Equalities Impact Assessment:

Libraries Strategic Review: Option B *Plus*

Equality impact assessment form

Directorate - Communities and Place

Service area - Libraries

Name of policy, strategy, review or function being assessed –
Libraries Strategic Review – Option B Plus

Date of assessment – 20 June 2017

Name of Director/Head of Service signing it off -
David Potton Head of Library Service

Decision of Cabinet, Personnel Committee or Chief Officer Group

Date published on website

Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments?   Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases.   This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard'** to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic'** and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done**

before decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:
* understand your customers' and communities needs
* develop service improvements
* improve service satisfaction
* demonstrate that you have been fair and open and considered equality when working on re-structuring
* make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment.   Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and send it to our Lead on Equality and Diversity for checking and to publish on our website. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants…

* Age equality – the effects on younger and older people

- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments

- Gender identity – the effects on trans people

- Marriage and civil partnership equality

- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers

- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community

- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees

- Sex equality – the effects on both men and women and boys and girls

- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

Contact for help

Ann Webster – Lead on Equality and Diversity
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Tel 01332 643722 Minicom 01332 640666 Mobile 07812301144

The form

We use the term 'policy' as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories…

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures

- Key decisions such as allocating funding to voluntary organisations, budget setting

- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it's better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

What's the name of the policy you are assessing?

Libraries Strategic Review – Option B *Plus*

The assessment team

Team leader's name and job title – David Potton Head of Library Service

Other team members

Name	Job title	Organisation	Area of expertise
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality
Mark Elliott	Assistant Head of Libraries – Resources and Learning	Derby City Council	Library Services
Pamela Thompson	Adults and Diverse Communities Participation Officer	Derby City Council	Equality and community participation
Members of Derby Diversity Forum who attended the Forum meeting on 23 March 2017		Derby City Council Diversity Forum	Equality and Diversity covering all protected characteristics

1 What are the main aims, objectives and purpose of the project?

Under the Medium Term Financial Plan (MTFP), Libraries are required to absorb a further budget reduction of £648k. Savings on this scale, on top of those already made in previous years, cannot be achieved without transformational changes to the current service delivery model.

To help the Council find the best way of maintaining a Library Service that complies with the Public Libraries and Museums Act 1964 while delivering the necessary cost savings, a consultation was carried out with the public between November 2015 and February 2016. This 'phase 1' consultation, together with a range of demographic data and other information, was used to prepare a needs assessment. The consultation was available on-line and in paper form and in other languages and other formats. We also offered to arrange a focus group of Deaf people with BSL interpreters.

Four options for a new service delivery model were developed based on the needs assessment, and described in a Cabinet paper dated 3 August 2016.   Cabinet agreed that all four options should be subject to a further, 'phase 2' consultation, which took place between September and December 2016. This Cabinet report also included an outline Equality Impact Assessment on the options, as it was important for us to embed equality right from the beginning.

Following exhaustive analysis of the phase 2 consultation it was concluded that although one of the options (Option B) offered a good starting point, there were ways in which it could be improved. In response the Council developed proposals for another service delivery model, firmly rooted in Option B but with some amendments to accommodate, where appropriate, the responses to the findings of the phase 2 consultation. The new service delivery model is referred to as Option B *Plus*.

This revised version of Option B, Option B *Plus*, is the subject of this assessment.

2. Who delivers/will deliver the project, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The Library Service is part of the Leisure, Culture, and Tourism department, which in turn is part of the Communities and Place Directorate of Derby City Council.

Under Option B *Plus*, while the Council would continue to run five libraries community groups would be given the opportunity to take over the running of the other ten.

3. Who are the main customers, users, partners, employees or groups affected by this proposal?

The stakeholders who will be most affected are each library's immediate local community (particularly those local people who are current library users).

Option B *Plus* will also impact on library staff, resulting in a net loss of 39 jobs and prompting a service-wide restructuring.

All the Council's libraries are within the scope of Option B *Plus*, and therefore users of all libraries will be impacted. However the nature of the impact on users will vary greatly from library to library. In outline:

- City centre lending and internet services will transfer from the Central Library to Derby Riverside Library at the Council House, where opening hours will be increased. Access will also be improved, but the quantity, range and depth of stock will be reduced.

- Opening hours and the quantity / range of stock will be improved at Alvaston, Mickleover and Pear Tree Libraries.

- Opening hours will be increased at the Local Studies Library.

- At the remaining 10 libraries, managing the building and the delivery of services from it will become the responsibility of community organisations. As we do not know whether groups will come forward to run those libraries, and if they do what the details of their proposals will be, it is problematic to predict confidently how the users of each will be affected.

4 Who have you consulted and engaged with about this policy / project / decision, and what did they tell you?

The phase 1 consultation was carried out between November 2015 and February 2016. The questionnaire was available from libraries and the Council House in printed format (including large print). It was also available online, and was translated into several community languages.   In total 4,990 people responded, almost all of whom were adult library users. In addition focus groups and in-depth interviews were undertaken with library users, library staff and local school children, to add greater insight into people's attitudes and opinions. We also offered a focus group for Deaf People with BSL interpreters. All the focus groups were held in premises accessible for disabled people.

Response rates to the phase 1 consultation varied significantly from library to library:
- The following libraries had been used by fewer than 10% of respondents during the previous 12 months: Derwent (2%), Allenton (5%), Mackworth (6%), Pear Tree (7%), Springwood (7%), Local Studies (8%) and Chaddesden (9%).
- The following libraries had been used by at least 20% of respondents during the previous 12 months: Mickleover (20%), Allestree (20%) and Central (44%).

Broadly speaking the variable response rates between libraries reflects the use made of those libraries.

Key findings of the phase 1 consultation, excluding findings that relate to specific protected groups included:

- The majority of users choose their preferred library because it is close to home. Many walk there, or use mobility scooters, making special visits and go at least once a month.

- People's use of libraries will decrease if they can no longer access their preferred library.

- Transferring some libraries to community management attracted net support, but a number of concerns were expressed.

- Sharing accommodation with other services had more supporters than opponents.

- Operating fewer libraries but keeping them open for longer had the least support of any of the cost saving options consulted upon.

Key findings of the phase 1 consultation relating to specific protected groups are included in the table at Section 5 below.

The phase 2 consultation took place between September and December 2016 and focussed on four options for a new service delivery model. It attracted 4,378 responses, most of whom were adult library users.   The questionnaire was available from libraries and the Council House in printed format (including large print). It was also available on line, and was translated into several community languages.

Response rates to the phase 2 consultation varied significantly from library to library.
- The following libraries had been used by fewer than 10% of respondents during the previous 12 months: Derwent (2%), Mackworth (4%), Allenton (5%), Pear Tree (6%), Springwood (7%), Local Studies (8%), Alvaston (9%) and Chaddesden (9%).
- The following libraries had been used by more than 20% of respondents during the previous 12 months: Mickleover (21%), Allestree (21%) and Central (39%).

Broadly speaking the variable response rates between libraries reflects the use made of those libraries.

Key findings of the phase 2 consultation, excluding findings that relate to specific protected groups included:

- Slightly more respondents supported the relocation of the Central Library to the Council House than opposed it (40% v. 37%). Around a fifth offered no opinion.

- Of the four options consulted upon only Option B had more supporters than opponents (5% net support, reflecting 44% gross support and 39% gross opposition).

- A number of respondents expressed opposition to the choice of libraries to be Council-run under the various options, and the methodology used to arrive at those choices.

- The proposal to substantially increase the opening hours of Council-run libraries under Options A and B was questioned by a number of respondents.

- Some respondents questioned the desirability, workability and sustainability of community managed libraries (CMLs).

- Many concerns were raised about the impact on the Central Library building and the surrounding area of relocating city centre lending and internet services to the Council House. The suitability of the proposed Riverside Library to deliver a replacement service to an acceptable standard was also questioned.

Key findings of the phase 2 consultation relating to specific protected groups are included in the table at Section 5 below.

5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of project on particular groups?

