

<b>Name of proposal/policy</b>	Library Provision in Thrapston	<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 Thrapston 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 small, modern building on the high street, co-located with the Fire Station. The town has a good selection of attractive local shops, an active Town Council and an active Local History Society. The Library has an active Friends group working with the Town Council. The Library provides 3 parking spaces plus 1 space 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: Bounce and rhyme, Play and learn U5s, Rhymetime
- Other: Community Law, Homework Club, IT support, MP surgery, Summer Reading Challenge.

Current opening hours:

Wednesday 10 – 6

Thursday 10 – 6

Friday 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 Thrapston Library remains part of the statutory provision and run by a community group. A needs assessment has identified that this library is outside the 5 mile catchment area of another statutory library within East Northamptonshire District and with a high number of children and over 60s in the area and a high level of social isolation indicating that statutory provision should continue.

This could mean changes (an increase or a decrease) in the opening hours, but with an agreed minimum.

This would be a community managed library, supporting community need, providing a book lending service as well as additional services (such as Blue Badge applications and bus pass renewals) where appropriate, at the group’s discretion. Some universal children’s services provided in Thrapston Library will continue to be delivered.

As Thrapston Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to find alternative provision to ensure it continued to provide a statutory service.

**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)**

<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>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> <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>	<b>Protected characteristics</b>		<b>All libraries</b>	<b>Thrapston Library</b>
	Gender	Female	All Mship: 55%	All Mship: 58%
			Adult Only Mship: 56%	Adult Only Mship: 58%
			APLUS: 58%	APLUS: 63%
		Male	All Mship: 43%	All Mship: 42%
		Unknown	All Mship: 2%	All Mship: 0%
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	32%
		Young adults 11-17	9%	10%
		Adults 18+	57%	58%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 27%
		Adult Only Mship: 32%	Adult Only Mship: 39%	
	APLUS: 34%	APLUS: 40%		

<p>For this library the above data is based on 1,258 membership records of which 726 are from adults aged 18 and over.</p> <p>2) In 2016, 129 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: 3%	
			Adult Only Mship: 5.3%	Adult Only Mship: 4.5%	
			APLUS: 24.9%	APLUS: 19.4%	
		Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 97%	
			Adult Only Mship: 94.7%	Adult Only Mship: 95.5%	
			APLUS: 75.1%	APLUS: 80.6%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 1%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0.8%	
			APLUS: 2.7%	APLUS: 1.6%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.6%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.4%	
			APLUS: 2.0%	APLUS: 1.6%	
		Mixed	All Mship: 1.6%	All Mship: 0.4%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.4%	
			APLUS: 1.6%	APLUS: 0%	
		White	All Mship: 56.6%	All Mship: 74.7%	
			Adult Only Mship: 56.1%	Adult Only Mship: 73.8%	
			APLUS: 79.0%	APLUS: 91.5%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 23.4%		
		Adult Only Mship: 39%	Adult Only Mship: 24.5%		
APLUS: 14.7%		APLUS: 5.4%			
Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	78.7%		
	Gay / Lesbian / Bisexual / Other	2.1%	0%		

		No response	15.7%	21.3%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 91.7%	
			Adult Only Mship: 83.1%	Adult Only Mship: 91.5%	
			APLUS: 46.1%	APLUS: 49.6%	
		Christian	All Mship: 14.9%	All Mship: 8%	
			Adult Only Mship: 14.9%	Adult Only Mship: 8.3%	
			APLUS: 48.8 %	APLUS: 48.8%	
	Other religion	All Mship: 2.4%	All Mship: 0.2%		
		Adult Only Mship: 2.1%	Adult Only Mship: 0.3%		
		APLUS: 5.1%	APLUS: 1.6%		
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>• 175 activities for 0 to 4s with 2,468 attendances, an average of 14 per activity</li> <li>• 61 activities for 5-19s with 752 attendances, an average of 12 per activity</li> <li>• 54 activities for adults with 796 attendances, an average of 15 per activity, for example: <ul style="list-style-type: none"> <li>o 35 activities targeting IT skills, with 58 attendances</li> <li>o 2 activities targeting Library Visitors / Local Community, with 700 attendances</li> </ul> </li> </ul>				
LSOA data	<p>This Library's postcode is in East Northamptonshire 003D LSOA which is ranked 20,930 out of 32,844 LSOAs. This is amongst the 40% least deprived neighbourhoods in the country.</p>				

