



INTEGRATED IMPACT ASSESSMENT FORM

SECTION 1: AIMS AND PURPOSE

A. IS THIS A NEW POLICY OR A REVIEW OF AN EXISTING POLICY OR SERVICE?

On 15 January 2015, the Environment and Neighbourhood Committee considered the 'Library Strategy for Sutton 2015 to 2019'. The Library Strategy has the key aims of:

- Literacy: growing the readers of the future
- Meeting the needs of an ageing population
- Narrowing the digital divide
- Creating a viable, sustainable and quality service within available resources.

The minutes of the meeting confirm that:

“Members considered a report on a new Library Strategy which will be the strategic framework for the service 2015 to 2019 detailing how the Council will meet the challenge of delivering a sustainable and viable network and still achieve savings.”

As part of the ongoing programme to meet the Council's funding gap of £40m by 2019, library services have been reviewed and the options being proposed to be included in the consultation are:

- Closure of Beddington Library.
- Discontinuation of the mobile library
- Rationalisation of library opening hours
- Consideration of replacing some staff with volunteers
- Shared services with a neighbouring authority
- Commissioning service from an external provider, such as those currently providing services in Croydon and Wandsworth.

The proposals other than those to close Beddington Library and discontinue the mobile library service are referred to in this document as the 'general proposals'.



B. WHAT ARE THE AIMS AND PURPOSE OF THIS PROPOSAL?

Within the context of the Library Strategy and as part of the programme to deliver £40m of savings across the council, the Library, Heritage and Arts Service has undertaken to review all areas of activity, including procurement, staffing and the library network. The aim is to save around £750,000 in the financial year 16/17. This is in addition to the £227,000 already identified for 15/16, which has been taken from senior staff changes, a reduction in the materials fund and changes to internal working practices.

The closure of Beddington Library would contribute £50,000 towards those savings and the discontinuation of the Mobile Library would contribute £166,000. The savings generated by the other options would depend on the detail of what is implemented.

C. WHICH OF THE GEOGRAPHIC AREAS DOES THIS PROPOSAL AFFECT?

(Insert any specific wards or state all borough)

With the exception of the closure of Beddington Library, the other options would have an impact on all of the borough.

Beddington library has a very limited catchment area from where users travel to use the existing facilities. As a result, the proposals will mainly affect the Lower Super Output Areas (LSOAs) immediately adjacent to the library.

A map showing the catchment area is included in the profile for Beddington Library which is at Appendix D of the report.



SECTION 2: EQUALITY AND DIVERSITY

A. WHICH STAKEHOLDER GROUP OR GROUPS DOES THIS PROPOSAL AFFECT? (Broad groups - e.g. Staff at LBS, residents, third and voluntary sector)

The general proposals will affect those residents that use Sutton's library service and staff. At Annex A is a list of the groups who use Sutton Libraries.

The proposal to discontinue the Mobile Library and close Beddington Library will affect those residents that use it: 683 active library users who were registered with the Mobile Library and 474 who were registered at Beddington Library were recorded on the Library Management System. The staff currently timetabled to work at Beddington Library and with the mobile library will also be affected.

B. WHOSE NEEDS IS THE PROPOSAL DESIGNED TO MEET?
(Specific groups of people e.g. those who directly use the service)

The proposal would generate savings while ensuring that Sutton continues to have a comprehensive and efficient library service which is sustainable, affordable and viable.

C. WHAT EVIDENCE HAS BEEN COLLECTED TO INFORM THIS PROPOSAL?

As background to the recommendations on the future of the library service, community profiles have been produced for each of Sutton's libraries. The profiles for most libraries look at a catchment area comprising Lower Super Output Areas (LSOAs) where 5% or more of the residents are known to be active library users. In the case of Beddington Library, however, no LSOAs met that criterion, so the two LSOAs with the highest number of active library users registered at Beddington were taken.

The profiles show a variety of key demographic, transport and library user data, taken from



sources such as the 2011 Census and the Department of Work and Pensions.

Data from the Library Information System has been used to supplement the data collected for the profiles. In addition, a Library User Survey was carried out in early 2015 to gather information about which libraries were being used, the demographics of the library users, and the services being used.

Other information has been taken from sources such as the Census 2011 and Transport for London.

D. WHAT EQUALITY-RELATED INFORMATION, FOR EXAMPLE THROUGH CONSULTATION WITH STAKEHOLDERS, HAS BEEN GATHERED ON THIS PROPOSAL?

(Indicate the type of information gathered and ensure you address ethnicity, disability, gender, age, religion and sexual orientation. You can also include people with caring responsibilities. Attach a summary or refer to where the evidence is held.)

General Proposals (specific information on Beddington and the Mobile Library are given later in this section)

As noted above, profiles were prepared for each of the Libraries in Sutton and these have been published on the Council’s website¹.

The Library Management System has records of around 48,000 current library users. Of those records, 47,200 (98%) contain information about the user’s gender. 60% of the library users are female and 40% male. That proportion is broadly similar across all of Sutton’s libraries, with the figure for the Mobile Library being the highest at 66%.

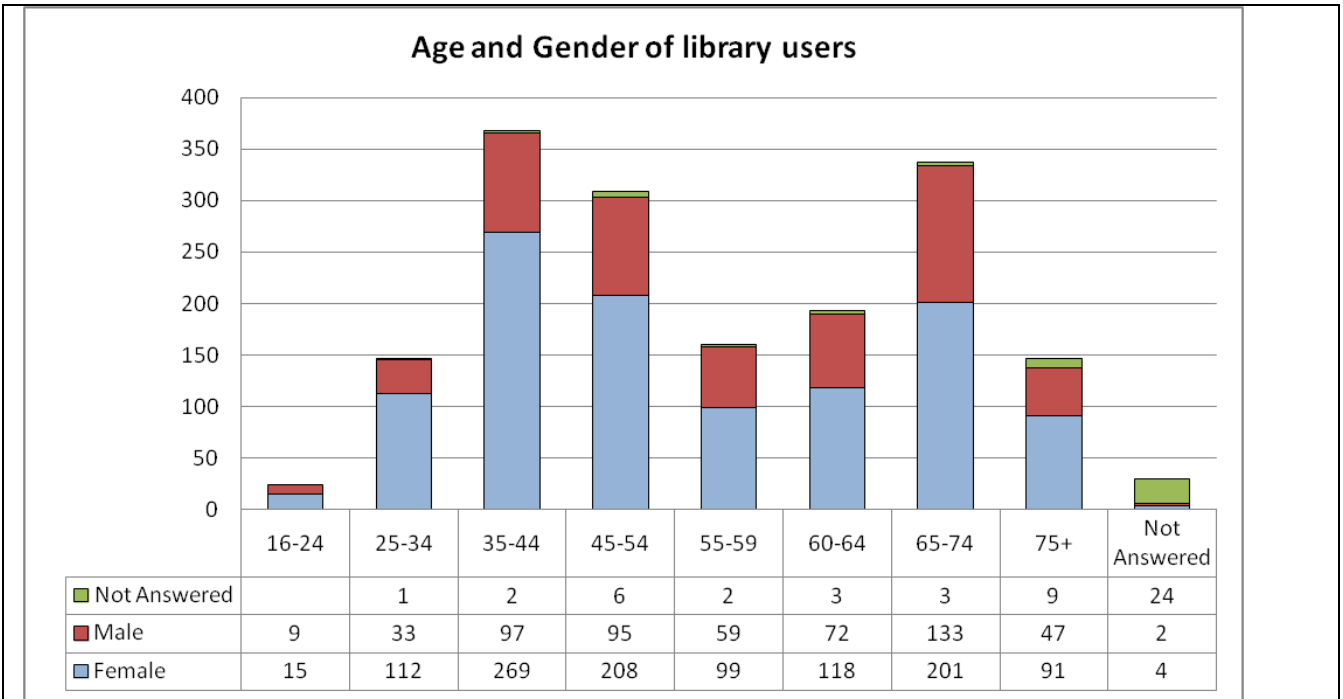
The equality-related information from the Library User Survey - which had around 1,800 responses - is shown below:

Age and gender

The graph below shows a breakdown of the age and gender of the respondents who said that they had used a library in the last year.

