

<b>Name of proposal/policy</b>	Northamptonshire Libraries and Information Service Review 2017: Corby Library	<b>Budget number (if applicable)</b>	
<b>Service area responsible</b>	Northamptonshire Libraries and Information Service	<b>Cabinet meeting date</b>	19 <sup>th</sup> October 2017
<b>Name of completing officer</b>	Dawn Howsam / Ben Dawson	<b>Date EqIA created</b>	12 <sup>th</sup> December 2017
<b>Approved by Director / Assistant Director</b>	Esther Bushell	<b>Date of approval</b>	27 <sup>th</sup> February 2018

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**

**Description of current provision/policy and main beneficiaries/stakeholders**

Northamptonshire Libraries and Information Service, “LibraryPlus”, provides a comprehensive range of services through 36 community hub libraries and a mobile library, enabling face to face access to a range of public services. Local authorities have a statutory duty under the Public Libraries and Museums Act 1964 ‘to provide a comprehensive and efficient library service for all persons’ in the area that want to make use of it. In considering how best to deliver the statutory duty each library authority is responsible for determining, through consultation, the local needs and to deliver a modern and efficient library service that meets the requirements of their communities within available resources.

A full description of the breadth of the service is contained within the Library Service Review 2017 document and its appendix, and this EqlA should be read in conjunction with those documents.

**Description of proposal under consideration/development**

Three proposed future options for the library service are set out in the appendix to the October Cabinet paper on the Medium Term Financial Plan.

Option 1 – Retain 15 libraries. Develop a community model to run 21 libraries, where viable options for community managed libraries are put forward by alternative organisations. Corby is one of the 15 libraries. Withdraw mobile library provision.

Option 2 – Retain 15 libraries. Close 21 libraries. Withdraw mobile library provision. Corby is one of the 15 libraries.

Option 3 – Retain 8 libraries. Close 28 libraries. Withdraw mobile library provision. Corby is one of the 8 libraries.

**Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA 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 EqlA)**

<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>			
1) Demographic data collected by the library service from library membership records. The membership data is based on the records of members registered with the library and captures cards which were used in 2016/17. 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.	<b>Protected characteristics – Options 1 and 2 and 3</b>		<b>All libraries</b>	<b>Corby Library</b>
	Gender	Female	All Mship: 54% Adult Only Mship: 56% APLUS: 62%	All Mship: 57% Adult Only Mship: 59% APLUS: 59%
		Male	All Mship: 45%	All Mship: 41%
		Unknown	All Mship: 1%	All Mship: 3%

<p>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 Corby the above data is based on 4,975 membership records of which 2,726 are from adults aged 18 and over.</p> <p>2) In 2016, 352 adults in Corby 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> <p>3) Analysis of distance to nearest NCC statutory library.</p>	Gender Reassignment		No data collected	No data collected	
	Age	Children 0-10		31%	35%
		Young adults 11-17		9%	10%
		Adults 18+		60%	55%
		(of which aged 60+ for Mship and 65 and over for Adult Only Mship and APLUS)		All Mship: 23% Adult Only Mship: 36% APLUS: 34%	All Mship: 20% Adult Only Mship: 34% APLUS: 24%
	Disability	Disabled		All Mship: 3.8% Adult Only Mship: 5.2% APLUS: 24.9%	All Mship: 5.4% Adult Only Mship: 8.1% APLUS: 29.5%
		Not disabled/blank/ prefer not to state		All Mship: 96.2% Adult Only Mship: 94.8% APLUS: 75.1%	All Mship: 94.6% Adult Only Mship: 91.9% APLUS: 70.5%
	Race & Ethnicity	Asian or Asian British		All Mship: 2.4% Adult Only Mship: 1.7% APLUS: 2.7%	All Mship: 2.1% Adult Only Mship: 1.2% APLUS: 2.6%
		Black or Black British		All Mship: 2.3% Adult Only Mship: 1.3% APLUS: 2%	All Mship: 4.1% Adult Only Mship: 2.3% APLUS: 2.6%
		Mixed		All Mship: 1.5% Adult Only Mship: 0.6% APLUS: 1.6%	All Mship: 1.8% Adult Only Mship: 0.4% APLUS: 1.4%
		White		All Mship: 56.1% Adult Only Mship: 53.8%	All Mship: 73.4% Adult Only Mship: 76.1%

