

Equality Impact Assessment Part 1: Screening Form



Title of report or proposal:

A review of public library provision in Bolton.

Part A. Consultation on the future of the Bolton Library network: results and feedback

Part B. Options for a new model for Bolton Library Service

| | |
|---------------------------|------------------------------|
| Department: | Adult and Community Services |
| Section/SIAP unit: | Culture |
| Date: | July, 2011 |

This report is for decision and is therefore subject to an Equality Impact Assessment. The following questions have been completed to ensure that this proposal, procedure or working practice does not discriminate against any particular social group. Details of the outcome of the Equality Impact Assessment have also been included in the main body of the report.

Equality Impact Assessment Questions

1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:

The report offers options to respond to the council's need to make £60m in savings over 2 years as a result of financial stringency and seeks to offer options to mitigate the impact on customers. The proposals look at 3 options for the future of the library network and recommends that option 1 be taken forward as the most cost efficient and sustainable, and compliant with the council's statutory responsibilities under the Public Libraries and Museums Act 1964 to provide a 'comprehensive and efficient' service.

Following the adoption of a preferred option by the Executive there will be a period of further consultation to ensure appropriate consultation with customers, stakeholders, national bodies, trades' unions and staff. Work on alternative methods of delivering to communities out of current buildings will also be progressed.

The options are as follows:-

- **Option 1** is to retain the Central Library as hub for the network and increase opening hours to 65 hours a week, including opening on Sundays. The remainder of the network is organised into 3 tiers with each tier having a different level of offer. Ultimately the proposals look to close 5 libraries in Astley Bridge, Castle Hill, Oxford Grove, Highfield and Heaton. This is the preferred option as we believe it is sustainable within the Act and provides a 'comprehensive and efficient' service.
- **Option 2** is to retain all service points but cut all library opening hours by up to 38%, with an average of 33%.
- **Option 3** is to retain all service points but cut all library opening hours **except Central** by up to 52%, with an average of 48%.

The implications for staff will depend on which of the above options is approved. Further details on how staff will be affected by changes to the library network will be considered in a separate report later in the year and after appropriate and extensive consultation with staff and Trade Unions.

2. Who are the main stakeholders in relation to the proposal?

- Local population
- Current service users and potential future service users
- Partner Organisations
- Elected Members
- Bolton Council- Adult and Community Services employees
- Interest Groups
- Local businesses
- Schools and FE centres
- Children's centres
- Community and voluntary groups

3. In summary, what are the anticipated (positive or negative) impacts of the proposal?

The proposals, and in particular option 1, aim at maintaining provision to deliver a 'comprehensive and efficient service' for all individuals who live, work or study within the borough and who are 'desirous' of using the service against the real need to find savings in line with the council's overall budget reductions. Option1 considers streamlining the network in order to provide a more consistent service across the borough.

Option 2 looks to reduce opening times by an average of 33% (up to 38%) which will have a ubiquitous impact on each area across the borough, although this option does not allow for the consideration of differentiating need. Option 3 proposes cutting opening hours by up to 52% across the borough as it excepts the Central Hub to minimise some of the more adverse impacts noted within the analysis and maximise expertise and investment in staff, book stock and ICT.

Details of the potential effects of each of the proposals are detailed in each of the three tables below.

4. With regard to the stakeholders identified above and the diversity groups set out below:

| OPTION 1 – Changes to Structure of the Network | Is there any potential for (positive or negative) differential impact? | Could this lead to adverse impact and if so what? | Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? | Please detail what measures or changes you will put in place to remedy any identified adverse impact |
|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| General Comments | <p>Currently key indicators show that the library network is delivering a good quality service based on key performance measures, in comparison with other authorities and obtaining very high satisfaction rates. It remains a challenge to maintain the best possible service with less funding which also complies with legislation and therefore potentially some of the changes will lead to fewer locations across the network. Option 1 addresses all these elements. The accompanying equality impact assessment assesses whether there will be an impact on users and, in particular diversity groups.</p> <p>This proposal will provide a hub in the town centre with a comprehensive service offer, acting as a centre of excellence in staff knowledge, access to higher level hard copy and electronic materials and longer opening hours to support the tiers that lie below.</p> <p>The proposed increase of opening hours for Central Library should allow greater access to services, specifically for those unable to visit during the weekdays. Pilot opening has demonstrated not only the need but the extension of the reach to users who may be only able to come on Sundays. The reduction in opening hours on one weekday morning is to allow dedicated time for staff training and development and the aim here is to continue to improve service delivery for all service users who access Central Library.</p> <p>The library network will be organised into the following tiers:-</p> <ul style="list-style-type: none"> • Tier 1 Community Libraries will offer the full range of existing library services plus entry to other key | | | |

council services such as council tax, blue badges, advice and information in their own locality and without the necessity to travel to the existing one stop shops in Bolton and Farnworth town centres ensuring a more sustainable service. This is in line with the council's commitment to accessibility and the government's Localism agenda.

