Libraries Service Review: Equality Impact Assessment (EQIA)





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Haringey LONDON

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

Having due regard to the need to advance equality of opportunity involves having due regard, to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people and
- Encourage people with certain protected characteristics to participate in public life or other activities where their participation is disproportionately low.

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

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1. Responsibility for the Equality Impact Assessment

Name of proposal:	Haringey Library Service Hours
Service Area:	Library Service
Officer Completing Assessment:	Elliot Sinnhuber
Equalities Advisor:	Vlada Shevelkova
Cabinet meeting date (if applicable):	N/A
Director/Assistant Director	Jess Crowe/ Kenneth Tharp

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The decision in question aims to meet the library services' cost-saving proposals by reviewing operating hours only. There is currently no intention to remove or reduce any other provided service.
- This EQIA has shown that young people, older people, disabled people, people of certain races and those from a lower socioeconomic background are most likely to be negatively impacted by changes to library opening hours.
- This results primarily from these groups' higher reliance on libraries as a place to study, access materials, services and sessions for free, socialise, use computers and access the internet.
- This EQIA has evidenced and discussed several mitigations that need to be considered to lessen the impact of reduced opening hours on those with certain protected characteristics. These mitigations, listed at the end of this EQIA, primarily relate to considerations of when and how often users with certain protected characteristics use libraries and how a final decision about exact opening times can help preserve their access.
- The next step for this decision is statutory consultation. Following this, evidence from the consultation will be considered in an updated version of this EQIA to understand impacts and mitigations further.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

An engagement and consultation plan was drafted surrounding this decision. Much of this engagement involved face-to-face sessions to avoid biases related to self-reporting. This is because some of the data the engagement hoped to collect was around non-users, who are less likely to fill in an online survey about a topic in which they are already not engaged.

The quantitative data currently held on library usage (registered users) can be broken down by age, sex, ethnicity and postcode, but not other protected characteristics, e.g. disability. These gaps can be filled in with demographic information about each library's estimated catchment area, but we also intend to use engagement and consultation as a further way to fill these data gaps.

Ongoing engagement will reach out to relevant stakeholder groups, including users and non-users of libraries, as well as Friends of Libraries groups, schools, and VCS organisations.

The initial stage of the engagement was a Needs Assessment based on the quantitative data collected by the Libraries Service. This identified gaps in the data and significant user groups and library services that required deeper qualitative insight. Further insight was gathered by having council officers sit in Haringey libraries, both passively observing users and gathering quantitative and qualitative use data by either speaking directly to library users or providing them with a form to fill out, in both digital and paper format. Insight gathered from the needs assessment and this in-person engagement have been used to shape the options and the statutory consultation survey. The statutory survey will provide additional information, which will be considered in the future version of this EQIA to support the final decision.

There will be further consultation and engagement around a vision/strategy for libraries in autumn 2024, which will separate work around service changes for efficiency from work on improving library services. This is, however, separate from the decision considered in this EQIA.

3b. Outline the key findings of your consultation/engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Questions about library services were included in the 2024 Budget Consultation, and responses were condensed into themes:

- Warm spaces
- Importance of quiet times for some users with protected characteristics, e.g. sensory processing issues
- Overall contribution to literacy and education, digital inclusion, social connection, and economic and mental wellbeing
- Their importance in supporting those who share some protected characteristics, particularly disability, age, and socioeconomic status.

It was also suggested that libraries could do more to maximise their income generation, including the marketing of spaces for hire, ticketed events, and voluntary donations.

Further findings from consultation and engagement will be added to this EQIA after they have taken place.

4. Data and Impact Analysis

This section considers how the proposed change will affect people with protected characteristics.

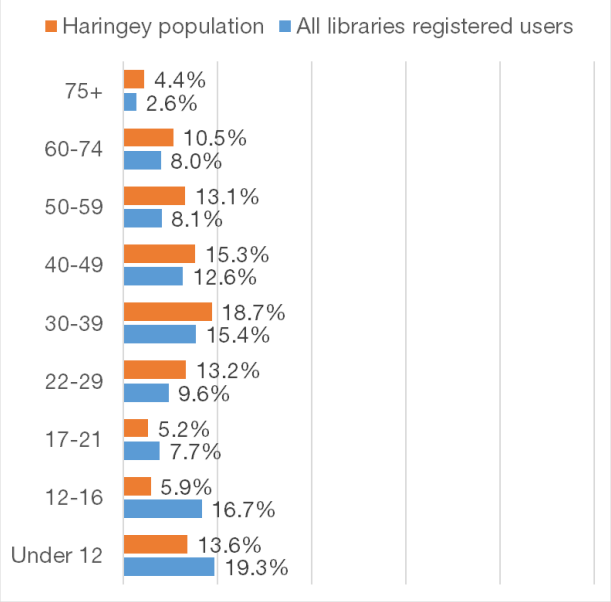
4a. Age

Data

Borough Profile[1]

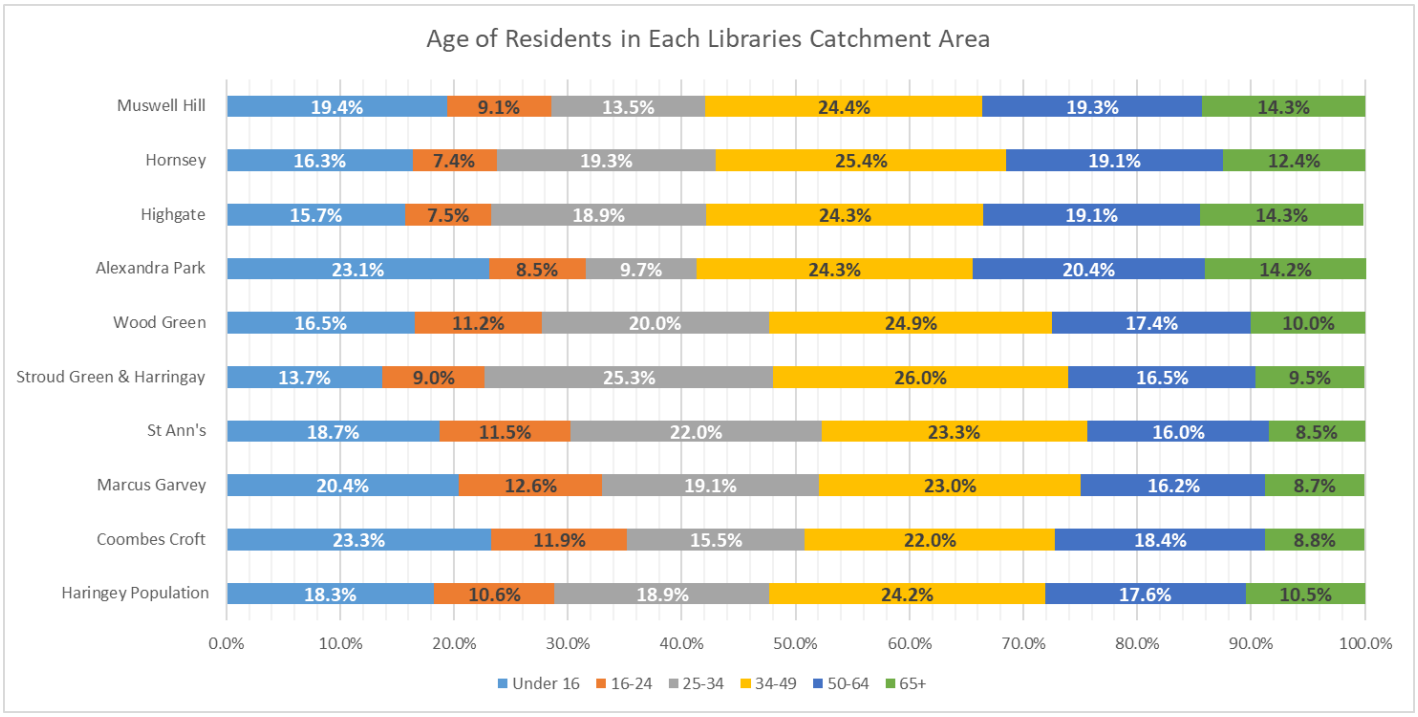
- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Age profile of all registered library users (members)

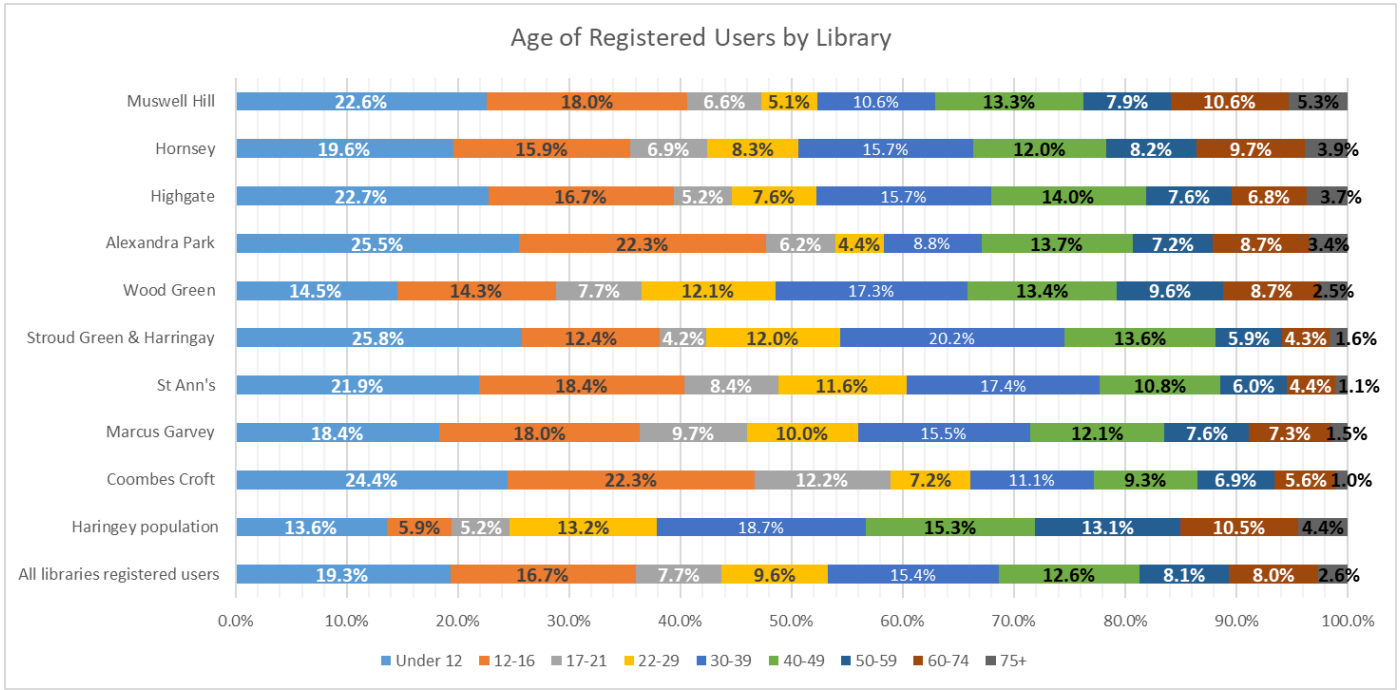


Catchment area Age profile by library

[1] Census, 2021 – Population and household estimates, England and Wales - Office for National Statistics (ons.gov.uk)