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 unsure at this time. The exact opening times and range of services, beyond the statutory minimum, to be provided by the community group, is currently under discussion.</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>There is the possibility that Thrapston 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:</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 community group will be working within a service level agreement to determine a minimum required provision of statutory services. Training and support will be provided by NCC to enable the group to deliver additional services, such as blue badge applications, if they choose to offer these.</p> <p>Training on equalities issues will be provided and NCC will monitor compliance with the statutory duty being delivered on its behalf.</p>

<https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx>

As Thrapston Library would remain part of the statutory provision, should it become unviable as a community-run library, NCC would seek to find alternative provision to ensure it continued to provide a statutory service.

**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 – 2<sup>ND</sup> APRIL 2019**

**Consultation, follow up data and information gathered from actions identified above**

	<b>What does this information tell us?</b>																
<a href="#">Needs Analysis – Assessment of Impact of Proposals</a>	Points of consideration in relation to Thrapston Active library membership Proportion of local population aged 60 and over Children’s Centre Service usage Library data																
Quantitative data from consultation questionnaire	64 people chose to respond to the questionnaire in relation to Thrapston Library.  <table border="1"> <thead> <tr> <th colspan="2"><b>Sex</b></th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>12</td> </tr> <tr> <td>Female</td> <td>35</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>16</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"><b>Age</b></th> </tr> </thead> <tbody> <tr> <td>20-29 years</td> <td>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>21</td> </tr> </tbody> </table>	<b>Sex</b>		Male	12	Female	35	Prefer not to say	1	Did not answer	16	<b>Age</b>		20-29 years	Less than 5	30-49 years	21
<b>Sex</b>																	
Male	12																
Female	35																
Prefer not to say	1																
Did not answer	16																
<b>Age</b>																	
20-29 years	Less than 5																
30-49 years	21																

50-64 years	9
65-74 years	9
75 years +	6
Prefer not to say	1
Did not answer	16

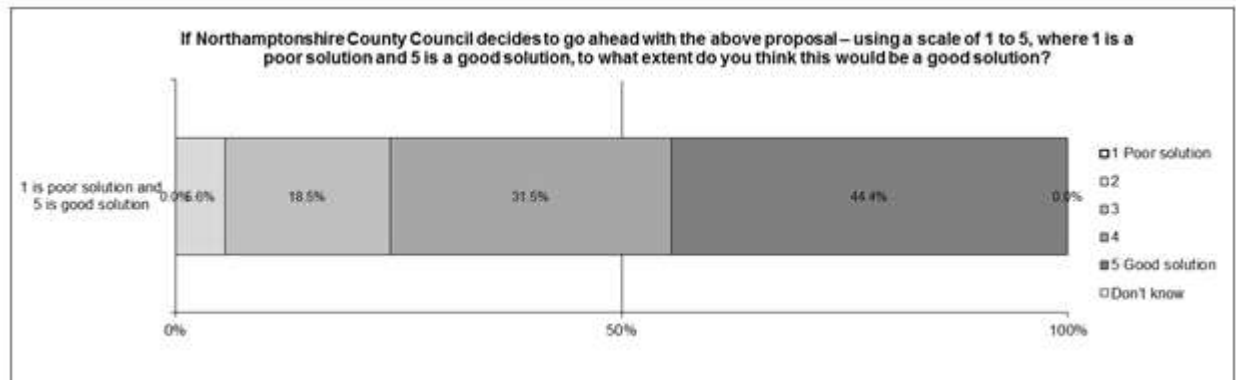
Five respondents said that they had a disability - where they gave details, these disabilities related to mental health, physical disability, hearing impairment, sight impairment and 'other'.

