

Name of proposal/policy	Library Provision in Rothwell	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 Rothwell 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 a modern purpose built library in the conservation area of this busy small town with shops and many cafes and restaurants. The town hosts the annual historic Rowell Fair and has a very active Town Council. The Library has a new but very active Friends Group. Kettering Borough Council operate a Customer Service desk from a small pod in the Library. The Library also has a meeting room for hire and provides a public toilet with baby changing facilities. Free parking is available on the Market Square.

Volunteers are currently supporting some core opening hours and offering additional opening hours at weekends, 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, Play and Learn U1s, Play and Learn U5s
- Other: Adult Reading Group, Craft and Chatter, Drawing Club, Friends Coffee Morning, Homework Club, Police Surgery, Scrabble Club, Summer Reading Challenge.

Current opening hours:

Monday 10 – 5

Wednesday 10 – 5

Friday 10 – 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 Rothwell 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 (Kettering).

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>	Protected characteristics		All libraries	Rothwell Library
	Gender	Female	All Mship: 55%	All Mship: 56%
			Adult Only Mship: 56%	Adult Only Mship: 63%
			APLUS: 58%	APLUS: 61%
		Male	All Mship: 43%	All Mship: 42%
	Unknown	All Mship: 2%	All Mship: 2%	
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	33%
		Young adults 11-17	9%	7%
		Adults 18+	57%	60%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 28%
	Adult Only Mship: 32%	Adult Only Mship: 37%		
APLUS: 34%	APLUS: 46%			

<p>For this library the above data is based on 1,050 membership records of which 630 are from adults aged 18 and over.</p> <p>2) In 2016, 66 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: 4.8%	
			Adult Only Mship: 5.3%	Adult Only Mship: 6.8%	
			APLUS: 24.9%	APLUS: 19.7%	
		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 95.2%	
			Adult Only Mship: 94.7%	Adult Only Mship: 93.2%	
			APLUS: 75.1%	APLUS: 80.3%	
	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: 0.7%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.3%	
			APLUS: 2.0%	APLUS: 1.5%	
		Mixed	All Mship: 1.6%	All Mship: 1%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.5%	
			APLUS: 1.6%	APLUS: 1.5%	
		White	All Mship: 56.6%	All Mship: 74.9%	
			Adult Only Mship: 56.1%	Adult Only Mship: 71.4%	
			APLUS: 79.0%	APLUS: 86.4%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 23%		
		Adult Only Mship: 39%	Adult Only Mship: 27.5%		
APLUS: 14.7%		APLUS: 10.6%			
Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	84.3%		
	Gay / Lesbian / Bisexual / Other	2.1%	2%		

		No response	15.7%	13.7%	
	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%	
			APLUS: 46.1%	APLUS: 50%	
		Christian	All Mship: 14.9%	All Mship: 12.5%	
			Adult Only Mship: 14.9%	Adult Only Mship: 12.9%	
			APLUS: 48.8 %	APLUS: 47%	
	Other religion	All Mship: 2.4%	All Mship: 1.4%		
		Adult Only Mship: 2.1%	Adult Only Mship: 1.1%		
		APLUS: 5.1%	APLUS: 3%		
Pregnancy And Maternity		No data collected	No data collected		

Nearest alternative library provision

Statutory library – Kettering 4.4 miles
Statutory library (community managed)– Desborough 1.9 miles

Public transport in the area and car ownership

- 17.54% of households in the Lower Super Output Areas (LSOA) which mention Rothwell 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
Rothwell Library	24%	2%	59%	2%	3%	11%
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: <ul style="list-style-type: none"> • 151 activities for 0 to 4s with 2,967 attendances, an average of 20 per activity • 94 activities for 5-19s with 862 attendances, an average of 9 per activity • 130 activities for adults with 547 attendances, an average of 4 per activity, for example: <ul style="list-style-type: none"> o 2 activities targeting IT skills, with 7 attendances
LSOA data	The Library's postcode is in Kettering 003B LSOA which is ranked 7,190 out of 32,844 LSOAs. This is amongst the 30% 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)		✓		

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</p>	<p>The proposed community managed library service is within 2 miles of Desborough Library (Community managed) and within 5 miles of Kettering Library (NCC statutory) with good public transport, which mitigates the negative impacts to some extent.</p>

