reassignment			No data collected	No data collected
Age		Children 0-10	33%	38%
		Young adults 11-17	9%	11%
		Adults 18+	57%	52%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 18%
			Adult Only Mship: 32%	Adult Only Mship: 26%
		APLUS: 34%	APLUS: 41%	
Disability		Disabled	All Mship: 3.7%	All Mship: 2.1%
			Adult Only Mship: 5.3%	Adult Only Mship: 2.7%
			APLUS: 24.9%	APLUS: 20.5%
			All Mship: 96.3%	All Mship: 97.9%

2) In 2016, 39 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	Adult Only Mship: 94.7%	Adult Only Mship: 97.3%	
			APLUS: 75.1%	APLUS: 79.5%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 0.4%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.3%	
			APLUS: 2.7%	APLUS: 0%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.5%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.3%	
			APLUS: 2.0%	APLUS: 0%	
		Mixed	All Mship: 1.6%	All Mship: 2.1%	
			Adult Only Mship: 0.8%	Adult Only Mship: 1%	
			APLUS: 1.6%	APLUS: 0%	
		White	All Mship: 56.6%	All Mship: 67.3%	
			Adult Only Mship: 56.1%	Adult Only Mship: 63.1%	
			APLUS: 79.0%	APLUS: 94.9%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 29.8%		
		Adult Only Mship: 39%	Adult Only Mship: 35.2%		
		APLUS: 14.7%	APLUS: 5.1%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	87%	
		Gay / Lesbian / Bisexual / Other	2.1%	0%	
		No response	15.7%	13%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 86.1%	
			Adult Only Mship: 83.1%	Adult Only Mship: 86.7%	
			APLUS: 46.1%	APLUS: 41%	

		Christian	All Mship: 14.9%	All Mship: 12.5%	
			Adult Only Mship: 14.9%	Adult Only Mship: 12.3%	
			APLUS: 48.8 %	APLUS: 56.4%	
		Other religion	All Mship: 2.4%	All Mship: 1.4%	
			Adult Only Mship: 2.1%	Adult Only Mship: 1%	
			APLUS: 5.1%	APLUS: 2.6%	
Pregnancy And Maternity			No data collected	No data collected	

Nearest alternative library provision: Statutory library – Towcester 4.35 miles

Public transport in the area and car ownership

- 16.40% of households in the Lower Super Output Areas (LSOA) which mention Roade 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
Roade Library	56%	0%	36%	8%	0%	0%
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:

- 54 activities for 0 to 4s with 811 attendances, an average of 15 per activity
- 19 activities for 5-19s with 361 attendances, an average of 19 per activity
- 47 activities for adults with 404 attendances, an average of 9 per activity, for example:
 - 6 activities targeting Language skills, with 20 attendances
 - 8 activities targeting Older people with 48 attendances

LSOA data	The Library's postcode is in South Northamptonshire 003I LSOA which is ranked 26,538 out of 32,844 LSOAs. This is amongst the 20% least deprived neighbourhoods in the country.
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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)		✓		

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 5 miles of Towcester 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

Consultation for 8 weeks on the Library Transformation for Northamptonshire will launch in December and the findings will be presented to Cabinet in March 2019.