5.1 Equality Group: AGE				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.1.1	***Access to a library building by children*** Locally and nationally, public libraries are heavily used by children, particularly younger children. The number of children aged 0-14 in the catchment area of Pear Tree library is more than 20% above the average for the whole of Derby. Therefore, changes made at this library have the potential to have a disproportionate effect on this age group An age profile of each lending library catchment area are given in the table at Annex 1. Examination of this table enables a fuller understanding of the potential impact on children of the closure of, or material changes at, any of these libraries		Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close ***Commentary: impact of library closures on children*** Although visiting another library (Council-run or CML) offers a way to avoid a negative impact, the phase 1 consultation showed a relatively large number of respondents with children said they would stop using libraries altogether if they could not access their **preferred** library (38% v. 22% of respondents without children). Very few children took part directly in the consultation, but because most children rely on an adult to take them to the library, it can be inferred that a disproportionate number of children may stop using libraries altogether if their parent or carer cannot access their **preferred** library. A relatively large number of respondents with children said they were more likely to choose their preferred library because it was close to home, (87% v. 79% of respondents without children). Taken in conjunction the previous paragraph it may be inferred that a disproportionate number of children may stop using libraries altogether if their parent or carer cannot access their **local** library.	See actions listed at Section 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users, including children. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some children may be unable to access a library, particularly if their **local** library has closed. The Council recognises that in these circumstances some children would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.
5.1.2	***Access to a library building by older people*** Locally and nationally, public libraries are heavily used by older people. The number people aged 65+ in the catchments of the following libraries is 20% or more above the average for the whole of Derby. Therefore, changes made at these libraries have the potential to have a disproportionate effect on this age group: • Chaddesden • Mickleover		Yes, if Option B *Plus* results in the closure of any library. This will happen if: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close	See action listed at Section 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users, including older people. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some older people may be unable to access a library, particularly if their local library has closed. The Council recognises that in these

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
	• Spondon • Allestree. An age profile of each lending library catchment area are given in the table at Annex 1. Examination of this table enables a fuller understanding of the potential impact on older people of the closure of, or material changes at, any of these libraries			circumstances some older people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure. The Home Library Service is a significant mitigation for older people who use libraries as a source of reading material (see action listed at Section 8.1.1). By eliminating altogether the need to visit a library to access reading materials, eBooks and eMagazines are a potential mitigation for older people with the necessary connectivity, hardware and skills. However the phase 1 consultation showed that a relatively large number of respondents aged 65+ (67% v. 56% for all respondents) never read eBooks / eMagazines, suggesting that for many older people these formats do not offer a realistic alternative to printed books.
5.1.3	*Resources and services for children: stock* Reductions in the amount of children's books/audio books on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books, including spending children's books Yes, there will be a reduction in children's shelf stock at Riverside, when compared with Central. Yes, if CMLs reduce the quantity and/or range of children's stock.	We will continue to buy a wide range of children's books, and by reducing the standard loan period from four weeks to three we will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. This mitigation will have a positive impact on users of Council-run libraries, particularly Riverside, and CMLs signing up to Enhanced Support Package (1) Additional mitigations relating specifically to CMLs are listed at Sections 9.4 to 9.7 below.
5.1.4	*Resources and services for children: computers* Libraries have computers which provide users with free access to the internet and MS Office. Discontinuing or reducing this service, or charging for access, may disadvantage some children, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.

5.1 Equality Group: AGE				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.1.5	***Resources and services for children: Rhyme Times*** All libraries (except Local Studies) run weekly rhyme times for children aged 0 to 3. Discontinuing or reducing this offer would have a negative impact on users.	Yes, as part of the restructuring prompted by the Libraries Strategic Review, a new post will created to operate across all Council-run libraries that will directly deliver, or support the delivery of, a range of events and activities suitable for library users of all ages.	Yes, if CMLs discontinue or reduce the Rhyme Time offer, or if the activities that they deliver are not of an acceptable standard. Yes if CMLs are not appropriately trained.	CMLs will be encouraged and trained to deliver Rhyme Times. See action listed at Section 9.10 below.
5.1.6	***Resources and services for children: Cradle Clubs*** Blagreaves, Chaddesden, Chellaston, Derwent, Mickleover and Sinfin run weekly cradle clubs for children aged 0-2. Discontinuing or reducing this offer would have a negative impact on users.	Yes, as part of the restructuring prompted by the Libraries Strategic Review, a new post will created to operate across all Council-run libraries that will directly deliver, or support the delivery of, a range of events and activities suitable for library users of all ages.	Yes, if the listed CMLs discontinue or reduce the Cradle Club offer, or if the activities that they deliver are not of an acceptable standard Yes if CMLs are not appropriately trained	CMLs will be encouraged and trained to deliver Cradle Clubs. See action listed at Section 9.10 below
5.1.7	***Resources and services for children: Code Clubs*** Code Clubs, which teach children basic computer programming, are organised by the Library Service and delivered by volunteers. Sessions take place weekly at Central, Pear Tree and Sinfin Libraries. Discontinuing or reducing this offer would have a negative impact on users.	Yes, as part of the restructuring prompted by the Libraries Strategic Review, a new post will created to operate across all Council-run libraries that will directly deliver, or support the delivery of, a range of events and activities suitable for library users of all ages.	Yes, the Central Library code club is delivered in the learning suite, a room that is separate from the main body of the library. Because of space limitations, there will be no separate learning suite at the Riverside Library. Yes, the Sinfin Library code club will be discontinued when the library becomes a CML, unless the organisation running the CML is prepared to deliver it.	At Riverside Library code clubs will continue to be delivered from a learning zone integrated within the main body of the library, rather than from a separate learning room. However, some learners may be uncomfortable in an open plan environment. Sinfin CML will be encouraged to provide a similar activity; training for volunteers will be offered if required. Regarding appropriate training see mitigation listed at 9.9 below
5.1.8	***Resources and services for children: Summer Reading Challenge*** All libraries (except Local Studies) actively support the annual Summer Reading Challenge. Discontinuing or reducing this offer would have a negative impact on users.	Yes, as part of the restructuring prompted by the Libraries Strategic Review, a new post will created to operate across all Council-run libraries that will directly deliver, or support the delivery of, a range of events and activities suitable for library users of all ages.	Yes, if CMLs do not participate in the Summer Reading Challenge. Yes, if CMLs are not appropriately trained	CMLs will be encouraged and trained to participate in the Summer Reading Challenge. See action listed at Section 9.10 below.
5.1.9	***Resources and services for older people: stock*** Reductions in the amount of stock on library shelves (but in particular large print books), and/or reduced spending on new stock, would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books, including spending children's books. Yes, there will be a reduction in large print shelf stock at Riverside, when compared with Central. Yes, if CMLs reduce the quantity and/or range of stock for adults. including large print stock.	We will continue to buy a wide range of books for adults, including large print books, and by reducing the standard loan period from four weeks to three we will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries Regarding CMLs, see actions listed at Sections 9.4 to 9.7 below. The Home Library Service is a significant mitigation for older people who use libraries as a source of reading material (see action listed at Section 8.1.1).

5.1 Equality Group: AGE

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
				eBooks and eMagazines are a potential mitigation for older people with the necessary connectivity, hardware and skills. However the phase 1 consultation showed that a relatively large number of respondents aged 65+ (67% v. 56% for all respondents) never read eBooks / eMagazines, suggesting that for many older people these formats do not offer a realistic alternative to printed books.
5.1.10	***Resources and services for older people: computers*** Libraries have computers which provide users with free access to the internet and MS Office. Discontinuing or reducing this service, or charging for access, may disadvantage some older people, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.1.11	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.11 below
5.1.12	***Staff*** The age profile of the library workforce is weighted towards older people: 35% of the Libraries workforce is aged 50-59, 25% is aged 60-69 and 4% are 70 or over. The restructuring and loss of jobs that will result from implementing Option B *Plus* will therefore disproportionately impact on older people. Despite the Equality Act 2010, older people still find it difficult to secure jobs		The restructuring and loss of jobs that will result from implementing Option B *Plus* will impact disproportionately on older employees..	The Council's Equality, Dignity and Respect Policy 2017 states that it will: • recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level • treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required

5.2 Equality Group: DISABILITY

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.2.1	***Access to a library building and services by disabled people*** The number of people with limiting health problems and impairments in the catchments of Mackworth Library more than 20% or more above the average for the whole of Derby. Therefore, changes made there	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend	Yes, if Option B *Plus* results in the closure of any library (see commentary below). This will happen: • if volunteers do not come forward to run CMLs, or • if CMLs are set up but subsequently close. Yes, if CMLs are established but organisers reduce	See action listed at Section 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users, including disabled people.

5.2 Equality Group: DISABILITY				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
	have the potential to have a disproportionate effect on this disabled people. Full details of the percentage of disabled people in each lending library catchment area are given in the table at Annex 3. Examination of this table enables a fuller understanding of the potential impact on disabled people of the closure of, or material changes at, any of these libraries In the PLUS Survey 2013 one of the questions asked respondents to indicate if they considered themselves to have any of a number of listed impairments and conditions. A total of 2,829 people responded to this question, a response rate of 79%: the weighted results for the whole of Derby were: • None / not applicable 71% • Mobility 11% • Hearing 8% • Eyesight 3% • Dexterity 4% • Learning disability 2% • Mental health problems 6% • Other 3% The impairments and conditions listed above are not evenly distributed amongst the users of every library. A detailed, library-by-library analysis of responses to this question from the 2013 PLUS survey is provided in the table at Annex 6. Examination of this table enables a fuller understanding of the potential impact of the closure of, or material changes to service provision at, any library.	this module within twelve months of the launch of the new structure.	relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training. ***Commentary: impact of library closures on disabled people*** In the phase 1 consultation a relatively large number of respondents who considered themselves to be disabled people said they would stop using libraries altogether if they could not access their preferred library, (29% v. 23% of people who did not consider themselves disabled). A relatively large number of respondents who considered themselves to be disabled said they would read a lot less if they could not get reading materials from the library (61% v. 47% of people who did not consider themselves disabled). Disabled respondents to the phase 2 consultation thought that Option B (which is the option consulted upon that most closely resembles Option B *Plus*) would have a greater negative impact on their use of library services, their reading habits and their use of the internet than respondents not identifying themselves as disabled. We can reasonably infer that a substantial number of users with mobility impairments who use a **local** library may struggle to go to an alternative if it closes. Mobility impaired people plan their routes for access, such as dropped kerbs and road crossings, and other libraries may not have an accessible route. People with other impairments, such as a learning disability and mental health, may also have difficulty if their **local / preferred** library closes. Libraries are often used as 'safe places' for people with learning difficulties because they trust the staff there. Many people with mental health issues visit the libraries and the staff know the regular visitors and how best to work with them. People living with autism or Asperger's do not find change easy and having to visit a library they are not	The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some disabled people may be unable to access a library. The Council recognises that in these circumstances some disabled people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure. The Home Library Service is a significant mitigation for disabled people who use libraries as a source of reading material (see action listed at Section 8.2.1).