- Tier 2 Community Libraries are those which have had significant levels of investment, based in areas of deprivation or need e.g. poor health outcomes. The opening hours will increase by 4 hours a week for Brightmet and 0.5 hours a week for High Street which should create a positive impact for local service users. These libraries will spearhead two areas of specialist expertise – health and well-being and digital inclusion. It is also proposed they will act as 'test sites' for new developments allowing ideas to be trialled in a cost effective way, leveraging scarce resources and, based on the skills, needs and wishes of local people.
- Tier 3 Community Libraries are those in less geographically accessible areas. These currently have a more limited stock with shorter opening hours and operate with a range of partner services. They will continue to act as a service outlet to those potentially experiencing barriers to services. There are two proposed reductions in hours which will impact on service users. However, due to the small reduction in hours of 0.5 per week for Blackrod and 2.5 hours a week for Bromley Cross, this is not expected to be adverse.

Closures are proposed for Astley Bridge, Oxford Grove, Heaton, Highfield and Castle Hill libraries. We recognise that users of these libraries will be concerned about their local service ceasing. It is anticipated that there will be an impact for local service users in each of these areas. However, we believe Option 1, when considered in its entirety, will ensure that quality provision will remain in place for all library users. However, analysis of service users' activity records show that there is already high usage of alternative locations - Astley Bridge - 45%, Highfield - 34%, Oxford Grove – 33%, Heaton – 33%, Castle Hill – 38%. It therefore seems clear that for many service users they would continue to use an alternative library as they have done previously.

As part of the consultation and to determine user patterns, we asked individuals where they would choose to go to if they were unable to use their current preference.

For Astley Bridge, Oxford Grove, Heaton and Castle Hill Libraries consultation respondents have indicated they would use the Central Library as their next preferred option. Highfield respondents indicated that Farnworth Library would be their preferred alternative. A transport map is appended to the report which details journey routes and public transport availability.

The proposal for Central Library will enhance the opening hours and include Sundays benefitting service users who may struggle to find time to access these services, and particularly those whose local library has closed. Users will have access to a wider range of times to visit this library than is currently on offer. The tiering of libraries will also ensure that users' have a more consistent opening pattern, making it easier to find a convenient alternative service point.

Further details on how staff will be affected by changes to the library network will be considered in a separate report later in the year and after appropriate and extensive consultation with staff and Trade Unions. However it is likely that, if option 1 was taken forward, this would ameliorate adverse impacts by minimising the number of redundancies and allowing phased in changes so the process of decommissioning libraries could be properly managed and delivered.

Any potential redundancies that may result from the proposals will comply with the Council's Human Resources procedures which are designed to treat all staff equally and do not discriminate against any group of people. If a redundancy situation is identified, the council endeavours to address this by workforce planning procedures, including staff redeployment, consideration of voluntary redundancy or VER and all other reasonably practical measures.

In the event of compulsory redundancy, our policy is based on: - work performance; skills and competencies; disciplinary record; and attendance record. Any reduction in the workforce will lead to a potential reduction in

| | | | | |
|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>its diversification, however this will be through following the appropriate procedures and not the discrimination of particular members of staff based on any other criteria except that stated in our redundancy policy.</p> <p>.</p> | | | |
| Race/Ethnicity | <p>Whilst the proposed closures could affect ethnic groups we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service.</p> | <p>Due to user demographics white service users are more likely to be affected by the closure of Astley Bridge, Castle Hill, Highfield and Heaton Libraries as these areas all show a predominantly white population. However, this is due to these communities' profile and this group should not be disproportionately affected by these proposals when considered in their entirety</p> <p>Due to user demographics Asian</p> | <p>Assessment to determine which libraries to close has been based on an assessment of need using LSOA data and a range of weighted indicators as seen in Table 1 of the report and has been done to provide an equality of opportunity to access services across the Borough. In line with our priorities as a council we have tried to protect and target resources, as far as possible, at the areas of greatest need.</p> <p>Accordingly, in some areas there is enhanced provision to allow for alternatives and to ensure the equity of provision.</p> | <p>These proposals would ensure that enhanced opening hours including Sunday opening would be in place at the Central Library. This would give users greater access to library services particularly for those who have experienced barriers to accessing services in the past i.e due to long/unusual working hours.</p> <p>We have an extensive collection which reflects the needs and interests of many users including BME groups. We will continue to provide access to this material and a free requests</p> |

