

<b>Name of proposal/policy</b>	Northamptonshire Libraries and Information Service Review 2017: St James 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>	29 <sup>th</sup> November 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 EqIA 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. St James is one of the 21 libraries. Withdraw mobile library provision.

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

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

**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>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. 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 St James the above data is based on 413 membership records of which 209 are from adults aged 18 and over.</p> <p>2) In 2016, 44 adults in St James 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>	<b>Protected characteristics – Options 1 and 2 and 3</b>	<b>All libraries</b>	<b>St James Library</b>	
	Gender	Female	All Mship: 54% Adult Only Mship: 56% APLUS: 62%	All Mship: 54% Adult Only Mship: 53% APLUS: 55%
		Male	All Mship: 45%	All Mship: 44%
		Unknown	All Mship: 1%	All Mship: 2%
	Gender Reassignment		No data collected	No data collected
	Age	Children 0-10	31%	36%
		Young adults 11-17	9%	14%
		Adults 18+ (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: 14% Adult Only Mship: 28% APLUS: 15%
	Disability	Disabled	All Mship: 3.8% Adult Only Mship: 5.2% APLUS: 24.9%	All Mship: 6.8% Adult Only Mship: 10.5% APLUS: 29.5%
		Not disabled/blank/ prefer not to state	All Mship: 96.2% Adult Only Mship: 94.8%	All Mship: 93.2% Adult Only Mship: 89.5%

			APLUS: 75.1%	APLUS: 70.5%
Race & Ethnicity	Asian or Asian British	All Mship: 2.4% Adult Only Mship: 1.7% APLUS: 2.7%	All Mship: 7.7% Adult Only Mship: 5.3% APLUS: 6.8%	
	Black or Black British	All Mship: 2.3% Adult Only Mship: 1.3% APLUS: 2%	All Mship: 5.3% Adult Only Mship: 4.6% APLUS: 2.3%	
	Mixed	All Mship: 1.5% Adult Only Mship: 0.6% APLUS: 1.6%	All Mship: 1.7% Adult Only Mship: 0.7% APLUS: 9.1%	
	White	All Mship: 56.1% Adult Only Mship: 53.8% APLUS: 79%	All Mship: 51.6% Adult Only Mship: 57.2% APLUS: 72.7%	
	Blank/ prefer not to say/ other	All Mship: 37.7% Adult Only Mship: 42.7% APLUS: 14.7%	All Mship: 33.7% Adult Only Mship: 32.2% APLUS: 9.1%	
	Sexual Orientation: From APLUS only	Heterosexual/ Straight	82.2%	59.7%
Gay / Lesbian / Bisexual / Other		2.1%	0.0%	
No response		15.7%	40.3%	
Religion Or Belief	Blank/ Prefer not to state/ no religion	All Mship: 84.4% Adult Only Mship: 86.7% APLUS: 46.1%	All Mship: 71.4% Adult Only Mship: 73.7% APLUS: 56.8%	
	Christian	All Mship: 13.4%	All Mship: 19.9%	

			Adult Only Mship: 11.7% APLUS: 48.8 %	Adult Only Mship: 21.1% APLUS: 31.8%
		Other religion	All Mship: 2.1% Adult Only Mship: 1.6% APLUS: 5.1%	All Mship: 8.7% Adult Only Mship: 5.3% APLUS: 11.4%
	Pregnancy And Maternity		No data collected	No data collected
	<b>Nearest remaining NCC statutory library – Options 2 and 3</b>		<b>Distance to nearest remaining NCC statutory library</b>	
	Northants Central Library		1.01 miles	

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><b>Sex:</b></p> <ul style="list-style-type: none"> <li>Total membership: 54% are female, which is the same as the service overall.</li> <li>Adults only membership: 53% of adult members are female, 3 percentage points lower than the service overall.</li> <li>APLUS: 55% of visitors are female, 7 percentage points lower than the service overall.</li> <li>The adult data suggests that St James may have higher than average use by adult males.</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 EqIA 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: 50% of members are in the 0 to 10's or 60 and over range, 4 percentage points lower than the service overall. Overall 36% are 0 to 10's, which is 5 percentage points higher than the service overall and 14% are 60 and over which is 9 percentage points lower than the service overall.</li> <li>Adults only membership data: 28% of adult members are aged 65 and over, 8 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>