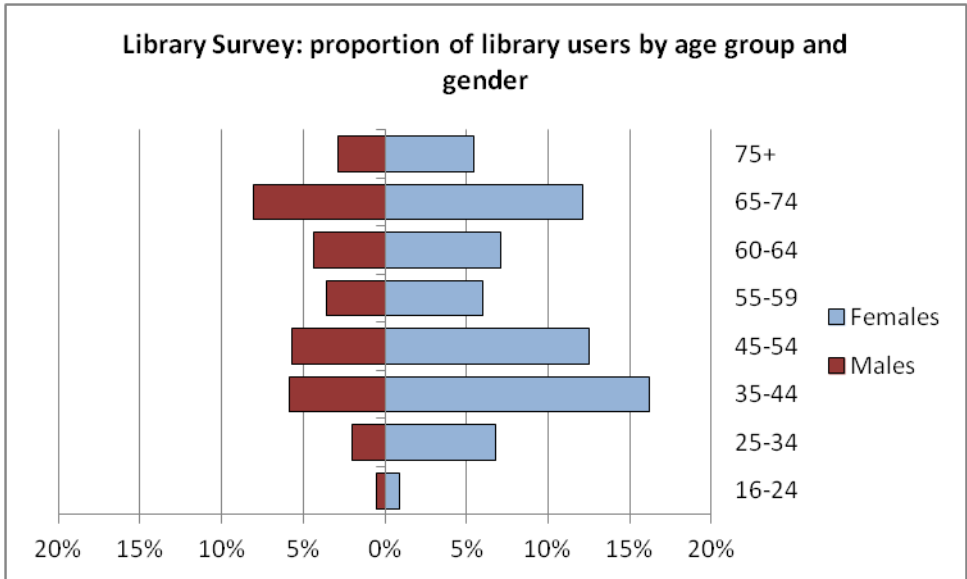
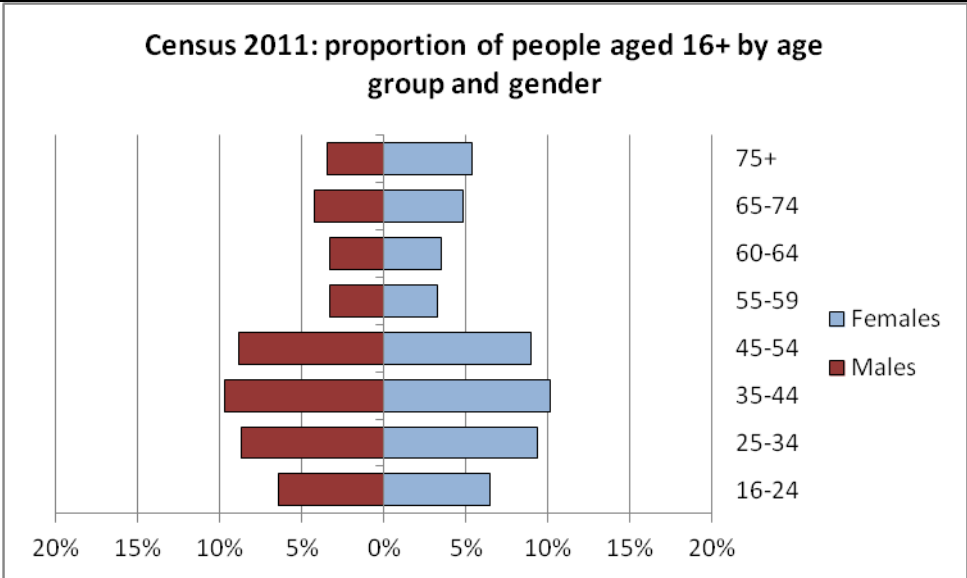
Overall, almost twice as many of the respondents were female than male. There was an even bigger gap between the genders in the younger age groups. For example, three quarters of respondents in the 25-34 and 35-44 age groups were female.

¹ https://www.sutton.gov.uk/downloads/download/613/facts_and_figures_about_our_libraries



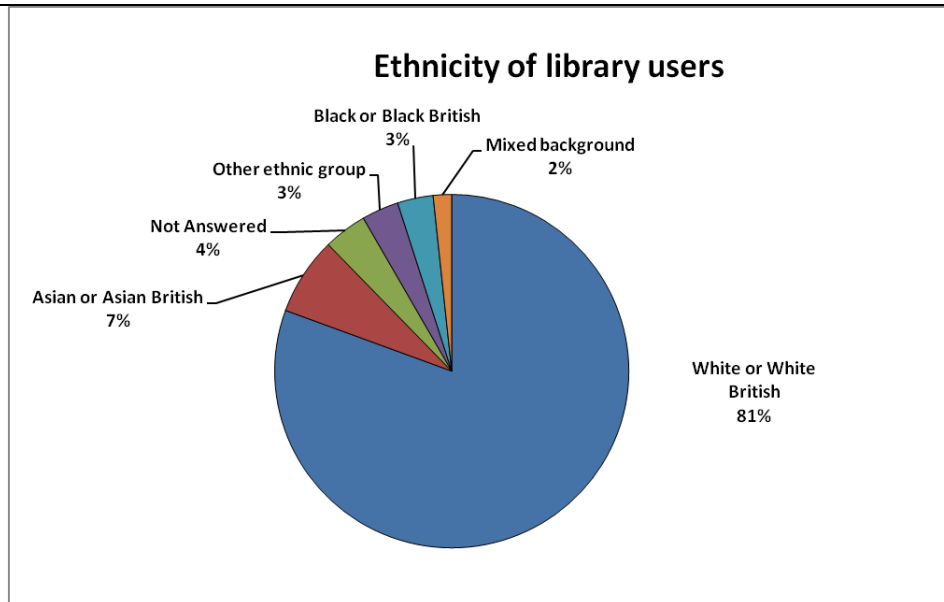
The above pattern is quite different to that of the population as a whole. The graphs below contrast the age and gender breakdown of the library users with that of the general population recorded in the Census 2011.

As noted above, the proportion of women library users was much higher than the general population. The proportion of older people was also higher than the general population, with the 15-24 age group being particularly under-represented. This is more likely to be because that group was less inclined to complete the questionnaire than because of a lack of library users of that age.