| | | | |
|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>service users will be more likely to be affected by the closure of Oxford Grove.</p> <p>Research has shown that there is a higher than Bolton average of the population recording themselves as Asian.</p> <p>However, this is due to these communities' profile and this group should not be disproportionately affected by these proposals when considered in their entirety</p> | <p>service for users who find that their library does not have the materials they want. These materials can be delivered across the network including neighbourhood collections.</p> <p>Neighbourhood collections and 'the at home' services will provide reading materials (although collections are limited) for those users with limited mobility/ are housebound respectively.</p> <p>The 'Askboltonlibraries' service will continue to ensure that the public has access to specialist information and resources by the internet or by telephone.</p> |
|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|----------|------------------------------------------------------|------------------------------------------|-----------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>This is available to all users regardless of their location.</p> <p>Enhanced services at Brightmet and High Street will also encourage innovative services which ultimately will benefit users across the network.</p> <p>Partnership working from remaining buildings is to be developed further e.g. befriending collections in day centres; community centres and the UCAN network</p> <p>See 'General Comments' for further information.</p> |
| Religion | See 'race' section above for similar considerations. | The move to Sunday opening hours for the | See 'race' section above for similar consideration. | See 'race' section above for similar considerations. |

| | | | | |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>There may be a broadly positive impact on service users who have previously been limited as to the times they could access library services due to religious commitments.</p> | <p>Central Library may enable users to attend on a day that is more convenient for them in line with their religious beliefs.</p> <p>See 'race' section above for similar considerations.</p> <p>.</p> | | |
| Disability | <p>Whilst the proposed closures could affect users with a disability we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all</p> | <p>We recognise that disabled users of libraries subject to closure will be concerned about their local service ceasing.</p> <p>Due to these communities' demographics the</p> | <p>Assessment to determine which libraries to close has been based on an assessment of need using LSOA data and a range of weighted indicators as seen in Table 1 of the report and has been done to provide an equality of opportunity to access services across the Borough. In line with our priorities as a council</p> | <p>Some disabled users may be able to access other library locations via public transport and more specialist 'dial-a-ride' services.</p> <p>There will be a broadly positive impact for disabled members of the public with regard to</p> |

| | | | | |
|--|------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>users and that our services will continue to provide a 'comprehensive and efficient' service.</p> | <p>closures of Castle Hill, Highfield and Oxford Grove will mean that adults with long standing health issues or disabilities will be affected. However, this is due to these communities' profile and this group should not be disproportionately affected by these proposals when considered in their entirety</p> | <p>we have tried to protect and target resources, as far as possible, at the areas of greatest need</p> <p>Accordingly, in some areas there is enhanced provision to allow for alternatives and to ensure the equity of provision.</p> | <p>Community Libraries Tier 1 proposals. These will act as access points for services. This will enable users to access services within their locality without having to travel further a field.</p> <p>All Library buildings are DDA compliant. The Central Library, with its enhanced opening hours has extensive transport links and disabled parking facilities.</p> <p>Neighbourhood collections and 'the at home' services will provide reading materials (although collections are limited) for those users with limited mobility/ are housebound respectively. All items</p> |
|--|------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|--|--|--|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>can be requested and delivered to a convenient service point free of charge.</p> <p>The 'Askboltonlibraries' service will continue to ensure that the public has access to specialist resources by the internet or by telephone. This is available to all users regardless of their location.</p> <p>Enhanced services at Brightmet and High Street whilst improving access will also encourage innovative services which ultimately will benefit users across the network.</p> <p>Partnership working from remaining buildings is to be</p> |
|--|--|--|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>developed further e.g. Befriending collections in day centres; community centres and the UCAN network</p> <p>See 'General Comments' for further information.</p> |
| Gender (including gender reassignment) | <p>Whilst the proposed closures could affect users of both genders in different ways we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service.</p> | <p>Research has shown that women tend to use library lending services more than men. Feedback from the consultation has also indicated that women often value the community interaction from activities at the library.</p> <p>Historically it has been difficult to encourage more male service users to utilise book borrowing</p> | See 'disability' section for further information. | <p>Previous engagement with male service users has identified that this group are more likely to benefit from extended opening hours and in particular Sunday opening. Consequently Sunday opening at the Central Library should have a positive impact upon them.</p> <p>See 'disability' and 'General Comments' section for further considerations.</p> |

| | | | | |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | services. It is possible that increased journey times to their nearest library may reduce take-up and future usage. | | |
| Age | Whilst the proposed closures could affect users across age groups in different ways we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service.. | <p>Due to the demographic profile of the communities in which the affected libraries are based, young people will be more adversely affected in the Castle Hill and Oxford Grove areas, 25 – 49 year olds would be more affected by Astley Bridge, Oxford Grove and Highfield and over 65's would be more affected by Astley Bridge and Heaton.</p> <p>However, this is due to these communities' profiles and not</p> | Assessment to determine which libraries to close has been based on an assessment of need using Lower Super Output Area (LSOA) data and a range of weighted indicators as seen in Table 1 of the report and has been done to provide an equality of opportunity to access services across the Borough. In line with our priorities as a council we have tried to protect and target resources, as far as possible, at the areas of greatest need. | <p>Feedback from the consultation shows that the majority of those in the 25 – 49 age bracket would be interested in extended opening hours and this feedback has helped shaped the proposal to enhance opening hours in some areas i.e. additional hours at Central Library, Brightmet and High Street.</p> <p>The School's Library Service will continue to provide an excellent service to local schools, with topic collections to support the national curriculum and fiction</p> |