<ul style="list-style-type: none"> <li>• APLUS: 15% of adult visitors are aged 65 and over, 19 percentage points lower than the service overall.</li> </ul>	
<p><b>Disability:</b></p> <ul style="list-style-type: none"> <li>• Total membership data: 6.8% of members are disabled, 2.8 percentage points higher than the service overall.</li> <li>• Adults only membership data: 10.5% of adult members are disabled, 5.3 percentage points higher than the service overall.</li> <li>• APLUS: 6.8% of adult visitors are disabled, 2.8 percentage points higher than the service overall.</li> <li>• All sources suggest that St James has higher % of users who are disabled 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>Race &amp; Ethnicity:</b></p> <ul style="list-style-type: none"> <li>• Total membership data: 14.7% are members of ethnic groups, the highest % of the individual libraries, 8.4 percentage points higher than the service overall.</li> <li>• Adults only membership data: 10.6% are members of ethnic groups, 6.9 percentage points higher than the service overall.</li> <li>• APLUS: 18.2% are members of ethnic groups, 12.2 percentage points higher than the service overall.</li> <li>• APLUS suggests may have higher % for ethnic groups other than white than the membership data.</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>Sexual Orientation:</b></p> <ul style="list-style-type: none"> <li>• No membership data.</li> <li>• APLUS: 0.0% for Gay / Lesbian / Bisexual / Other which is 2 percentage points lower than the service overall, although the no response % was more than twice as high as for the service overall at 40.3% for St James.</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>Religion or Belief (or no Belief):</b></p> <ul style="list-style-type: none"> <li>• Total membership data: has 8.7% Other, 6.6 percentage points higher than the service overall and 19.9% Christian, 6.4 percentage points higher than the service overall.</li> <li>• Adults only membership data: has 5.3% Other, 4.3 percentage points higher than the service overall and 21.1% Christian, 9.5 percentage points higher than the service overall.</li> <li>• APLUS: has 11.4% Other, 6.1 percentage points higher than the service overall and 31.8% Christian, 15.8 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>Pregnancy and Maternity:</b></p> <ul style="list-style-type: none"> <li>Delivered 77 activities for 0to4s and their parents and carers last year with 181 attendances by children aged 0to4 and overall a total of 294 attendances, an average of 4 per activity (Source: Library data).</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>Rural isolation:</b></p> <ul style="list-style-type: none"> <li>Not rurally isolated.</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>Socio-economic exclusion:</b></p> <ul style="list-style-type: none"> <li>The Library is in Northampton 024D LSOA, which is ranked 9,502 out of 32,844 LSOAs. This is amongst the 30% most deprived neighbourhoods in the country, (IMD score).</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>																					
<ul style="list-style-type: none"> <li><b>Option 1</b> looks at the possibility of St James Library being run as a community managed library, rather than by NCC as part of its statutory provision. This would mean that there continues to be library provision in St James, although exactly what this would look like would be dependent on viable expressions of interest coming forward to run it as a community managed library.</li> <li><b>Options 2</b> and 3 would see St James Library closed. If either of these options were to be implemented, the nearest remaining library would be Northampton Central Library, which is 1.01 miles away.</li> </ul>																						
<p><b>Public transport provision in the area? Car ownership?</b></p> <ul style="list-style-type: none"> <li>Bus journeys of 15 to 17 mins (source: Web search)</li> <li>44% of households in the Lower Super Output Areas (LSOA) which mention St James have no car / van in the household (source: Northamptonshire Analysis using Census and LSOA data). This is 22.9 percentage points higher than the Northamptonshire % of 21.1%.</li> </ul> <p><b>APLUS 2016:</b></p> <table border="1" data-bbox="107 1084 1272 1414"> <thead> <tr> <th>Library</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>St James</td> <td>25%</td> <td>9%</td> <td>59%</td> <td>2%</td> <td>0%</td> <td>5%</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>	Library	Private transport, e.g. car, motorbike	Public transport, e.g. bus, train, metro / tram	On foot	Bicycle	Other	Blank	St James	25%	9%	59%	2%	0%	5%	Service Average	43%	11%	37%	2%	1%	7%	