5.2 Equality Group: DISABILITY				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
			used to will cause extra challenges. People who are visually impaired may be adversely affected if they cannot rely on their **local / preferred** library for the supply of large print and audio books to borrow, although for those with those with the appropriate technology eBooks and aAudio books will continue to offer access to books in an alternative format. Visually impaired people check out their routes for travelling and if they have to move from their regular library this means extra effort in learning and getting familiar with another route to a different library, as well as getting used to the layout in another library. Some visually impaired people may not feel confident in venturing out to a different library.	
5.2.2	*Stock* Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes, if CMLs do not receive appropriate training.	We will continue to buy a wide range of books, and by. reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. A relatively large number of respondents who considered themselves to be disabled said they never read eBooks / eMagazines (62% v. 54% of people who did not consider themselves disabled). This suggests for a disproportionate number of disabled people, eBooks / eMagazines do not offer an acceptable alternative to printed books Regarding CMLs, see action listed at Sections 9.4 to 9.7 below.
5.2.3	*Public access computers* Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some disabled people, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries. *Commentary* The phase 1 consultation showed that a relatively large number of respondents who considered themselves to be disabled said they would use the internet a lot less if they could not access it at the library (22% v. 8 % of people who did not consider themselves disabled)	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.

5.2 Equality Group: DISABILITY				
Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.2.4	**Riverside proposal: location** The relocation of city centre lending library and internet services from the Central Library to Riverside Library at the Council House will generally have a positive impact for disabled people.	Yes, the location of the Riverside Library, which is closer to the bus station than the Central Library, may be an advantage to some users who have limited mobility. The Shopmobility Scheme is also opposite the bus station for those who want to hire a mobility scooter. Yes, the Council House has two bookable visitor spaces for blue badge users and so library users who are blue badge users can book these spaces. There are metered bays, including disabled people's parking bays opposite the Premier Inn, just by the Local Studies Library and across from the Council House. Blue Badge users can park for free for three hours in the disabled people's bays and unlimited in the standard bays. There are also metered bays along Derwent Street and there are some disabled people's bays on Osnabruck Square and in the Assembly Rooms car park. The Morledge also has some disabled people's parking bays, so access to the Council House is good. Yes, there are a few disabled people's bays on the Strand and parking meters near to the Central Library, but these get very busy. There are more opportunities for parking for blue badge holders who want to visit the Riverside Library.		
5.2.5	**Riverside proposal: design** The design of the Riverside Library at the Council House will have mixed impacts on disabled people.	Yes, the Council House as a whole has achieved the CredAbility Award for access, meaning that access / facilities at Riverside will be superior to those available the Central Library. For example, the access for wheelchair users compares favourably with that available at the Central Library, which is via a ramp accessed from a secluded passage at the side of the building. The new library design will include strong colour contrasts to remove barriers for visually impaired people and hearing loops to assist Deaf and hearing impaired people	Yes, some disabled people may find the busy/bustling Council House reception area (particularly following the arrival of Job Centre Plus) uncomfortable, and may therefore be deterred from entering.	The entrance to the library will be prominent and attractive, presenting a welcoming image encourages visitors. The Council is proposing a new way finding system in the Council House to help people with learning difficulties, and this will extend to the Riverside Library The Council's Diversity Forum will be involved in a separate equality impact assessment about the library design and how it operates.

	5.2 Equality Group: DISABILITY			
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
		Yes, the Council House has a Sign Video Relay Service that can access a BSL interpreter immediately. The Deaf Services Team is based at the Council House and so there are lots of Deaf customers who visit the building. Therefore Riverside library may be more convenient for them. Yes, the Riverside Library will have access to the other facilities at the Council House, such as the Changing Places toilet. This means that unlike at the Central Library, disabled children and adults who need this facility can visit the library knowing they can use the toilet.		
5.2.6	**Opening hours** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below
5.2.7	**Staff** 13% of staff have identified themselves as disabled people. Despite the Equality Act 2010, disabled people still find it difficult to secure jobs.		The restructuring and loss of jobs that will result from implementing Option B *Plus* will impact disabled staff.	The Council's Equality, Dignity and Respect Policy 2017 states that it will: • recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level • treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required.

	5.3 Equality Group: GENDER RE-ASSIGNMENT / TRANSGENDER (TRANS)			
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.3.1	**Access to a library building and services** One poor customer experience can result in trans people staying away; good training for front-line staff is therefore essential.	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	See actions listed at Section 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming

5.3 Equality Group: GENDER RE-ASSIGNMENT / TRANSGENDER (TRANS)				

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
				apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure. See action at Section 8.3.1 below.
5.3.2	*Stock* Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to buy a wide range of books, and by reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4 to 9.7 below.
5.3.3	*Public access computers* Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.3.4	*Opening hours* The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below

5.4 Equality Group: MARRIAGE AND CIVIL PARTNERSHIP				

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact

5.4 Equality Group: MARRIAGE AND CIVIL PARTNERSHIP

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.4.1	***Access to a library building and services*** Library staff are aware of equal marriage and civil partnerships, though experience of their customers and through training, so it is essential that any volunteers for CML are equally as trained if not more	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes, if CMLs do not receive appropriate training.	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.
5.4.2	***Stock*** Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to buy a wide range of books. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4, to 9.7 below.
5.4.3	***Public access computers*** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.4.4	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below

5.5 Equality Group: PREGNANCY AND MATERNITY				

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.5.1	***Access to a library building and services by pregnant women and women with infant children*** Pregnant women and women with infant children may struggle to travel across the city to visit a more distant library if they cannot access their preferred / local library.	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course in on Diversity, Equality and Discrimination a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure. Yes, the Riverside Library will have access to the Council House breast feeding room and baby changing facilities. Mothers can breast feed anywhere, but some like to breastfeed in private and there is not a breast feeding room at the Central Library.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close Yes if CMLs do not receive appropriate training. ***Commentary: impact of library closures on pregnant women and women with infant children*** Although visiting another library (Council-run or CML) offers a way to avoid a negative impact, the phase 1 consultation showed a relatively large number of respondents with children said they would stop using libraries altogether if they could not access their **preferred** library (38% v. 22% of respondents without children). Very few children took part directly in the consultation, but because most children rely on an adult to take them to the library, it can be inferred that a disproportionate number of children may stop using libraries altogether if their parent or carer cannot access their **preferred** library. A relatively large number of respondents with children said they were more likely to choose their preferred library because it was close to home, (87% v. 79% of respondents without children). Taken in conjunction the previous paragraph it may be inferred that a disproportionate number of children may stop using libraries altogether if their parent or carer cannot access their **local** library..	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.
5.5.2	***Stock*** Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to buy a wide range of books. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. .Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4 to 9.7 below.

5.5 Equality Group: PREGNANCY AND MATERNITY				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.5.3	***Public access computers*** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.5.4	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below

5.6 Equality Group: RACE				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.6.1	***Access to a library building and services*** The percentage of people of minority ethnic people in the catchments of the following libraries is 20% or more above the average for the whole of Derby. Therefore, changes made at these libraries have the potential to have a disproportionate effect on people from minority ethnic communities. • Sinfin *(incl. White British 59.2%, Indian 12.3%, Pakistani 8.2%)* • Blagreaves *(incl. White British 58.8%, Indian 13.3%, Pakistani 7.8%)* • Pear Tree *(incl. White British 40.9%, other White 8.1%, Indian 7.1%, Pakistani 23.7%)* Full details of the ethnic profile of each lending library catchment area are given in the table at Annex 2. Examination of this table enables a fuller understanding of the potential impact on people from minority ethnic communities of the closure of, or material changes at, any of these libraries.	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training. ***Commentary: impact of library closures on people from ethnic minority communities*** In the phase 1 a relatively large number of minority ethnic respondents said they would read a lot less if they were not able to get reading materials from the library (58% v. 47% for White ethnic groups).	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users, including people from minority ethnic communities. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people from minority ethnic communities may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.