Current registered users (member) profile by library



What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the

Haringey library service, which, if not presented in this EQIA, can be found in the accompanying needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries on the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for their catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
2. Membership is a much smaller cohort than the catchment area, and using only membership does not consider all residents who are eligible to become registered users and may do so in the future.
3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

The catchment area has been calculated by:

1. Converting registered user home postcode data into lower super output areas (LSOA).There are 147 LSOAs in Haringey.
2. Then, for each LSOA, identifying which library has the highest number of users domiciled in that LSOA and allocating that LSOA to the relevant library's catchment area.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- For all registered library users, residents under the age of 21 are significantly overrepresented when compared to Haringey's population. Particularly those aged 12-16, which are three times more prevalent.
- At an individual library level, this overrepresentation of under 21 registered users is true for all libraries.
- When compared to Haringey's population, older people are not overrepresented as registered users at any library.
- When considering library catchment areas, those in the east of the borough have an overrepresentation of children and young people and older people are overrepresented in catchment areas for west borough libraries.

b) **Might members of this group be disproportionately affected by this proposal because of a need related to their protected characteristic?**

Children and young people are a key audience and user group for Haringey's library services. Libraries provide a quiet space for young people to study, particularly where this is not accessible at home, as well as resources (books, internet, etc.) and homework support to supplement and develop their learning. This is particularly important for young people who may not have access to the internet/a computer at home. This extends to students who are home-schooled and, therefore, may use the library as a primary source of learning.

Libraries also run and host several sessions aimed at children and young people, including stay-and-play and craft sessions. These provide a way for parents/carers to develop their children's speech, language and communication skills, especially during school holidays.

Evidence also strongly advocates for the benefits of children reading for pleasure, including for mental health and literacy and communication skills. A reduction in library services has the potential to restrict access to books and other reading materials for children and young people, making these skills harder to develop. Children and young people, particularly those from lower socioeconomic backgrounds, are likely to have their educational development impeded by reduced access to libraries. Libraries run several programmes, including Biblio-Buzz, to support young people reading for pleasure.

Libraries also host a variety of other skills development sessions for children and young people, including coding, arts and crafts, music, language sessions and holiday camps.

Young Adults

Due to the current financial context, young adults are much more likely to live with their parents or in houses with multiple occupations[2]. They, therefore, may rely on libraries to provide a suitable environment and space to study for higher/further education or to work remotely.

Older People

For older people, libraries may act as a crucial source of social interaction for those more likely to experience social isolation, which is key for health and wellbeing. Some research has shown that access to libraries enables older people to remain independent and in their own homes for longer and can support those with age-related conditions, e.g. dementia. The libraries host sessions which are free to attend and give older people the opportunity to socialise in a safe and warm space. Interactions with staff in libraries also represent a significant safeguarding opportunity for older people.

[2] ONS, More adults living with their parents - Office for National Statistics (ons.gov.uk)

Libraries are a crucial enabler for those who might find themselves digitally excluded, providing access to the internet and digital services, as well as support to use them. This is a key means for older people accessing council and government services, e.g. benefits claims, voter registration, and accessing council services through face-to-face interaction.

A higher prevalence of physical disability and mental health challenges in this group means that many of the factors under the 'Disability' section will also be relevant.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs. Services affected by changing opening times will be moved to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Young People

As shown above, young people are significantly overrepresented among registered library users, showing they could be particularly impacted by any changes to libraries.

Data from the needs assessment shows that young people use libraries at very specific times compared to other library users, making them particularly vulnerable to negative impacts from changing opening hours.

The data shows that many libraries are busiest after 3 pm when schools end and that children's PCs are only being used after this time. Reducing hours towards the end of the day could, therefore, have a significant negative impact on young people's access, and we need to be mindful of this when considering new opening hours.

Older People

Older people are underrepresented among library members and generally underrepresented in most catchment areas when compared to the borough. Older people are also significantly more likely to be retired and have more time. This means they will be less likely to be negatively impacted by general changes to opening hours, such as all libraries opening later or closing earlier.

However, older people are less mobile than the rest of the population and may find it harder to get to a library further away than their regular one. We should be mindful of this when considering closing one library with the justification that the next closest one is open, as this could have a significant negative impact on older people's library access.

Short delays in accessing books and other issues may not have significant further impacts on older people; at most, they may need to wait until the next day to access their closest library, or alternatively, the home service can deliver books

directly to older and disabled people regardless of library opening hours. However, decreasing library opening hours may increase social isolation in older people, and restricted access to digital technology may have a significant and lasting impact. Older people are far more likely to be digitally excluded than the general population and may rely on the library for digital access to a variety of things. Lesser and/or delayed access to this could have longer-lasting negative impacts for older people, such as missed medical appointments and late payment of bills that may ultimately lead to poorer health and financial outcomes.

4b. Disability

Data

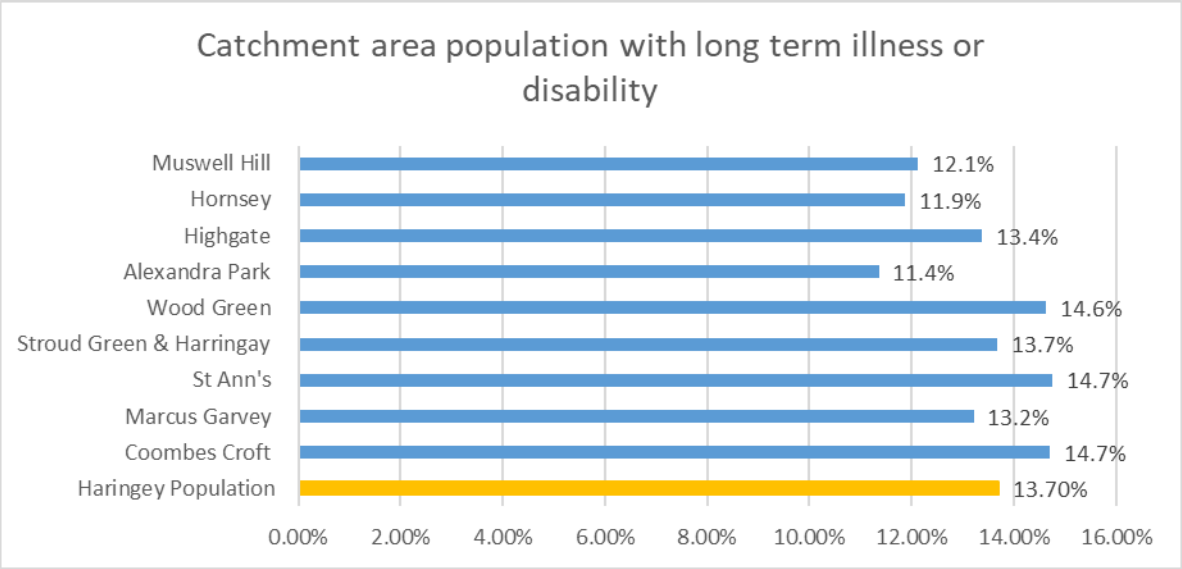
Borough Profile

- Disabled under the Equality Act – 13.7%[3]
    - Day-to-day activities are limited a lot – 6.1%
    - Day-to-day activities are limited a little – 7.5%
- 7.5% of residents were diagnosed with depression[4]
- 1.7% of residents diagnosed with a severe mental illness[5]
- 0.4% of people in Haringey have a learning disability[6]

All registered library users (member) disability profile

The Haringey Library service does not collect data on registered user disability.

Catchment area disability profile by library



[3] Census, 2021 – Disability, England and Wales - Office for National Statistics (ons.gov.uk)
[4] NHS Quality Outcomes Framework – Prevalence of diagnosed depression among GP registered population age 18+
[5] NHS Quality Outcomes Framework – Prevalence of diagnosed mental health diagnosis among GP registered population age 18+
[6] PHE Learning disability profiles – https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014

Current registered users (member) disability profile by library
The Haringey Library service does not collect data on registered user disability.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the accompanying needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for each library's catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
2. Membership is a much smaller cohort than the catchment area, and using only membership does not consider all residents who are eligible to become registered users and may do so in the future.
3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

- Disabled people are overrepresented in the catchment areas of Wood Green, Coombes Croft and St Ann's Libraries.
- We will consider any potential overrepresentation of disabled individuals among library users once we have obtained more data following further engagement and consultation.

b) Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?

Libraries are an important centre for access for disabled people. Disabled people may use the libraries for assistance to access services where there might otherwise be a barrier to accessing. This may also be important in terms of disabled people accessing impartial information and representative forms of media. Libraries also run sessions which contribute to mental health and wellbeing, including arts and crafts,

mindfulness and music, as well as support with health and wellbeing more generally, with healthy living drop-ins.

Disabled people can feel assured that the libraries represent an accessible space in central locations which they will be able to use, with staff who have received accessibility training. Many access requirements that disabled residents might need can be catered for in libraries; this includes physical access for those with limited mobility but also quiet spaces for those with sensory processing challenges and aids for those with visual impairments. Libraries are also important spaces for social and participatory opportunities, with many community groups and council services using libraries to reach disabled residents.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be move to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Due to a wide range of issues, including mobility, some disabled people may not be able to attend their 'next closest' library. We should be mindful of this when considering closing one library with the justification that the next closest one is open, as this could have a significant negative impact on disabled people's library access.

Disabled people may also find it easier and preferable to attend libraries at a time when they are less crowded. Again, we should be mindful of this when considering opening hours as closing libraries for all but the busiest times could have a significant negative impact on access for disabled people.

Access to books and other issues is already mitigated for disabled people by the home delivery service that will deliver to residents' homes if they have a disability. This does not mitigate for the time when disabled people may need to physically be in the library to use a service. Disabled people are far more likely to be digitally excluded than the general population and may rely on the library for digital access to a variety of things. Lesser and/or delayed access to this could have longer-lasting negative impacts for disabled people, such as missed medical appointments and late payment of bills that may ultimately lead to poorer health and financial outcomes.

