

# Appendix B - Equality Analysis (EqA)

## Questionnaire

Please refer to the guidance before completing this form.

<b>1. Details of function, policy, procedure or service:</b>	
Proposal to relocate the Library in East Barnet to the Victoria Recreation Ground, New Barnet	
Relocated service	
Family Services	
22 November 2016	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Val White, Programme Director, Education & Learning
Stakeholder groups	<b>Internal:</b> Family Services Delivery Unit LBB Members <b>Informed by engagement with:</b> Library users Library non-users “Charteris Groups”: elderly people; children; disabled people; unemployed people; people from areas of high deprivation (identified as having specific needs from libraries by Sue Charteris in her 2009 review of Wirral Libraries). Voluntary and community organisations
Representative from internal stakeholders	Hannah Richens, Libraries Manager, Libraries, Workforce and Community Engagement
Representative from external stakeholders	N/A
Delivery Unit Equalities Network rep	N/A
Performance Management rep	N/A
HR rep (for employment related issues)	N/A.
<b>3. Full description of function, policy, procedure or service:</b>	
<b>Context:</b> Barnet has a library network of 14 library sites and a home & mobile service. In April 2016 the Council approved the implementation of a new library service strategy that would maintain these 14 sites whilst making significant savings to the annual budget. As part of this proposal, the council committed to explore opportunities for libraries to be re-provided in modern, fit-for-	

purpose facilities where benefits could be realised for residents from co-location of services in addition to ongoing efficiencies.

The Council is proposing to re-provide the library services currently offered from the library building in East Barnet in a new, modern facility as part of the proposed new leisure facility at the Victoria Recreation Ground in New Barnet. It is recognised that this proposed future location is approximately 0.9 miles north of the current site. Library users may choose to use the newly located library or alternatively, Osidge library which is approximately 1 mile south of the current library in East Barnet.

As part of the wider future library strategy, the Library in East Barnet will be a community-led Partnership library from April 2017. The library will remain part of the wider Barnet network but the services will be delivered by a community-based organisation, albeit with ongoing financial and professional support from the Library Service. This library will be delivered from a smaller footprint than at present both whether it remains on the current site or is relocated to the new proposed leisure facility. This reduction in footprint and change to partnership approach was consulted on previously and addressed in the previous EIA therefore this EIA will focus on the potential impact related to the proposed relocation.

### **Why move the library?**

The current library building requires significant investment in order to successfully offer library services in the longer term. A unique opportunity has arisen to provide new facilities co-located with leisure services which are well used by residents. Over time, library usage has been falling and co-locating library services alongside well-used leisure facilities is likely to attract users to the library as well as improving convenience for those residents who use both services.

All libraries in Barnet have seen usage fall by more than 25% in the last 10 years, however the library in East Barnet has seen the greatest reduction in usage of 52% in this time period. In contrast, projected footfall at the new leisure facility is more than 3 times that of the current library. When residents were consulted on the council's proposals for future leisure provision in Barnet, 65% of respondents said they would consider accessing library services from a leisure centre. It is likely that the library would see a significant increase in use through the proposed relocation. From April 2017 East Barnet Library will be operating as a Partnership Library as part of the future library strategy meaning it will be managed by a community-led organisation with ongoing support from the council. Any increase in income generated through greater use of the library following the relocation to the proposed leisure facility will therefore be re-invested into the Partnership Library and the local community.

There are already many examples of libraries having been successfully co-located with other community facilities, both in London and elsewhere in the UK. For example, Sutton Council has co-located one of their libraries with three other community-led services, including a leisure centre. The library now attracts more visitors, many of whom wouldn't have otherwise used a traditional, stand-alone library. Hillingdon Council, likewise, has a library in a building shared with a leisure centre.