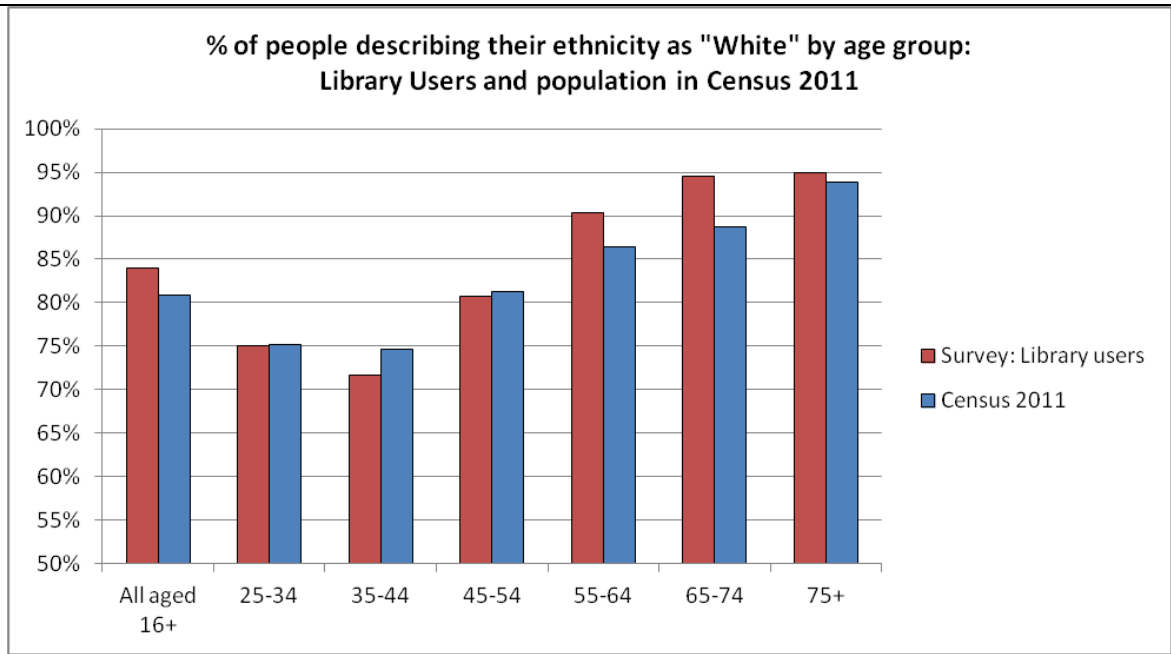
Ethnicity

80% of library users described themselves as 'white or white British', with 4% not answering the question.



Of those who answered the question, 84% described themselves as White. This compares to 80.8% of the population of Sutton aged 16+ in the Census 2011.

The ethnic breakdown from the Census varies significantly with age: older populations in Sutton are more likely to be White than the younger ones. The graph below therefore compares the % of library users in each age group describing themselves as White with the overall population in that age group from the Census 2011. For the younger age groups the proportions of White people were broadly in line with the population of Sutton. The main variations were in the 55-64 and 65-74 age groups where the library users were more predominantly White than the general population. (The number of survey respondents in 16-24 age group was too small to produce a reliable comparison.)

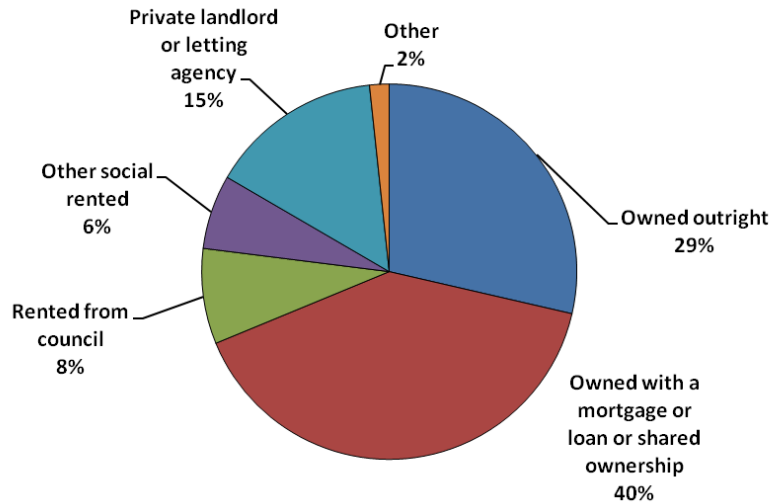


Tenure

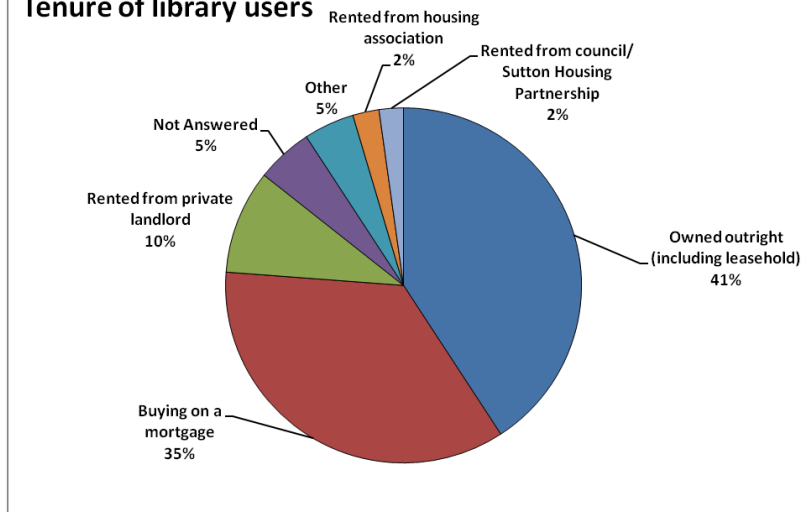
In terms of tenure, over three quarters of the respondents said that they were either buying a house on a mortgage (35%) or owned their house outright (41%). The proportion of 'owned outright' is higher than that recorded in the Census 2011 where 29% of households were owned outright. This, however, is likely to be related to the age profile of the respondents to the survey: as there was a higher proportion of older people in the survey than in the general population, we would expect higher levels of home ownership.