<b>Religion</b>	
Christian	31
None	14
Prefer not to say	3
Did not answer	16

<b>Ethnicity</b>	
Asian or Asian British: Chinese	Less than 5
Mixed / Multiple ethnic Background: Other mixed / multiple background	Less than 5
White: White British	43
White: White Irish	Less than 5
Did not answer	18

<b>Sexuality</b>	
Bisexual	Less than 5
Heterosexual	42
Prefer not to say	2
Did not answer	19





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

In relation to Thrapston and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this was a good solution commented on the high value they hold the library service in to support children’s development and education, including activities such as the Reading Challenge. Some also mentioned the importance of the service for older people as it provides reading matter and socialisation, and that not all older people are able to use computers or other technology. A few respondents said they were pleased the children’s services were remaining as these were considered vital both for parents and children. There was a request that the supply of Blue Badges and Bus Passes be retained as these were considered beneficial services to the community.

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 that the proposal would have a detrimental effect on people’s wellbeing, both young and old, if the specialist services and advice provided via the library were reduced. One respondent suggested an appointment system should be in place to assist with accessing some services such as Blue Badge and bus pass applications.

Some of the respondents who took the opportunity to provide further comments reiterated the importance of having a library for the local community. They stated how they felt the children’s services were vital as there is little other provision within the town for new parents. They felt the library was an excellent resource for both the young and elderly and is a great help as an introduction to reading for children.

	<p>We received seven responses relating to Thrapston Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, respondents for Thrapston said they do drawing, colouring and crafts; play with the toys; read and borrow books; attend the seasonal events and activities; and access the children's services sessions, which were regarded as vital. The one thing children and young people questionnaire respondents said they like best about their local library was reading the books; colouring; and the children's facilities. One respondent said they like exploring and seeing what is there. Another simply said everything. A respondent commented how much they appreciate the free activities and that they would be prepared to pay a small amount every week for them if it would help to keep the service sustainable. When children and young people questionnaire respondents were invited to make any other comments, they expressed the high regard they hold for the library. They said how happy they were with the services it provides and regard it as a vital part of the community, especially for the young, and that it would be a loss if it were ever to close. They praised the people who work there and wished it did more activities for young people. One respondent said how they have been regularly attending the library and its events for approximately seven years and how the services positively aid children's development and provide a place to have questions answered and conduct research.</p>
Recommended proposal	<p>It is proposed that Thrapston Library will be run by the Friends of Thrapston Library, with financial support from Thrapston Town Council for the property and running costs. A needs assessment has identified that this library is outside the five mile catchment area of another statutory library and has a high number of under fives and over 60s in the area and a high level of social isolation. For these reasons it will remain part of the countywide statutory provision. Feedback from the consultation suggested that the proposal to be a community managed library was a good compromise as it would enable the service to grow and become a community hub. As Thrapston Library would remain part of the statutory provision, should it become unviable as a community managed library, NCC would seek to make alternative provision in Thrapston.</p>

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
<b>Sex</b>			✓	
<b>Gender Reassignment</b>			✓	
<b>Age</b>			✓	
<b>Disability</b>			✓	

<b>Race &amp; Ethnicity</b>			✓	
<b>Sexual Orientation</b>			✓	
<b>Religion or Belief (or No Belief)</b>			✓	
<b>Pregnancy &amp; Maternity</b>			✓	
<b>Human Rights (Please see articles in toolkit)</b>			✓	
<b>Other Groups (rural isolation, socio-economic exclusion etc)</b>			✓	

**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 group have confirmed that they intend to open for more than the current 12 hours and will include Saturday opening. They are also keen to offer a range of services such as Blue Badge and Buss pass support and events for children. There were some concerns around the reliance and pressure on volunteers and an indication that NCC would need to provide significant support to ensure it worked effectively. Full training will be provided and a Community Library Co-ordinator will work with the community group within a Service Level Agreement to ensure equality of access and quality of service.

If the proposal was to be unsuccessful, as part of NCC's statutory library provision the council would need to continue to provide some library service provision within Thrapston but this would not necessarily be in the current location or for the current opening hours. In this event this EqIA would need to be revisited.