

Name of proposal/policy	Library Provision in Wollaston	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 Wollaston 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 has a shop front on the street of this small village which has a Parish Council and a wide range of local services and facilities. The Library has an active Friends group who run a nearby charity shop. The Library has a meeting room for hire and provides a large toilet changing area. The Library provides 2 parking spaces and there's free on street parking.

Some of the activities on offer in 2018:

- For 0 to 4s: Rhymetime, Play and learn U5s
- Other: crafts sessions, knit and knatter, Summer Reading Challenge.

Current opening hours:

Monday 2 – 6

Tuesday 2 - 6

Wednesday 10 - 2

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 Wollaston 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 (Wellingborough).

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”			
<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><i>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.</i></p> <p>For this library the above data is based on 480 membership records of which 243 are from adults aged 18 and over.</p> <p>2) In 2016, 67 adults in this Library took part in a week long visitor survey (the Adult Public library User Survey, or</p>	Protected characteristics	All libraries	Wollaston Library	
	Gender	Female	All Mship: 55%	All Mship: 51%
		Adult Only Mship: 56%	Adult Only Mship: 55%	
		APLUS: 58%	APLUS: 57%	
		Male	All Mship: 43%	All Mship: 47%
	Unknown	All Mship: 2%	All Mship: 2%	
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	33%	38%
		Young adults 11-17	9%	11%
		Adults 18+	57%	51%
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 22%
	Adult Only Mship: 32%	Adult Only Mship: 35%		
	APLUS: 34%	APLUS: 6%		
Disability	Disabled	All Mship: 3.7%	All Mship: 2.1%	
		Adult Only Mship: 5.3%	Adult Only Mship: 2.9%	
		APLUS: 24.9%	APLUS: 25.4%	
	All Mship: 96.3%	All Mship: 97.9%		

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: 97.1%	
			APLUS: 75.1%	APLUS: 74.6%	
	Race & Ethnicity	Asian or Asian British	All Mship: 2.5%	All Mship: 0.2%	
			Adult Only Mship: 2.1%	Adult Only Mship: 0%	
			APLUS: 2.7%	APLUS: 0%	
		Black or Black British	All Mship: 2.5%	All Mship: 0.2%	
			Adult Only Mship: 2.0%	Adult Only Mship: 0.4%	
			APLUS: 2.0%	APLUS: 0%	
		Mixed	All Mship: 1.6%	All Mship: 1.3%	
			Adult Only Mship: 0.8%	Adult Only Mship: 0%	
			APLUS: 1.6%	APLUS: 4.5%	
		White	All Mship: 56.6%	All Mship: 51.3%	
			Adult Only Mship: 56.1%	Adult Only Mship: 49.4%	
			APLUS: 79.0%	APLUS: 79.1%	
	Blank/ prefer not to say/ other	All Mship: 36.8%	All Mship: 47.1%		
		Adult Only Mship: 39%	Adult Only Mship: 50.2%		
		APLUS: 14.7%	APLUS: 16.4%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	85.7%	
		Gay / Lesbian / Bisexual / Other	2.1%	1.4%	
		No response	15.7%	12.9%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 82.8%	All Mship: 92.1%	
			Adult Only Mship: 83.1%	Adult Only Mship: 89.7%	
			APLUS: 46.1%	APLUS: 65.7%	

		Christian	All Mship: 14.9%	All Mship: 6.9%	
			Adult Only Mship: 14.9%	Adult Only Mship: 8.6%	
			APLUS: 48.8 %	APLUS: 31.3%	
		Other religion	All Mship: 2.4%	All Mship: 1%	
			Adult Only Mship: 2.1%	Adult Only Mship: 1.6%	
			APLUS: 5.1%	APLUS: 3%	
Pregnancy And Maternity			No data collected	No data collected	

Nearest alternative library provision

Statutory library – Wellingborough 4.8 miles
Statutory Library (Community managed) – Earls Barton 4.2 miles

Public transport in the area and car ownership

- 10.60% of household. in the Lower Super Output Areas (LSOA) which mention Wollaston 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
Wollaston Library	45%	4%	43%	4%	0%	3%
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:

- 116 activities for 0 to 4s with 1,528 attendances, an average of 13 per activity
- 48 activities for 5-19s with 434 attendances, an average of 9 per activity
- 34 activities for adults with 126 attendances, an average of 4 per activity, for example:
 - 1 activity targeting Volunteers, with 12 attendances

LSOA data	This Library's postcode is in Wellingborough 010E LSOA which is ranked 21,996 out of 32,844 LSOAs. This is amongst the 40% 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 Wellingborough Library (NCC statutory) and Earls Barton Library 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>