Additionally, we are also aware of the high level of correlation between disability, unemployment and indicators of deprivation and unemployment. A reduction in library hours may make it more challenging for disabled people to access services such as Haringey Learns, Haringey Works, and Connected Communities – which are all services that are not part of the libraries but are co-located in the same buildings.

This could also lead to much more significant negative impacts in the long term and poor financial and health outcomes if changes to library hours restrict access to these services.

Finally, any reduction in hours, especially introducing times when whole branch libraries are closed for a whole day, is likely to contribute to the social isolation felt by many disabled people and have a negative impact on their wellbeing. This needs to be considered when deciding on hours.

4c. Gender Reassignment

Data

Borough Profile[7]

- 1.2% of Haringey's population report having a gender different to that which was assigned to them at birth.

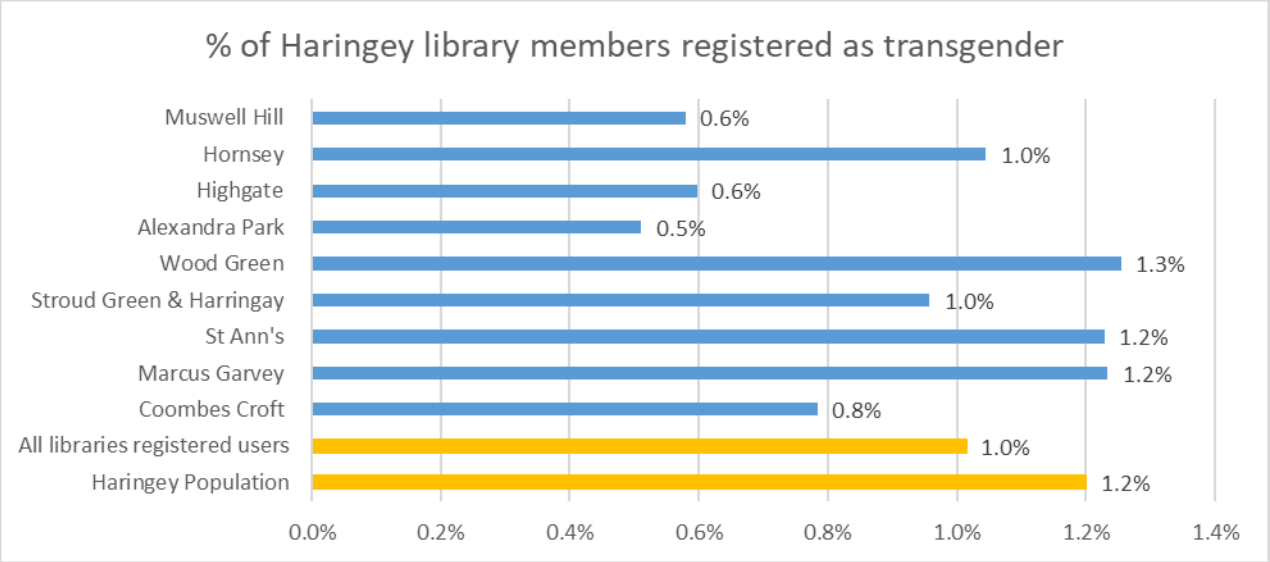
All library registered users (member) gender profile

- 1% of library users have registered as transgender.

Catchment area gender profile by library

The ONS census 2021 does not provide this data to a level of detail that allows us to consider the catchment area profile.

Current registered users (member) profile by library



What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the

[7] Census, 2021 – Gender identity, England and Wales - Office for National Statistics (ons.gov.uk)

Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for each library's catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
2. Membership is a much smaller cohort than the catchment area, and using only membership does not consider all residents who are eligible to become registered users and may do so in the future.
3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- On average, proportion of registered library users who identify as trans is slightly below the proportion of Haringey's general population.
- There is a slightly higher proportion of registered trans users at Wood Green Library than Haringey's general population. This could be because of specific services offered at this library, which are discussed below.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Libraries are centrally located spaces where residents can feel safe and non-judgemental. Libraries also represent an important community space during significant events, e.g. LGBTQ+ History Month.

Libraries act as an important social and community base, with LGBTQ+ groups such as Wise Thoughts running many of their sessions from Wood Green Library, including social groups and information sessions on sexual health.

Libraries also represent a space for people to access impartial and representative information and media anonymously, where there might not be a safe space to do so elsewhere in their personal lives.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be move to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.
Many of the above-mentioned sessions that are aimed at the trans community take place after 5 pm, so any restriction in hours would need to consider the impact this may have and ensure these sessions can still be accessed by those who share this protected characteristic. Missing these sessions could lead to poorer social or health outcomes among trans people.

Other than these sessions, there is currently no evidence that trans people need to access library services more frequently that the general population or at specific hours of the day. Therefore, if we can continue to ensure access to these sessions, the impact of reduced opening hours on this protected characteristic should be neutral.

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic, and this only applies to discrimination in employment because you are married or in a civil partnership.

Data
Borough Profile [8]

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?
This protected characteristic does not apply to this decision.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

[8] Census, 2021 – Marriage and civil partnership status in England and Wales - Office for National Statistics (ons.gov.uk)

N/A

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

N/A

Potential Impacts

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We have not identified any evidence to suggest that reducing library hours will have any specific impacts on individuals with the protected characteristic of marriage and civil partnership.

4e. Pregnancy and Maternity

Note[9]:

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after birth and is linked to maternity leave in the context of employment. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Data

Borough Profile [10]

Live Births in Haringey 2021: 3,376

All library registered users (member) profile

The Haringey library service does not collect data on registered user pregnancy and maternity.

Catchment area profile by library

As pregnancy and maternity are transient characteristics it is not possible to accurately collect this data. Any data we do have is not available at a detailed enough level to allow us to produce a catchment are profile.

Current registered users (member) profile by library

[9] Equality and Human Rights Commission, 2022 – Pregnancy and maternity discrimination.
[10] Births by Borough (ONS)

The Haringey library service does not collect data on registered user pregnancy and maternity.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

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3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- Given the transient nature of pregnancy and maternity, it is hard to come to definitive and long-term conclusions.
- Given the age distribution of library catchment areas presented in the age section of this EQIA, it is possible to assume that due to a higher proportion of residents at or around the average age of maternity, there could be more pregnant women or women with children up to 26 weeks after pregnancy in the east of the Borough.
- We will consider any potential overrepresentation of pregnant or maternal individuals among library users once we have obtained more data following further engagement and consultation.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Libraries are an important resource for expectant and new parents, both in terms of accessing information and in terms of encouraging the development of babies and young children. Libraries provide a number of services to this end, including the borrowing of books and other forms of media, space for play and social interaction, and sessions centred around childhood development, including story time and music sessions.

Libraries also provide safe space for parents to access information about pregnancy and parenting, whether digitally or in print.

Pregnancy and parenthood can represent a vulnerable period in people's lives, and contact with the library service also represents a safeguarding opportunity for expectant and new parents.

Our libraries also offer free breastfeeding drop-ins on weekends, sensory play, and other sessions aimed at mothers with very young children.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services effected by changing times will be move to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Many of the above-mentioned sessions aimed at mothers and very young children take place on Saturdays or in the middle of the weekdays, so any restriction in hours would need to consider the impact this may have and ensure these sessions can still be accessed by those who share this protected characteristic.

Other than these sessions, there is currently no evidence that pregnant women or women in the period of maternity need to access library services frequently or at specific hours of the day. In fact, this group is more likely to be flexible when they can access libraries due to maternity leave. Therefore, if we can continue to ensure access to the above-mentioned sessions, the impact of reduced opening hours on this protected characteristic should be neutral.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.[11]

Data

[11] Race discrimination | Equality and Human Rights Commission (equalityhumanrights.com)

Borough Profile [12]

Arab: **1.0%**

- Any other ethnic group: 8.7%

Asian: **8.7%**

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

Black: **17.6%**

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: **7.0%**

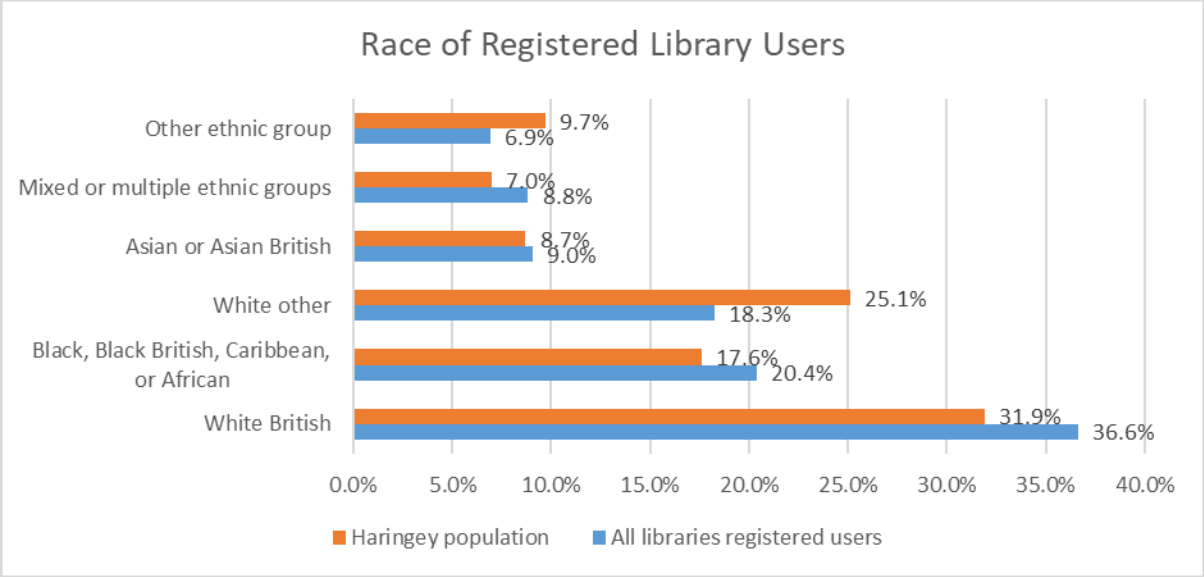
- White and Asian: 1.5%
- White and Black African:1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: **57.0% in total**