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

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 – 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	Points of consideration in relation to Rothwell Active library membership Proportion of local population aged 0 to 10 Children’s Centre Service usage Library data								
Quantitative data from consultation questionnaire	76 people chose to respond to the questionnaire in relation to Rothwell Library. <table border="1" data-bbox="884 1295 1863 1455"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>8</td> </tr> <tr> <td>Female</td> <td>47</td> </tr> <tr> <td>Prefer not to say</td> <td>2</td> </tr> </tbody> </table>	Sex		Male	8	Female	47	Prefer not to say	2
Sex									
Male	8								
Female	47								
Prefer not to say	2								

Did not answer	19
----------------	----

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

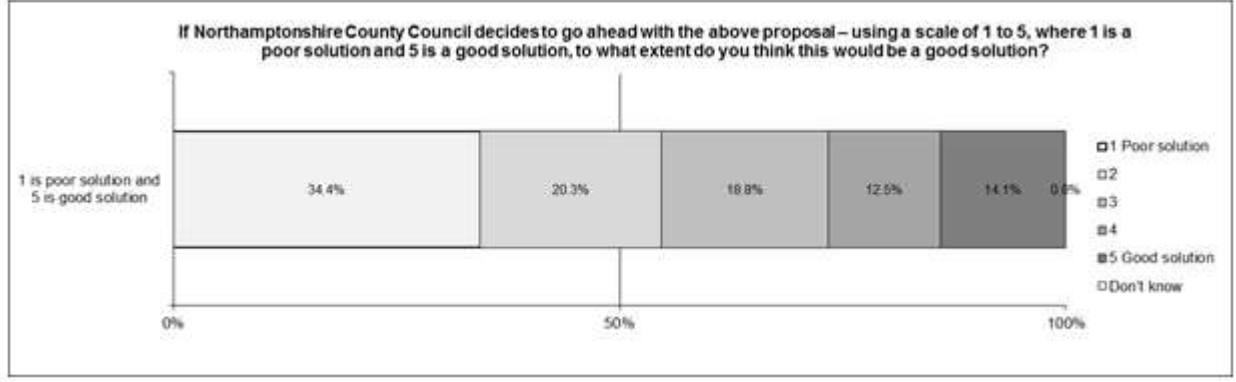
Age	
30-49 years	16
50-64 years	18
65-74 years	13
75 years +	5
Prefer not to say	5
Did not answer	19

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

Religion	
Christian	42
Jewish	Less than 5
Other	1
None	7
Prefer not to say	6
Did not answer	6

Ethnicity	
Mixed / Multiple ethnic Background: White & Black Caribbean	Less than 5
White: Other White Background	Less than 5
White: White British	49
White: White Irish	Less than 5
Prefer not to say	2
Did not answer	21

Sexuality	
Heterosexual	50
Prefer not to say	7
Did not answer	19



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

In relation to Rothwell and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this would provide a good solution felt the library provided more than just a book lending service and that it is an active community hub, allowing people to access many services in addition to those traditionally provided by a library. These included access to information, children’s services, and a place of social interaction with others within the local community, reducing social isolation.

Some respondents said they felt the library should be retained as part of the county’s statutory provision due to what they considered to be lack of public transport to alternative libraries; the number of users who walk to the library; the high density of under 10 year olds and older people residing with the town; and planned building of new homes which would increase the local demand for the service. Respondents commented on the importance of enhancing the reading skills of children and young people and the current levels of adult illiteracy and the important contribution libraries make in helping to improve these levels.

Many of the respondents who commented as to why they felt this would provide a poor solution commented on the distance of Rothwell to the nearest alternative library. Respondents felt travelling five miles to an alternative library was too far and respondents commented on the reduced public transport in Rothwell making the usage of buses problematic for some, including the elderly and young families. A few also felt the cost of public transport was too high and would hinder accessing an alternative library for people on low incomes should services at Rothwell Library cease. Some respondents also felt that families with young children, the elderly, and those with poor mobility would also be impacted the most in experiencing difficulties in travelling to neighbouring towns to access library services.