| | | | | |
|-----------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | because of any differential impact. We do not anticipate that any one age group will be adversely affected by these proposals when considered in their entirety. | | <p>for pleasure across the age range. Currently the service has on loan 55,000 items with 111 schools plus 12 schools from outside who pay to use the service.</p> <p>Young People will also still be able to access library services through Neighbourhood Collections and online resources.</p> <p>See 'disability' section and 'General Comments' for further considerations.</p> <p>.</p> |
| Sexuality | Whilst the proposed closures could affect users we are confident that, considered in their | There may be a positive impact. The ability to utilise self-service facilities at the Central | See 'age' section above. | There will continue to be the availability for users to access books stored at Central Library via the inter-library loans |

| | | | | |
|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service. | Library (with its enhanced opening hours) may encourage individuals who wish to maintain their privacy. | | service, so whilst this collection will be housed at Central Library, there will be access points through other libraries. |
| Caring status (including pregnancy & maternity) | Whilst the proposed closures could affect carers we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service.. | <p>Carers who have accessed their local libraries for activities may be affected by these proposals. In addition, consultation feedback has shown that young parents value their local library for books, activities for their children and opportunities to meet other young parents.</p> <p>For carers who have to travel further to access</p> | <p>Assessment to determine which libraries to close has been based on an assessment of need using LSOA data and a range of weighted indicators as seen in Table 1 of the report and has been done to provide an equality of opportunity to access services across the Borough. In line with our priorities as a council we have tried to protect and target resources, as far as possible, at the areas of greatest need.</p> <p>Accordingly, in some areas there is enhanced provision to allow for alternatives and to</p> | <p>A number of libraries are extending their opening hours which may improve their accessibility for some carers</p> <p>There will be continued provision at various points in the borough and accessibility to alternatives has been considered as above.</p> <p>Health information for carers to access for themselves and also for their 'cared for' person</p> |

| | | | | |
|--------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | facilities, there could be increased cost, anxiety and difficulty, which may lead to a reduction in access to libraries. | ensure the equity of provision | will continue to be accessible at Central Library and also a focus at Brightmet in line with the health and wellbeing partnership. Brightmet will spearhead work in this area that will then be rolled out to other libraries so that the specialism can be shared across the Borough. See 'disability' section and 'General Comments' for further considerations. |
| Marriage and civil partnership | It is not anticipated there will be any differential impact based on partnerships. However | See Caring Status for further information. | See Caring Status for further information. | See Caring Status for further information. |

| | | | | |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | there may be an indirect impact where spouses and partners are also carers. See Caring Status for further information. | | | |
| Socio-economic | Whilst the proposed closures could affect users across all socio-economic groupings we are confident that, considered in their entirety, these proposals will ensure that the quality of service provision remains consistent across all users and that our services will continue to provide a 'comprehensive and efficient' service. | There could be an affect on service users who incur higher travel cost if their local library closes. | See 'disability' above for further information. | <p>There will continue to be free internet and access to ICT facilities (currently one hour's worth of free computer usage) at all libraries. The importance of having access to IT via their library was an issue users raised during the consultation process</p> <p>For those accessing Tier 1 Community Libraries they will also benefit from freephone access to contact Council services</p> |

| | | | | |
|--|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>Tier 2 Community Libraries are located in areas of significant deprivation in order to ensure that there is a continued accessibility for those areas most in need.</p> <p>Brightmet's role as part of a joint service with Health means that people will be able to utilise services whilst accessing other ones and therefore reduce any costs associated with reaching the library.</p> <p>The specialised focus on digital inclusion at High Street will mean that skills can continue to develop around technology and once work is undertaken here</p> |
|--|--|--|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>it can be rolled out to other libraries in the borough so that all residents can benefit from the development of knowledge and skills in this area.</p> <p>See 'disability' section for further considerations.</p> |
| Sustainability Impacts | <p>Sustainability Considerations</p> <p>Ultimately this option will secure a sustainable future for the network. It streamlines services particularly with regard to Tier 3 community libraries in which users will be able to access a number of services reducing duplication and enabling users to access services in their locality. Those parts of the network central to the strategic direction of the service will have improved public access and resources will be targeted at the areas of greatest need. This will result in maximised use of buildings ensuring that network buildings which remain are used to their full potential and that buildings are not under utilised for long periods of time. Consequently this proposal is intended to future proof the direction of the service.</p> <p>Health:</p> <p>The Central Library will continue to provide a health information service (with NHS Bolton) and therefore there is no anticipated adverse differential impact on local people's health through this proposal.</p> | | | |

Brightmet's location in a joint building with Health Services should encourage people to access services at the same time. The specialist focus on health and well-being should allow people to develop knowledge around ways to promote their own wellbeing.