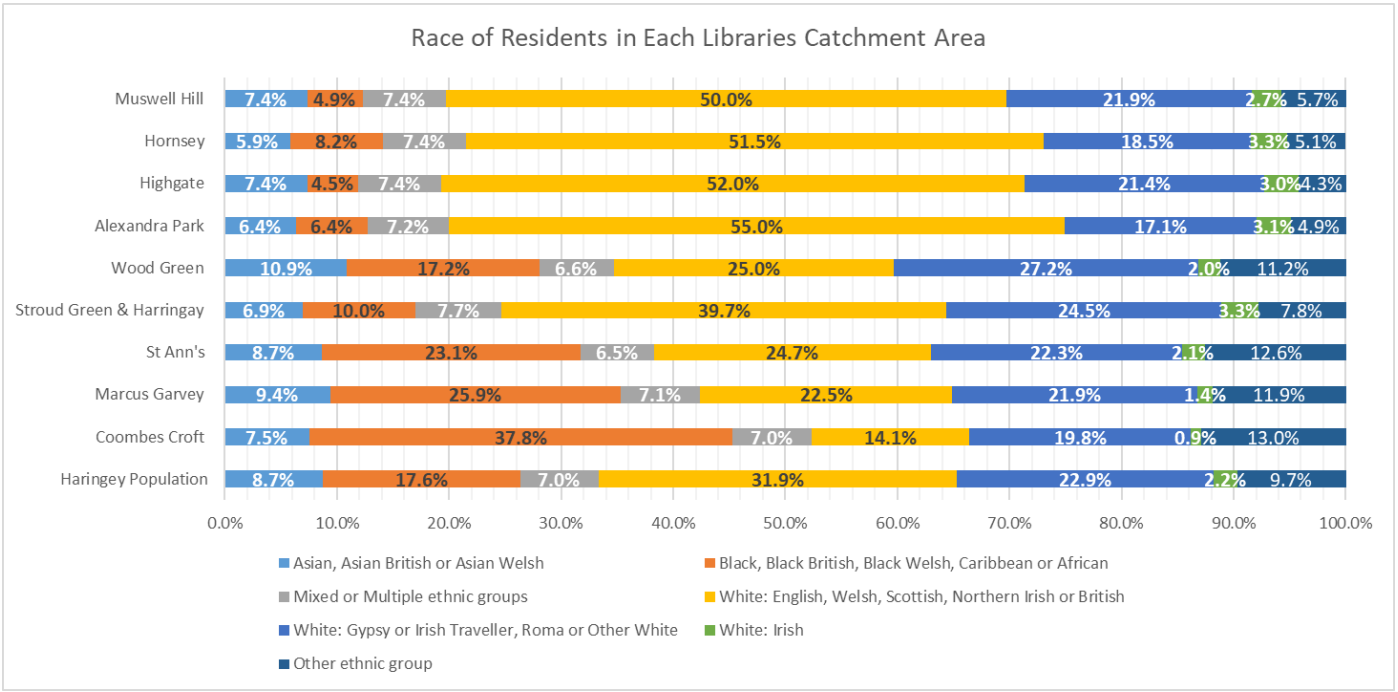
- English/Welsh/Scottish/Northern Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

All library registered users (member) ethnicity profile

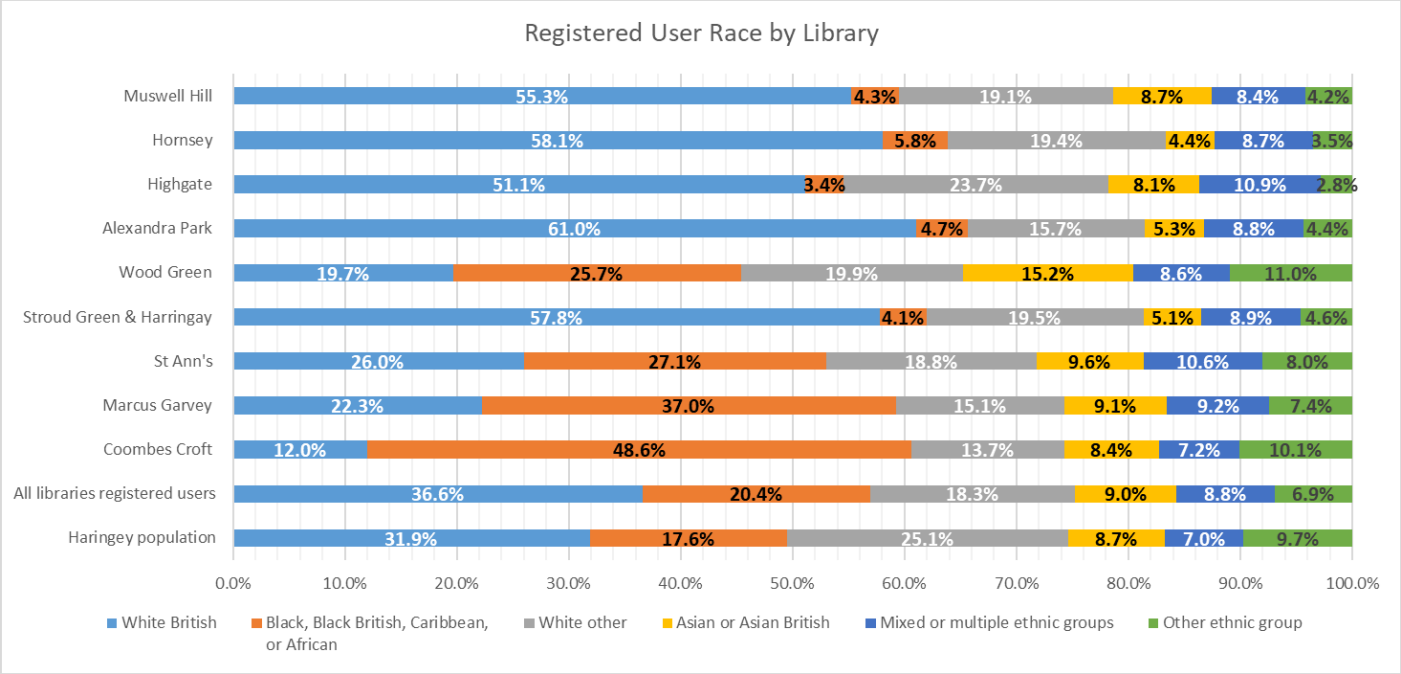
[12] Census 2021 - Ethnic group, England and Wales - Office for National Statistics (ons.gov.uk)



Catchment Area Profile by Library



Current registered users (member) ethnicity profile by library



What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for each library's catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
2. Membership is a much smaller cohort than the catchment area, and using only membership does not consider all residents who are eligible to become registered users and may do so in the future.
3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- White British and Black residents are noticeably overrepresented among all registered library users when compared to Haringey's general population. White other is significantly underrepresented among all registered library users.
- Black registered users are significantly overrepresented in libraries in the east of the borough when compared to Haringey's general population. This is most notable for Coombes Croft, where nearly half of registered users are Black.
- White British registered users are significantly overrepresented in libraries in the west of the borough when compared to Haringey's general population. The most notable of which is Alexandra Park, where 61% of users are White British.
- These observations match very closely to the profiles of the catchment areas for each library.
- As with the borough as a whole, the White Other group is significantly underrepresented among registered users when compared to the catchment areas of all libraries.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Haringey has a significant attainment gap amongst children and young people (CYP) following racial lines, with lower attainment most significant among young black residents. Libraries provide an important space where CYP can supplement their study, e.g. through homework support.

For those whose English proficiency is limited, Haringey Learns provides ESOL classes. Libraries can provide support with accessing services, particularly where digital services are inaccessible to those with limited English proficiency. Community-specific groups such as HoPEC (House of Polish and European Community) offer support for immigration, benefits, and community integration through libraries.

Libraries are able to provide a diverse range of materials which are representative of the local community, including resources in community languages. Charities such as Embrace UK, who support refugees, asylum seekers and migrants, also run sexual health sessions out of libraries.

Libraries act as an important community space for events such as Black History Month, increasing representation of Haringey's diverse communities, and host sessions aimed at cultural education, including music and film from around the world.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be moved to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

As discussed in the age section, a reduction in library hours could result in young people having less time to use libraries for studying and accessing study material. This could contribute to a further widening of the attainment gap along race and ethnic lines and have significant negative impacts on children and young people of certain races. This should be carefully considered when making a decision about a reduction of opening hours so that young people of all races still have a quiet environment to study. Consideration should be given to intersectionality in the east of the borough where there are high numbers of black users and high numbers of young people. A reduction of hours in libraries such as Coombes Croft and St Ann's could have a disproportionate negative impact on Black young people.

Lower levels of English proficiency, and higher levels of digital exclusion are known to be present in certain races and ethnic groups in Haringey particularly in the east of the borough: Black residents for digital exclusion and among Turkish speakers for English proficiency[13]. Access to computers and support from community groups and Haringey services that operate in libraries can be essential to ensuring positive financial, social and health outcomes. Therefore, any reduction in hours should aim to ensure that the impact on access to these services and computers and WiFi is mitigated as much as possible. If access to these services is limited, people from certain races or ethnic groups may suffer significant long-term impacts and poor financial, social and health outcomes. This is likely to be felt most in the east of the borough where a higher proportion of residents are Black and from a low socioeconomic background (a key indicator of digital exclusion). A reduction in hours in libraries in the east could have a disproportionate negative effect on digital exclusion of Black residents.