5.6 Equality Group: RACE				
Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.6.2	**Stock** The Library Service buys a range of titles written in English by Black and Asian authors, and/or which may be of particular interest members of Black and Asian communities. This is purchased as part of the normal (monthly) stock acquisition process, and is topped up as necessary by additional targeted spending. Standard practice is to integrate these titles amongst the collection, rather than to create separate sequences. Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books, spending on titles written in English by Black and Asian authors will be affected. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to purchase books written in English by Black and Asian authors for Council-run libraries, and actively promote these via the "Black History Month promotional book stream" on the main online library catalogue. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4, to 9.7 below. Pear Tree Library has a permanent display of Fiction by Asian, African and Caribbean writers, which is refreshed on a regular basis. Pear Tree Library also has a collection of Asian themed non-fiction titles in English. These cover areas such as cooking, film, beauty, Asian Culture, biographies. This is part of our specification with our Asian book suppliers. These displays / promotions will continue.
5.6.3	**Public access computers** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries. **Commentary** A relatively large number of respondents from minority ethnic communities said they would use the internet a lot less if they could not access it at the library (22% v. 9% for White ethnic groups).	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.6.4	**Riverside Library** The Riverside library will have room for very little stock in foreign languages.		Yes, the stock capacity of Riverside Library will be only about two thirds that of the Central Library. The policy for stocking Riverside Library will therefore focus of popular, high turnover items. This means there is unlikely to be space at Riverside for the foreign language material currently housed at Central, as demand for it is limited. This will impact on some members of some minority ethnic communities.	The foreign language shelf stock at the Central Library will be transferred either to Pear Tree Library (open access) or storage at Blagreaves Lane (closed access). All users will be entitled to 12 free holds per year to help them access this stock without travelling or incurring charges. We will continue to buy new books in foreign languages. Most of this will be housed at Pear Tree Library.

	5.6 Equality Group: RACE			
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.6.5	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below.
5.6.6	***Staff*** The ethnic origin of 8% of the Libraries workforce is Asian or Asian British, 2% are Black / African / Caribbean / Black British, and 1% belong to a mixed / multiple ethnic group. Despite the Equality Act 2010, people from ethnic minority communities still find it difficult to secure jobs		Yes, the restructuring and loss of jobs that will result from implementing Option B *Plus* will impact people from minority ethnic communities.	The Council's Equality, Dignity and Respect Policy 2017 states that it will: • recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level • treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required.

	5.7 Equality Group: RELIGIOUS BELIEF / NO RELIGIOUS BELIEF			
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.7.1	***Access to library buildings and services***	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of all existing and potential library users, The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.

	5.7 Equality Group: RELIGIOUS BELIEF / NO RELIGIOUS BELIEF			
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.7.2	***Stock*** Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to buy a wide range of books. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. .Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4 to 9.7 below.
5.7.3	***Public access computers*** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.7.4	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below
5.7.5	***Staff***	Yes, employees in the Riverside Library will have access to the Quiet Place and ablutions – there is no such facility in the Central Library.		The Council's Equality, Dignity and Respect Policy 2017 states that it will: • recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level • treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required

5.8 Equality Group: SEX

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.8.1	**Access to library buildings and services** Locally and nationally, amongst adults, women use public libraries more heavily than me In the phase 1 consultation 36% of respondents were male and 62% female. 2% preferred not to say. The gender imbalance of the respondents broadly reflects the known usage patterns of libraries in Derby.	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training. ***Commentary: differential impact of library closures on men and women*** In the phase 1 consultation, women reported that they were more likely than men to stop using libraries altogether if they cannot access their preferred library (25% v. 22%). Men reported that they were more likely than females to go to another library just as often as now if they cannot continue to access their preferred library (23% v. 17%).	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of all existing and potential library users. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.
5.8.2	**Stock** Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users.		Yes, Option B *Plus* will result in some reduction in total spending on books. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	We will continue to buy a wide range of books. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4 to 9.7 below.
5.8.3	**Public access computers** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries. ***Commentary*** In the phase 1 consultation 12% of males reported that they would use the internet a lot less if they could not access it at the library, compared with 8% of females.	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.

5.8 Equality Group: SEX				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.8.4	***Opening hours*** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below
5.8.5	***Staff*** 80% of staff are female and 20% female. The Council has many family friendly working practices which fit in with being a carer of a disabled person or of young children. Not all employers offer this and so it may be difficult to get another job that works around caring responsibilities.		Yes, the restructuring and loss of jobs that will result from implementing Option B *Plus* will therefore disproportionately impact on women.	The Council's Equality, Dignity and Respect Policy 2017 states that it will: • recruit and retain a workforce that is as diverse as the community we serve in all our services and at every level • treat all employees, volunteers and job applicants fairly and provide reasonable adjustments when required.

5.9 Equality Group: SEXUAL ORIENTATION				
Ref	**What could Option B *Plus* impact upon?**	**Positive impact?**	**Negative impact?**	**Mitigation of negative impact**
5.9.1	***Access to library buildings and services***	Yes, prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course on Diversity, Equality and Discrimination in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Yes, if Option B *Plus* results in the closure of any library. This will happen: • if volunteers do not come forward to run CMLs, <u>or</u> • if CMLs are set up but subsequently close Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes if CMLs do not receive appropriate training.	See actions listed at Sections 9.1 to 9.12, which are designed to maximise the likelihood of CMLs being successfully established and sustainable, and delivering a service offer that meets the needs of existing and potential library users, including LGBT people. The mitigations cannot guarantee that all ten prospective CMLs will be established and sustained,. In this event some people may be unable to access a library. The Council recognises that in these circumstances these people would be significantly disadvantaged. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.

5.9 Equality Group: SEXUAL ORIENTATION

Ref	What could Option B *Plus* impact upon?	Positive impact?	Negative impact?	Mitigation of negative impact
5.9.2	**LGBT stock** The Library Service buys a range of titles written by LGBT authors, and/or which may be of particular interest members of the LGBT community. This is purchased as part of the normal (monthly) stock acquisition process, and is topped up by additional targeted spending informed by, for example, the annual Polari First Book Prize. Reductions in the amount of stock on library shelves and/or reduced spending on new stock would have a negative impact on users		Yes, Option B Plus will result in some reduction in total spending on books, spending on titles written by LGBT authors, and/or which may be of particular interest members of the LGBT community will be affected. Yes, if CMLs are established but organisers reduce relevant aspects of the current service offer. Yes, if CMLs do not receive appropriate training.	We will continue to purchase books written in English written by LGBT authors, and/or which may be of particular interest members of the LGBT community for Council-run libraries, and actively promote these via the "LGBT promotional book stream" on the main online library catalogue. LGBT titles are also promoted via links from the library catalogue to the Good Reads GLBT books page; titles identified from here that are not in stock can be requested in accordance with normal Library Service procedure. Reducing the standard loan period from four weeks to three will increase turnover and therefore offer users more choice of titles over a period of time. Exchanges of stock between libraries will also be increased, again to offer users improved choice of titles over a period of time. Users will be allowed 12 free holds per year, enabling them to draw on the stock of other libraries. Regarding CMLs, see actions listed at Sections 9.4, to 9.7 below.
5.9.3	**Public access computers** Libraries have computers which provide users with free access to the internet and Office. Discontinuing or reducing this service, or charging for access, may disadvantage some users, particularly from poorer households.		Yes, if CMLs do not retain the offer that is currently available at those libraries. *Commentary*	See action listed at Section 9.8 regarding support for public access computers. It should be noted that even CMLs taking up Enhanced Support Package (2) may offer library users reduced computer access unless they are to replace unsupported computers when they become five years old / when repair is not judged to be cost-effective.
5.9.9	**Opening hours** The number, pattern and convenience of weekly opening hours can impact heavily on (potential) users' ability to access a library service.	Yes, opening hours will increase at all Council-run libraries.	Yes, if weekly opening hours at CMLs are reduced, and/or the pattern of opening hours is made less convenient for (potential) users.	See action listed at Section 9.12 below.

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups?

6.1 CMLs

Section 5 indicates various ways in which negative impacts could result from the proposal to transfer some libraries from Council control to community management. These negative impacts will become a reality:

- If Option B *Plus* results in the closure of any library because either (a) volunteers do not come forward to run CMLs, or (b) CMLs are set up but subsequently close.

- If CMLs are established but organisers reduce relevant aspects of the current service offer;

- If CMLs do not receive appropriate training, including training that addresses issues relevant to specific protected groups under the Equality Act 2010.

Section 9 of this EIA is an Action Plan relating to the implementation of CMLs. It lists a range of action designed to minimise negative impacts results from creation and operation pf CMLs. Where appropriate, Section 5 cross-references potential negative impacts of Option B *Plus* to the Action Plan, making clear the mitigations that have been identified in relation to each impact. Also, where appropriate, it cross-references to mitigations that are included in Section 8, which is an Action Plan that relates to the Council-run Library Service.

6.2 Council-run libraries

Section 5 lists ways in which Equality (Protected) Groups that use Council-run libraries could be adversely affected by Option B *Plus*. These relate primarily to

- Reduced spending on stock.

- Some aspects of the Riverside Library proposal.

- Impacts on staff.

Section 5 identifies mitigations against each potential negative impact on Council-run libraries. Where appropriate it cross references to Section 8, which is that part of the Action Plan that relates to Council-run libraries.

Step 3 – Deciding the outcome

7   **What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?**

Outcome 1		**No major change needed** – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		**Adjust the policy** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3	✓	**Continue the policy** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		**Stop and rethink** the policy when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

Option B *Plus* will have a positive impact on users of four libraries, including users from protected groups. Alvaston, Mickleover and Pear Tree users will benefit from improved opening hours and additional stock, and Local Studies Library users will also enjoy longer opening hours. Although there will be a little less money spent on new books, a reduction in the loan period will increase stock turnover while more frequent stock exchanges between libraries will also, over a period of time, improve the choice of stock at libraries.