			APLUS: 79%	APLUS: 83.5%
		Blank/ prefer not to say/ other	All Mship: 37.7% Adult Only Mship: 42.7% APLUS: 14.7%	All Mship: 18.6% Adult Only Mship: 19.9% APLUS: 9.9%
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	82.1%
		Gay / Lesbian / Bisexual / Other	2.1%	2.2%
		No response	15.7%	15.6%
	Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 84.4% Adult Only Mship: 86.7% APLUS: 46.1%	All Mship: 82.9% Adult Only Mship: 84.5% APLUS: 54.3%
		Christian	All Mship: 13.4% Adult Only Mship: 11.7% APLUS: 48.8 %	All Mship: 15.1% Adult Only Mship: 13.9% APLUS: 41.2%
		Other religion	All Mship: 2.1% Adult Only Mship: 1.6% APLUS: 5.1%	All Mship: 1.9% Adult Only Mship: 1.5% APLUS: 4.5%
	Pregnancy And Maternity		No data collected	No data collected
	<b>Proposed Closure – Option 1 and 2</b>		<b>Distance to nearest NCC statutory library</b>	
	This library is not proposed for closure.			
	It is the nearest remaining NCC library for Danesholme Library which is proposed for community model / closure in these options.			

	<b>Proposed Closure – Option 3</b>	<b>Distance to nearest NCC statutory library</b>
	This library is not proposed for closure.	
	It is the nearest remaining NCC library for Danesholme and Oundle libraries which are proposed for closure in this option.	

**Tick the relevant box for each line by using a capital 'P' to make a**

**Based on the above information, what impact will this proposal have on the following groups?**

	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Unsure</b>
<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</b>			✓	
<b>Rural isolation</b>			✓	
<b>Socio-economic exclusion</b>			✓	

<b>Initial impact</b>	
<b>Explain your findings above</b>	<b>Actions identified to mitigate, advance equality or fill gaps in information</b>
<b>Sex:</b> <ul style="list-style-type: none"> <li>Total membership data: 57% are female, 3 percentage points higher than the service overall.</li> <li>Adults only membership data: 59% of adult members are female, 3 percentage points higher than the service overall.</li> <li>APLUS: 57% of visitors are female, 5 percentage points lower than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqIA will be updated to reflect the findings and fill in gaps in information.</p>

<p><b>Gender Reassignment:</b></p> <ul style="list-style-type: none"> <li>No data.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>
<p><b>Age:</b></p> <ul style="list-style-type: none"> <li>Total membership data: 54% of members are in the 0 to 10's or 60 and over range, 1 percentage point lower than the service overall. Overall 35% are 0 to 10's, which is 4 percentage points higher than the service overall and 20% are 60 and over which is 3 percentage points lower than the service overall.</li> <li>Adults only membership data: 34% of adult members are aged 65 and over, 2 percentage points lower than the service overall.</li> <li>APLUS: 24% of adult visitors are aged 65 and over, 10 percentage points lower than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>
<p><b>Disability:</b></p> <ul style="list-style-type: none"> <li>Total membership data: 5.4% of members are disabled, 1.6 percentage points higher than the service overall.</li> <li>Adults only membership data: 8.1% of adult members are disabled, 2.9 percentage points higher than the service overall.</li> <li>APLUS: 29.5% of adult visitors are disabled, 4.6 percentage points higher than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>
<p><b>Race &amp; Ethnicity:</b></p> <ul style="list-style-type: none"> <li>Total membership data: 8% are members of ethnic groups, 1.8 percentage points higher than the service overall.</li> <li>Adults only membership data: 3.9% are members of ethnic groups, 0.4 percentage points higher than the service overall.</li> <li>APLUS: 6.5% are members of ethnic groups, 0.2 percentage points higher than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>
<p><b>Sexual Orientation:</b></p> <ul style="list-style-type: none"> <li>No membership data.</li> <li>APLUS: 6.7% for Gay / Lesbian / Bisexual / Other, 5 percentage points higher than the service overall. The no response was 19.8%, 4 percentage points higher than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>
<p><b>Religion or Belief (or no Belief):</b></p> <ul style="list-style-type: none"> <li>Total membership data: has 1.9% Other, 0.2 percentage points lower than the service overall and 15.1% Christian, 1.7 percentage points higher than the service overall.</li> </ul>	<p>The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.</p>