### **What are the outcomes to be achieved?**

Through relocating the library to co-locate with the proposed leisure facility the council aims to:

- Create a modern, fit-for-purpose library facility that meets the needs of the local community
- Create a sustainable library offer whereby building costs are shared and footfall is greater than at present
- Avoid spending extensive capital funding on refurbishing the current site

- Dispose of or develop the current site to generate income for the council

## Who is it aimed at?

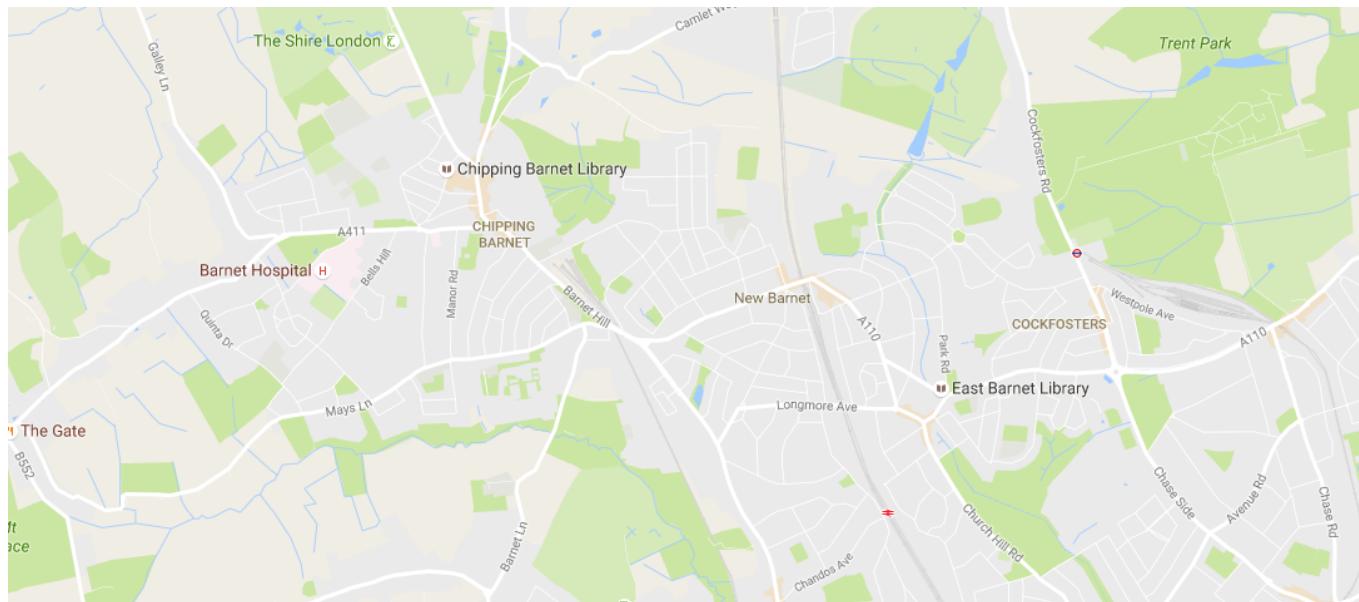
The Council's statutory duty to provide a comprehensive and efficient library service for the borrowing of books and other materials applies to all those who live, work or study in the borough under the Public Libraries and Museums Act 1964. This duty applies to those persons whose residence or place of work is within the borough or those who are undergoing full time education within the borough.

## Who is likely to benefit?

A new, fit-for-purpose library space within the proposed leisure facility should benefit those who wish to use the library. It is recognised that this proposed future location is approximately 0.9miles north of the current site therefore some residents currently using East Barnet library may be required to travel slightly further to reach the proposed new location. Alternatively, Osidge library is approximately 1mile south of the current library in East Barnet.

Residents in the vicinity of the proposed new leisure facility would benefit from having a library located with the leisure facilities. Currently, these residents may be travelling more than 1.5miles to access Chipping Barnet Library. (See the map below).

As part of the wider future library strategy, East Barnet Library will be a Partnership library from April 2017. It will remain part of the Barnet network of libraries but will be managed by a community-led organisation. With proposed increase in footfall at the new leisure facility, all increases in income to the library will be received by the partner organisation and reinvested into the Partnership library and wider community.



**How have needs based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership and carers been taken account of?**

The Needs Assessment undertaken as part of the wider Library Service Review undertaken in 2015 looks at the demographic makeup of the borough as well as how libraries are used. This Equalities Impact Assessment draws on the following analysis:

- Needs Assessment,
- 2 phases of the Library Service Review consultation
- The consultation undertaken in 2016 for the future provision of library services in East Barnet and New Barnet.