Household Tenure: Census 2011

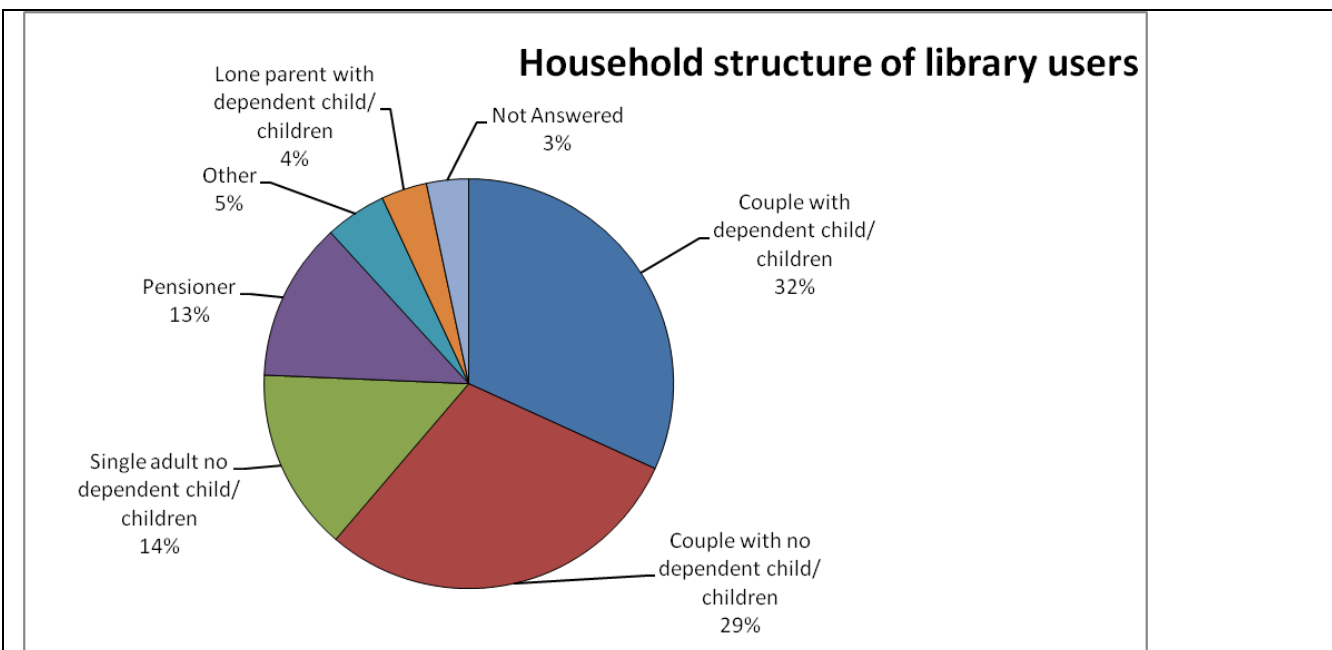


Tenure of library users



Household structure

Around a third of the respondents said that they were part of a couple with dependent children. Lone parents with dependent children made up 4% of the total.



Employment

47% of library users were in employment (31% full time) and another 6% were self-employed. 30% of the respondents were retired and 1% of the library users were registered unemployed. Given the age breakdown of the respondents, it is perhaps unsurprising that relatively few people described themselves as students. It may be that the low response rate for that group is related to the time of year when the survey was carried out.

Which of the following best applies to you?	Number of respondents	%
Working – full time (30+ hrs/wk)	526	31%
Working - part time (8-29 hrs/wk)	237	14%
Working – (under 8 hrs/wk)	24	1%
Self-employed	96	6%
Housewife/ husband	100	6%
Retired	529	31%
Registered unemployed	15	1%
Unemployed but not registered	29	2%
Permanently sick/ disabled	21	1%
On a training scheme	1	0%



Voluntary work	38	2%
Student	28	2%
Full-time carer	15	1%
Other	23	1%
Not Answered	32	2%
Grand Total	1714	100%

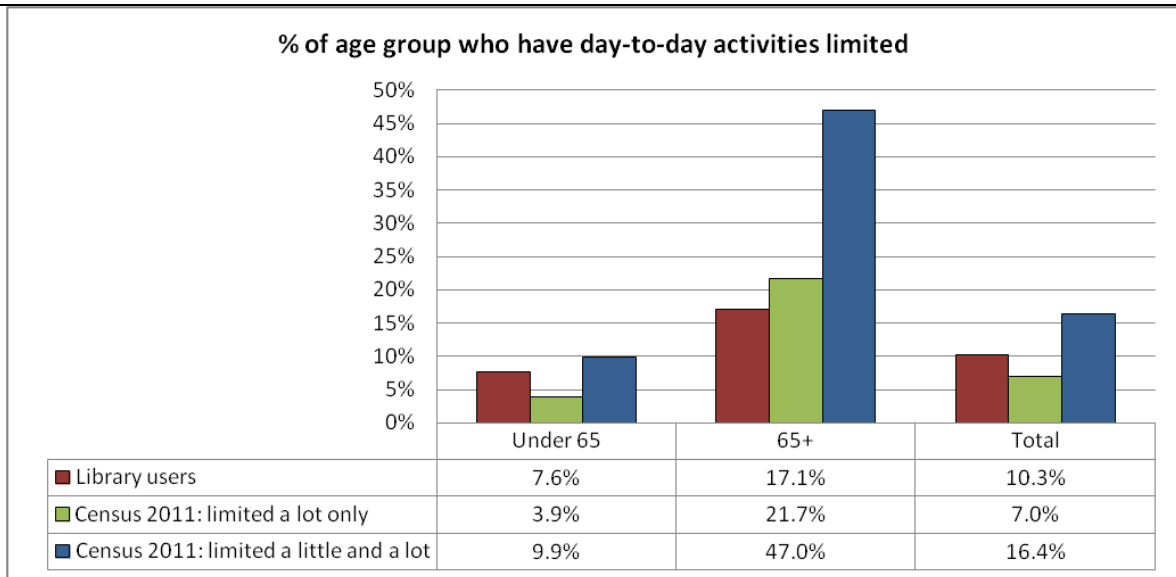
Disability

The survey included a question on disability that was similar to one asked in the Census 2011: “Are your day-to-day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months?”.

In the Census, there were three possible answers: ‘limited a lot’, ‘limited a little’, or ‘not limited’. The Library survey simply asked people to respond ‘yes’ or ‘no’. The Census also clarified that people were to include problems related to old age when answering the question.

Overall, 10.3% of the library users (who answered the question) said that their day to day activities were limited. In the Census 2011, 16.4% of people aged 16+ said that their activities were limited a little or a lot, and 7.0% said that their activities were limited a lot.

There were significant differences when disability was considered for different age groups. The graph below shows the results for those aged under 65 and those aged 65+. For the latter group, the proportion of library users with activities limited was lower than for the Census 2011, even if the comparison was restricted to those people who said that their day-to-day activities were ‘limited a lot’. This may be because, with the exception of the mobile library which only accounted for a small proportion of the library users, people have to travel to get to a library and that may deter some people with a disability from using the service. Of the 81 people whose main library was the mobile library, 31 (38%) said that their day-to-day activities were limited.



Caring responsibilities

The question on caring responsibilities in the survey asked: “Caring responsibilities – A carer is someone who spends some of their time providing unpaid support to a family member, partner or friend who is frail, disabled or has mental health or substance misuse problems. Do you regularly provide unpaid care for someone?”.

14% of library users said that they provided regular unpaid care. In the Census 2011, 10% of people said that they “looked after, or gave any help or support to family members, friends, neighbours and others because of either: long-term physical or mental ill-health/disability or problems related to old age”. The higher proportion of library users with caring responsibilities may be linked to the smaller proportion with disabilities.

Beddington Library

Ethnicity:

The proportion of residents from the Beddington Library Catchment Area who described themselves as “White” in the 2011 Census was 85.3%, higher than the average for the borough as a whole of 79%. The largest non-white ethnicity in the catchment area was “Asian/Asian British” with 6.8%. That category made up 12% of Sutton as a whole.

In the Library User Survey, 66 respondents said that they used Beddington either as their main library or one of the ones they used in addition to their main library. Of the 64 people



who answered the question on ethnicity, 53 (83%) selected the “White or White British” option, which is broadly in line with the Catchment Area population. 7 of the respondents said that they were “Asian or Asian British”, 3 were “Black or Black British” and one was from a mixed background.

