

<b>Name of proposal/policy</b>	Library Provision in Wootton	<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 Wootton 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 in the porta cabin community centre on a housing estate with ample shared parking.

Wootton Parish Council volunteers currently provide additional opening hours at the Library.

Some of the activities on offer in 2018:

- For 0 to 4s: None
- Other: Craft Club, Summer Reading Challenge.

Current opening hours:

Tuesday 2 – 5

Wednesday 10 – 1

Saturday 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 Wootton 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 (Hunsbury).

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)**

<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> <p>For this library the above data is based on 706 membership records of which 276 are from adults aged 18 and over.</p> <p>2) In 2016, 14 adults in this Library took part in a week long visitor survey (the Adult Public library User Survey, or</p>	<b>Protected characteristics</b>	<b>All libraries</b>	<b>Wootton Library</b>		
	Gender	Female	All Mship: 55%	All Mship: 63%	
			Adult Only Mship: 56%	Adult Only Mship: 70%	
			APLUS: 58%	APLUS: 73%	
		Male	All Mship: 43%	All Mship: 37%	
	Unknown	All Mship: 2%	All Mship: 0%		
	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10	33%	46%	
		Young adults 11-17	9%	15%	
		Adults 18+	57%	39%	
		(of which aged 60+ for Mship and 65 and over for APLUS)	All Mship: 23%	All Mship: 9%	
	Adult Only Mship: 32%	Adult Only Mship: 19%			
	APLUS: 34%	APLUS: 36%			
	Disability	Disabled	All Mship: 3.7%	All Mship: 1.3%	
			Adult Only Mship: 5.3%	Adult Only Mship: 2.5%	
APLUS: 24.9%			APLUS: 21.4%		
		All Mship: 96.3%	All Mship: 98.7%		

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: 97.5%		
			APLUS: 75.1%	APLUS: 78.6%		
	Race & Ethnicity	Asian or Asian British		All Mship: 2.5%	All Mship: 5.2%	
				Adult Only Mship: 2.1%	Adult Only Mship: 3.3%	
				APLUS: 2.7%	APLUS: 0%	
		Black or Black British		All Mship: 2.5%	All Mship: 5.2%	
				Adult Only Mship: 2.0%	Adult Only Mship: 4.7%	
				APLUS: 2.0%	APLUS: 0%	
		Mixed		All Mship: 1.6%	All Mship: 1.7%	
				Adult Only Mship: 0.8%	Adult Only Mship: 0.4%	
				APLUS: 1.6%	APLUS: 0%	
		White		All Mship: 56.6%	All Mship: 63.3%	
				Adult Only Mship: 56.1%	Adult Only Mship: 61.6%	
				APLUS: 79.0%	APLUS: 0%	
	Blank/ prefer not to say/ other		All Mship: 36.8%	All Mship: 24.5%		
			Adult Only Mship: 39%	Adult Only Mship: 30.1%		
			APLUS: 14.7%	APLUS: 100%		
	Sexual Orientation: From APLUS only	Heterosexual/ Straight		82.2%	92.9%	
		Gay / Lesbian / Bisexual / Other		2.1%	0%	
		No response		15.7%	7.1%	
	Religion Or Belief	Blank/ Prefer not to state/ no religion		All Mship: 82.8%	All Mship: 89.8%	
				Adult Only Mship: 83.1%	Adult Only Mship: 86.6%	
				APLUS: 46.1%	APLUS: 28.6%	