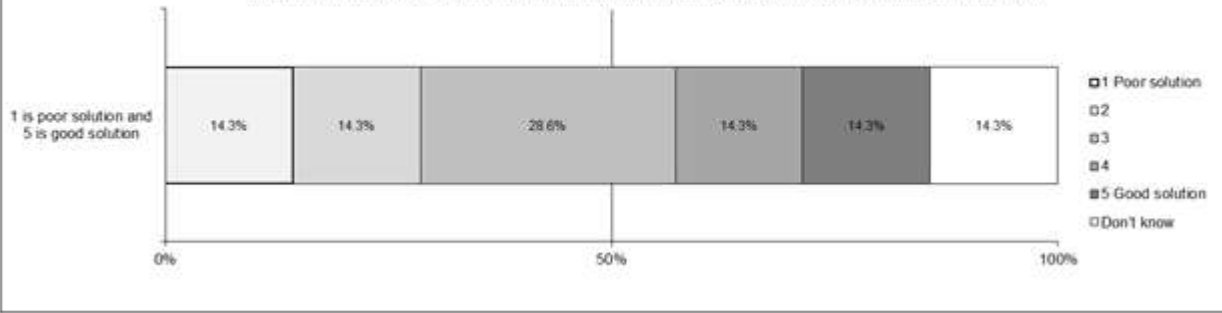
<p>The EQIAs undertaken in the 2017/18 review are available to view here: https://www3.northamptonshire.gov.uk/councilservices/council-and-democracy/budgets-and-spending/Pages/review-of-library-services-in-northamptonshire.aspx</p>	<p>The Library To You service is available to individuals, depending on the availability of volunteers.</p>
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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

<p>Consultation, follow up data and information gathered from actions identified above</p>	
	<p>What does this information tell us?</p>
<p>Needs Analysis – Assessment of Impact of Proposals</p>	<p>Points of consideration in relation to Wollaston Children’s Centre Service usage Library data</p>
<p>Quantitative data from consultation questionnaire</p>	<p>Seven people chose to respond to the questionnaire in relation to Wollaston Library.</p> <p>As the numbers would be less than five in most cases when showing the breakdown between different demographic groups, this is not shown here to avoid the potential for identification.</p>

	<p style="text-align: center;">If Northamptonshire County Council decides to go ahead with the above proposal – using a scale of 1 to 5, where 1 is a poor solution and 5 is a good solution, to what extent do you think this would be a good solution?</p>  <table border="1" data-bbox="898 172 2116 486"> <thead> <tr> <th>Rating</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>1 (Poor solution)</td> <td>14.3%</td> </tr> <tr> <td>2</td> <td>14.3%</td> </tr> <tr> <td>3</td> <td>28.6%</td> </tr> <tr> <td>4</td> <td>14.3%</td> </tr> <tr> <td>5 (Good solution)</td> <td>14.3%</td> </tr> <tr> <td>Don't know</td> <td>28.6%</td> </tr> </tbody> </table>	Rating	Percentage	1 (Poor solution)	14.3%	2	14.3%	3	28.6%	4	14.3%	5 (Good solution)	14.3%	Don't know	28.6%
Rating	Percentage														
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<p>Comments/feedback from questionnaire, letters, emails, and events</p>	<p>In relation to Wollaston and people with protected characteristics, there were very few relevant comments on the questionnaire. When considering if the proposal could have a negative impact, one respondent felt that volunteers are not as well trained as paid staff and may lack some of the child protection training or knowledge to help vulnerable people and that such skills are especially required due to other reductions in services within the local area and gave a reduction in health visitors as an example.</p> <p>There were no responses received relating to Wollaston Library from respondents using the Children and Young People's questionnaire.</p> <p>A drop-in event was held at Wollaston Library on 14 January 2019 which was attended by 11 people. Some attendees gave examples of their personal experience where their children's reading had been developed by coming to the library. Other comments made included the view that the library is important as an information resource, for social reasons and support companionship during difficult times e.g. illness.</p>														
<p>Recommended proposal</p>	<p>It is proposed that Wollaston Library will become a Community Managed Library run by volunteers. It is proposed that Wollaston Library 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. During the consultation, discussions were held between a local businessman and volunteers with the businessman agreeing to fund the property to enable the volunteers to run the library. 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)			✓	

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. Feedback from the consultation suggests that the amount of Universal Children's Centre Services delivered from the library is a big concern. These 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. Depending on capacity, 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. There were some concerns about the capacity and ability of volunteers to provide a good quality of service and that volunteers might have their own agendas. 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.

There is nothing to suggest anything other than a neutral impact as a result of their protected characteristics, on the other groups listed above. 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 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 Wollaston 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.

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.