It sets out identified specific needs of each of the above groups, outlining how the proposal to relocate the library might impact on each group and proposed actions to mitigate the impact. It also analyses the needs of unemployed people and people from areas of high deprivation as these are groups identified as having specific requirements from a public library service.

**Identify the ways people can find out about and benefit from the proposals.**

If approved, the relocation of East Barnet Library will be widely publicised in the local area. It will also be publicised through the SPA programme as the new leisure facility is built and opened. As this will be a community-led, Partnership library from April 2017, the Council will work with the partner organisation to ensure the residents are made aware of the relocation.

**Consider any processes they need to go through or criteria that we apply to determine eligibility.**

There will be no change to the processes or eligibility as a result of the proposed relocation. Individuals who wish to use a library are able to do so.

1. How are the equality strands affected?		
Equality Strand	Affected?	Explain how affected and mitigating actions
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p><b>General considerations:</b></p> <p><b>Older people</b></p> <p>Barnet has a higher proportion of people aged 85 and over (3.1%) compared to Outer London (1.8%) and the UK (2.3%). Latest projections suggest that by 2030 the number of people aged 65 and over is projected to increase by 34.5%, over three times greater than other age groups. The growth in the number of over 85's is even more significant, increasing by two-thirds (66.6%) by 2030 (8,212 in 2015 to 13,684 in 2030).</p> <p>The greatest increase in 65 and over populations is projected in Brunswick Park (5.8%), Hale (5.5%), High Barnet (4.9%), Coppetts (4.7%) and East Barnet (4.7%). Residents in two of these wards in particular, Brunswick Park and East Barnet, may be users of East Barnet library and therefore impacted by this proposal. Older people may be specifically impacted by the change in location if, for example, they currently walk to the library at East Barnet.</p> <p><b>What action has been taken already to mitigate this?</b></p> <ul style="list-style-type: none"> <li>As part of the Sport and Physical Activity programme, residents were consulted on proposed future locations for the Church Farm leisure centre in addition to wider analysis (including transport analysis) being undertaken to decide on the preferred option of the Victoria Recreation Ground. This proposed location has good public transport access, there are a number of bus routes and a train station within a 10-15 minute walk. The number 384 bus stops outside the front of the proposed new leisure facility.</li> <li>The leisure centre, in which the library is proposed to co-locate will be a fit for purpose building with full disabled access and ample parking.</li> </ul>

<b>What action do you plan to take to mitigate this?</b>		
<b>Action</b>	<b>By when</b>	
Any users who would find the proposed location prohibitive to their future use of the library will be encouraged to take advantage of the services offered by the Home and Mobile Library Service. The Library Service will explore the option of providing a mobile library stop in East Barnet to accommodate those who find the distance to New Barnet or Osidge prohibitive.	Prior to relocation in 2019	
During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the current library	Consultation period (Oct – Dec 2016)	Prior to relocation in 2019
<b>School Children</b>		
The current library in East Barnet is located very close to Danegrove Primary School and is well used by parents and children after school in addition to class visits during school hours. Relocation of the library would make it approximately 1 mile from this school and affect the potential for visits during school hours, however depending on where children travel from to go to school, the library may still be within walking distance. The proposed future location is close to a number of other primary schools that currently do not have a public library within easy access therefore, these schools and pupils could see significant benefit from the move.		
<b>What action has been taken already to mitigate this?</b>		
<ul style="list-style-type: none"> <li>• Advertised the consultation in the schools circular and undertaken drop-in sessions at the library during after-school and evening hours to ensure schools and pupils are made aware of the proposal and given the opportunity to comment as part of the consultation process</li> </ul>		