Disability:

Benefit claimant data shows that in February 2014:

- 110 people were claiming Disability Living Allowance within the catchment area (5.8% of the working age population)
- 50 people aged 65+ were claiming Attendance Allowance (10.8% of the population over 65)

The equivalent figures for Sutton as a whole were 5.7% and 13.2% respectively

The Census 2011 asked people whether their day-to-day activities were limited because of a long-term disability or illness.

- 199 people (6.9%) in the Beddington Library catchment area said that their activities were limited ‘a lot’
- 222 (7.7%) said that their activities were limited ‘a little’

The equivalent figures for Sutton as a whole were 6.4% and 7.9% respectively.

From the Library User Survey, of the 66 people who use Beddington Library 6% said that they had a disability, compared to 10% of the total respondents to the survey. The Beddington respondents therefore had slightly lower levels of reported disability than the population as a whole.

Gender:

At the time of the 2011 Census, 49% of the borough was male and 51% female. The proportions in the Beddington Library Catchment Area were the same.

Library users are more likely to be female than the general population. In total, there are around 48,000 users registered with Sutton’s libraries. Of those 60% are female. The figures for the users registered with Beddington Library are similar: there is a 41%/59% split between males and females.

Two thirds of all the respondents to the Library User Survey were female. The figure for the 66 people who use Beddington Library was even higher at 80%.



Age:

The table below shows the age profile of the Beddington Library Catchment Area compared to that of Sutton as a whole.

Age Group	Beddington Library catchment area	% of catchment area	LB Sutton average %
0-15 yrs	545	18.8%	20.0%
16-24 yrs	315	10.9%	10.3%
25-49 yrs	956	33.1%	38.2%
50-64 yrs	615	21.3%	17.2%
65+	461	15.9%	14.3%
Totals	2,892		

The respondents to the Library User Survey had a higher age profile than the general population. The table below compares the age profile for the survey with that from the Census 2011.

Age Group	Census 2011	All survey respondents	Beddington Survey respondents
16-24	13%	1%	5%
25-34	18%	9%	8%
35-44	20%	22%	18%
45-54	18%	18%	22%
55-59	7%	10%	15%
60-64	7%	11%	14%
65-74	9%	20%	14%
75+	9%	8%	5%
Total	100%	100%	100%

Religion:

In the Census 2011, 61% of the residents of the Beddington Library Catchment Area reported that they were Christian; 19% had no religion; 6% were Hindu, 5% were of another religion and 8% did not answer. These percentages are broadly in line with those of the



borough as a whole.

Sexual Orientation:

There are no data available on this characteristic for the catchment area.

Caring responsibilities:

The table below shows the people from the Census 2011 who said that they were providing unpaid care for someone because of old age or disability.

	Number in catchment area	% of catchment area	% for Borough
1 to 19 hours of unpaid care	195	6.7%	6.5%
20 to 49 hours of unpaid care	37	1.3%	1.2%
50+ hours of unpaid care	63	2.2%	1.9%
Total	295	10.2%	9.6%

Overall, 14% of respondents to the Library User Survey said that they provided regular unpaid care to a family member, or friend who is frail, disabled or has mental health or substance misuse problems. The figure was similar (15%) for users of Beddington Library. While the question in the survey was not directly equivalent to that in the Census 2011, it appears that library users are slightly more likely to be carers than the general population.

In the Census 2011, the household composition of the Beddington Library Catchment Area showed that 24% of households contained couples (married, civil partnership or cohabiting) with dependent children and a further 5% were made up of lone parents with dependent children. Those were broadly in line with the Borough as a whole.

Socio-economic factors:

Neither of the LSOAs in the Beddington Catchment Area are among the 30% most deprived nationally, according to the Index of Multiple Deprivation (IMD) 2010 scores. Of the 121 LSOAs in Sutton, they are ranked 47th and 97th respectively where 1 is the most deprived in the Borough.

Latest benefit claimant statistics indicate that the number of people claiming out of work benefits in the area is slightly lower than the borough average.



83.7% of households in the Beddington Library Catchment Area have access to one or more cars or vans according to the Census 2011, compared to 76.6% of households in the borough as a whole.

Within the catchment area, there were 1,135 households identified in the Census 2011. Of these:

- 85% were owned
- 5% social rented
- 9% privately rented

The level of home ownership is significantly higher than the borough average of 68%.

The figures for tenure from the Library User Survey produced very similar results for the users of Beddington Library: 86% of homes were owned (either outright (44.4%) or with a mortgage (41.3%)); 5% were rented from the Council, Sutton Housing Partnership or a housing association, and 9% were privately rented or 'other'.

Mobile Library

Age:

From the Library User Survey, 131 people said that they used the Mobile Library either as their main library or as one of the other ones they used in addition to their main one.

The table below shows the age groups of the Mobile Library users compared to the answers from all of the survey respondents.

Generally, the library users who responded to the Library User Survey had a higher age profile than the population of Sutton (as shown in the 2011 Census). The users of the Mobile Library had a higher age profile still: for example, 24% of Mobile Library users were aged 75+ compared to 9% of the 16+ population of Sutton in the Census. The Mobile Library users aged 75+ all used it as their main library rather than as a subsidiary one.

What is your age group?	Is the Mobile Library your main library Yes/No	Grand Total	%	All respondents to	Census 2011
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	Yes	No			survey %	
16-24		1	1	1%	1%	13%
25-34	5	4	9	7%	9%	18%
35-44	11	18	29	22%	21%	20%
45-54	9	9	18	14%	18%	18%
55-59	4	2	6	5%	9%	7%
60-64	4	4	8	6%	11%	7%
65-74	21	5	26	20%	20%	9%
75+	31		31	24%	9%	9%
Not Answered	2	1	3	2%	2%	
Grand Total	87	44	131	100%	100%	100%

Ethnicity:

86% of the Mobile Library users from the Library User Survey who answered the question on ethnicity said that they were “White or White British”. Although that is higher than the overall proportion for Sutton recorded in the Census 2011, it is not significantly so particularly given the older age profile of the library users (older age groups are more predominantly “White” than younger ones in Sutton).

Ethnicity	Number of respondents	Percentage	% for whole borough (Census 2011)
White or White British	108	86%	79%
Asian or Asian British	12	10%	12%
Black or Black British	3	2%	5%
Mixed background	1	1%	4%
Other ethnic group	2	2%	1%
Grand Total	126	100%	100%

Disability:



The Library User Survey asked people to say whether their day-to-day activities were limited because of a health problem or disability which has lasted or is expected to last at least 12 months. 124 (out of 131) of the Mobile Library users answered the question and 27% of them said that they did have a disability. This compares to 10% of all respondents to the Library User Survey. Also, in the Census 2011, 8% of Sutton's population said that their day-to-day activities were limited "a little" and a further 6% said that they were limited "a lot".

The Mobile Library users are therefore more likely to have a long term health condition or disability than other library users or the general population. However, as discussed above, they have an older age profile than other populations, so we would have expected that to be the case to some extent.

Gender:

At the time of the 2011 Census, 49% of the borough was male and 51% female. Library users are more likely to be female than the general population. In total, there are around 48,000 users registered with Sutton's libraries and recorded on the Library Management System. Of those 60% are female. The figure for the Mobile Library was 66%.