The impact of Option B *Plus* on users of the Central Library will be mixed when services are transferred to the Council House.   Users of the Riverside Library will have access to a reduced range of shelf stock; this will have a negative impact on users from some protected groups, specifically some older and disabled people in respect of large print and audio books, young people in respect of children's books and audio books, and some people from ethnic minority communities in respect of foreign language books. However, allowing 12 free holds per year will give users of Riverside who cannot also use other libraries access to more stock without incurring additional costs, while reducing the loan

period from four to three weeks will increase turnover and improve, over a period of time, the choice of shelf stock available at the Riverside Library.

All users of Riverside, including members of protected groups, will benefit from longer opening hours, and a modern and attractive library space in a building that has achieved the CredAbility Award for access. As such, its facilities are superior to those available the Central Library, particularly for disabled people.

All front-line staff in Council-run libraries will receive refresher training on Diversity, Equality and Discrimination, with the key messages from the corporate eLearning course of that name being tailored to reflect the practicalities of a library setting.

Central to the success of Option B *Plus* is the transfer of 10 libraries from Council control to community management, and the Council will commit substantial resources to support this. An annual Grant, two Enhanced Support Packages, guidance on practical issues relevant to setting up a suitably constituted voluntary organisation to run the library, training on diversity, equality and discrimination issues, training on library operations and access to a pump priming fund will be available to the group whose Application to run a CML is approved.

Option B *Plus* will only have a significant negative impact on protected groups if one or more potential CMLs does not come into being, or closes after opening. This negative impact could be experienced by some people who will find it difficult or impossible to travel to another library. The EIA shows that this may be particularly relevant to some older people, children, disabled people and people from ethnic minority communities. The EIA also includes a comprehensive action plan which seeks to minimise the prospect of any library closing.

The Home Library Service will continue to provide a doorstep delivery service for older and disabled users who are negatively impacted by Option B *Plus*. Under the Minimum Standard Resource that CMLs will have to deliver in return for their annual Grant they will be required to direct people, where appropriate, to the Home Library Service. The Council will monitor closely any changes in demand for the Home Library Service as a result of implementing Option B *Plus*, and will direct additional resources towards as necessary in order to ensure that it continues to be able to provide a service to everyone meeting its criteria and want to make use of it.

The eBooks / eMagazines service will remain available to any Derby resident who has a home internet connection and an appropriate computer or other electronic device, regardless of which library they currently use. Under the Minimum Standard Resource that CMLs will have to deliver in return for their annual Grant, they will be required to direct people, where appropriate, to the eBooks / eMagazines service. The downloading of eBooks is rising, which is opposite to the trend for the borrowing of printed books. The

Council will therefore continue to invest heavily in the service, buying a wide range of titles to suit all tastes.

In the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.

Step 4 – Equality Action Plan: setting targets and monitoring

8   Action Plan (a) focussing on Council-run libraries as a whole

Ref	What are we going to do to advance equality?	What difference will it make	Lead	Monitoring
8.1 AGE				
8.1.1	**Maintain and promote the Home Library Service** The Home Library Service provides a doorstep delivery service for people unable to visit the library in person due illness or any impairment. It is delivered by a combination of paid staff and volunteers and is outside the scope of the Libraries Strategic Review. The Council will monitor closely any changes in demand for the Home Library Service as a result of implementing Option B *Plus*, and will direct additional resources towards as necessary in order to ensure that it continues to be able to provide a service to everyone meeting its criteria and want to make use of it. Under the Minimum Standard Resource CMLs will be required, where appropriate, to direct potential users to the Home Library Service.	Older people who will not be able to visit a library due to the implementation of Option B *Plus*, and who meet the criteria for the Home Library Service, will still be able to access library services	Relevant service manager	Normal service feedback channels
8.1.2	**Books and audio books: Council-run libraries** All Council-run libraries will continue to provide a range of stock appropriate to users of all ages, including children's books, large print and audio books. Users of each library will be able to draw on the stock of the others through the holds service; as a new initiative each users aged 12 and over will be entitled to 12 free holds per year; holds for children aged 0-11 will continue to be free.	Users will still be access a wide range of books, large print books and audio books. Some may have to use the holds service, but all users will be entitled to 12 free holds per year; existing concessions for children, older people and disabled people will also continue.	Relevant service manager	Normal service feedback channels
8.1.4	**Bookstart** The Council will continue to deliver the Bookstart book gifting service across the city, encouraging parents of young children to share books with their children. Bookstart staff will continue to promote the use of libraries, including newly established CMLs.	The benefits of books and libraries will be promoted to parents of young children.	Relevant service manager	Normal service feedback channels
8.1.5	**Children's activities and events: Council-run libraries** Activities and events for children will continue to be a major focus for Council-run libraries. These will include rhyme times, cradle clubs, code clubs and major annual promotions such as the Summer Reading Challenge. To ensure the successful delivery of these initiatives the restructuring prompted by the Libraries Review will result in the creation in a new post whose major focus will be this type of activity.	Children will still be able to access a range of activities and events at Council-run libraries.	Relevant service manager & Libraries Review Project Manager	Normal service feedback channels & Libraries Review Project Board
8.1.6	**Opening hours: Council-run libraries** At Alvaston, Mickleover, Pear Tree and Riverside, increased opening hours will allow the libraries to open for an additional afternoon each week, therefore significantly improving access for children. The Local Studies Library is used predominantly by older people; increased opening hours will mean that it will open six mornings every week, as well as some afternoons. The new opening hours at Local Studies are based on feedback from an earlier survey of the library's users.	Longer opening hours will give people more options of when to visit Council-run libraries.	Libraries Review Project Manager	Libraries Review Project Board
8.2 DISABILITY				
8.2.1	**Maintain and promote the Home Library Service** The Home Library Service provides a doorstep delivery service for people unable to visit the library in person due illness or any impairment. It is delivered by a combination of paid staff and volunteers and is outside the scope of the Libraries Strategic Review. The Council will monitor closely any changes in demand for the Home Library Service as a result of implementing Option B *Plus*, and will direct additional resources towards as necessary in order to ensure that it continues to be able to provide a	Disabled people who will not be able to visit a library due to the implementation of Option B *Plus*, and who meet the criteria for the Home Library Service, will still be able to access library services	Relevant service manager	Normal service feedback channels

	service to everyone meeting its criteria and want to make use of it. Under the Minimum Standard Resource CMLs will be required, where appropriate, to direct potential users to the Home Library Service.				
8.2.2	**Training** All Council staff are mandated to undertake an eLearning course on Diversity, Equality and Discrimination. Following the restructuring prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure.	Disability equality training can make a positive difference to the way a service is received by users.		Relevant service manager	Normal service feedback channels

8.3 GENDER IDENTITY - TRANS					
8.3.1	**Training** All Council staff are mandated to undertake an eLearning course on Diversity, Equality and Discrimination. Following the restructuring prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure. We will contact Derbyshire LGBT+ for advice.	Trans equality training can make a positive difference to the way a service is received by users.		Relevant service manager	Normal service feedback channels

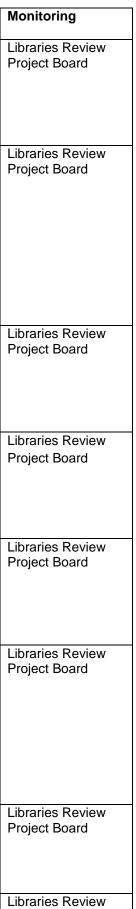|					
8.4 RACE					
8.4.1	**Training** All Council staff are mandated to undertake an eLearning course on Diversity, Equality and Discrimination. Following the restructuring prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure. .	A good customer experience can occur when the right race equality training has been delivered.		Relevant service manager	Normal service feedback channels

8.5 SEXUAL ORIENTATION					
8.5.1	**Training** All Council staff are mandated to undertake an eLearning course on Diversity, Equality and Discrimination. Following the restructuring prompted by the Libraries Review, we will update the Customer Care module of the Libraries internal training programme ("The Knowledge") to explore the practical application of the corporate eLearning course in a library setting. All front-line staff will be mandated to attend this module within twelve months of the launch of the new structure. We will contact Derbyshire LGBT+ for advice.	LGBT equality training can make a positive difference to the way a service is received by users.		Relevant service manager	Normal service feedback channels