Many respondents disagreed with the fact that Rothwell Library was proposed to no longer be part of NCC's statutory provision. They felt the non-statutory status was not proportionate to the population density of the town and the demographic breakdown of its residents, with many aged under 10 years old or over 60 years. The reduction in bus services, planned new houses, and social deprivation and were also mentioned. One respondent also felt Rothwell was in a position of inequality as other towns highlighted as having areas of significant deprivation were all being retained as part of NCC's statutory provision.

They commented on a diverse range of services being delivered from the library and felt any reduction in service would affect a wide range of the local population, especially children and the elderly. Some respondents expressed their general disagreement with the proposal and felt if the library were to ever close it would have a disastrous effect on the local community. They felt the services provided were vital, especially to develop children's literacy.

Respondents who commented as to why they felt this would provide neither a good nor poor solution were concerned that if the library is no longer within the Council's statutory provision it could put various services, including children's centre services, at risk should a community run library no longer exist in the longer term. The library was viewed by some as an important community hub that delivers a variety of services to a diverse audience, including providing access to local nursery groups and schools.

A few respondents also felt alternative libraries were not viable options due to their distance from Rothwell. Again the reduction in bus services within the town was mentioned, as was the financial implication of people having to use public transport. One respondent felt it was not appropriate to expect school children to travel to Kettering after school to access resources

there if Rothwell Library were to close and they felt this was unsafe and unfair. Similar comments were made regarding parents with young children.

Respondents were then asked that if they feel this option would have a negative impact, to tell us what they think that impact would be along with any suggestions on how any potential negative impacts could be mitigated. Respondents commented on how paid staff are better trained and experienced in supporting a diverse range of library users range including young people, whose schooling may be disadvantaged as a result (especially if opening hours are reduced), and delivering children’s centre services.

Respondents regarded the library as a vibrant and much loved service within the town, which has disabled access and provides a safe environment that also allows for social interaction, especially for parents of young children and older people.

We received six responses relating to Rothwell Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, respondents for Rothwell said they play with the toys; use the children’s area; borrow DVDs and books; use the computers; and attend children’s activities and special events. They added it is also a social event and helpful for parents to meet other parents and for children to gain social skills. The one thing the majority of children and young people questionnaire respondents said they like best about their local library were the books, both reading them at the library and being able to take them home. Other comments include the toys; having fun; and sharing information and ideas. One respondent stated they liked the accessibility of the library and they visit it on their way home from school. When these respondents were invited to make any other comments, they said how they hold the library and its staff in high regard. They felt it provides a child-friendly place to meet other people. They also said they like the availability of toys within the library, and that staff recommend authors and order books from other libraries. They felt the library was an asset to the local community and said they would be lost without it.

Recommended proposal

It is proposed that Rothwell Library will become a Community Managed Library and no longer forms part of NCC statutory library provision as a needs assessment has identified that this library is within five miles of a library remaining within NCC statutory provision at Kettering. Discussions are ongoing between NCC, the Friends of Rothwell Library and Creating Tomorrow Multi-Academy Trust. It is proposed that volunteers from the Friends of Rothwell Library will manage the library with the Multi-Academy Trust supporting with the property and running costs. There is £27,600 S106 money from development in the area which may be available to

invest upon receipt by the Council. As this would be outside NCC's statutory provision, if this arrangement becomes unviable, the service would cease.

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 non-inclusion of Rothwell as part of the statutory library provision, the number of opening hours, the effect on Children's Centre services and concern around the ability of volunteers to support customers with complex needs.

A separate needs assessment has identified which libraries need to be retained to meet NCC's statutory duty and this was published during the consultation. The current opening hours for Rothwell 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. Feedback from the community group is that they intend to provide a range of library services along with other services that meet the needs of the local community including events for children and parents. Children's Centre services are currently under countywide review following a previous separate consultation and it is anticipated that a new model of working will begin in September 2019. The community group would be able to run volunteer-led baby/toddler sessions from the library and would be able to work in partnership with external childrens and health providers to tailor their own offer to parents and children. Volunteers will be provided with training and support from NCC.

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 Rothwell 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 families with young children, the elderly, and those with poor mobility would be impacted the most in experiencing difficulties in travelling to neighbouring towns to access library services. There were also concerns that deprivation and poor public transport would also create barriers to using alternative 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.