Two thirds of all the respondents to the Library User Survey were female. The figure for the users of the Mobile Library was even higher at 79%.

Religion and Sexual Orientation:

There are no data available on these characteristics for users of the Mobile Library.

Caring responsibilities:

Overall, 14% of respondents to the Library User Survey said that they provided regular unpaid care to a family member or friend who is frail, disabled or has mental health or substance misuse problems. The figure was the same for users of the Mobile Library.

A similar question was asked in the Census 2011. 10% of the population of Sutton said that they provided some unpaid care for someone because of old age or disability. While the question in the Library User Survey was not directly equivalent to that in the Census 2011, it appears that library users are slightly more likely to be carers than the general population.

In terms of household composition, from the Library User Survey, nearly a third of Mobile Library users said that they were pensioners, another 39% said that they were part of a couple with dependent children and 4% were lone parents with dependent children. The



Census 2011 recorded that 29% of households had dependent children.

Socio-economic factors:

The questions on 'tenure' from the Library User Survey produced the results in the table below. The level of home ownership (owned or owned with a mortgage) is significantly higher than the borough average of 68% from the Census 2011.

Which of these best describes the ownership of your home?	Number of responders	Percentage
Owned outright (including leasehold)	61	50%
Buying on a mortgage	39	32%
Rented from council/ Sutton Housing Partnership	5	4%
Rented from housing association	7	6%
Rented from private landlord	4	3%
Other	5	4%
Grand Total	121	100%

E. WHAT WILL BE DONE TO PROMOTE EQUALITY OF OPPORTUNITY AS PART OF THIS PROPOSAL?

General Proposals

The proposals around replacing staff with volunteers; sharing services with neighbouring boroughs; and commissioning services through an external provider are unlikely to have a disproportionate impact on any particular group of library users.

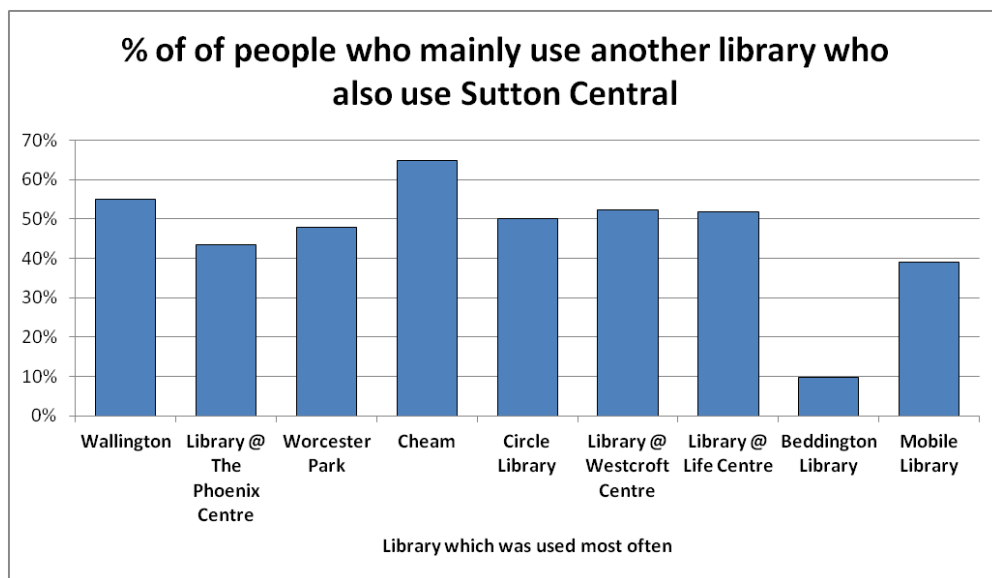
Changing the library opening hours will have an impact on those people who are unable to use their closest library at a particular time and will need to travel to another library. This may affect, in particular, older people, people with a disability and people with dependent children.

In mitigation, we know that at present a large proportion of library users also make use of other libraries. The figures for cross library usage among all current library users are at



Annex F of the report.

From the Library User Survey we know that around half of the people whose main library was not Sutton Central said that it was one of the other libraries they used. The graph below shows the proportion of respondents using Sutton Central in addition to their main one.



From the Library profiles, Sutton Central Library is reachable within 20 minutes by public transport from all of the other libraries in Sutton apart from Library@Phoenix Centre.

In addition, the Housebound service is being redesigned and will be offered in partnership with the Meals on Wheels Service (MOW) and Sutton Old People’s Welfare Committee via volunteers. Through this service, deliveries will take place three times a week to clients in their own homes.

Beddington Library

The proposal to close Beddington Library would have a negative impact on the residents



who use that library. The proposals will, however, continue to ensure that across the Borough there remains a comprehensive library service and that current users of Beddington Library will continue to be able to access those services.

General mitigating factors

The area around Beddington Library is close to Croydon Road, a key transport route between Sutton and Croydon. Buses 463, X26, 410, 407, 455 stop along that road or nearby. This means that 4 other libraries in the Borough can be reached by bus within 20 minutes (Sutton Central, Wallington, Library@Phoenix, and Library@Westcroft).

Three other Sutton libraries (Wallington, Library@Phoenix, and Library@Westcroft) are within a ten minute drive of Beddington Library. There is evidence that there is high car ownership in the Beddington Library Catchment Area: from the Census 2011, 83.7% of households in the Beddington Library Catchment Area have access to one or more cars or vans, compared to 76.6% of households in the borough as a whole.

In addition to the other libraries in Sutton, Croydon Central Library is less than 2 miles away from Beddington Library.

We also know from the Library Management System that nearly half of the 474 current users who were registered at Beddington Library already use other libraries in the Borough, particularly Wallington, Library@Phoenix, and Library@Westcroft.

Mitigating factors for specific groups

Ethnicity and Religion: The residents of the Beddington Library Catchment Area are predominantly white, and more so than the Borough as a whole. The largest BME group is "Asian/Asian British" which make up around 7% of the Catchment Area. There is no evidence to suggest that the closure of Beddington Library would have a disproportionate effect on any particular ethnic group. Given the limited size and resources currently available at Beddington Library, readers requiring books in languages other than English would have to access or order them from other libraries in the borough at present.

Disability: In general, there is no evidence that residents in the Beddington Library Catchment Area have greater health/disability issues than the average for the borough. The 4 libraries that can be reached by bus within 20 minutes all have good disability access (including disabled toilets – there are currently no public toilets available at Beddington Library). In addition, the Housebound service is being redesigned and will be offered in partnership with the Meals on Wheels Service (MOW) and Sutton Old People's Welfare Committee via volunteers. Through this service, deliveries will take place three times a



week to clients in their own homes.

Gender: Our data suggest that women are more likely to make use of library services than men. This is true of all of the libraries in Sutton as well as Beddington Library in particular. Any changes to library provision are therefore always likely to have a greater impact on women.

Age: The age profile of the Beddington Library Catchment Area is similar to that of the borough as a whole. It is not anticipated, therefore, that the closure of Beddington Library would have a disproportionate impact on the basis of age when compared to Sutton population as a whole. The Library User Survey suggests, however, that adult library users tend to have an older age profile than the general population. We also know that many of the library services are used extensively by children and young people. But, as discussed above, there are other libraries readily accessible for older people and we will be ensuring that there is a Housebound Service. There are no proposals to change the library provision in schools and activities and events for children will continue to be provided elsewhere.