Geographical:

Consideration has been given to the 'spread' of Libraries across the Borough to ensure there is equality of access. Transport maps included in the report detail good bus routes and road links to alternative libraries. Neighbourhood collections, partner working and 'at home' deliveries is intended to enhance services to areas that are currently not served by the network . Continued provision of the AskBoltonLibraries service is intend to ensure that the whole borough will continue to have access to specialist expertise and advice on resources via the internet and phone, regardless of where the service user is based.

Economic:

This proposal considers the needs of the Bolton community and has determined the optimal way to preserve service accessibility whilst delivering the savings needed to continue to deliver the service in the coming years. Consideration has been given to all the service aspects the library network provides beyond the traditional 'borrowing' concept and work will continue to develop in line with developments in technology to keep the network in line with the changing world. As such, the work proposed around digital inclusion at High Street, will be important to ensure the local community keeps abreast of developments.

The proposal to close service points at 5 locations will have an added benefit of resulting in savings around buildings costs as well as reduction in staffing costs, which by optimising the savings made now may enhance sustainability of the network in future.

The proposal for the development of Neighbourhood Collections works in tandem with the local and national drive for partnership working between community groups and local authorities. This will allow local groups the

chance to get involved in developing a service in line with the needs and wishes of their particular local communities, with support of the local authority and will address concerns noted through the consultation around the loss of options for community activities.

Partners:

Where partners are affected by these proposals we will endeavour to support them during the transition process to ensure that, where relevant there is appropriate provision which will meet their needs going forward.

Please provide a list of the evidence used to inform this EIA, such as the results of consultation, service take-up, service monitoring, surveys, stakeholder comments and complaints where appropriate.

If you have undertaken consultation as part of the proposal, the consultation manager will upload it on to the corporate database.

Evidence used:

- Consultation undertaken during February-May, 2011 with members of the public, partners and staff and their unions.
- Existing service data from the library management system (Talis).
- LSOA data to inform community profiles

| | | | | |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| Option 2: Cutting All Library Opening Hours by up to 38% | Is there any potential for (positive or negative) differential impact? | Could this lead to adverse impact and if so what? | Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? | Please detail what measures or changes you will put in place to remedy any identified adverse impact |
| General Comments | <p>This proposal results in no library closures but the curtailment of the opening hours. At this stage how these opening hours would therefore look across the network has not been detailed.</p> <p>This proposal would result in an equal distribution of impact across library locations but would not take account of disproportionate levels of provision already in place or demographic differences which may result in a greater impact being felt by different areas of the Borough.</p> | | | |
| Race | It is not anticipated that there would be any differential | N/A | N/A | N/A |

| | | | | |
|------------|--------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | impact. | | | |
| Religion | It is not anticipated that there would be any differential impact. | N/A | N/A | N/A |
| Disability | There may be an adverse impact through reduced opening hours. | There may be an adverse impact on disabled people depending on the new schedule of opening hours. Reduction in hours may make accessing appropriate transport difficult, clashes with existing user appointments or reduce the ability of carers to be able to support them to access opportunities. | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer.</p> <p>All Library buildings are DDA compliant. The Central Library has extensive transport links and disabled parking facilities. However, under this option this provision would be subject to a 38% reduction in its hours.</p> <p>‘The at home’ services will provide reading materials (although collections are limited) for those users with limited mobility/ are housebound respectively.</p> |

| | | | | |
|--------------------------|---------------------------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>However, under this option this provision would be subject to a 38% reduction in its hours.</p> <p>The askboltonlibraries service will continue to ensure that the public has access to specialist advice on library resources by the internet or by telephone. This is available to all users regardless of their location. However, under this option this provision would be subject to a 38% reduction in its hours.</p> <p>‘</p> |
| Gender (including gender | There may be an adverse impact on both genders if | There will be an impact on women due to their increased usage of | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library | See ‘disability’ section for further considerations . |

| | | | | |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| reassignment) | opening hours were reduced across the network. | <p>lending services from libraries. However the degree of impact would depend on proposed opening times and service user patterns.</p> <p>In addition, there has been difficulty in promoting book borrowing services amongst men and a reduction in hours could further impact on this.</p> | <p>closing..</p> <p>There is no intention for a differential impact on either genders and any impact would be totally dependant on whether reductions are in line with their preferences for opening hours. It may be reasonable to assume that the degree of cut is not fully understood</p> | |
| Age | There may be an adverse impact on all age groups depending on the way in which opening hours were formulated going forward and their patterns of usage. However, it is likely that young people | It is likely that older people would be impacted least by this proposal as analysis indicates that older people tend to use the library most in the morning or afternoon i.e. between 9am and 5pm. As such, they would be most likely to continue to | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | The School's Library Service will continue to provide an excellent service to local schools, with topic collections to support the national curriculum and fiction for pleasure across the age range. Currently the service has on loan 55,000 items with 111 schools plus 12 schools |

