

Name of proposal/policy	Library Provision in Weston Favell	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 10 th 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 Weston Favell 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 large modern library located on the first floor in the Weston Favell shopping centre. The building is the responsibility of the Centre Management. The Library suffers from a small, badly lit entrance onto the shopping mall and has no natural light but is well used by all sections of the community, for e.g. large groups of young adults, gathering and studying after school. The Library has a large Pod for hire and free parking is available as part of the shopping centre.

The Library provides an NCC staff touchdown facility in a confidential area, during library opening times.

Some of the activities offered in 2018:

- For 0 to 4s: Bounce and rhyme, 2x Rhymetime per wk, Play and learn U1s, Play and learn U5s, Storystomp
- Other: A Level Maths Tutorials, Book Club, Coding club, Coffee Morning, English Conversation Group, GCSE Maths, Greek Language Café, IT help, Knit & Knatter, Maths For Adults, Summer Reading Challenge, Tamil Café, YA Gaming.

Current opening hours:

Monday – Friday 9 – 6

Saturday 9 - 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 Weston Favell Library remains under NCC statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. All libraries remaining under NCC statutory provision will be reviewed to develop the current offer, increase footfall and maximise income to ensure sustainability.

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	Weston Favell 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 5,120 membership records of which 3,039 are from adults aged 18 and over.</p> <p>2) In 2016, 252 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>	Gender	Female	All Mship: 55%
			Adult Only Mship: 56%	Adult Only Mship: 52%
			APLUS: 58%	APLUS: 56%
Male			All Mship: 43%	All Mship: 44%
		Unknown	All Mship: 2%	All Mship: 3%
Gender Reassignment			No data collected	No data collected
Age		Children 0-10	33%	29%
		Young adults 11-17	9%	11%
		Adults 18+	57%	59%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 21%
			Adult Only Mship: 32%	Adult Only Mship: 28%
		APLUS: 34%	APLUS: 28%	
Disability		Disabled	All Mship: 3.7%	All Mship: 3.2%
			Adult Only Mship: 5.3%	Adult Only Mship: 4.4%
			APLUS: 24.9%	APLUS: 28.6%
	Not disabled/blank/ prefer not to state	All Mship: 96.3%	All Mship: 96.8%	
		Adult Only Mship: 94.7%	Adult Only Mship: 95.6%	
	APLUS: 75.1%	APLUS: 71.4%		

	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 2.9%	
			Adult Only Mship: 2.1%	Adult Only Mship: 2.7%	
			APLUS: 2.7%	APLUS: 11.9%	
		Black or Black British	All Mship: 2.5%	All Mship: 4.3%	
			Adult Only Mship: 2.0%	Adult Only Mship: 3.2%	
			APLUS: 2.0%	APLUS: 6.7%	
		Mixed	All Mship: 1.6%	All Mship: 1.5%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0.9%	
			APLUS: 1.6%	APLUS: 6.7%	
		White	All Mship: 56.6%	All Mship: 37.7%	
			Adult Only Mship: 56.1%	Adult Only Mship: 42.7%	
			APLUS: 79.0%	APLUS: 61.1%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 53.6%		
		Adult Only Mship: 39%	Adult Only Mship: 50.4%		
		APLUS: 14.7%	APLUS: 13.5%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	93.1%	
		Gay / Lesbian / Bisexual / Other	2.1%	0%	
		No response	15.7%	6.9%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 88.7%	
			Adult Only Mship: 83.1%	Adult Only Mship: 87%	
			APLUS: 46.1%	APLUS: 47.2%	
Christian		All Mship: 14.9%	All Mship: 9.4%		
		Adult Only Mship: 14.9%	Adult Only Mship: 10.9%		

			APLUS: 48.8 %	APLUS: 38.9%	
		Other religion	All Mship: 2.4%	All Mship: 1.9%	
			Adult Only Mship: 2.1%	Adult Only Mship: 2.1%	
			APLUS: 5.1%	APLUS: 13.9%	
	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"> • 271 activities for 0 to 4s with 7,435 attendances, an average of 27 per activity • 110 activities for 5-19s with 1,235 attendances, an average of 11 per activity • 358 activities for adults with 3,687 attendances, an average of 10 per activity, for example: <ul style="list-style-type: none"> o 118 activities targeting IT skills, with 540 attendances o 125 activities targeting Language skills, with 1,005 attendances o 1 activity targeting Library Visitors / Local Community, with 1,121 attendances o 7 activities targeting Older people, with 35 attendances 				
LSOA data	This Library's postcode is in Northampton 007C LSOA which is ranked 3,179 out of 32,844 LSOAs. This is amongst the 10% 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>There are no changes proposed to Weston Favell Library and so the impact of the review overall is assessed to be neutral for all protected characteristics.</p> <p>There is the possibility that Weston Favell 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: https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</p>	<p>No mitigating actions are required, but people will have the opportunity to comment on all proposals, as part of the consultation being launched in December.</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 – 10TH APRIL 2019