Sexual orientation: It is not anticipated that the closure of Beddington Library would have an adverse impact on the grounds of sexuality.

Caring responsibilities: The proportion of people in the Beddington Library Catchment Area who are caring for someone because of old age or disability are similar to those for the Sutton. The household composition is also broadly comparable. Given the general mitigating factors described above, it is not anticipated that there will be an adverse effect on any particular group with caring responsibilities.

Socio- economic factors: In general, the Beddington Library Catchment Area is not a deprived area compared nationally or to the rest of Sutton. However, there will still be economically disadvantaged people in the area who could be impacted by the proposal to close the library. Whilst there would be additional costs for people to travel to alternative libraries, the public transport links are good.

Mobile Library

The Mobile Library currently stops at 43 locations within the borough during the week and carries a stock of around 2,500 items. Sutton is one of the few remaining London boroughs to continue to run a mobile library service.

The proposal to discontinue the Mobile Library service would have a negative impact on the



residents who use it. The proposals will, however, continue to ensure that across the Borough there remains a comprehensive library service and that current users of the Mobile Library will continue to be able to access services.

General mitigating factors

The Council recognises that there are customers who have limited ability to travel to other service points and to mitigate any adverse impact on such users, the existing housebound service will be improved and expanded. The service currently delivers to 100 residents who are unable to travel from their home to a local library due to ill health or disability.

The Housebound service is being redesigned and will be offered in partnership with the Meals on Wheels service (MOW) and Sutton Old Peoples' Welfare Committee via volunteers. Deliveries will take place three times a week to clients in their own homes. This will allow expansion to accommodate those vulnerable readers who are affected by the withdrawal of the Mobile Library and the new service will launch in September 2015.

In addition, deposit collections will be left at care homes currently being visited by the existing service.

We know from the Library Management System that 37% of the 683 current users who were registered at the Mobile Library already use other libraries in the Borough, particularly Sutton Central, Wallington, and Library@Westcroft.

Mitigating factors for specific groups

Age: From the Library User Survey, a larger proportion of users of the Mobile Library are in the older age groups than the average for all library users. The proposal to discontinue the service will therefore have an impact on that group. In mitigation, as described above, the Housebound Service is being redesigned.

Ethnicity: The users of the Mobile Library are predominantly White, and more so than the population of the Borough as a whole. The largest BME group is "Asian or Asian British", who make up 10% of the Mobile Library users (compared to 12% of the overall population of Sutton). There is, therefore, no evidence to suggest that the proposal will have a disproportionate effect on the members of any ethnic group.

Disability: The users of the Mobile Library are more likely to have a long-term health condition or disability than the general population, and that group are likely to be impacted by the proposal to discontinue the service. But, as above, the redesign of the Housebound service will ensure that the impact is mitigated.



Gender: Our data suggest that women are more likely to make use of library services than men. This is true of all of the libraries in Sutton as well as the Mobile Library service in particular. Any changes to library provision are therefore always likely to have a greater impact on women.

Sexual orientation and religion: It is not anticipated that the discontinuation of the Mobile Library service would have an adverse impact on the grounds of sexuality or religion.

Caring responsibilities: According to the Library User Survey, users of the Mobile Library service have the same propensity to provide unpaid care for a friend or relative as other library users. The household composition of Mobile Library users indicates that they are more likely to have dependent children than the general population. However, given the general mitigating factors mentioned above, and the fact that events and activities for children will continue to be provided at other libraries, we do not anticipate that there will be an adverse effect on any particular group with caring responsibilities.

Socio-economic factors: We have limited information about the socio-economic factors affecting the users of the Mobile library service. They are, however, more likely to be retired than the general population and own their own home. Sutton as a whole has some areas of relative deprivation compared to the Country as a whole (17 of the 121 LSOAs in Sutton are in the 30% most deprived as measured by the Index of Multiple Deprivation 2010) but there are many areas which have very low levels of deprivation. In addition, 76.6% of households in Sutton have access to a car or van (Census 2011) and this is higher for example than neighbouring boroughs of Croydon (66.5%) and Merton (67.4%). We do not anticipate, therefore, that the proposal will have an adverse impact on people from different socio-economic groups.

Further analysis of the equalities impact of the proposal will be carried out following the consultation exercise in the light of responses and comments from particular groups.



SECTION 3: HEALTH AND WELL BEING

Please note: Data from the Joint Strategic Needs Assessment can be used to fill in this section of the form, which can be accessed here: <http://www.suttonjsna.org.uk/>

A. IN WHAT WAY COULD THIS PROPOSAL POSITIVELY OR NEGATIVELY IMPACT ON THE PHYSICAL AND/OR MENTAL WELLBEING OF RESIDENTS? IF THERE IS A NEGATIVE IMPACT WHAT ACTION WILL BE TAKEN TO MITIGATE THIS? WHAT EVIDENCE HAS BEEN OR WILL BE COLLECTED?

It is not anticipated that the proposals would have an impact on the health of residents in general.

B. IN WHAT WAY COULD THIS PROPOSAL HAVE A POSITIVE OR NEGATIVE IMPACT ON AN INDIVIDUAL'S OPPORTUNITY TO IMPROVE THEIR OWN HEALTH AND WELLBEING? IF THERE IS A NEGATIVE IMPACT WHAT ACTION WILL BE TAKEN TO MITIGATE THIS? WHAT EVIDENCE HAS OR WILL BE COLLECTED?

There is potential that some individuals who use Beddington Library or the Mobile Library service may become socially isolated if those services were to be discontinued. In mitigation, alternative provision is readily accessible by car or public transport from Beddington Library and the Housebound Service will ensure that a service is redesigned to ensure that a service is provided to people who are unable to leave their home. Increasingly the service is being delivered electronically, including the availability of E Books.

C. IN WHAT WAY COULD THIS PROPOSAL POSITIVELY OR NEGATIVELY IMPACT DISPROPORTIONALLY ON THE HEALTH AND WELLBEING OF ONE OR MORE DIFFERENT COMMUNITIES? IF THERE IS A NEGATIVE IMPACT WHAT ACTION WILL BE TAKEN TO MITIGATE THIS?

(For example, improve the lives and health of a vulnerable group such as people with learning disabilities, but impact negatively on a different vulnerable group)

The proposal will not impact disproportionately on any particular group.