	Christian	All Mship: 14.9%	All Mship: 8.5%																						
		Adult Only Mship: 14.9%	Adult Only Mship: 12.3%																						
		APLUS: 48.8 %	APLUS: 71.4%																						
	Other religion	All Mship: 2.4%	All Mship: 1.7%																						
		Adult Only Mship: 2.1%	Adult Only Mship: 1.1%																						
		APLUS: 5.1%	APLUS: 0%																						
Pregnancy And Maternity		No data collected	No data collected																						
Nearest alternative library provision	Statutory library – Hunsbury 2.5 miles Statutory library – Northamptonshire Central Library 2.59 miles																								
Public transport in the area and car ownership	<ul style="list-style-type: none"> <li>6.33% of households in the Lower Super Output Areas (LSOA) which mention Wootton have no car / van in the household. The County % is 21.1%. (Source: Northamptonshire Analysis using Census and LSOA data).</li> <li>The following data was gathered from the 2016 Adult Public library User Survey (APLUS):</li> </ul> <table border="1"> <thead> <tr> <th>APLUS 2016:</th> <th>Private transport, e.g. car, motorbike</th> <th>Public transport, e.g. bus, train, metro / tram</th> <th>On foot</th> <th>Bicycle</th> <th>Other</th> <th>Blank</th> </tr> </thead> <tbody> <tr> <td>Wootton Library</td> <td>43%</td> <td>0%</td> <td>43%</td> <td>0%</td> <td>7%</td> <td>7%</td> </tr> <tr> <td>Service Average</td> <td>43%</td> <td>11%</td> <td>37%</td> <td>2%</td> <td>1%</td> <td>7%</td> </tr> </tbody> </table>				APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank	Wootton Library	43%	0%	43%	0%	7%	7%	Service Average	43%	11%	37%	2%	1%	7%
APLUS 2016:	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank																			
Wootton Library	43%	0%	43%	0%	7%	7%																			
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"> <li>50 activities for 5-19s with 164 attendances, an average of 3 per activity</li> </ul>																								
LSOA data	This Library's postcode is in Northampton 031D LSOA which is ranked 29,996 out of 32,844 LSOAs. This is amongst the 10% least 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 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:</p>	<p>The proposed community managed library service is within 5 miles of both Hunsbury Library and Northamptonshire Central 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> <p>The Library To You service is available to individuals, depending on the availability of volunteers.</p>

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

**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**

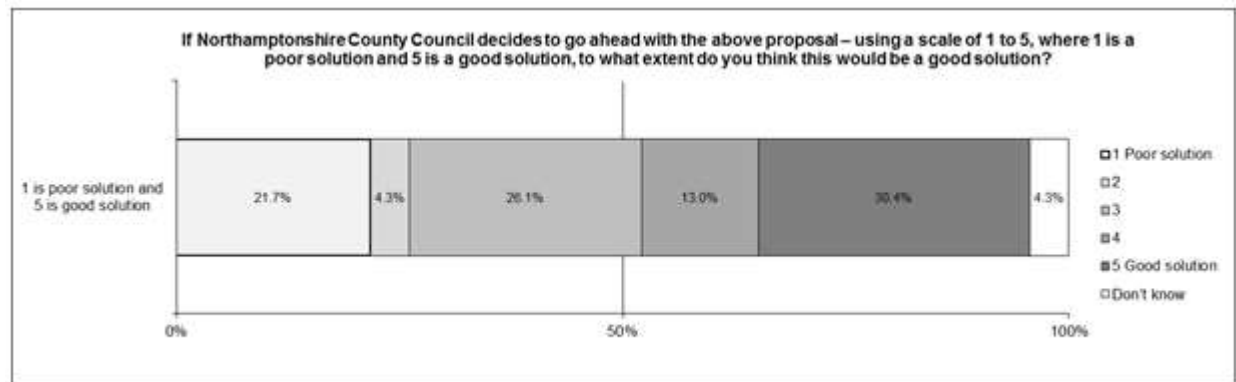
	<b>What does this information tell us?</b>																						
<a href="#">Needs Analysis – Assessment of Impact of Proposals</a>	Library data																						
Quantitative data from consultation questionnaire	<p>25 people chose to respond to the questionnaire in relation to Wootton Library.</p> <table border="1"> <thead> <tr> <th colspan="2"><b>Sex</b></th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>7</td> </tr> <tr> <td>Female</td> <td>8</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>9</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>30-49 years</td> <td>8</td> </tr> <tr> <td>50-64 years</td> <td>5</td> </tr> <tr> <td>65-74 years</td> <td>Less than 5</td> </tr> <tr> <td>Prefer not to say</td> <td>1</td> </tr> <tr> <td>Did not answer</td> <td>9</td> </tr> </tbody> </table>	<b>Sex</b>		Male	7	Female	8	Prefer not to say	1	Did not answer	9	<b>Age</b>		30-49 years	8	50-64 years	5	65-74 years	Less than 5	Prefer not to say	1	Did not answer	9
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Did not answer	9																						

Fewer than five respondents said that they had a disability.