| | | | | |
|--|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>would be particularly affected</p> | <p>access the library in line with their preferences.</p> <p>Younger people would be impacted by this proposal as the reduction would clearly mean all libraries closing at points during the day, which would restrict younger people's access to library stock and IT facilities in line with their studies. This is particularly pertinent in relation to Central Library which houses the greatest number of learning resources and which would also have its hours reduced through this proposal.</p> <p>Adults who work or have commitments would also</p> | | <p>from outside who pay to use the service.</p> <p>However for those no longer in the school system, i.e over 16 or in further education they would have to access the libraries according to the new opening hours.</p> <p>See 'disability' section for further considerations.</p> |
|--|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | be affected as again their access would be restricted and may lead to a reduction in utilisation by them to services. | | |
| Sexuality | There may be a differential impact as the LGBT collection is housed at Central Library and the proposal indicates a reduction in these hours. | There could be an adverse impact as there would be reduced access to this collection. | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | <p>Individuals will still be able to access books via the free loan service between libraries so they could order books and pick them up at a more convenient access point.</p> <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer</p> |
| Caring status (including pregnancy & maternity) | There may be an impact as a reduction in library opening will likely result in a reduction in available activities . | This could adversely impact upon carers. Feedback has shown carers can struggle to get time to do things for themselves and reduced hours could further | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer.</p> <p>All Library buildings are DDA compliant. The</p> |

| | | | | |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>adversely impact their access to services</p> <p>Changes to opening hours may also mean that carers struggle to access activities based in their library.</p> | | <p>Central Library has extensive transport links and disabled parking facilities. However, under this option this provision would be subject to a 38% reduction in its hours.</p> <p>‘The at home’ services will provide reading materials (although collections are limited)for those users with limited mobility/ are housebound respectively. However, under this option this provision would be subject to a 38% reduction in its hours.</p> <p>The askboltonlibraries service will continue to ensure that the public has access to specialist advice on library resources by the internet or by telephone. This is available to all users</p> |
|--|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | | |
|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| | | | | regardless of their location. However, under this option this provision would be subject to a 38% reduction in its hours. |
| Marriage and civil partnership | The only potential differential impact would be in line with caring status considerations as partners can often be carers. See 'caring status' section. | See 'caring status' section. | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | See 'caring status' section. |
| Socio-economic | The inclusion of Central Library in these proposals would result in the Museum, Aquarium and Family History Centre reducing its hours as they are housed in the same building. | The reduction in availability of free ICT facilities may have an impact on those who cannot afford to have computer equipment at home and reduce opportunities for those seeking employment to access online recruitment processes. | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. | See 'caring status' section. |

| | | | | |
|--|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| | <p>This could also have an effect on the town centre footfall.</p> | <p>This would be likely to adversely impact the most economically disadvantaged.</p> <p>The decreased opening hours for Aquarium, Museum and the Family History Centre will mean a reduction in free activities in the Bolton area and therefore this will most likely affect those with the least disposable income.</p> <p>Any reduction in visitors to the town centre may have an adverse impact on local businesses and town centre footfall.</p> <p>.</p> | | |
|--|--------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|

Sustainability Considerations

Reducing the library network opening hours by up to 38% will have a significant impact on the long term sustainability of the network. Buildings and their resources would be under utilised and the service would be unable to maximise resources.

Economic:

The reduction in opening hours for Central Library could reduce the local community's trips into town. This may have a potential adverse impact on local businesses especially in the current economic climate. .

The reduction in hours requires the retention of associated costs of the library buildings.. This means that the Council will not benefit from any savings associated with the removal of unused buildings and will need to continue to spend to maintain underused facilities with the associated risks that accompany closed buildings. As such, this does not provide a sensible and sustainable option going forward.

Legal:

The Council is required to provide a 'comprehensive and efficient' Library service and there may be an adverse impact for the council due to lack of efficiency in its day to day services.

Geographical:

There will continue to be a disproportionate spread of council libraries across the Borough with some areas of deprivation having less access to libraries than affluent areas This disproportionate spread is not in line with the needs of the community going forward.