9 Action Plan (individual libraries)

Ref	Library	How are we going to advance equality?	What difference will it make	Lead	Monitoring
9.1	All CMLs	**Provide support to establish a sustainable CML** Provide an annual Grant, two optional Enhanced Support Packages, guidance on practical issues relevant setting up a suitably constituted voluntary organisation to run the library, and access to a pump priming fund. This will be available to the group whose Application to run a CML is approved.	The level of support maximises the chance that a CML will be successfully established and continue to thrive.	Libraries Review Project Manager	Libraries Review Project Board
9.2	All CMLs	**Provide (1) awareness of protected groups under the Equality Act 2010 and (2) relevant demographic information on library catchments. Encourage CMLs to respond positively to the issues raised in their proposals.** Under the Minimum Standard Resource CMLs will be required to ensure that their proposals will result in the provision of a "neutral and accessible space that is welcoming to all sections of the Community". To help them achieve this, we will provide in the Application Pack to run a CML basic information about protected groups under the Equality Act 2010, and in each Library Information Pack we will include key demographic data about the library's catchment. The Application to run a CML will include a section on Equalities; Applicants will be asked show how their proposals make a positive response to the information on protected groups and local demography.	CMLs will have a good understanding of local demographics, assisting them to develop proposals that will respond positively to local circumstances	Libraries Review Project Manager	Libraries Review Project Board
9.3	All CMLs	**Provide training on Equalities issues** Provide CMLs with guidance on Equalities issues through delivery of training on diversity, equality and discrimination, including disability, gender, transgender and sexual orientation issues and equal marriage and civil partnership This will be a mandatory element of CMLs' induction training prior to handover. Training will be based upon, and no less detailed than, the training proposed for Council staff on the various protected groups under the Equality Act 2010 (see Sections 8.2.2, 8.3.1, 8.4.1 and 8.5.1).	Ensures that CMLs are properly equipped to provide a service that is welcoming to everyone. Positive training on these issues can improve the customer experience.	Libraries Review Project Manager	Libraries Review Project Board
9.4	All CMLs	**Support the book lending service: (1) grant to purchase books / encouragement to raise funds locally for book purchase.** The annual Grant includes a component to support the purchase of new books. The amount of each CML's book purchase Grant is relative to the number of books borrowed from it; it will be ring-fenced to the purchase of books and Audiobooks and cannot be used for other purposes. CMLs will also be advised that they can buy additional books with money raised locally, and that if they sign up to Enhanced Support Package (1) they can benefit from the discounted prices available through the Council's contracted supplier. Groups interested in setting up CMLs will be able to get advice on fund-raising strategies from the infrastructure organisation that the Council proposes to engage to support the establishment of Community Managed Libraries (see paragraph 8.30 of the main Cabinet report)	Ensures CMLs have funds to buy new books and audio books.	Libraries Review Project Manager	Libraries Review Project Board

Ref	Library	How are we going to advance equality?	What difference will it make	Lead	Monitoring
9.5	All CMLs	**_Support the book lending service: (2) encourage co-operative working with Council-run libraries._** Encourage CMLs to work closely with the Council-run Library service by adopting the Libraries Better Together ethos and signing up to Enhanced Support Package (1).	Enables users of CMLs to benefit from being part of a larger, integrated library service.	Libraries Review Project Manager	Libraries Review Project Board
9.6	All CMLs)	**_Support the book lending service: (3) quantity and range of stock_** Support and guide CMLs in the implementation of the Minimum Standard Resource, under which they will be required to provide "a book lending resource that is relevant to the needs of local people, regardless of their age or background." There will be particular emphasis in the induction training on the specific stock needs / interests of protected groups under the Equality Act 2010. Under Enhanced Support Package (1) the Council will offer assistance with stock selection, and will benefit from regular exchanges of stock with other libraries.	Users of CMLs will retain access to a quantity and range of stock comparable with that at council-run libraries.	Libraries Review Project Manager	Libraries Review Project Board
9.7	All CMLs	**_Support the book lending service: (4) management of stock._** Provide induction training in the management of library stock. CMLs opting to take up Enhanced Support Package (1) will benefit from continuing support with stock management.	Users of CMLs will retain access stock that is managed appropriately.	Libraries Review Project Manager	Libraries Review Project Board
9.8	All CMLs	**_Support public access to computers._** Under Enhanced Support Package (2) the Council will provide, maintain and replace two PCs giving access to the Internet and Office, a printer attached to those computers and wi-fi. Enhanced Support Package (2) will be conditional on CMLs allowing users **free** access to the internet and wi-fi.	Users of CMLs will retain free access to the internet and wi-fi in the library.	Libraries Review Project Manager	Libraries Review Project Board
9.9	All CMLs	**_Support efficient library operations_** Provide induction training on library operations. CMLs opting to take up Enhanced Support Package (1) will benefit from continuing support on operational issues	Volunteers at CMLs will be familiar with the skills and procedures necessary for an efficient library operation, and therefore better able to deliver a better service to users.	Libraries Review Project Manager	Libraries Review Project Board
9.10	All CMLs	**_Encourage and support the delivery of library events and activities_** Brief CMLs on the benefits to library users, and in particular users of groups that are protected under the Equality Act of 2010, of running library events and activities such as Rhyme Times, Cradle Clubs and the Summer Reading Challenge. Induction training will be provided to enable CML volunteers to deliver these events and activities successfully, including, where appropriate the opportunity to observe or participate in similar events and activities that will continue to be delivered at Council-run libraries.	CML volunteers will have awareness of the benefits of a range of library events and activities, and will have been trained in their effective delivery. Where this knowledge is put into practice users will remain able to access such activities in their local CML.	Libraries Review Project Manager	Libraries Review Project Board
9.11	All CMLs	**_Support the management of library buildings_** Provide induction training on the management of the library building (tailored to the specific building in question).	Volunteers at CMLs will be have the necessary knowledge to run the building safely, complying with relevant H&S legislation etc.	Libraries Review Project Manager	Libraries Review Project Board
9.12	All CMLs	**_Opening hours: CMLs_**	CMLs will be encouraged to set opening	Libraries Review	Libraries Review

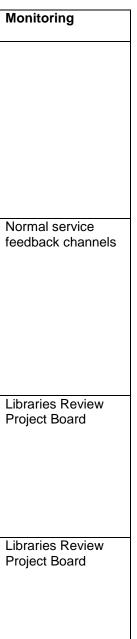| Ref	Library	How are we going to advance equality?	What difference will it make	Lead	Monitoring
		Under the Minimum Standard Resource CMLs will be required to ensure that their proposed opening hours reflect the needs of people wishing to make use of it. As part of the EoI process they will be asked to explain how their proposed opening pattern will achieve this.	hours in line with the needs and preferences of service users.	Project Manager	Project Board
9.13	Allestree*	**Encourage high quality services for older people** The number of people aged 65+ in Allestree Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this age group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community, and encouraged to deliver a positive response.	A positive response from the CML will minimise any potential negative impact on people aged 65+.	Libraries Review Project Manager	Libraries Review Project Board
9.14	Blagreaves*	**Encourage high quality services for minority ethnic communities** The number of people from minority ethnic communities in Blagreaves Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community, and encouraged to deliver a positive response.	A positive response from the CML will minimise any potential negative impact on people from minority ethnic communities.	Libraries Review Project Manager	Libraries Review Project Board
9.15	Chaddesden*	**Encourage high quality services for older people** The number of people aged 65+ in Chaddesden Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this age group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community.	A positive response from the CML will minimise any potential negative impact on people aged 65+.	Libraries Review Project Manager	Libraries Review Project Board
9.16	Mackworth*	**Encourage high quality services for disabled people** The number of disabled people in Mackworth Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community, and encouraged to deliver a positive response.	A positive response from the CML will minimise any potential negative impact on disabled people.	Libraries Review Project Manager	Libraries Review Project Board
9.17	Mickleover	**Enhance service provision for older people** The number of people aged 65+ in Mickleover Library's catchment area is more than 20% above the average for the whole of Derby. Additional books relevant to this age group will be added to stock when more shelving is installed here as part of the response to reduction in shelf stock resulting from the transfer of Central Library services to Riverside.	Borrowers will have better choice of stock.	Relevant service manager	Normal service feedback channels
9.18	Pear Tree	**Enhance service provision for children** The number of children aged 0-14 in Pear Tree Library's catchment area is more than 20% above the average for the whole of Derby. We will continue to provide a weekly homework club and code club. Additional children's books will be added to stock when more shelving is installed here as part of the response to reduction in shelf stock resulting from the transfer of Central Library services to Riverside. **Enhance service provision for minority ethnic communities** The number of people from minority ethnic communities in Pear Tree Library's	Borrowers will have better choice of stock.	Relevant service manager Relevant service manager	Normal service feedback channels Normal service feedback channels

Ref	Library	How are we going to advance equality?	What difference will it make	Lead	Monitoring
		catchment area is more than 20% above the average for the whole of Derby. Additional foreign language books relevant to this age group will be added to stock when more shelving is installed here as part of the response to reduction in shelf stock resulting from the transfer of Central Library services to Riverside; the library will be designated a citywide hub digital support, language and learning. A regular reading / literacy group will also be launched, aimed at refugees and asylum seekers. It will offer support to help them improve their English language reading, writing and speaking skills. This group will mirror the one currently operating at Central.			
9.19	Riverside	**Enhance service provision for minority ethnic communities** The Central Library runs a weekly literacy / reading group which is particularly popular amongst refugees and asylum seekers; it offers support to help them improve their English language reading, writing and speaking skills. These sessions will continue to run at the Council House, split between the Riverside Library study tables and, subject to its availability, the new public meeting room that will be created in the Council House foyer as part of the ground floor reconfiguration project. However the space available will be limited, and so to cope with demand additional sessions will be delivered at Pear Tree Library.	Continuing literacy support in the city centre, with additional support at Pear Tree.	Relevant service manager	Normal service feedback channels
9.20	Sinfin*	**Encourage high quality services for minority ethnic communities** The number of people from minority ethnic communities in Sinfin Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community, and encouraged to deliver a positive response.	A positive response from the CML will minimise any potential negative impact on people from minority ethnic communities.	Libraries Review Project Manager	Libraries Review Project Board
9.21	Spondon*	**Encourage high quality services for older people** The number of people aged 65+ in Spondon Library's catchment area is more than 20% above the average for the whole of Derby. Therefore, changes made by the CML have the potential to have a disproportionate effect on this age group. As part of the EoI process groups will be asked to consider the implications for the services they will deliver for the community, and encouraged to deliver a positive response.	A positive response from the CML will minimise any potential negative impact on people aged 65+.	Libraries Review Project Manager	Libraries Review Project Board

* In the event of library closures

The Council's strategy is to minimise the negative impact of the Libraries Review on protected groups by supporting CMLs to continue to run libraries that it will no longer run itself. If this fails, and one or more libraries close, the negative impacts on protected groups that are described in section 5 of this EIA, will manifest themselves. In particular, closure of the following libraries may have a disproportionate negative impact on the groups listed against them.