- Adults only membership data: has 1.5% Other, 0.1 percentage points lower than the service overall and 13.9% Christian, 2.2 percentage points higher than the service overall.
- APLUS has 4.5% Other, 0.6 percentage points lower than the service overall and 41.2% Christian, 7.6 percentage points lower than the service overall.

- Pregnancy & Maternity:**
- Delivered 218 activities for 0to4s and their parents and carers last year with 1,275 attendances by children aged 0to4 and overall a total of 2,235 attendances, an average of 10 per activity (Source: Library data).
  - If Danesholme Library is closed (option 2) then attendances could potentially increase by 2%, an additional 1, to 11 per session, (source: Library data).
  - If option 3 is selected then Corby Library is also the nearest remaining library for customers of Oundle Library as well as Danesholme Library and overall attendances could increase by 84%, an additional 9, to 19 per session.

The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.

- Socio-economic exclusion:**
- The library is in Corby 005A LSOA which is ranked 5,632 out of 32,844 LSOAs. This is amongst the 20% most deprived neighbourhoods in the country (IMD score).

The proposals are undergoing consultation and this EqlA will be updated to reflect the findings and fill in gaps in information.

- Public transport provision in the area? Car ownership?**
- Bus journeys not applicable as this library remains open in all options.
  - 28.39% of households in the Lower Super Output Areas (LSOA) which mention Corby have no car / van in the household (Source: Northamptonshire Analysis using Census and LSOA data).

**APLUS 2016:**

Library	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank
Corby	42%	20%	26%	3%	1%	8%
Service Average	43%	11%	37%	2%	1%	7%

**Would the Library To You service provide any mitigating actions for users of Corby Library?**  
 This service is for those who through age or disability cannot get to their nearest library. This service is delivered by Home Library Service Volunteers (HLS Vols) using their own transport and resources from the nearest library. Corby currently has 3 volunteers for this service.

- For Option 1 (if no community management found) and Option 2 it is the nearest remaining library for Danesholme Library. Danesholme currently has 0 HLS Vols, (source: Library Data).
- For Option 3 it is the nearest remaining library for Oundle and Danesholme libraries, Danesholme has 0 HLS Vols and Oundle has 2 who may transfer to Corby Library (source: Library Data).

**Alternative Universal Children’s Centre Provision**

Corby Library is not proposed for closure in any option.

- Corby Library delivered 285 activities for 0to4s and their parents and carers last year with 2,937 attendances by children aged 0to4 and overall a total of 5,496 attendances, an average of 19 per activity (Source: Library data). Included Health Visitor Clinics and Breast Feeding Support sessions.
- If Danesholme Library is closed (option 2) then attendances could potentially increase by 2%, an additional 1, to 11 per session, (source: Library data).
- If option 3 is selected then Corby Library is also the nearest remaining library for customers of Oundle Library as well as Danesholme Library and overall attendances could increase by 84%, an additional 9, to 19 per session.

**Groups/sessions/activities run for groups with protected characteristics**

- Delivered 92 activities for 5-10’s last year with 1,047 attendances, an average of 11.38 per activity (source: Library Data).
- Delivered 318 activities targeted at adults last year with 1,797 attendances, an average of 5.65 per activity (source: Library Data).

