

Name of proposal/policy	Northamptonshire Libraries and Information Service Review 2017	Budget number (if applicable)	
Service area responsible	Northamptonshire Libraries and Information Service	Cabinet meeting date	19 th October 2017
Name of completing officer	Esther Bushell	Date EqIA created	10 th July 2017
Approved by Director / Assistant Director	Janet Doran	Date of approval	21 st August 2017

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

Description of current provision/policy and main beneficiaries/stakeholders

Currently there are 36 statutory libraries in the county, and the mobile library service which is non-statutory provision. A full description of the breadth of the service is contained within the Library Service Review 2017 document and its appendix, and this EqIA should be read in conjunction with those documents.

Description of proposal under consideration/development

The paper sets out three proposed future options for the library service. Since the statutory provision retained is identical in Option 1 and Option 2, these may be considered together for the purposes of an Equalities Impact Assessment.

Option 1 – Retain 15 libraries. Close 21 libraries. Withdraw non-statutory mobile library provision. Develop community model for all other library communities.

Option 2 – Retain 15 libraries. Close 21 libraries. Withdraw non-statutory mobile library provision.

Option 3 – Retain 8 libraries. Close 28 libraries. Withdraw non-statutory mobile library provision.

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>Demographic data collected by the library service.</p> <p>Analysis of distance to nearest statutory library</p>	<table border="1"> <thead> <tr> <th colspan="2" data-bbox="835 1098 1630 1257">Protected characteristics – Options 1 and 2</th> <th data-bbox="1630 1098 1865 1257">All libraries</th> <th data-bbox="1865 1098 2101 1257">Libraries proposed for closures</th> </tr> </thead> <tbody> <tr> <td data-bbox="835 1257 1070 1329" rowspan="3">Gender</td> <td data-bbox="1070 1257 1630 1329">Female</td> <td data-bbox="1630 1257 1865 1329">54%</td> <td data-bbox="1865 1257 2101 1329">55%</td> </tr> <tr> <td data-bbox="1070 1329 1630 1401">Male</td> <td data-bbox="1630 1329 1865 1401">45%</td> <td data-bbox="1865 1329 2101 1401">43%</td> </tr> <tr> <td data-bbox="1070 1401 1630 1466">Unknown</td> <td data-bbox="1630 1401 1865 1466">1%</td> <td data-bbox="1865 1401 2101 1466">2%</td> </tr> </tbody> </table>			Protected characteristics – Options 1 and 2		All libraries	Libraries proposed for closures	Gender	Female	54%	55%	Male	45%	43%	Unknown	1%	2%
Protected characteristics – Options 1 and 2		All libraries	Libraries proposed for closures														
Gender	Female	54%	55%														
	Male	45%	43%														
	Unknown	1%	2%														

	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10		32%	36%
		Young adults 11-17		9%	9%
		Adults 18+		59%	55%
		(of which aged 60+)		22%	23%
	Disability	Disabled		4%	4%
		Not disabled/blank/ prefer not to state		96%	96%
	Race & Ethnicity	Asian or Asian British		2.5%	1.5%
		Black or Black British		2.3%	1.2%
		Mixed		1.5%	1.9%
		White		56.5%	60%
		Blank/ prefer not to say/ other		37.2%	35.4%
	Sexual Orientation			No data collected	No data collected
	Religion Or Belief	Blank/ Prefer not to state/ no religion		84.3%	86.7%
		Christian		13.5%	11.8%
Other religion			2.2%	1.5%	
Pregnancy And Maternity			No data collected	No data collected	

Protected characteristic – Option 3		All libraries	Libraries proposed for closures
Gender	Female	54%	56%
	Male	45%	42%
	Unknown	1%	2%
Gender Reassignment		No data collected	No data collected
Age	Children 0-10	32%	35%
	Young adults 11-17	9%	9%
	Adults 18+	59%	56%
	(of which aged 60+)	22%	23%
Disability	Disabled	4%	3%
	Not disabled/blank/ prefer not to state	96%	97%
Race & Ethnicity	Asian or Asian British	2.5%	1.4%
	Black or Black British	2.3%	1.1%
	Mixed	1.5%	1.2%
	White	56.5%	59.8%
	Blank/ prefer not to say/ other	37.2%	36.5%
Sexual Orientation		No data collected	No data collected

Religion Or Belief	Blank/ Prefer not to state/ no religion	84.3%	87.5%
	Christian	13.5%	11.1%
	Other religion	2.2%	1.4%
Pregnancy And Maternity		No data collected	No data collected

Proposed Closure – Option 2	Distance to nearest statutory library
Desborough	5.05 miles to Kettering
Thrapston	6.37 miles to Burton Latimer
Woodford Halse	6.32 miles to Daventry

Proposed Closure – Option 3	Distance to nearest statutory library
Desborough	5.05 miles to Kettering
Woodford Halse	6.32 miles to Daventry
Thrapston	7.83 miles to Rushden
Brackley	8.3 miles to Buckingham
Oundle	9.77 miles to Corby

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	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			√	
Rural isolation		√	√	
Socio-economic exclusion	√			

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>There are no groups of library members who are disproportionately impacted by these proposals when compared to all library members</p> <p>Library users may have to travel further to their nearest statutory library. In option 2, there are 3 libraries where it is over 5 miles to their nearest alternative library.</p> <p>In Option 3, there are 5 libraries where it is over 5 miles to their nearest alternative library.</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
<p>There is proposed a county-wide reduction in provision and a formal consultation will be undertaken.</p>

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required