- **Allestree** – disproportionate impact on older people

- **Blagreaves** – disproportionate impact on people from minority ethnic communities

- **Chaddesden** – disproportionate impact on older people

- **Mackworth** – disproportionate impact on disabled people

- **Sinfin** – disproportionate impact on people from minority ethnic communities

- **Spondon** – disproportionate impact on older people

The Home Library Service is a potential **mitigation** for affected library users who meet the criteria to receive the service; primarily this will be older people and disabled people.

The eBooks / eMagazines service is a potential **mitigation** for affected people who currently use the library primarily to borrow popular reading material. Only those users who have access to the necessary hardware and network connectivity would be able to benefit from this mitigation, and the phase 1 consultation has demonstrated that for many people these formats are not an acceptable alternative for those who enjoy reading printed material (see, for example, comments in Sections 5.1.2 and 5.2.1 above).

The five statutory libraries, all with increased opening hours, as well as those CMLs that are successfully established, offer alternative service access points for users whose preferred library has closed. In particular, the Riverside Library is centrally located, just a very short walk from the bus station, and it will be open substantially longer than the Central Library (46.5 hours per week). Annex 4 shows that there are frequent bus services from each of the potential CMLs to (or close to) the bus station, while Annex 5b provides details of bus journeys from the District Centre closes to each CML to (or close to) Riverside..   However, this **mitigation** will only be relevant to people who are able to travel to another part of the city; people who cannot do so because of transport costs, age, illness, disability, or caring responsibilities may therefore be unable to use the library service (see for example the commentary in Sections 5.1.1 and 5.2.1 above. For users who drive, Alvaston and Mickleover libraries may also provide convenient alternative access as both have free parking adjacent to the building.

Therefore, despite the mitigations listed in the previous paragraphs, closure of some libraries is likely to have a negative impact on some protected groups, and that impact may be disproportionate in the circumstances outlined above. Therefore, in the event of it becoming apparent that a library faces imminent closure because no community group has come forward to set up a CML, or because a CML is in danger of collapse, **the Council will explore the possibility of additional mitigations tailored to the specific circumstances of the library that is facing closure.** Every reasonable effort will therefore be made to minimise negative impacts on protected groups.

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 Minicom: 01332 640666

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.
Prosimy o kontakt: Tel. tekstowy: 01332 640666

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫ਼ੋਨ ਮਿਨੀਕਮ 01332 640666   ਤੇ ਸੰਪਰਕ ਕਰੋ।

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: Minicom 01332 640666

Urdu

یہ معلومات ہم آپ کو کسی دیگرایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم
منی کام 01332 640666 پر ہم سے رابطہ کریں۔

Derby City Council

Annex 1

Age profile of library catchments

Area	Percentage of the population who are aged…																		
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85-89	90+
Allenton Library	8.3	7.5	6.3	6.3	6.5	7.9	7.2	5.9	6.3	6.8	6.4	4.6	4.5	4.6	3.5	2.9	2.2	1.3	0.8
Allestree Library	5.2	5.4	5.4	4.8	5.4	4.1	4.6	5.7	6.5	7.7	6.9	5.9	5.6	6.7	5.3	5.4	4.6	3.1	1.6
Alvaston Library	7.6	6.7	5.6	5.6	6.6	8.3	7.2	5.7	6.2	7.1	7.0	5.3	4.6	5.0	4.1	3.1	2.2	1.5	0.8
Blagreaves Library	7.3	7.6	6.6	7.0	5.5	6.4	6.5	6.5	7.0	7.0	6.4	5.3	5.0	4.6	3.3	3.0	2.4	1.5	0.9
The Phillip Whitehead Memorial Library, Chaddesden Park	6.8	6.7	5.8	6.1	5.9	6.5	5.8	5.3	6.7	7.6	7.1	5.5	5.0	5.9	4.4	3.7	2.7	1.6	0.9
Chellaston Library	7.2	8.5	7.1	6.3	4.9	5.2	6.3	6.8	8.6	8.5	7.0	5.7	4.4	4.3	3.2	2.4	1.8	1.3	0.6
Derby Central Library	7.5	6.6	5.7	6.4	9.1	8.2	7.3	6.3	6.4	6.8	6.0	4.9	4.2	4.1	3.1	2.9	2.3	1.5	0.8
Derwent Library	8.1	7.5	6.3	6.2	6.2	7.3	6.7	5.7	6.2	7.6	7.0	5.3	4.5	4.7	3.6	3.0	2.3	1.3	0.7
Mackworth Library	7.4	6.5	6.0	6.0	7.8	7.7	6.5	5.1	5.8	7.3	6.6	5.3	4.4	4.4	3.3	2.9	2.8	2.9	1.2
Mickleover Library	5.2	5.4	5.5	5.3	4.5	5.0	5.5	5.6	6.7	7.6	7.5	6.6	6.8	7.0	4.8	4.3	3.6	2.1	1.1
Pear Tree Library	9.5	8.1	6.6	6.8	8.7	9.5	8.4	7.2	6.7	6.2	5.2	3.9	3.3	2.5	2.1	2.1	1.6	1.0	0.6
Sinfin Library	7.7	7.8	6.8	6.9	5.7	6.7	6.9	6.6	6.8	6.9	6.3	5.1	4.8	4.4	3.2	2.9	2.3	1.4	0.8
Spondon Library	5.6	5.5	5.0	5.3	5.2	6.1	5.4	5.1	6.7	7.1	7.2	5.8	5.8	7.3	6.2	4.4	3.4	1.7	1.1
Springwood Library	6.8	6.5	5.8	5.9	6.0	6.8	6.6	5.7	6.8	8.2	7.8	6.4	4.8	5.1	3.4	3.3	2.2	1.3	0.6
Derby	7.1	6.6	5.8	6.3	7.8	7.5	6.9	6.1	6.6	7.1	6.4	5.2	4.6	4.7	3.5	3.0	2.4	1.5	0.8

Ethnic profile of library catchments

Area	Percentage of the population who are…																		From a Black or Minority Ethnic, BME, Group[1]
	White				From mixed / multiple ethnic groups:				Asian / Asian British:					Black / African / Caribbean / Black British:			From another ethnic group:		
	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Other White	White and Black Caribbean	White and Black African	White and Asian	Other Mixed	Indian	Pakistani	Bangladeshi	Chinese	Other Asian	African	Caribbean	Other Black	Arab	Any other ethnic group	
Allenton Library	81.4	1.0	0.2	3.7	2.3	0.3	0.6	0.4	2.4	1.5	0.2	0.3	1.1	1.8	1.6	0.4	0.2	0.5	**18.6**
Allestree Library	92.3	1.0	0.1	2.3	0.4	0.0	0.5	0.2	0.8	0.2	0.0	0.5	0.3	0.2	0.5	0.1	0.2	0.2	**7.7**
Alvaston Library	86.6	1.0	0.1	2.7	1.9	0.3	0.5	0.4	1.5	0.9	0.1	0.3	0.8	1.0	1.2	0.2	0.2	0.3	**13.4**
Blagreaves Library	58.8	1.0	0.1	3.6	2.6	0.2	1.1	0.5	13.3	7.8	0.2	0.4	2.7	1.7	2.9	0.5	0.3	2.2	**41.2**
The Phillip Whitehead Memorial Library, Chaddesden Park	92.8	0.8	0.0	2.1	1.0	0.1	0.3	0.2	0.4	0.4	0.1	0.2	0.4	0.3	0.5	0.1	0.0	0.2	**7.2**
Chellaston Library	85.3	0.6	0.0	1.7	1.4	0.2	0.7	0.5	5.5	0.8	0.1	0.7	0.9	0.5	0.5	0.3	0.1	0.3	**14.7**
Derby Central Library	70.4	1.0	0.2	5.0	1.6	0.2	0.8	0.4	4.2	8.5	0.4	0.5	1.7	1.5	1.5	0.3	0.5	1.2	**29.6**
Derwent Library	90.6	0.7	0.0	3.2	1.2	0.1	0.5	0.3	0.3	0.3	0.1	0.3	0.5	0.7	0.6	0.1	0.1	0.2	**9.4**
Mackworth Library	90.4	0.9	0.0	2.4	1.2	0.2	0.6	0.2	0.6	0.4	0.0	0.3	0.5	1.0	0.7	0.1	0.3	0.2	**9.6**
Mickleover Library	86.1	0.8	0.0	1.7	0.8	0.1	0.6	0.3	4.5	1.5	0.1	0.3	1.0	0.4	0.8	0.2	0.3	0.5	**13.9**
Pear Tree Library	40.9	1.1	0.4	8.1	2.3	0.4	1.1	0.6	7.1	23.7	1.0	0.5	3.5	2.8	2.7	0.6	0.5	2.7	**59.1**
Sinfin Library	59.2	1.0	0.1	3.9	2.6	0.3	1.1	0.5	12.2	8.2	0.3	0.4	2.6	1.8	2.8	0.5	0.3	2.1	**40.8**
Spondon Library	94.9	0.6	0.1	1.1	0.8	0.1	0.3	0.3	0.3	0.1	0.1	0.1	0.2	0.4	0.2	0.1	0.0	0.2	**5.1**
Springwood Library	92.3	0.7	0.0	1.9	1.0	0.1	0.4	0.3	0.6	0.3	0.0	0.8	0.4	0.5	0.4	0.1	0.1	0.2	**7.7**
Derby	75.3	0.9	0.1	3.9	1.6	0.2	0.7	0.4	4.4	5.9	0.3	0.5	1.5	1.3	1.4	0.3	0.3	1.0	**24.7**