Partners:

Where partners are affected by these proposals we will endeavour to support them during the transition process to ensure that, where relevant there is appropriate provision which will meet their needs going forward.

| | | | | |
|--------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| Option 3: Cutting Library Hours by up to 52% except Central Library | Is there any potential for (positive or negative) differential impact? | Could this lead to adverse impact and if so what? | Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? | Please detail what measures or changes you will put in place to remedy any identified adverse impact |
| General Comments | <p>This proposal results in no library closures but the curtailment of the opening hours. At this stage how these opening hours would look across the network has not been detailed. The exception in this proposal would be Central Library which would retain a comprehensive offer.</p> <p>This proposal would result in an equal distribution of impact across the Borough but would not take account of disproportionate levels of provision, differing levels of need or demographic differences which may result in a greater adverse impact being felt by different areas of the Borough.</p> | | | |

| | | | | |
|------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Race | It is not anticipated that there would be any differential impact | N/A | N/A | N/A |
| Religion | It is not anticipated that there would be any differential impact | N/A | N/A | N/A |
| Disability | There may be differential impact through reduced opening hours. | There may be an adverse impact on disabled people depending on the new schedule of opening hours. Reduction in hours may make accessing appropriate transport difficult, clash with existing appointments or reduce the ability of carers to be able to support them to access opportunities. | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. It may be reasonable to assume that the degree of savings needed is not fully understood given that in exempting the central library a greater burden falls upon the remaining network | <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer.</p> <p>All Library buildings are DDA compliant. The Central Library has extensive transport links and disabled parking facilities.</p> <p>‘The at home’ services will provide reading materials (although collections are limited)for those users with limited mobility/ are housebound respectively.</p> |

| | | | | |
|----------------------------------------|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | <p>The askboltonlibraries service will continue to ensure that the public has access to specialist advice on library resources by the internet or by telephone. This is available to all users regardless of their location.</p> |
| Gender (including gender reassignment) | <p>There may be an adverse impact on both genders if opening hours were reduced across the network.</p> | <p>Women will be affected by these proposals due to their increased usage of lending services. However the degree of impact would depend on proposed opening times and service user patterns.</p> <p>In addition, there has</p> | <p>A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. It may be reasonable to assume that the degree of savings needed is not fully understood given that in exempting the central library a greater burden falls upon the remaining network.</p> | <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer.</p> <p>See 'disability' section for further considerations.</p> |

| | | | | |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | traditionally been difficulty in promoting book borrowing services amongst men and a reduction in hours could exacerbate this. | There is no intention for a differential impact on either genders and impact would be totally dependant on whether reductions are in line with their preferences for opening hours. | |
| Age | There may be an adverse impact on all age groups depending on the way in which opening hours were formulated going forward and their patterns of usage. However, it is likely that young people would be affected | <p>It is likely that older people would be impacted least by this proposal as analysis indicates that older people tend to use the library most in the morning or afternoon i.e. between 9am and 5pm. As such, they would be most likely to continue to access the library in line with their preferences.</p> <p>Younger people would be impacted by this proposal as the reduction would clearly mean all libraries closing at points</p> | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. It may be reasonable to assume that the degree of savings needed is not fully understood given that in exempting the central library a greater burden falls upon the remaining network. | <p>The School's Library Service will continue to provide an excellent service to local schools, with topic collections to support the national curriculum and fiction for pleasure across the age range. Currently the service has on loan 55,000 items with 111 schools plus 12 schools from outside who pay to use the service.</p> <p>The retention of Central Library which houses the greatest number of learning resources and is located in the town centre along with the college and</p> |

| | | | | |
|-----------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>during the day, which would restrict younger people's access to library stock and IT facilities in line with their studies.</p> <p>Adults who work or have commitments would also be impacted as again their access would be restricted and may lead to a reduction in utilisation by them to services.</p> | | <p>university would mitigate against the severity of impact felt by young people.</p> <p>Adults with commitments would be in a similar position, although the ability to access Central Library with its longer hours may help alleviate the impact here.</p> <p>See 'disability' section for further considerations.</p> |
| Sexuality | No differential impact is anticipated. | N/A | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing.. It may be reasonable to assume that the degree of savings needed is not fully understood given that in exempting the central library a | N/A |

| | | | | |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | greater burden falls upon the remaining network | |
| Caring status (including pregnancy & maternity) | There may be an impact as a reduction in hours that libraries are accessible means a reduction in available activities . | <p>This could adversely impact carers. Feedback has shown carers can struggle to get time to do things for themselves and reduced hours could further adversely impact their ability to get material that interests them.</p> <p>Changes to opening hours may also mean that carers struggle to access activities based in their library.</p> | A percentage of respondents to the consultation stated that a reduction in opening hours was preferable to their local library closing. It may be reasonable to assume that the degree of savings needed is not fully understood given that in exempting the central library a greater burden falls upon the remaining network. | <p>Consideration of current preferences on opening hours would be used to formulate the reduced offer.</p> <p>All Library buildings are DDA compliant. The Central Library has extensive transport links and disabled parking facilities which may assist carers. Under these proposals Central Library's opening hours would not be affected..</p> <p>'The at home' services will provide reading materials (although collections are limited)for those users with limited mobility/ are housebound respectively.</p> <p>The askboltonlibraries</p> |