		<b>What action do you plan to take to mitigate this?</b>	
		<b>Action</b>	<b>By when</b>
		Library Service to initiate conversation with the schools in the vicinity of the proposed future location to increase awareness of how the local library can support the national curriculum in schools.	Prior to relocation in 2019
		During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the current library	Consultation period (Oct – Dec 2016) Prior to relocation in 2019
<b>2. Disability</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p><b>General considerations</b></p> <p>Modelled data suggests that disabled residents account for roughly 14% of library usage, with 6.5% of transactions being carried out by people whose day to day activities are limited 'a lot', and 7.5% by people whose day to day activities are limited 'a little'. Looking at library usage as a whole, customers whose daily activities are limited 'a lot' use libraries in line with the percentage of the borough population whose activities are limited in this way (6.5% of library users compared to 6.6% of borough population) according to modelled data. Residents who day to day activities are limited 'a little' use the library as much as expected according to modelled data.</p> <p>Relocating the library could impact users with physical disabilities, particularly if they currently travel a very short distance. Moving the library may mean that users who currently walk to the library will have to use public transport or travel by car in the future (if they are unable to walk the distance to the proposed new library).</p> <p><b>What action has been taken already to mitigate this?</b></p> <ul style="list-style-type: none"> <li>• As part of the Sport and Physical Activity programme, residents were consulted on proposed future locations for the Church Farm leisure centre in addition to wider analysis (including transport analysis) being undertaken to decide on the preferred option of the Victoria Recreation Ground. This proposed location has good public transport access, there are a number of bus routes and a train station within a 10-15 minute walk. The number 384 bus stops outside the front of the proposed new leisure facility.</li> <li>• The leisure centre, in which the library is proposed to co-locate will be a fit for purpose building with full disabled access and ample parking.</li> </ul>	

		<ul style="list-style-type: none"> <li>Co-locating the library with other well used facilities may make these services more accessible to disabled residents. Individuals may want to make use of various facilities (library, cafe, swimming pool, gym etc) whilst at the proposed new centre.</li> </ul> <p><b>What action do you plan to take to mitigate this?</b></p> <table border="1"> <thead> <tr> <th>Action</th><th>By when</th></tr> </thead> <tbody> <tr> <td>During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the library.</td><td>Consultation period (Oct – Dec 2016)  Prior to relocation in 2019</td></tr> <tr> <td>Any users who would find the proposed location prohibitive to their future use of the library will be encouraged to take advantage of the services offered by the Home and Mobile Library Service. The Library Service will explore the option of providing a mobile library stop in East Barnet to accommodate those who find the distance to New Barnet or Osidge prohibitive.</td><td>Prior to relocation in 2019</td></tr> </tbody> </table>	Action	By when	During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the library.	Consultation period (Oct – Dec 2016)  Prior to relocation in 2019	Any users who would find the proposed location prohibitive to their future use of the library will be encouraged to take advantage of the services offered by the Home and Mobile Library Service. The Library Service will explore the option of providing a mobile library stop in East Barnet to accommodate those who find the distance to New Barnet or Osidge prohibitive.	Prior to relocation in 2019	
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<b>3. Gender reassignment</b>	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	<p><b>General considerations</b></p> <p>The library service does not collect user data on gender reassignment and this data is not available from the 2011 Census. Respondents to both phases of the Library Service Review consultation (in addition to the specific relocation of East Barnet Library consultation) were not asked about their gender identity. It is not envisaged that the relocation of the library would specifically impact individuals with this protected characteristic.</p>							
<b>4. Pregnancy and maternity</b>	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p><b>General considerations</b></p> <p>The modelled data suggests that library usage by men and women broadly mirrors the profile of the borough overall, approximately 47.9% and 52.1% respectively. However, in the 2014/15 consultation, women were over represented as a proportion of respondents to the main questionnaire making up 64.4% of respondents. In the 2014/15 consultation there was limited difference in responses between male and female respondents however some gender differences emerged in response to the 2011 consultation. Particularly relevant to this</p>							