4g. Religion or belief

Data

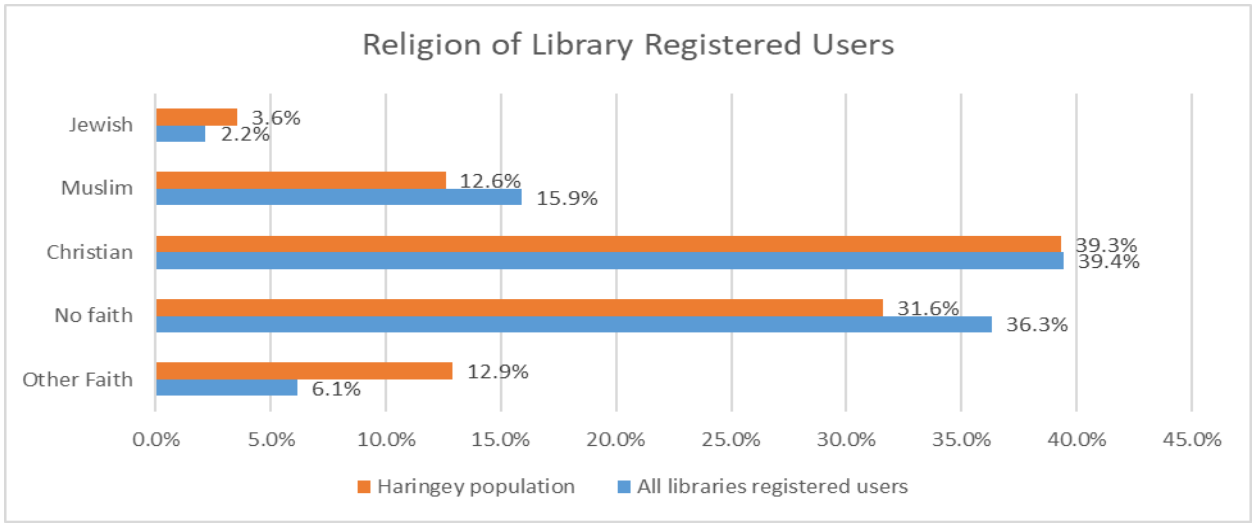
Borough Profile [14]

- Christian: 39%
- Buddhist: 0.9%
- Hindu:1.3%

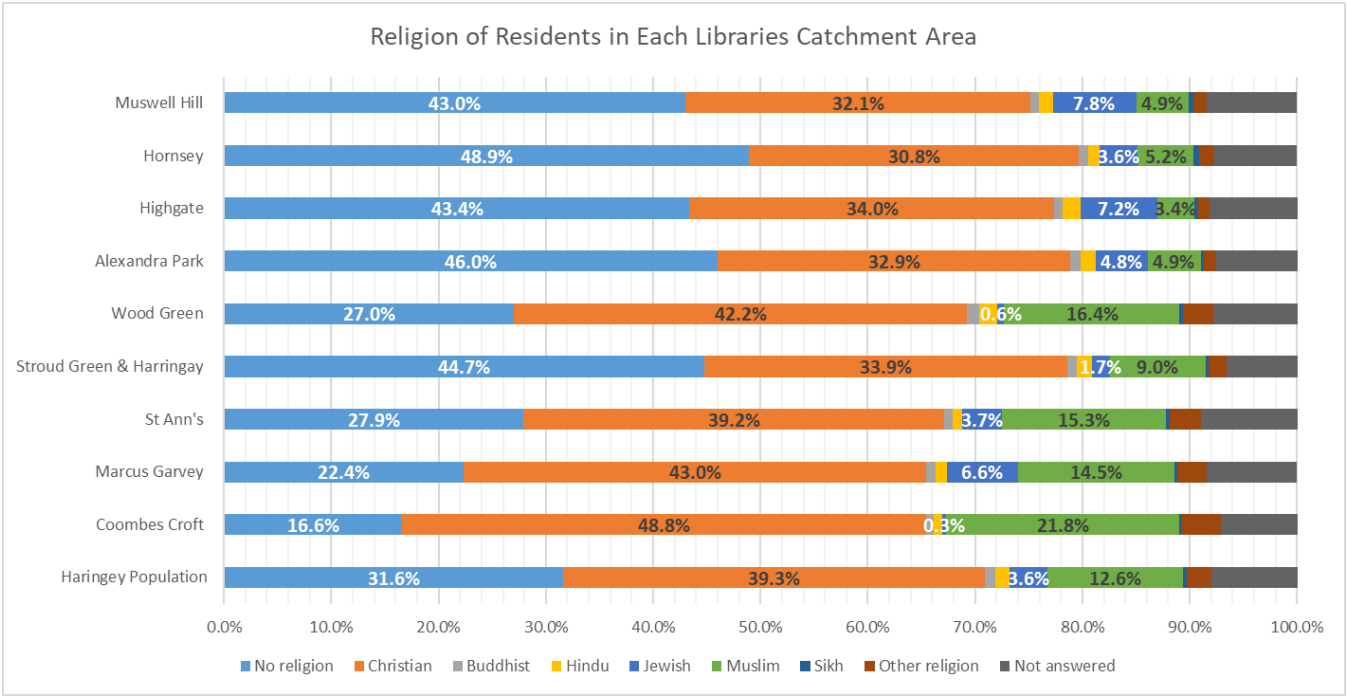
[13] London Borough of Haringey, Translation and Interpretation Policy, 2023
[14] Census, 2021 – Religion, England and Wales - Office for National Statistics (ons.gov.uk)

- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

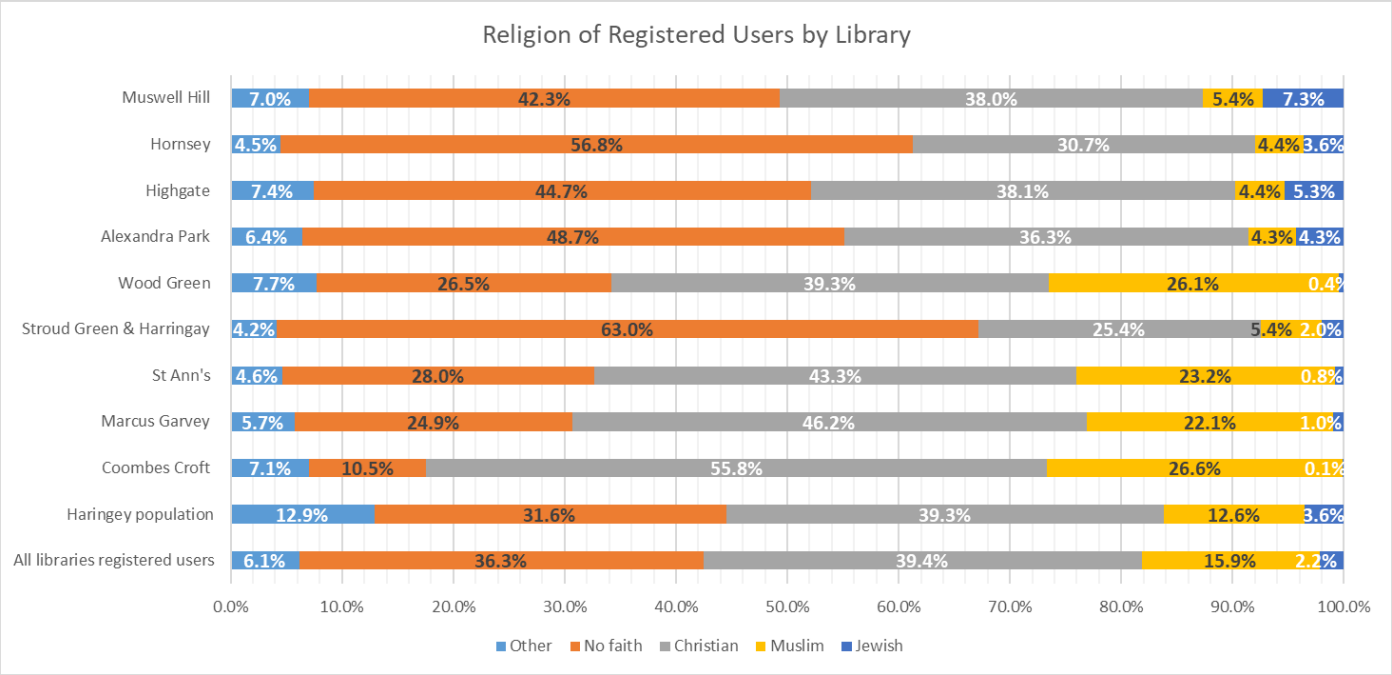
All library registered users (member) religion profile



Catchment area religion profile by library



Current registered users (member) religion profile by library



What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for each library's catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
2. Membership is a much smaller cohort than the catchment area, and using only membership does not consider all residents who are eligible to become registered users and may do so in the future.
3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

- Registered users who are Muslim or have No Faith are slightly overrepresented among registered library users when compared to Haringey's general population.
- The Other Faith category is significantly underrepresented among registered library users.
- South Tottenham, which is where there is a growing Charedi Orthodox Jewish community, has a noticeably lower number of Jewish registered library users when compared to other wards and the Haringey average, suggesting an underrepresentation of Orthodox Jewish residents amongst library users.
- For both registered users by library and catchment area, libraries in the east and centre of the borough are significantly more likely to have Christian residents than Haringey's general population.
- Library registered users and catchment areas for libraries in the west of the borough are significantly more likely to have residents who have no faith when compared to Haringey's general population.
- Followers of the Muslim faith are significantly more likely to be registered users in the catchment areas of libraries in the centre and east of the borough.

b) Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?

Libraries are able to provide a safe and accepting space, as well as a diverse range of materials which are representative of the local community, including with regards to religion, and may enable residents to access impartial information about religion and culture, as well as through educational events hosted by the libraries service.

Libraries function as private and discreet spaces for people to access information about religion or beliefs that may not be available or safe to access at home or in other settings (e.g. educational or religious spaces).

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be moved to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Haringey has an increasingly significant Charedi Jewish community whose beliefs prevent them from accessing library services on a Saturday. This means that if a reduction of hours meant complete closure on Sundays, the community would be barred from accessing any weekend services. With many people working weekdays, weekends present the best time for accessing libraries, so a blanket Sunday closure of libraries would have a significant negative impact on library access for the Charedi community, and this should be considered when finalising reduced operating hours.

Other than this there is no evidence that certain residents because of their religion or belief need to access libraries frequently or at specific times of day. As a result of this a reduction of library opening hours should have a very limited impact on those who share other religions or beliefs.