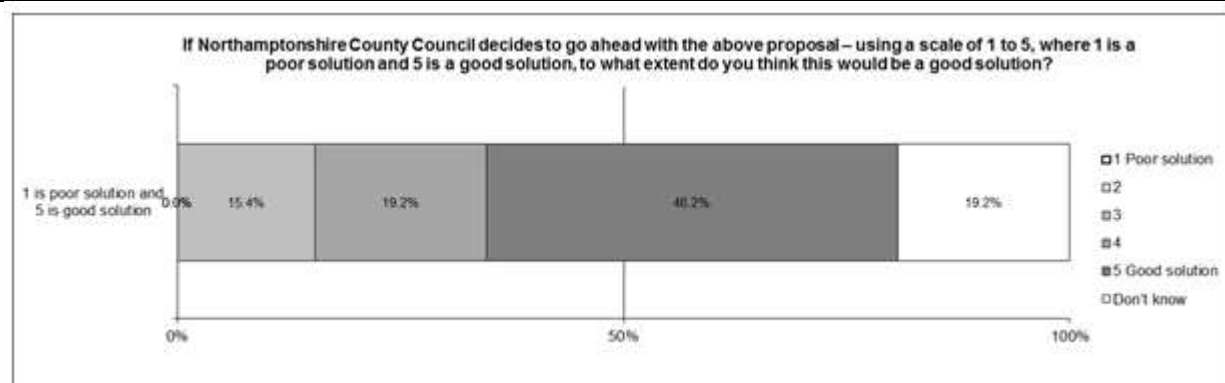
Consultation, follow up data and information gathered from actions identified above

	What does this information tell us?																										
Needs Analysis – Assessment of Impact of Proposals	Library data																										
Quantitative data from consultation questionnaire	<p>Thirty-eight people chose to respond to the questionnaire in relation to Weston Favell Library.</p> <table border="1"> <thead> <tr> <th colspan="2">Sex</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>6</td> </tr> <tr> <td>Female</td> <td>16</td> </tr> <tr> <td>Prefer not to say</td> <td>2</td> </tr> <tr> <td>Did not answer</td> <td>14</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>20-29 years</td> <td>Less than 5</td> </tr> <tr> <td>30-49 years</td> <td>Less than 5</td> </tr> <tr> <td>50-64 years</td> <td>9</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>Prefer not to say</td> <td>2</td> </tr> <tr> <td>Did not answer</td> <td>14</td> </tr> </tbody> </table> <p>Six respondents said that they had a disability – where they gave details, these disabilities related to mental health, physical disability, hearing impairment and ‘other’.</p>	Sex		Male	6	Female	16	Prefer not to say	2	Did not answer	14	Age		20-29 years	Less than 5	30-49 years	Less than 5	50-64 years	9	65-74 years	7	75 years +	Less than 5	Prefer not to say	2	Did not answer	14
Sex																											
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75 years +	Less than 5																										
Prefer not to say	2																										
Did not answer	14																										

Religion	
Christian	10
Jewish	Less than 5
Sikh	Less than 5
None	7
Prefer not to say	5
Did not answer	14

Ethnicity	
Asian or Asian British: Indian	Less than 5
Asian or Asian British: Pakistani	Less than 5
White: White British	18
Prefer not to say	2
Did not answer	16

Sexuality	
Bisexual	Less than 5
Heterosexual	19
Prefer not to say	2
Did not answer	16



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

In relation to Weston Favell and people with protected characteristics, there were some general comments. Comments included that libraries give new generations a choice to learn, read and explore. Respondents said that the library was popular and well used with many child-based activities. They also said that library was a vibrant place and they were not sure where young people would go to if they did not have the library.

We received one response relating to Weston Favell Library from respondents using the Children and Young People's questionnaire. When asked what else they do at the library, the one respondent for Weston Favell said they attend every day to do school work, as do many of their peers. The one thing children and young people questionnaire respondents said they like best about their local library was the ability to do their homework with their friends in a quiet environment. When children and young people questionnaire respondents were invited to make any other comments, this respondent simply said they love the library.

Recommended proposal

Following the consultation no changes are proposed for Weston Favell Library and it is proposed that the Library remains managed by NCC in the current location. This library will form part of the countywide statutory provision. A needs assessment has identified that this library serves a large population, including areas of multiple deprivation, indicating that statutory provision should continue. NCC is currently working with public sector partners including Police, Northampton Borough Council and health services to develop a vision for a wellbeing hub within the Weston Favell Area and it is proposed that the library will form part of this new development. This is several years away and it is proposed that the library remains in its current location until then. Feedback from the consultation supported the proposal for the library to remain run by NCC. There were concerns over the lack of refreshed book stock due

to the Section 114 spending controls. NCC has confirmed that the book and media fund has been restored for 2019/20 and new stock should start arriving in the next few months. There were also concerns about the potential relocation of the library as many people felt that the current location was really convenient. A consultation on the potential relocation of Weston Favell Library will take place at a later date.

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

As there are no changes proposed to Weston Favell Library and consultation feedback has not raised any concerns the impact of the review overall is assessed to be neutral for all protected characteristics.