SECTION 4: LOCAL ECONOMY

<p>IS THIS SECTION RELEVANT TO YOUR PROPOSAL? (CIRCLE)</p>	<p>YES</p>	<p>No</p>
<p>A. WILL THIS PROPOSAL AFFECT THE LOCAL JOB MARKET, LOCAL BUSINESS OR LOCAL INWARD INVESTMENT TO THE BOROUGH?</p>		
<p> </p>		
<p>B. DOES THIS PROPOSAL IMPACT UPON EMPLOYMENT OPPORTUNITIES FOR RESIDENTS IN SUTTON?</p>		
<p> </p>		
<p>C. DOES THIS PROPOSAL PROVIDE OPPORTUNITIES FOR THE THIRD SECTOR ORGANISATIONS AND OR LOCAL BUSINESSES IN SUTTON?</p>		
<p> </p>		



SECTION 5: SUSTAINABILITY

IS THIS SECTION RELEVANT TO YOUR PROPOSAL? (CIRCLE)	(YES)	No
<p>A. IS THIS PROPOSAL SUSTAINABLE MEDIUM OR LONG TERM FOR IMPROVING SERVICES IN SUTTON?</p>		
<p>Sustainability of services is going to be increasingly difficult given the need to save revenue of £40m by 2019. The CSR is also more likely to impose more savings on local authorities than not. Given there is no legal requirement to provide public library service points to a geographical or area formula, the Council seeks to design a new model which is economically viable over the medium and potentially longer term.</p> <p>We cannot look to improve services but we aim to sustain the best of what we can in the current fiscal conditions.</p>		
<p>B. IS THIS PROPOSAL A COST – EFFECTIVE USE OF RESOURCES?</p>		
<p>Given the points made above, yes. The service has to contribute to the overall need to achieve efficiencies. In particular, the proposals to discontinue the mobile library and close Beddington Library address areas where costs per issue/visit are high compared to other Libraries.</p>		
<p>C. IF APPLICABLE; DOES THIS PROPOSAL HAVE ANY IMPACT ON THE ENVIRONMENT AND ONE PLANET LIVING PRINCIPLES IN SUTTON? (For example, does it impact upon reducing waste, encourage the use of carbon neutral modes of transport conserve the environment or encourage the efficient use of water? Please see guidance for further details if this is relevant to your policy or review).</p>		
<p>N/A</p>		



SECTION 6: ACTIONS AND PUBLICATION

A. PLEASE RATE THE OVERALL IMPACT IDENTIFIED THROUGH THIS ASSESSMENT WITH THE LEVEL OF ACTION THAT NEEDS TO BE TAKEN (DELETE AS APPROPRIATE):

1. **No major change required** (when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.)

B. WHAT ACTIONS ARE GOING TO BE TAKEN AS A RESULT OF THIS IIA TO ADDRESS NEGATIVE IMPACTS OR PREVIOUSLY MET UNIDENTIFIED NEEDS?

We anticipate that the proposals as they stand will continue to ensure that there is a comprehensive and efficient library service in Sutton and that no groups will be disproportionately disadvantaged as a result.

The Council recognises there will be adverse impact, but in its proposed mitigation actions, for example improvements to the Housebound Service, the Council is striving to limit negative impact.

The IIA will, however, be revisited following the detailed consultation on the proposal and will be updated to record any additional impacts identified.

C. WHAT DATA MONITORING OR EVALUATION ACTIVITY HAS BEEN PUT INTO PLACE TO MONITOR THE IMPACT OF THIS PROPOSAL?

Following the consultation on the proposal, if it is decided to proceed with the closure, we will ensure that data and statistics on library use continue to be collected and analysed.

D. SIGN- OFF
(Your completed IIA must be signed off by a Head of Service)



Annex A: Stakeholder groups

Library Name	Stakeholder/Group Name
Cheam	Cheam Reading Group
	Children's Centre
	Prince of Wales Reading Group
	[New] Friends of Cheam Library
	Safer Neighbourhood Team
	Bridge Club
	Drama Buds
	Yoga
	Third Age Counselling
	ITC Course volunteer
	Cheam Charter Fair
	Cheam Station Book Scheme
	Work Experience Manager
	Whitehall
	Cheam Traders Association
	Storytime for 0-3 year olds
Job Club	
Circle Library	Lunch Club
	Memory bank
	Baby Stay and Play
	Wii Zumba



	Shelter
	Adult literacy
	NHS livewell
	Friends of Circle library
	Circle Reading Group
	After school club
	Tom Brake MP
	Scrabble club
	Family History group
	Crafty crafts
	Story time
	Children's craft/gardening club
	Circle Residents
	MENCAP
	Community Police
	Green Wrythe Autistic unit
	St Helier Festival committee
	Love where you live group
	Friends of Sutton Life Centre
Library @ Life Centre	Spellbound Book Group
	Crafty Kids Club
	SCILL
	Job Club
	Book Buddies age 9-11



Library @ Westcroft	Book Buddies age 7-9 years
	Teenage Group
	Rumours Reading Group
	FROLIC Friends Club
	Snuggle Time
	Rhyme Time
	Carshalton Reading Group
	Primo Music
	Ancestry Online
	Pre School Parents Club
	Sutton Ecology Centre
	Still Scouting Book Group
	Rhyme Time
Library @ Phoenix	Story time
	Amy Johnson Children's Centre
	Phoenix Reading Group
	Friends of Phoenix Library
	Ancestry Group
	English 11+
	Simplified Education
	Social work Surgery
	Community Activity in Roundshaw group
	Job Club



	Police - Safer Neighbourhood Team
	Youth Zone
	VIP Coffee Morning
Sutton Library	Chess Club
	Knit & Natter
	Friends Group
	Sutton Safer Transport
	Paul Burstow MP
	Job Club
	Jumpstart
	NHS Self Confidence Workshops
	Arts Network Sutton (ANS)
	Age UK Sutton
	Sutton Alzheimers Society
	Cards for Good Causes
	Carshalton High School for Girls
	Sutton Fibromyalgia & Chronic Pain Club
	The Royal British Legion Carshalton & Wallington
	Sutton Vision
	St Philomena's Catholic High School for Girls
	SCOLA
	Wood and Oil Group
	Volunteer Centre Sutton
Carshalton College	



	Prafula Shah - African Jewellery
	Corporate Communications Team
	Sutton Black History Group
	Cityread/Stellar Libraries
	Japanese community group
	SCOLA
	Waterstones
	Alternatives Reading Group
	Sutton Evening Reading Group
	Book Circle
	Daisy book group
	Hot reads
	Literary ladies
	Mint
	Last Tuesday
	Last Thursday
	Ruby Tuesday
	U3A
	Friends of Wallington Library and Gardens
Wallington Library	Craft Club
	Scrabble Club
	Poetry Circle
	SCILL
	Gramophone Society



	SCOLA
	Carshalton, Beddington and Wallington Music Soc
	Tuesday Evening Reading Group
	Wednesday Morning Reading Group
	Carpenters Solicitors (Free advice sessions)
	Tax Advice (Free Advice Sessions)
	Ascent Fostering Agency
	NHS Recovery College
	Silverdaze Jewellery
	Silver Petals Jewellery
	The 'U'
	Orchard Hill College
	Friends of Worcester Park Library
Worcester Park Library	Topaz Reading Group
	Daisy - Friends of WPK Reading Group
	Worcester Park Morning Reading Group
	Worcester Park Evening Reading Group
	Gingers Music Fun
	Pilates
	Scrabble Club
	Green Oak Music and Rhyme
	Twinkle Toes Baby Massage
	Open University
	Homework Club



	Japanese Speaking classes
	Knit and natter
	Bingo Club
	Cinema Club
	Book Buddies
	Police - Safer Neighbourhood Team
	Police - Safer Transport Team
	Coder Jojo - Bill Cook's Raspberry Pie Group
	Craft Club
	Councillors Surgeries - Saturday Mornings
	Cheam Common Junior School
	Alzheimer's Society
	Admiral Nursing Service
	LMT
Public Health Principal	
Age UK	
SCILL	

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