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<p>St James has higher % of visitors travelling on foot and a lower % by Private transport than the service average.</p>																			
<p><b>Would the Library To You service provide any mitigating actions for users of St James Library?</b>  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 using their own transport and resources from the nearest library. St James currently has 0 volunteers for this service. For Option 2 and 3 the nearest remaining library, Northamptonshire Central, currently has 0 volunteers for this service (source: Library Data).</p>																			
<p><b>Alternative Universal Children’s Centre Provision</b>  Based on web searches using NCC website (Service provision) and for e.g. ‘Net Mums’. Within a mile of St James there are:</p> <table border="1" data-bbox="100 561 1270 943"> <thead> <tr> <th colspan="2" data-bbox="100 561 1270 634">0-5 Provision</th> </tr> </thead> <tbody> <tr> <td data-bbox="100 634 478 672">Groups, Clubs And Activities</td> <td data-bbox="478 634 1270 672">Dancepod@St James</td> </tr> <tr> <td data-bbox="100 672 478 709">Groups, Clubs And Activities</td> <td data-bbox="478 672 1270 709">St James Parent and Toddler Group</td> </tr> <tr> <td data-bbox="100 709 478 747">Groups, Clubs And Activities</td> <td data-bbox="478 709 1270 747">Gigglesplay Cic</td> </tr> <tr> <td data-bbox="100 747 478 784">Pre-School Playgroup</td> <td data-bbox="478 747 1270 784">St James Infant School Pre-School</td> </tr> <tr> <td data-bbox="100 784 478 821">Day nursery</td> <td data-bbox="478 784 1270 821">St James Ce Primary School - Nursery</td> </tr> <tr> <td data-bbox="100 821 478 859">Out of School Care</td> <td data-bbox="478 821 1270 859">St James Ce Primary School - After School Club</td> </tr> <tr> <td data-bbox="100 859 478 896">Groups, Clubs And Activities</td> <td data-bbox="478 859 1270 896">Turtle Tots Baby &amp; Toddler Swimming Classes</td> </tr> <tr> <td data-bbox="100 896 478 943">Groups, Clubs And Activities</td> <td data-bbox="478 896 1270 943">Water Babies - Baby Swimming Classes</td> </tr> </tbody> </table>	0-5 Provision		Groups, Clubs And Activities	Dancepod@St James	Groups, Clubs And Activities	St James Parent and Toddler Group	Groups, Clubs And Activities	Gigglesplay Cic	Pre-School Playgroup	St James Infant School Pre-School	Day nursery	St James Ce Primary School - Nursery	Out of School Care	St James Ce Primary School - After School Club	Groups, Clubs And Activities	Turtle Tots Baby & Toddler Swimming Classes	Groups, Clubs And Activities	Water Babies - Baby Swimming Classes	
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<p><b>Groups/sessions/activities run for groups with protected characteristics</b></p> <ul style="list-style-type: none"> <li>Delivered 7 activities for 5-10’s last year with 262 attendances, an average of 37.43 per activity (from activity data).</li> <li>Delivered 152 activities targeted at adults last year with 2,717 attendances, an average of 17.88 per activity (from activity data).</li> </ul> <table border="1" data-bbox="100 1130 1270 1448"> <thead> <tr> <th data-bbox="100 1130 403 1330">Activities By Target Audience</th> <th data-bbox="403 1130 861 1330">Adult Target Audiences</th> <th data-bbox="861 1130 1066 1330">Total Activities targeted at Adults</th> <th data-bbox="1066 1130 1270 1330">Total Attendance at Activities targeted at Adults</th> </tr> </thead> <tbody> <tr> <td data-bbox="100 1330 403 1367" rowspan="3">St. James</td> <td data-bbox="403 1330 861 1367">Adult Learners</td> <td data-bbox="861 1330 1066 1367">2</td> <td data-bbox="1066 1330 1270 1367">22</td> </tr> <tr> <td data-bbox="403 1367 861 1404">Families All Ages</td> <td data-bbox="861 1367 1066 1404">59</td> <td data-bbox="1066 1367 1270 1404">888</td> </tr> <tr> <td data-bbox="403 1404 861 1448">Library Visitors / Local Community</td> <td data-bbox="861 1404 1066 1448">89</td> <td data-bbox="1066 1404 1270 1448">1770</td> </tr> </tbody> </table>	Activities By Target Audience	Adult Target Audiences	Total Activities targeted at Adults	Total Attendance at Activities targeted at Adults	St. James	Adult Learners	2	22	Families All Ages	59	888	Library Visitors / Local Community	89	1770					
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St. James	Adult Learners	2	22																
	Families All Ages	59	888																
	Library Visitors / Local Community	89	1770																