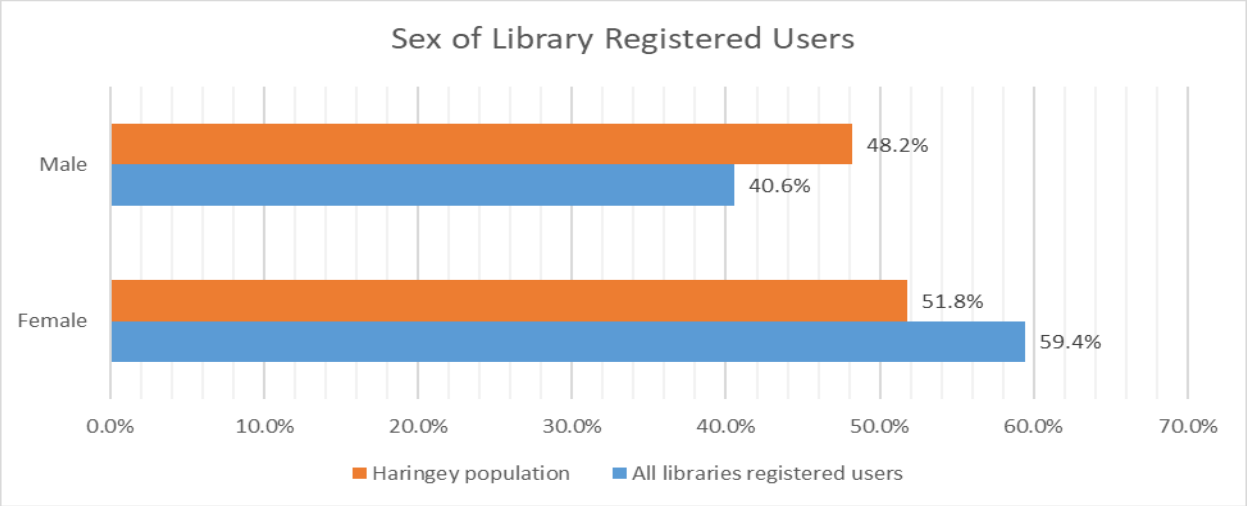
4h. Sex

Data

Borough profile [15]

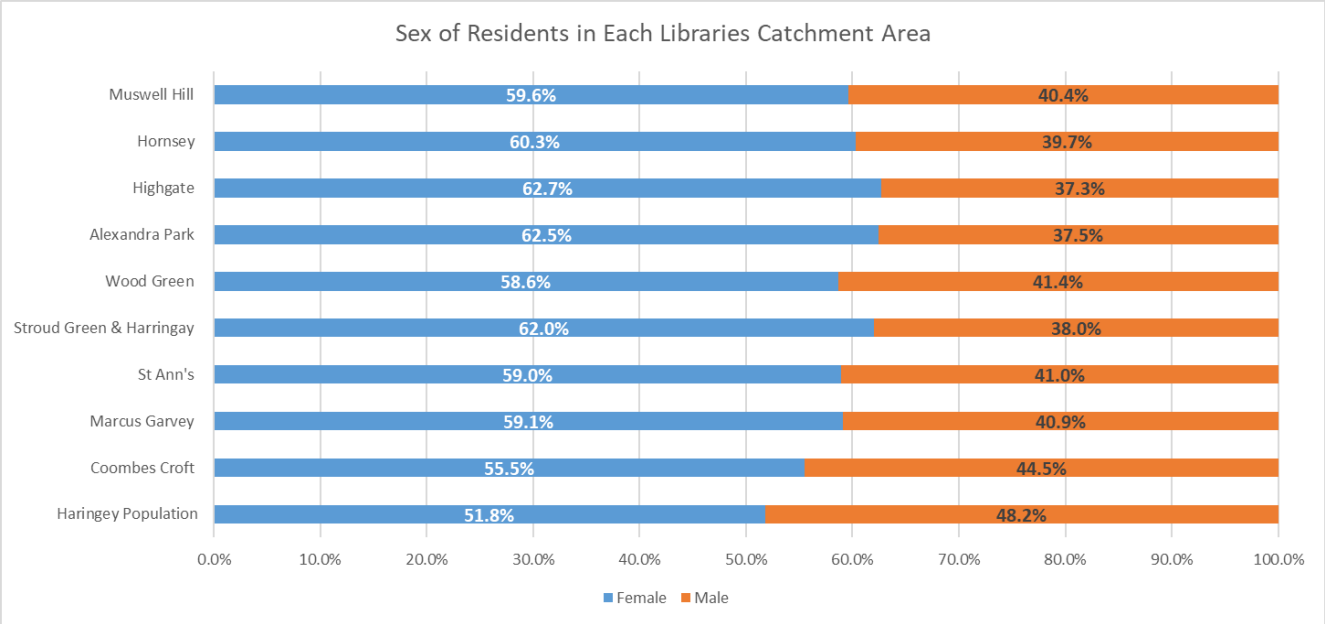
- Female: 51.8%
- Male: 48.2%

All library registered users (member) sex profile

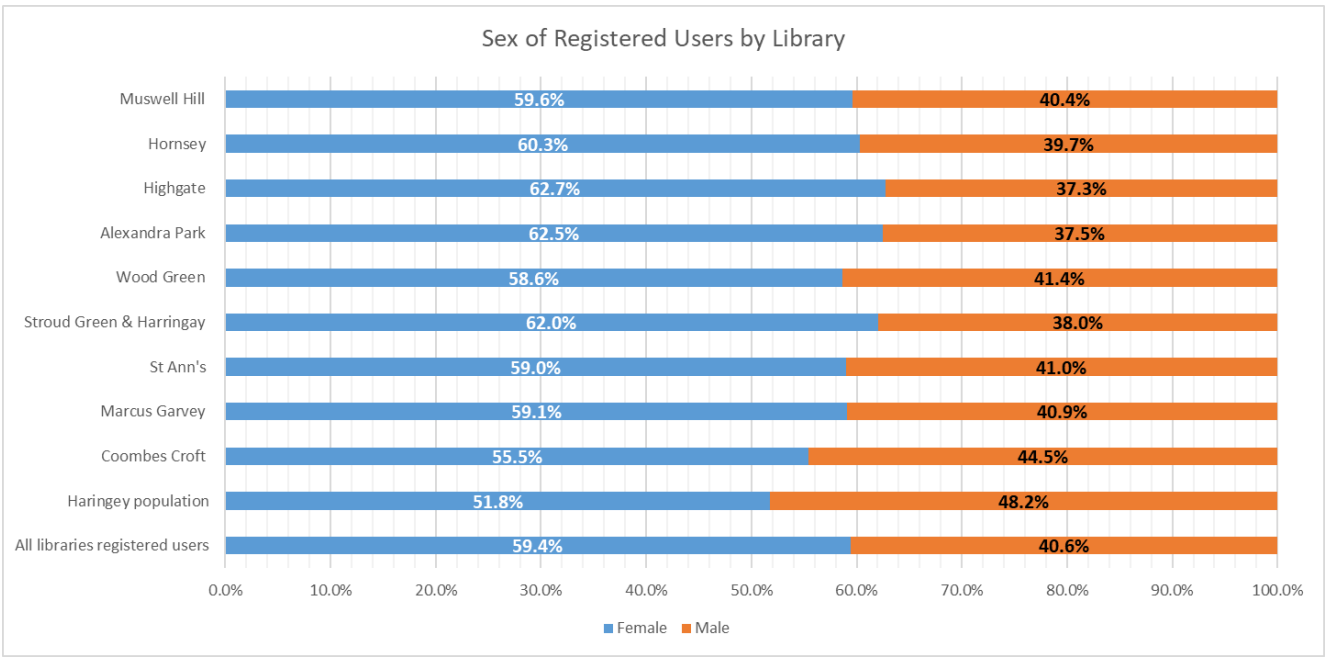


[15] Census 2021 – Gender identity: age and sex, England and Wales - Office for National Statistics (ons.gov.uk)

Catchment area sex profile by library



Current registered users (member) sex profile by library



What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by

various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

This EQIA uses not just each library's registered user data but also data for each library's catchment area. There are several reasons for this:

1. Not everyone who uses library services registers at the library.
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3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- Females are overrepresented among registered library users when compared to the general Haringey population.
- This overrepresentation is true for the registered users and catchment area of all of Haringey libraries; the overrepresentation is slightly more significant at libraries in the west of the borough.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Libraries are an important community space during significant events such as Women's History Month when events are continuously hosted which are educational and celebratory. Outside of this, libraries are also able to provide a safe space to access impartial information anonymously and offer a range of representative media.

Libraries represent a safe space in central locations for women who may be at risk of domestic abuse/violence or sexual harassment. They can also provide resources for women fleeing domestic abuse and violence, particularly when it comes to accessing support services and where the home is not a safe environment to access information.

There is also an educational attainment gap based on sex in Haringey, with girls performing better than boys overall at the Key Stage 4 level: 68.8% of girls achieved a standard pass compared to 63.2% of boys, and 49.5% of girls achieving a strong

pass compared to 46.1% of boys. Libraries provide an important space in which children and young people can supplement their studies, e.g. homework support.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services effected by changing times will be move to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

As discussed in the age section, a reduction in library hours could result in young people having less time to use libraries for studying and accessing study material. This could contribute to a further widening of the attainment gap between boys and girls and have a particularly significant negative impact on young boys. This should be carefully considered when making a decision about a reduction of opening hours so that young people of both sexes still have a quiet and productive environment to study.

A range of studies show that the typical working hours and times at which work takes place vary between men and women.[16] Men are more likely to work structured traditional 9 am to 5 pm days, and women are more likely to work flexibly and at more unusual hours of the day. Therefore, depending on the timings, any changes to operating hours could disproportionately impact library access for either men or women. Any changes to library operating hours will need to ensure that there is still broad coverage and a range of opening times to ensure both men and women are not unduly affected based on their more common working hours and, therefore, the hours they would be able to attend a library.

4i. Sexual Orientation

Data

Borough profile [17]

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

All library registered user (member) sexual orientation profile

The Haringey Library Service does not collect data about the sexual orientation of registered users.

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[16] TUC, Women much more likely than men to have flexible work, https://www.tuc.org.uk/news/tuc-women-much-more-likely-men-have-flexible-work-arrangements-lead-loss-hours-and-pay

[17] Census, 2021 – Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk)

Catchment area profile by library
The data from the 2021 ONS census does not go down to the required detail to produce a catchment area profile for sexual orientation.

Current registered user (member) sexual orientation profile by library
The Haringey Library Service does not collect data about the sexual orientation of registered users.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found in the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

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3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- We will consider any potential overrepresentation of LGBTQ+ individuals among library users once we have obtained more data following further engagement and consultation.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Libraries are centrally located spaces where residents can feel safe and non-judgemental. Libraries also represent an important community space during significant events, e.g. LGBTQ+ History Month.

Libraries act as an important social and community base, with LGBTQ+ groups such as Wise Thoughts running many of their sessions from Wood Green Library, including social groups and information sessions on sexual health.

Libraries also represent a space for people to access impartial and representative information and media anonymously, where there might not be a safe space to do so elsewhere in their personal lives.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be moved to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Many of the above-mentioned sessions aimed at the LGBTQ+ community take place after 5 pm, so any restriction in hours would need to consider the impact this may have and ensure these sessions can still be accessed by those who share this protected characteristic. Missing these sessions could lead to poorer social or health outcomes among LGBTQ+ people.