	<p>proposal, women were more likely than men to cite parking as a problem. Parking could be particularly important for pregnant women or those with young children. The proposed new leisure centre will have considerably greater parking availability than at the current library location therefore this could provide a benefit to this protected group.</p> <p>There may be limited impact on pregnant women or parents with young children as a result of relocating the library. Some may currently walk to the library and, depending on where they walk from, the proposed future location may be out of walking distance.</p> <p><b>What action has been taken already to mitigate this?</b></p> <ul style="list-style-type: none"> <li>• There will be considerably greater parking provision at the proposed future library, co-located with leisure facilities.</li> <li>• As part of the Sport and Physical Activity programme, residents were consulted on proposed future locations for the Church Farm leisure centre in addition to wider analysis (including transport analysis) being undertaken to decide on the preferred option of the Victoria Recreation Ground. This proposed location has good public transport access, there are a number of bus routes and a train station within a 10-15 minute walk. The number 384 bus stops outside the front of the proposed new leisure facility.</li> <li>• Parents of young children may want to make use of multiple facilities co-located in one centre in addition to the facilities offered by the surrounding park, including a new children's playground.</li> </ul> <p><b>What action do you plan to take to mitigate this?</b></p> <table border="1"> <thead> <tr> <th>Action</th><th>By when</th></tr> </thead> <tbody> <tr> <td>During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the library.</td><td>Consultation period (Oct – Dec 2016) Prior to relocation in 2019</td></tr> </tbody> </table>	Action	By when	During consultation and prior to relocating the library (should it go ahead), the public transport links will be widely displayed in the library.	Consultation period (Oct – Dec 2016) Prior to relocation in 2019	
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5. Race /	Yes <input type="checkbox"/> /	<b>General considerations</b>				

Ethnicity	No <input checked="" type="checkbox"/>	<p>In general there is an under-representation of ethnic minority groups who are library users compared to the wider ethnic profile of the borough, and the data suggests there is no ethnic group who are significantly over-represented in library users compared to the borough's population.</p> <p>Certain areas within the borough have a higher proportional Black, Asian and Minority Ethnic (BAME) population than the Borough average. Based on the 2011 Census, Colindale, Burnt Oak and West Hendon all have populations where BAME residents make up over half of the population, whereas, High Barnet, Garden Suburb and East Barnet all have the lowest BAME populations (less than 25%). Based on this data, relocating East Barnet Library 0.9miles north of its current location is unlikely to significantly impact this protected group of residents.</p>
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	<p><b>General considerations</b></p> <p>In summary, overall the pattern of library use by Christian, Buddhist, Hindu, Sikh, Muslim and Jewish residents broadly reflects the profile of the population.</p> <p>Modelled data suggests that the pattern of individual library use, broadly reflects the geographical location of particular communities. For example:</p> <ul style="list-style-type: none"> <li>• Jewish residents are heavier users of Edgware (32.1%), Golders Green (40.4%), Hendon (26.3%) and Mill Hill (21.3%) according to modelled data. This matches the wards with the highest Jewish population, Garden Suburb (38.2%) Golders Green (37.1%), Edgware (32.6%), Hendon (31.4%) and Finchley Church End (31.2%).</li> <li>• Muslim residents are relatively heavy users of Burnt Oak (16.5%) and Childs Hill (15%) libraries. This closely matches the wards which according to the 2011 census have the highest Muslim population, Colindale (19.3%), Burnt Oak (18.4%) and Childs Hill (14.2%).</li> </ul> <p>Wards situated in the North / Eastern areas of Barnet tend to have the highest proportions of Christians compared to other areas of the borough therefore this group are likely to impacted more than other religious groups by this proposal of relocation. Other than a relatively small change in geographical location (albeit within the same ward), there should be no other change to the service offered by this library as a result of this proposal therefore it is not envisaged to have substantial impact on any one group of residents with specific beliefs.</p>
7. Gender /	Yes <input type="checkbox"/> /	<b>General considerations</b>

sex	No <input checked="" type="checkbox"/>	<p>The modelled data suggests that library usage by men and women broadly mirrors the profile of the borough overall, with approximately 47.9% usage by men and 52.1% usage by women (compared to estimates that 51.5% of the borough are female and 48.5% male).</p> <p>The relocation of East Barnet Library is unlikely to have a differential impact on either male or female library users.</p>
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	<p><b>General considerations</b></p> <p>No specific differential impact identified for the general principles of change to the service (library relocation).</p>
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	<p>No specific differential impact identified for the general principles of change to the service (library relocation)</p>
10. Other key groups?	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	<p><b>Unemployed people</b></p> <p>(Unemployment is not one of the protected characteristics for the purposes of the public sector equality duty in the Equality Act 2010.) Unemployed people are one of the groups identified as having particular requirements from libraries by Sue Charteris's inquiry into the Wirral libraries strategy (Charteris, 2009). Relocating the library may impact those users who are unemployed if they currently live within walking distance of the current library. Whilst the proposed future location is less than 1 mile from the current site, for some this distance may be prohibitive for them to travel on foot.</p> <p>There is however likely to be a benefit of relocating the library to those who are unemployed and live in the vicinity of the proposed new site where there is currently no library provision.</p> <p><b>People from areas of high deprivation</b></p> <p>(Deprivation is not one of the protected characteristics for the purposes of the public sector equality duty in the Equality Act 2010.)</p> <p>Barnet has relatively low levels of deprivation, although there are exceptions to this particularly in the west of the Borough where Burnt Oak and Colindale are located in the top 20% of deprived areas nationally. Comparatively, East Barnet and surrounding wards have relatively low levels of deprivation therefore it is not anticipated that people from areas of high deprivation will be negatively impacted by the proposed library relocation.</p> <p><b>Students in full time education</b></p>