| | | | | |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | | service will continue to ensure that the public has access to specialist advice on library resources by the internet or by telephone. This is available to all users regardless of their location. |
| Marriage and civil partnership | The only potential differential impact would be in line with caring status considerations as partners can often be carers. See 'caring status' section. | See 'caring status' section.. | See 'caring status' section.. | See 'caring status' section. |
| Socio-economic | On a wider area, local libraries reduced hours would also reduce the availability of space for other community activities. | The reduction in availability of free ICT facilities may have an impact on users who cannot afford to have computer equipment at home and reduce opportunities for those | See 'caring status' section. | See 'caring status' section. ' |

| | | | | |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| | . | seeking employment to access online recruitment processes. This would be likely to impact the most economically disadvantaged most. in lower paid workers. | | |
| Other comments or issues | <p>Reducing the community library network opening hours by up to 55% will have a significant impact on the long term sustainability of the network. Buildings and their resources would be underutilised and the service would be unable to maximise resources.</p> <p>Economic: The reduction in hours requires the retention, with associated costs, of all the library buildings, despite these facilities being under utilised. This means that the Council will not benefit from any savings associated with the removal of unused buildings and would need to continue to spend to maintain these buildings with the associated risks this carries. As such, this does not provide a sensible and sustainable option going forward.</p> <p>Legal: The Council is required to provide a 'comprehensive and efficient' Library service and there may be an adverse impact for the council due to lack of efficiency in its day to day services.</p> <p>Geographical: There will continue to be a disproportionate spread of council libraries across the Borough with some areas of deprivation having less access to libraries than affluent areas. This disproportionate spread is not in line</p> | | | |

with the needs of the community in the future.

Partners:

Where partners are affected by these proposals we will endeavour to support them during the transition process to ensure that, where relevant there is appropriate provision which will meet their needs going forward.

- 5.a Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact?

Extensive consultation was undertaken during February-May, 2011 with members of the public, partners and staff and their unions and this has informed these three options. In addition, existing service data has been used to inform these proposals including data from the library management system (Talis).

Further information would be needed on how opening hours would look for options 2 and 3 if they are approved in order to determine any further impacts on particular groups.

- 5.b If so, please explain how you will explore the proposal in greater depth or please explain why no further action is required at this time.

At this time it is not proportionate to work up Options 2 and 3 to that level of detail. If options 2 or 3 are agreed then once draft times are drawn up further analysis would need to be done to understand the impacts related to them

You may wish to consider undertaking secondary data analysis, further consultation or research or investigating best practice. If you are planning to undertake further consultation or research as a result of this EIA, please contact the Consultation Manager on ext. 1083.

Equality Impact Assessment

Part 2: Consultation Form

(To be completed where consultation has been undertaken)

This report is for decision and is therefore subject to an Equality Impact Assessment. The proposal was also subject to consultation and this Equality Impact Assessment (Consultation Form) provides details of the consultation results.

The following questions have been completed to ensure that this proposal, procedure or working practice does not discriminate against any particular social group. This has been ensured by undertaking consultation. Details of the outcome of the consultation have also been included in the main body of the report.

This form asks you to provide details of all the consultation undertaken specific to the proposal you are making, either prior to the EIA or as part of it and the results of this.

1 Consultation with staff, customers and other stakeholders

- a) Please summarise the consultation undertaken with staff and their Trades Unions, customers and other stakeholders regarding this proposal (refer back to the stakeholders identified in your screening form)

Period of consultation ran from 28 February 2011 to 20 May 2011 and included 3284 consultation questionnaire responses. Consideration has also been given to letters and comments received from members of the public and there were additionally petitions received with signatures from 16341 people in support for maintaining the libraries. The consultation was open to the whole local population.

- b) Please summarise the results of this consultation, including key issues arising and any changes being made to the proposal as a result of the consultation

Findings showed clear support for the retention of libraries locally

and the importance local people attached to the network as a whole and to their local library. The consultation was keen to explore other options for savings with local people and the majority of the respondents to the questionnaire indicated that if they could not access their local library they would use the Central Library and this has been considered in the formulation of both options 1 and 3.

Responses also indicated that more thought needed to be given to reducing the service offer at each of the existing libraries rather than closing locations and again this has been incorporated into the formulation of options 2 and 3.

Further details of the consultation can be found in the 'Review of Bolton Library Network: consultation results' appended to the report.

This EIA form and report has been checked and countersigned by the Departmental Equalities Officer before proceeding to Executive Member(s)

Please confirm the outcome of this EIA:

- ☐ 1. No major impact identified, therefore no major changes required – proceed
- ☒ 2. Adjustments to remove barriers / promote equality (mitigate impact) have been identified – proceed
- ☐ 3. Continue despite having identified potential for adverse impact/missed opportunities for promoting equality – this requires a strong justification
- ☐ 4. Stop and rethink - the EIA identifies actual or potential unlawful discrimination

Report Officer

Name: Stephanie Crossley

Signature:

Date and Contact No: 4 July 2011

Departmental Equalities Lead Officer

Name: Catherine Olney-Falzon

Signature:

Date and Contact No: 4 July 2011 x7616