Other than these sessions, there is currently no evidence that LGBTQ+ people need to access library services more frequently or at specific hours of the day. Therefore, if we can continue to ensure access to these sessions, the impact of reduced opening hours on this protected characteristic should be neutral.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefits as of April 2023[18]
- 19.6% of residents were claiming Universal Credit as of March 2023[19]
- 29.3% of jobs in Haringey are paid below the London Living Wage[20]

Educational Attainment

[18] ONS – ONS Claimant Count
[19] DWP, StatXplore – Universal Credit statistics, 29th April 2013 to 9th March 2023 - GOV.UK (www.gov.uk)
[20] ONS – Annual Survey of Hours and Earnings (ASHE) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)[21]
- 3.7% of Haringey's working-age population had no qualifications as of 2021[22]
- 5.0% were qualified to level one only[23]

Area Deprivation

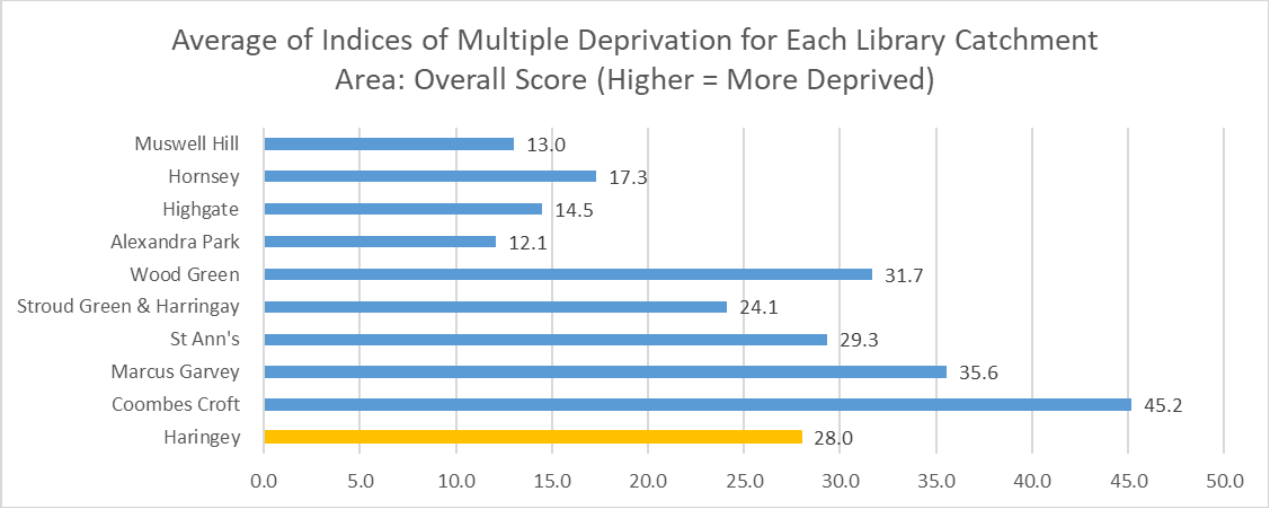
Haringey is the 4th most deprived city in London, as measured by the IMD score in 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.[24]

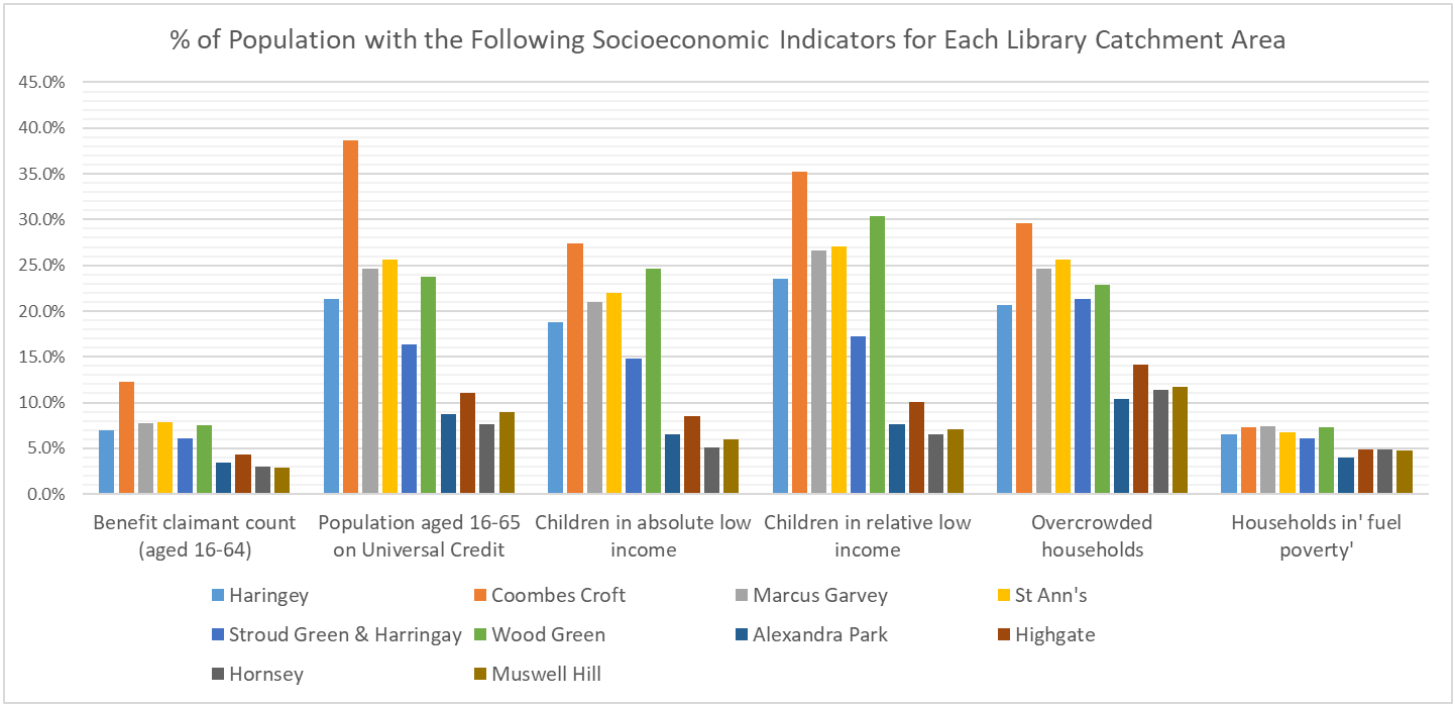
All library registered user (member) socioeconomic profile

Haringey Library Service does not collect data on the socioeconomic profile of its registered users.

Catchment area profile by library

[21] DfE – GCSE attainment and progress 8 scores
[22] LG Inform – Data and reports | LG Inform (local.gov.uk)
[23] LG Inform – Data and reports | LG Inform (local.gov.uk)
[24] IMD 2019 – English indices of deprivation 2019 - GOV.UK (www.gov.uk)





Current registered user (member) socioeconomic **profile by library**
Haringey Library Service does not collect data on the socioeconomic profile of its registered users.

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

The data sources used to inform the assessment here include data from the ONS 2021 Census, as well as footfall, membership and service use data collected by the Haringey library service, which, if not presented in this EQIA, can be found In the companion needs assessment. This has been combined with studies produced by various external organisations on the use of libraries nationally and the impact of libraries in the target group (see Appendix 1).

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3. The library service only collects limited information about the sex, race, age and religion of their registered users. This therefore does not provide a full profile of protected characteristics that may be affected, particularly disability and socioeconomic status.

Detail the findings of the data.

a) **Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

- Wood Green, St Ann's, Marcus Garvey and Coombes Croft library catchment areas have an average IMD higher than the Haringey average. This is particularly significant for the catchment area of Coombes Croft, which has an average IMD of 60% higher than the borough average.
- For the other indicators of low socioeconomic status, the proportion of residents who fall into the categories is highest in the east of the borough and Wood Green, where most indicators are overrepresented compared to the Haringey as a whole; this is particularly significant for the Coombes Croft catchment area.
- It should be noted that while there are far fewer residents in the west of the borough with these socioeconomic indicators, the number is not insignificant. Up to 15% of households in west library catchment areas are overcrowded, and universal credit claimants, children in relatively low income, and children in absolute low income are all up to 10%.

b) **Might members of this group be disproportionately affected by this proposal due to a need related to their protected characteristic?**

Libraries are a crucial central service for enabling social mobility and supporting people from lower socioeconomic backgrounds.

The digital and internet access provided by libraries is crucial for claiming benefits, job-seeking (upon which access to some benefits depends) and accessing other forms of information and support. Both Haringey Learns and Haringey Works also operate out of Wood Green Library, which supports residents in upskilling and getting into work. Research shows that libraries provide spaces where barriers to job-seeking

are removed, removing the sense of stigma and anxiety that job centres can sometimes create[25]

Libraries act as warm spaces and community hubs for those who may not be able to afford to heat their homes/are experiencing homelessness. Many of the sessions that the libraries host are free to attend and offer access refreshments and a social opportunity important for health and wellbeing, particularly for those who may be struggling with the cost of energy or food.

Barclays Bank runs a drop-in session out of Haringey's libraries, which offers advice and support related to personal finances and business finance.
Children, young people and students from lower socioeconomic backgrounds are more likely to live in overcrowded homes and/or have more limited access to places where they can read study and access information. Libraries support students in supplementing their school education in a way that could be critical to closing attainment gaps, particularly when it comes to reading age, which is closely linked both to socioeconomic status and social mobility.[26]

There are far fewer bookshops in the east of the borough than in the west and people on a lower income will be less likely to be able to afford to buy books, which may mean that access to books through means other than libraries follow deprivation trends across the borough. Reducing library services would make access to books and reading materials much more limited in the east of the borough.

Those who have a lower socioeconomic status are far more likely to need access to council services and much less likely to have the means to do so, particularly digitally. Libraries are crucial in removing these barriers, e.g., through customer service centres and Connected Communities. If libraries have reduced hours and therefore these services are sometimes at a different further away library, some residents may be unable to afford the travel cost to get to them.

It is also important to note here that there is a strong correlation between socioeconomic status and other protected characteristics identified, particularly disability and race. Many of the residents who have a lower socioeconomic status are also likely to face other inequalities, and the impacts listed here apply to them, compounding barriers to access.

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes, stock for issue, or number of PCs, and services affected by changing times will be moved to a different but still appropriate time on a different day. Therefore, this

[25] **Arts Council England, (2022a).** ***Helping job seekers help themselves*****.** Helping job seekers help themselves | Arts Council England

[26] **National Literacy Trust and Libraries Connected, (2022).** ***Public libraries and literacy recovery.*** Public Libraries and Literacy Recovery | National Literacy Trust

section will only consider the potential impacts of reduced opening hours on this protected characteristic.

Reducing the opening hours of libraries, particularly during colder early and late hours during winter, could have significant health and wellbeing impacts on those who rely on libraries as a warm space.

As discussed in the age section of this EQIA, children and young people use libraries as both a place to study and a place to find study material; they do this primarily after 3 pm when school ends. This provision of study space is likely to be even more essential for children and young people from a low socioeconomic background who are more likely to live in overcrowded housing with no space to study and be unable to afford essential textbooks for study. Any reduction of hours after 3 pm may have a significant impact on the educational attainment of children from a low socioeconomic background, and any final decision about hours will need to ensure libraries remain a space for children to quietly and productively study.