Annex 3

Limiting health problems and disabilities of people living within the library catchments, 2011

Area	Percentage of the population whose:		
	Day-to-day activities are limited a lot	Day-to-day activities are limited a little	Day-to-day activities are not limited
Allenton Library	10.5	10.2	79.3
Allestree Library	7.7	11.4	80.9
Alvaston Library	10.6	10.5	78.9
Blagreaves Library	9.0	9.8	81.2
The Phillip Whitehead Memorial Library, Chaddesden Park	9.9	10.9	79.2
Chellaston Library	5.7	7.8	86.5
Derby Central Library	9.0	9.9	81.1
Derwent Library	10.3	10.6	79.1
Mackworth Library	12.0	11.1	76.9
Mickleover Library	7.5	10.2	82.3
Pear Tree Library	9.5	9.6	80.9
Sinfin Library	9.3	9.9	80.8
Spondon Library	9.4	11.3	79.2
Springwood Library	7.7	9.5	82.8
Derby	8.8	9.8	81.3

Annex 4

Accessibility to Riverside Library by bus from each potential CML

Library	Wheelchair accessible buses?	Earliest bus	Latest bus	Frequency	Journey time	Arrival point in city centre	Departure point in city centre	Comments **
Allenton Library	Yes	Before 6am	After 11pm	Every few minutes peak time	20 to 30 mins	Bus Station	Bus Station	Allenton is extremely well served by buses to and from the bus station. A short walk to a bus stop.
Allestree	Yes	6am	After 11pm	Every few mins peak time	15 to 30 mins	Albert Street	Mostly Albert Street	Allestree is extremely well served by buses to and from the bus station.
Blagreaves	Yes	6am	Just before 11pm	Every few minutes peak time	30 to 40 mins	Bus Station or Babington Lane	Bus Station or Babington Lane	Blagreaves is extremely well served by buses to and from the bus station. Most stops are a 2, 3 or 6 min walk.
Chaddesden	Yes	6am	After 11pm	Most convenient buses about every 15 mins. Other options available.	15 to 25 mins	Bus Station	Bus Station	There are very frequent buses to Chaddesden, however, the most convenient run about every 15 mins. There is a walk of 5 to 10 mins to and from bus stops
Chellaston	Yes	6am	Just before 11pm	5 to 6 buses an hour peak time	35 to 45 mins	Bus Station	Bus Station	Good service between Chellaston and Derby bus station. Journey lasts up to 45 mins. Short walk to bus stop.
Derwent	Yes	6am	After 11pm	Several buses an hour peak time	15 to 20 mins	Bus Station	Bus Station	Derwent area is well served by buses to an from Derby bus station. The nearest stop is a 2 min walk and the farthest an 8 min. walk.
Mackworth	Yes	6.15am	11pm	Every few mins peak time	30 to 35 mins	Albert Street	Albert Street or Victoria Steet	Mackworth is very well served, with a frequent service. Short 5 min. walk to a bus stop.
Sinfin	Yes	6am	10.45pm	Every few mins peak time	35 to 55 mins	Bus Station	Bus Station	Sinfin is very well served but buses with mostly only a 2min walk to a bus stop
Spondon	Yes	Before 6am	After 11pm	Every few minutes peak time	15 to 25 mins	Bus Station	Bus Station	Spondon is very well served to the bus station and the nearest bus stop is 1 min walk away.
Springwood	Yes	Before 6am	After 11pm	Every few minutes peak time	20 to 30 mins	Bus Station	Bus Station	Oakwood is very well served by buses, with a 4 min walk to a bus stop.

** References to bus stops in this column refer to walking distance from the library

Annex 5

Accessibility of Riverside Library by bus from the district centre closest to each potential CML

District centre	Wheelchair accessible	Earliest bus	Latest bus	Frequency	Journey time	Arrival point in city centre	Departure point in city	Comments **
Allenton -parade of shops on Osmaston Road, near Spider	Yes	Before 6am	After 11pm	Every few minutes peak time	20 to 30 mins	Bus Station	Bus Station	The centre of Allenton is well served by buses to and from the bus station, with a
Allestree - Park Farm	Yes	6am	After 11pm	Every few mins peak time	15 to 30 mins	Albert Street	Mostly Albert Street	Allestree Park Farm is extremely well served by buses to and from the bus station.
Blagreaves - shopping area at junction of Blagreaves Lane	Yes	6am	Just before 11pm	Every few minutes peak time	30 to 40 mins	Bus Station or Babington Lane	Bus Station or Babington Lane	Blagreaves Lane/Stenson Road shopping area is extremely well served by buses to
Chaddesden - shopping area on Nottingham Road, near	Yes	6am	After 11pm	Every few minutes peak time.	15 to 25 mins	Bus Station	Bus Station	There are very frequent buses to Chaddesden with bus stops nearby.
Chellaston - area around former Rose and Crown pub	Yes	6am	Just before 11pm	5 to 6 buses an hour peak time	35 to 45 mins	Bus Station	Bus Station	Good service between Chellaston and Derby bus station. Journey lasts up to 45 mins.
Derwent - area around the Blue Boy and adjacent shops	Yes	6am	After 11pm	Several buses an hour peak time	15 to 20 mins	Bus Station	Bus Station	Derwent area is well served by buses to an from Derby bus station. The nearest stop is
Mackworth - parade of shops on Prince Charles Avenue	Yes	6.15am	11pm	Every few mins peak time	30 to 35 mins	Albert Street	Albert Street or Victoria Steet	Mackworth is very well served, with a frequent service. Short walk to a bus stop.
Sinfin - Asda	Yes	6am	10.45pm	Every few mins peak time	35 to 55 mins	Bus Station	Bus Station	Sinfin is very well served but buses with mostly only a 2min walk to a bus stop
Spondon - shops around Sitwell Street	Yes	Before 6am	After 11pm	Every few minutes peak time	15 to 25 mins	Bus Station	Bus Station	Spondon is very well served to the bus station and the nearest bus stop is 1 min walk away.
Springwood - area around Co-op	Yes	Before 6am	After 11pm	Every few minutes peak time	20 to 30 mins	Bus Station	Bus Station	Oakwood is very well served by buses, with adjacent buses

** References to bus stops in this column refer to walking distance from the district centre

Annex 6

PLUS 2013 Survey: responses to the question: "Please indicate if you consider yourself to have any of the following disabilities / conditions

	Please indicate if you consider yourself to have any of the following disabilities / conditions:								
	None / not applicable	Mobility	Hearing	Eyesight	Dexterity	Learning disability	Mental health problem	Other	no. of cases	response rate
City Average (weighted)	*71%*	*11%*	*8%*	*3%*	*4%*	*2%*	*6%*	*3%*	*2,829*	*79%*
Allenton	79%	4%	1%	3%	3%	3%	7%	3%	70	75%
Allestree	71%	17%	13%	2%	4%	1%	3%	2%	319	82%
Alvaston	60%	19%	11%	4%	7%	3%	7%	6%	163	79%
Blagreaves	71%	11%	12%	3%	3%	3%	5%	2%	275	77%
Central	72%	7%	6%	3%	3%	3%	8%	4%	289	76%
Chaddesden	67%	13%	9%	2%	4%	4%	6%	2%	162	85%
Chellaston	77%	12%	6%	1%	3%	1%	5%	3%	173	86%
Derwent	69%	22%	6%	2%	0%	4%	6%	0%	49	84%
Local Studies	71%	13%	13%	4%	7%	2%	5%	4%	83	78%
Mackworth	72%	16%	9%	4%	7%	2%	6%	0%	113	81%
Mickleover	73%	11%	10%	2%	5%	1%	4%	2%	279	79%
Pear Tree	75%	8%	6%	4%	2%	4%	8%	2%	186	72%
Sinfin	70%	14%	12%	2%	7%	2%	8%	3%	267	79%
Spondon	70%	16%	12%	3%	6%	2%	3%	3%	269	82%
Springwood	77%	8%	6%	3%	2%	2%	4%	2%	132	83%