	Volunteers	1	26	
	Women	1	11	
St. James Total		152	2717	
<p>The above data shows that St James Library has high proportions of members who are children and young people, people with a disability, people from a black or minority ethnic background and people who stated they had a particular religion or belief, as opposed to no belief. There are also specific activities delivered for parents and carers with young children. The library serves an area that ranks amongst the 30% most deprived neighbourhood in the country.</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**

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		St James Library
	Gender	Female	47.12%
		Male	52.88%
	Gender Reassignment	Not available	Not available
	Age	0 to 4	9.01%
		5 to 19	13.10%
		20 to 64	69.35%
		65 and over	8.54%
	Disability	Disabled	15.64%
		Not disabled / blank / prefer not to state	84.36%
	Race & Ethnicity	Asian or Asian British	9.22%
		Black or Black British	10.37%
		Mixed	5.07
		White	74.63%
		Blank / prefer not to say/ other	0.72%
Sexual Orientation	Not available	Not available	
Religion Or Belief	Blank / Prefer not to state/ no religion	37.06%	
	Christian	47.63%	
	Other religion	13%	
Pregnancy And Maternity	Not available	Not available	

Top five other Libraries used by Respondees who stated that they use St James Library	% of respondees
Northampton Central	49.33%
Duston	46.67%
Kingsthorpe	45.33%

Abington	36.00%
Far Cotton	34.67%

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).

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.

Concerns were raised about the following groups:

- Sex – many respondents felt that the proposal for St James would have 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.
- Age – many respondents felt that the proposal for St James would have a negative impact in terms of age, for both older and younger service users.
  - For older people, there were concerns that if the library were to close or were to be open for fewer hours if run as a community library 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.
  - 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.
- Disability – concerns were raised that the proposal would have a negative impact upon people with disabilities. Examples given included the fact that people with a disability, such as a sight impairment or learning difficulty, who use the library regularly would be familiar with the layout and staff and would find it difficult to use another library (as well as the difficulties in accessing an alternative library). 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

- 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 provides an average of 2 free activities per week for under 5s.

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 by those who live near the library about the additional cost of travelling to other libraries, for e.g. by bus or taxi.
- 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 the internet and computers, for job searches, benefit applications etc., access to printers and copiers, as well as the fact that people valued libraries as places where people can access information etc. for free and just sit in a safe, supportive environment.

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

	Positive	Negative	Neutral	Unsure
Sex				✓
Gender Reassignment			✓	
Age		✓		
Disability				✓
Race & Ethnicity				✓
Sexual Orientation			✓	
Religion or Belief (or No Belief)				✓

<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. This library is therefore proposed for community management. It is unsure therefore what the final impact of this proposal will be as this will largely be dependent on the eventual success of the Community Library. It will be necessary to revisit and review the impact as the community managed model evolves, especially at each decision point in the transition period. However, in this model it is likely that there will be an overall reduction in services which are predominantly accessed by older people, most notably in supporting the applications for blue badges and bus passes, and therefore this has been determined as a negative impact. There is also a recommendation that there is a full review of universal Children’s Centre Services provision, and therefore the impact of this is also unsure at this point in time. There is an acknowledgement that should the community management of this library ultimately not prove feasible and the library proceeds towards closure, the impact on all groups would be negative.

**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). St James is one of the 21 libraries and is therefore proposed for closure. Given the reduction in all services, the overall impact is acknowledged as negative. Children’s Centre Services provision will continue whilst a review is undertaken to mitigate the impact of the library proposals. However, given the breadth of the library offer extends beyond Children’s Centre Services, the overall impact is still evaluated as negative.