Activities By Target Audience	Adult Target Audiences	Total Activities targeted at Adults	Total Attendance at Activities targeted at Adults
Corby	Adult Learners	121	662
	Families All Ages	21	150
	Library Visitors / Local Community	161	924
	People With Disabilities	15	61
Corby Total		318	1797



**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**

There is a proposed county-wide reduction in provision and a formal consultation is being undertaken which ends 13<sup>th</sup> January 2018. This EqIA will be updated with the findings of the consultation to understand the impact of the different proposals. The updated EqIA and consultation feedback will be analysed and considered to inform the final decision that will be made in February 2018 as part of the budget setting process for 2018/19.

**PART 2 – if required**

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

<p>To provide a broader profile in addition to the library consultation feedback below, 2011 Census data by Lower Super Output Area (LSOA) from Northamptonshire Analysis has been included. LSOAs were matched to library based on name and the data aggregated. While libraries do not have a catchment area as such, this gives a reasonable indication as to who might access each library, based on location.</p>	Protected characteristics – Census and LSOA		Corby Library
	Gender	Female	49.24%
		Male	50.76%
	Gender Reassignment	Not available	Not available
	Age	0 to 4	7.72%
		5 to 19	18.39%
		20 to 64	60.94%
		65 and over	12.95%
	Disability	Disabled	17.67%
		Not disabled / blank / prefer not to state	82.33%
	Race & Ethnicity	Asian or Asian British	1.35%
		Black or Black British	1.81%
		Mixed	1.42%
		White	95.23%
		Blank / prefer not to say/ other	0.19%
Sexual Orientation	Not available	Not available	
Religion Or Belief	Blank / Prefer not to state/ no religion	40.14%	
	Christian	58.16%	
	Other religion	1.46%	
Pregnancy And Maternity	Not available	Not available	

Respondents to the questionnaire were asked if they were prepared to provide equalities monitoring data. While this is useful to help us understand the range of people who responded in this way, this data relates to respondents to the questionnaire only and those who chose to answer demographic information about themselves. As such, this only provides part of the picture around impact on people with protected characteristics, and so the quantitative data is supported by the qualitative comments that respondents to the questionnaire provided along with all other feedback received (see below).

Some respondents to the questionnaire who stated that they use Corby Library also stated that they used

<p>other Northamptonshire libraries. The top 5 other libraries for respondents who said they used Corby Library are shown here:</p>	<table border="1"> <thead> <tr> <th data-bbox="779 154 1745 233"><b>Top five other Libraries used by Respondents who stated that they use Corby Library</b></th> <th data-bbox="1745 154 2013 233"><b>% of respondents</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="779 233 1745 272">Kettering</td> <td data-bbox="1745 233 2013 272">38.46%</td> </tr> <tr> <td data-bbox="779 272 1745 311">Danesholme</td> <td data-bbox="1745 272 2013 311">28.57%</td> </tr> <tr> <td data-bbox="779 311 1745 350">Oundle</td> <td data-bbox="1745 311 2013 350">26.37%</td> </tr> <tr> <td data-bbox="779 350 1745 389">Burton Latimer</td> <td data-bbox="1745 350 2013 389">23.08%</td> </tr> <tr> <td data-bbox="779 389 1745 423">Northampton Central</td> <td data-bbox="1745 389 2013 423">21.98%</td> </tr> </tbody> </table>	<b>Top five other Libraries used by Respondents who stated that they use Corby Library</b>	<b>% of respondents</b>	Kettering	38.46%	Danesholme	28.57%	Oundle	26.37%	Burton Latimer	23.08%	Northampton Central	21.98%
<b>Top five other Libraries used by Respondents who stated that they use Corby Library</b>	<b>% of respondents</b>												
Kettering	38.46%												
Danesholme	28.57%												
Oundle	26.37%												
Burton Latimer	23.08%												
Northampton Central	21.98%												
<p>Comments/feedback from questionnaire, letters, emails, and events feedback: In addition to quantitative data, we received a large volume of comments about how the closure or change to library service provision would affect people with protected characteristics.</p>	<p>Concerns were raised about the following groups:</p> <ul style="list-style-type: none"> <li>• Sex – Corby is not proposed for closure and respondents mostly commented about the impact of the options for other libraries having a negative impact on women in particular, because of the groups held in the library which are predominantly (but not exclusively) used by female carers with young children as they would be unlikely to be able to travel to the library.</li> <li>• Age – Corby is not proposed for closure and respondents mostly commented about the impact of the options for other libraries having a negative impact in terms of age, for both older and younger service users as they would be unlikely to be able to travel to the library. <ul style="list-style-type: none"> <li>○ For older people, there were concerns that if libraries were to close or were to be open for fewer hours as community libraries by volunteers, it could lead to an increase in social isolation for this group, which currently benefits from free access to library resources (including IT support), groups that are run with a particular focus on older people and the general social benefits of visiting a library and social interaction with others. In addition, this group was identified as being less likely/less able to access alternative library provision because they would be less likely to drive and more reliant upon public transport.</li> <li>○ For children and young people, there were concerns about the loss of access to groups specifically for babies and toddlers, and for older children, there were concerns about the loss of the library as a source of education, a venue for doing homework and accessing further information to support their studies (particularly for children from lower income families) and taking part in events such as the Summer Reading Challenge and the impact this would have on literacy.</li> </ul> </li> <li>• Disability – concerns were raised that the proposal would have a negative impact upon people with disabilities, who would not be able to travel to the library. Although it supports a Visually Impaired reading group. The positive impact of libraries on the wellbeing of people with mental health issues was also mentioned, and it was a frequently raised concern that this would suffer if access to the current library provision changed.</li> </ul>												