<b>Religion</b>	
Christian	8
Hindu	Less than 5
None	Less than 5
Prefer not to say	4
Did not answer	9

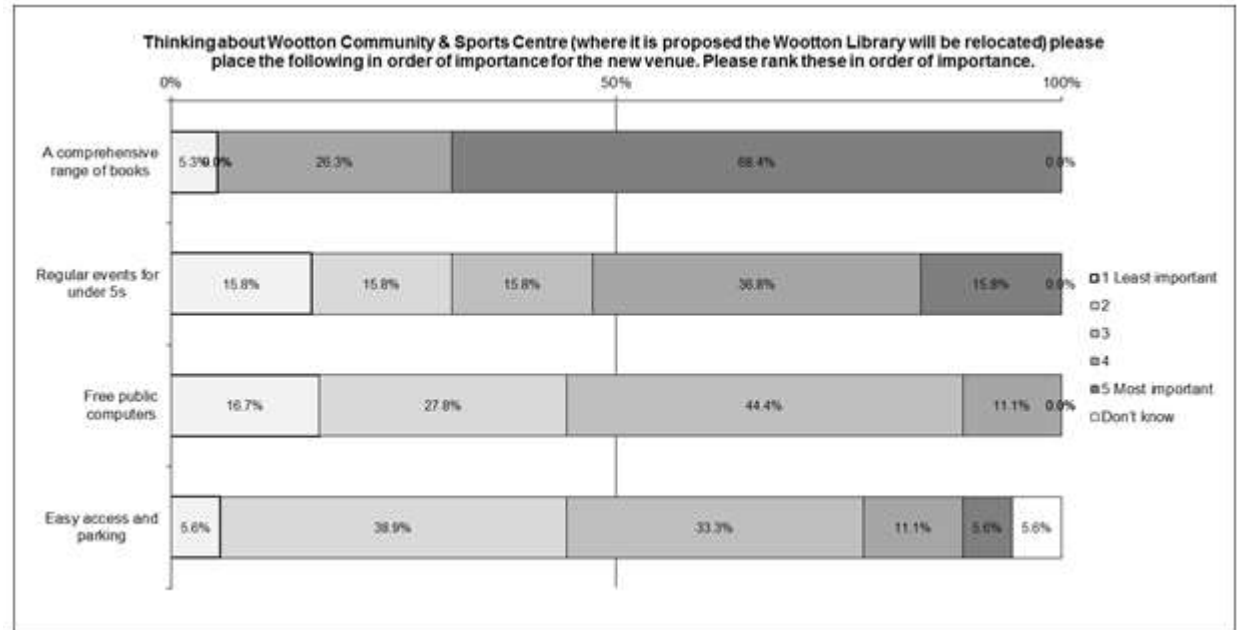
<b>Ethnicity</b>	
Asian or Asian British: Indian	Less than 5
White: White British	9
White: White Irish	Less than 5
Prefer not to say	2
Did not answer	11

<b>Sexuality</b>	
Heterosexual	10
Prefer not to say	4
Did not answer	11





When asked to think about the proposed relocation of Wootton Library, respondent ranked factors they considered important for the proposed new venue:



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

In relation to Wootton and people with protected characteristics, some respondents to the questionnaire who commented as to why they felt this was a good solution said that the library was needed locally for children to use and therefore it would be good to retain.

Respondents were asked if they feel there is anything that would prevent them from accessing Wootton Library if it moves to Wootton Community & Sports Centre, to tell us what these are and how they could be overcome. They commented on having weekend access, access for secondary school children and working people and for accessible car parking.

We received one response relating to Wootton Library from respondents using the Children and Young People's questionnaire. When asked which one thing they like best about their local library, they said it was the ability to sit down and look around; and to choose their own books, look at them and take them home. When children and young people questionnaire

	<p>respondents were invited to make any other comments, they said how they like the people who run the library.</p> <p>We received one written response in relation to Wootton Library. The respondent said that the earlier impact assessment did not make sense in reference to distance and the percentage of young children in Wootton and Duston.</p>
Recommended proposal	<p>It is proposed that Wootton Library will become a Community Managed Library run by volunteers and supported by Wootton Parish Council as part of their plans to extend the community centre. This would involve a temporary move of the library from its current location in a separate unit outside the community centre whilst the extension work is carried out. There is £60,000 of Section 106 money available for investment into this development. It is proposed that Wootton 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 at Hunsbury. 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. The key concerns raised during the consultation were the level of opening hours and ensuring they were suitable for children and young people to access. The plan to integrate the library into the community centre will enable access to the library 7 days a week and it is the intention of the group to provide additional services including the blue badge and bus pass application support. Feedback from the consultation suggested that the proposal was a good one as it allowed the library to remain in Wootton whilst extending services and opening hours without additional financial burden on the tax payer. There were also comments suggesting that this would provide a more suitable and comfortable library space than the current location. Concerns were raised over the sustainability and professionalism of volunteers and a feeling that there would be reduced access to book stock. Refreshed book stock, IT infrastructure and full training for volunteers will be provided by NCC and a Community Library Co-ordinator will work with the community group to provide support and advice.

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 Wootton 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 confirmed that children and young people would be negatively affected by the closure of the library.

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.