Almost all of Haringey's Library sessions (e.g., homework clubs, Barclays Bank financial advice, wellbeing drop-ins, and public access pianos), are all free and, by dint of this, do cater to those from a lower socioeconomic background who would not otherwise be able to afford them. While none of these services are under threat, they do take place throughout the day at different times, and a reduction in library hours could hinder access to them. Lower access could lead to negative impacts, particularly for those from a low socioeconomic background who can't choose to pay for alternatives at a different time, and this could lead to poorer financial, health, social, and education outcomes. Any changes to library hours will need to be taken into account and the effect changing hours has on library sessions and support services must be limited.

There are also many council services such as the customer service and Connected Communities who co-located in libraries. Again, those from a lower socioeconomic background are more likely to approach the council for help and missed opportunities to help can lead to greater harm in the long term. Reduced opening hours of libraries will need to ensure that these co-located services can still be provided if a negative impact is to be avoided.

Finally, due to the cost of digital devices and internet access, those from a lower socioeconomic background are more likely to be digitally excluded and rely on libraries for digital access. This is evidenced by Haringey library data where libraries in the east of the borough, particularly Coombes Croft (whose catchment area is the most deprived of all the libraries), have a significantly higher number of PC logins and WiFi users as a proportion of registered users when compared to libraries in the west of the borough. This shows there is a much higher relative demand for PC access and WiFi in the east of the borough. Reducing library hours could limit some residents' access to digital infrastructure, which in turn will limit their ability to access essential services (e.g., appointment booking, payments) which are increasingly

becoming more digitally-focused. This will have a wide range of consequences and could lead to negative financial, health, and social outcomes. Any changes to library operating hours will need to maintain consistent access to digital infrastructure for our residents, particularly in the east of the borough, and be aware of the times of day when residents need to access this infrastructure most.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

- This EQIA has shown that young people, older people, disabled people, people of certain races and those from a lower socioeconomic background are most likely to be negatively impacted by changes to library opening hours.
- This results primarily from a higher reliance on libraries as a place to study, access materials, services and sessions for free, socialise, use computers and access the internet.
- Children and young people will be most affected if changes to hours occur after school in the evenings.
- Older people and disabled people will be most affected if changes result in their local library being completely closed for day or half day periods of time.
- People from a lower socioeconomic background require more frequent and consistent access to libraries and there is no correlation to time of access. Most changes to opening hours would impact this group but the impact would be lessened if changes were at the beginning and end of current operating times.

5b. Intersectionality

As in this context access to books, other material and digital infrastructure is largely based on if you can afford it at home or not. Changes to library opening hours are most likely to have a most significant impact on older or younger disabled people who are from a lower socioeconomic background. Impact will therefore be most significant in the east of the borough where data in this EQIA has shown there are higher levels of deprivation, racial diversity, younger people and disability.

5c. Data Gaps

Based on your data, are there any relevant groups that have not yet been consulted or engaged? Please explain how you will address this.

The most significant data gap is for sexual orientation, where we currently have no registered user or catchment area data.

In many areas, we have good data about the protected characteristics of registered library users and/or the residents of library catchment areas. We are, in some cases, missing direct data that links people with protected characteristics to the use of the

library, the services they require and the time of day they commonly visit. This particularly applies to disabled people.

We aim to solve these problems with both engagement and statutory consultation, where we hope to gather quantitative and qualitative data about when, why and how residents use libraries.

6. Overall impact of the policy on the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

Ultimately there is no final decision about operating hours so it is not possible to determine clearly the impact the decision will have on the PSED in Haringey. This EQIA has identified that a variety of changes to operating hours could have significant and varied negative impacts on those with certain protected characteristics. These will need to be mitigated and, before a final decision is taken, the Council will need to be satisfied that any adverse impacts are justified in light of the aims of the proposal.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

No major change to the proposal: the EQIA demonstrates the proposal is robust, and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them. **Yes.**

The proposal to consult on reducing opening hours can still be taken forward; the final decision on opening times will need to consider a range of mitigations.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out

below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **No.**

The proposal to consult on reducing opening hours can still be taken forward; the final decision on opening times will need to consider a range of mitigations.

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **No**

The proposal to consult on reducing opening hours can still be taken forward; the final decision on opening times will need to consider a range of mitigations.

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

The consultation on library opening hours and a final decision on the nature of these opening hours will have to consider the findings of this EQIA to settle on hours that will limit or mitigate the negative impacts presented in this EQIA.

This includes consideration of:

- Younger people's particular need for libraries after 3 pm
- Libraries being closed in a way that allows co-located services to still be opened.
- Disabled people and older people's possible inability to travel to their next nearest library.
- Avoiding significantly long (e.g. multiday consecutive) closures of smaller libraries to ensure this does not compound the effects of social isolation on certain groups.
- Library closures not disproportionately impacting the Charedi Jewish community who cannot access them on Saturdays.
- Libraries requiring longer opening times in winter to provide a warm space for at risk people.
- Libraries having a broad range of opening hours to cater to differing working patterns of men and women.
- If classes and sessions need to be moved due to reduced opening hours extensive thought must be given to find an appropriate new time and/or date that is relevant to the group the session serves.
- For residents who rely on frequent and consistent use of libraries for digital access ensuring changes to hours do not lead to significant increases in digital exclusion. Furthermore that changes to hours align with when residents who require digital access are most likely to use libraries.

8. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
  What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

This will not be the final EQIA of this policy, this EQIA will be update when a final decision is made. Monitoring arrangements will be outlined there.

Date of EQIA monitoring review:

N/A

9. Authorisation

EQIA approved by (Assistant Director/ Director) **[Type answer here].**

Date **[Type answer here].**

10. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.

11. Appendix

Below are some information sources used which encompass the impact on more than one group, including:

- Vincent, J. (2018). *Libraries welcome everyone: Six stories of diversity and inclusion from libraries in England.* Libraries welcome everyone: Six stories of diversity and inclusion from libraries in England | Arts Council England
- Involve and Dialogue by Design (2013). *Envisioning the library of the future Phase 3: understanding what people value about libraries.* https://www.artscouncil.org.uk/media/19593/download?attachment
- Department for Culture, Media and Sport, (2024). *An independent review of English public libraries.* An independent review of English public libraries - GOV.UK (www.gov.uk)

- Department for Digital, Culture, Media and Sport (DCMS), (2018). *(DCMS, 2018): Ambition for Public Libraries in England 2016 to 2021*. (DCMS, 2018): Ambition for Public Libraries in England 2016 to 2021 - GOV.UK (www.gov.uk)
- Department for Culture, Media and Sport, (2022). *Libraries as a statutory service*. Libraries as a statutory service - GOV.UK (www.gov.uk)
- The Library Campaign's Response to Haringey's budget consultation, (2024). https://haringeybudget2024.commonplace.is/proposals/about-the-project-sample-content/step1
- CILIP, (2024). *Come rain or shine: Preparing public libraries for the future in an age of uncertainty.* https://cdn.ymaws.com/www.cilip.org.uk/resource/resmgr/cilip/future_libraries/Horizon_Scanning_Report_-_Co.pdf
- Good Things Foundation, (2023). *Digital Inclusion in Libraries in England*. Digital Inclusion in Libraries in England - Good Things Foundation
- Govan Law Centre, (2024). *Legal challenge launched against closure of Dundee's Kirkton Community Centre and Library.* Legal challenge launched against closure of Dundee's Kirkton Community Centre and Library - Govan Law Centre 0800 043 0306
- BBC News, (29th March 2016a). *Book borrowing figures show library habits are changing*. Book borrowing figures show library habits are changing - BBC News
- BBC News, (29th March 2016b). *Libraries: the decline of a profession?.* Libraries: The decline of a profession? - BBC News
- Shropshire Council, (27th July 2016). *Review of Shropshire library opening hours*. Review of Shropshire Library Opening Hours.pdf
- Arts Council England, (January 2013). *Learning from experience: Summary briefing for local authorities*. Community libraries - Learning from experience | Arts Council England
- Arts Council England, (March 2015).*The health and wellbeing benefits of public libraries,*. The health and wellbeing benefits of public libraries | Arts Council England
- Renaisi, (2017). *Libraries as community hubs: A report for Arts Council England*. Libraries-CommunityHubs-Renaisi.pdf (artscouncil.org.uk)
- Gordon et al, (2023). *Libraries for Living, and for living better*. Gordon et al, 2023, and for Living Better | Libraries Connected
- Arts Council England, (2022b). *Envisioning the library of the future.* Envisioning the library of the future | Arts Council England

Age:

- Sayce, L. (2020). *Inclusive education: a gateway to a more equal society.* Inclusive education: a gateway to a more equal society | EHRC (equalityhumanrights.com)
- Libraries Connected (n.d.). *Children's Promise*. Children's Promise | Libraries Connected
- Kucirkova, N. and Littleton, K. (February 2016). *The digital reading habits of children*. digital_reading_survey-final-report-8.2.16.pdf (booktrust.org.uk)
- National Literacy Trust and Libraries Connected, (2022). *Public libraries and literacy recovery.* Public Libraries and Literacy Recovery | National Literacy Trust
- Clark, C. and Hawkins, L. (2011). *Public Libraries and Literacy*. https://cdn.literacytrust.org.uk/media/documents/2011_04_04_free_research_-_public_libraries_and_reading_survey_2009_4LNfHG7.pdf
- Shared Intelligence and Arts Council England, (July 2017). *Stand by me: The contribution of public libraries to the wellbeing of older people,* Shared

Intelligence and Arts Council England, July 2017. Combined older people report 17 July.pdf (artscouncil.org.uk)

Disability:

- Libraries Connected, (2020). *The Vision and Print Impaired People's Promise.* Vision and Print Impaired People's Promise | Libraries Connected
- Hunter, I., (2022). *Libraries providing inclusive opportunities*. Libraries providing inclusive opportunities – CLOA
- Harris, S. *How libraries can encourage positive community experiences for disabled people*. The Library's Role in Encouraging Positive Community Experiences for Disabled People (urbanlibraries.org)

Pregnancy and Maternity:

- Boulton et al, (April 2018). *Library rhyme times and maternal mental health: results of an action research project*. Library_rhyme_times_maternal_mental_health.pdf (artscouncil.org.uk)

Socioeconomic Status:

- Sayce, L. (2020). *Inclusive education: a gateway to a more equal society.* Inclusive education: a gateway to a more equal society | EHRC (equalityhumanrights.com)
- Arts Council England, (2022a). *Helping jobseekers help themselves*. Helping jobseekers help themselves | Arts Council England