PART 2 – 1ST APRIL 2019

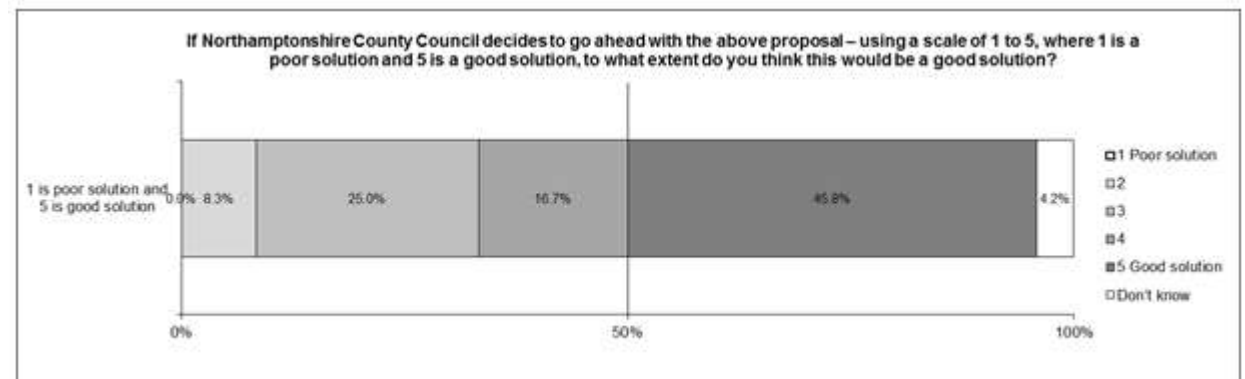
Consultation, follow up data and information gathered from actions identified above																							
	What does this information tell us?																						
Needs Analysis – Assessment of Impact of Proposals	Active library membership Library data																						
Quantitative data from consultation questionnaire	<p>29 people chose to respond to the questionnaire in relation to Roade Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>7</td> </tr> <tr> <td>Female</td> <td>11</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>10</td> </tr> </tbody> </table> <p>No 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>6</td> </tr> <tr> <td>50-64 years</td> <td>Less than 5</td> </tr> <tr> <td>65-74 years</td> <td>7</td> </tr> <tr> <td>75 years +</td> <td>Less than 5</td> </tr> <tr> <td>Did not answer</td> <td>10</td> </tr> </tbody> </table>	Sex		Male	7	Female	11	Prefer not to say	1	Did not answer	10	Age		30-49 years	6	50-64 years	Less than 5	65-74 years	7	75 years +	Less than 5	Did not answer	10
Sex																							
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50-64 years	Less than 5																						
65-74 years	7																						
75 years +	Less than 5																						
Did not answer	10																						

Fewer than five respondents said that they had a disability.

Religion	
Christian	9
None	Less than 5
Prefer not to say	5
Did not answer	11

Ethnicity	
White British	14
Prefer not to say	3
Did not answer	12

Sexuality	
Gay man	Less than 5
Gay woman/lesbian	Less than 5
Heterosexual	11
Prefer not to say	5
Did not answer	11



<p>Comments/feedback from questionnaire, letters, emails, and events</p>	<p>In relation to Roade and people with protected characteristics, some respondents to the questionnaire who felt this would a good solution were however concerned about what would happen to some of services, such as children’s activities. Respondents also said that loneliness was a big problem in rural areas and access by public transport i.e. bus to the alternative library in Hunsbury would be difficult.</p> <p>We received one response relating to Roade Library from respondents using the Children and Young People's questionnaire. When asked what they like best about their local library, they said it was the endless supply of books and the pleasant atmosphere.</p>
<p>Recommended proposal</p>	<p>It is proposed that Roade Library will become a Community Managed Library. It is proposed that Roade Library no longer forms part of NCC statutory library provision as a needs assessment has identified that this library is within 5.3 miles of a library remaining within NCC statutory provision at Hunsbury. Discussions have taken place between NCC, Roade Parish council and the Roade Junction Community Group (RJCG) and it is proposed that these groups work together to provide a community managed library with RJCG running the library and the Parish Council supporting the property and running costs. There is £96,100 \$106 money available to invest in enhancing the provision. As this would be outside NCC’s statutory 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)			✓	
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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 current opening hours for Roade 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 and are keen to add Saturday opening. Feedback from the consultation suggested that significant support should be provided by NCC to help the Community Managed Library become established. NCC will work closely with the volunteers to provide training and support through a Community Library Co-ordinator. NCC will also provide the infrastructure including the IT systems and the stock collection.

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 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)		✓		

Impact analysis if Library Closes

If no viable community managed proposal for Roade 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 that a number of people from the surrounding rural villages also used the library and these people would find it difficult to access other libraries.

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.