	<p>(Being a student is not one of the protected characteristics for the purposes of the public sector equality duty in the Equality Act 2010.)</p> <p>No specific differential impact identified for the general principles of change to the service (library relocation).</p>	
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## **2. Equality Improvement Plan**

The Equality Improvement plan will comprise of the mitigating actions set out above. The actions will be delivered to the timeline set out above. The effect of the measures will be reviewed after 12 months of the implementation of the proposals to assess whether the mitigating actions have had the intended impact.

## **3. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?**

Satisfaction ratings may drop for some residents who have expressed a dislike towards the proposal to relocate the library. In the public consultation, 52 individuals responded to the questionnaire with 62 attending face to face drop in sessions (some may have attended drop-in sessions as well as responding to the questionnaire). The response was mixed with 23 out of 52 supporting the proposal in the questionnaire and 32 out of 61 comments recorded at the drop-in sessions being supportive of the proposal.

## **4. How does the proposal enhance Barnet's reputation as a good place to work and live?**

The proposal aims to co-locate the library with well used leisure facilities on a single site in New Barnet. Current trends show a national decline in library usage, with the decline in usage at East Barnet being significantly higher than the average across all libraries in Barnet. Locating the library alongside leisure facilities should encourage greater usage of the service in addition to reducing the cost of running the library in a large, stand-alone building. The library would be housed in new, fit-for-purpose facilities that are fully accessible to residents with disabilities.

## **5. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?**

A thorough consultation was undertaken in the impacted area of the borough with approximately 4000 addresses sent letters promoting the consultation and how to get involved. Face-to-face drop-in sessions were undertaken both at the current library site and in popular community locations near the proposed future location. Drop-in sessions were undertaken at a number of different times to ensure they were inclusive for all to attend if desired.

The Council has taken into account the responses from the consultation questionnaires and the drop-in sessions in making the recommendation to relocate the library. As expected, response to the consultation was mixed, however when considering all the benefits to relocation and the mitigation strategies that will be put in place for those who currently access the library and find the future distance prohibitive it was decided that relocating the library provides the best value for money and opportunity for a longer-term, sustainable library facility.

## **6. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?**

Satisfaction with the library service will continue to be monitored through an annual satisfaction survey and usage will be monitored with people counters in addition to borrower numbers

**7. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?**

A consultation was undertaken for 8 weeks from 24<sup>th</sup> October – 19<sup>th</sup> December 2016. In addition to an online questionnaire, 6 face-to-face drop-in sessions were held with officers.

Three drop-in sessions were held at East Barnet Library, two at the community centre in New Barnet and one at St James Church in New Barnet. This ensured that both current users of the library in addition to those who would potentially use the library in its proposed future location were consulted with.

Due to the area-specific nature of this proposal, the consultation was promoted through a letter drop to approximately 4000 addresses in the areas surrounding both the current and proposed future location. It was also promoted in the library, the community centre and St James Church as well as through social media (twitter and facebook).

**8. The equalities impact of the proposals**

Whilst there are potential benefits to some groups there are also potential adverse impacts on other groups some of which may be significant. See analysis in section 1 above for detail.

**9. Please give full explanation for how the Equalities Impact Assessment was completed**

The Equalities Impact Assessment has been informed by information collated from a variety of sources including the needs assessment and the extensive resident engagement undertaken from October to December 2016.

Overall the equalities impact of this proposal is assessed as minimum negative. The impact of the proposal will continue to be monitored.