- Race and ethnicity – whilst libraries are in their nature inclusive to all, nothing specific was mentioned, beyond the general support and safe environment the library provides to all members of the community which facilitates inclusion and community cohesion.
- Religion or belief – as for Race and Ethnicity above.
- Pregnancy and maternity – the library was considered as vital for new mothers, with services such as easy access to baby groups, health visitors, advice etc. and the view that many respondents shared was that using their library either stopped them from developing post-natal depression or helped them recover from it. It was noted how libraries are welcoming to mothers and babies and how they provide free access to a range of services, meaning that income is not a barrier, for e.g. this library provided an average of 4 activities per week for under 5s from April to Dec 2017.

There is no reason to believe that the proposal would have a disproportionate impact upon people because of gender reassignment or sexual orientation.

Whilst not protected characteristics under the Equality Act, the feedback also showed that there were concerns about the impact on socio-economic exclusion:

- Concerns were raised that the potential closure of libraries in rural areas would make it harder for people to access alternative library services in this library, because they would have further to travel. If they do not have their own transport, they are reliant upon public transport (and with the proposed removal of bus subsidies, this would have a greater impact on rural areas) which can take a long time, be infrequent and costly.
- With the majority of library services being free, concerns were raised that reduced access to library services would affect people on lower incomes, in terms of accessing things like books, the internet and computers for job searches, benefit applications etc., as well as the fact that people valued libraries as places where people can access information, newspapers etc. for free and just sit quietly without having to pay. Access to a range expertise and support was also frequently mentioned, for e.g. this library runs regular job clubs and IT skills sessions.

Final impact analysis (taking the findings from Part 2 into account) – including review date if required				
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age			✓	

<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</b>			✓	
<b>Rural isolation</b>			✓	
<b>Socio-economic exclusion</b>			✓	

### Final impact

The initial recommendation in the budget proposal that was presented to Cabinet on February 13<sup>th</sup> 2018 was for Option 1 – the Community Management option plus an extension of the option to be consulted on with the medium sized libraries. In this option, this library remains open. The impact of this is therefore neutral.

**PART 3 – Budget Proposal Update (27<sup>th</sup> February 2018)**

<b>Final impact analysis (taking the findings from Part 2 into account) – including review date if required</b>				
	<b>Positive</b>	<b>Negative</b>	<b>Neutral</b>	<b>Unsure</b>
<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</b>			✓	
<b>Rural isolation</b>			✓	
<b>Socio-economic exclusion</b>			✓	

**Final impact**  
 The final recommendation following amended budget proposals is for Option 2 (Retain 15 libraries. Close 21 libraries. Withdraw mobile library provision). Corby is one of the 15 libraries. The impact of this is therefore neutral.