

Equality Analysis Form

1. Introduction

1.1 Purpose of Equality Analysis

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

2. Proposed change

Directorate	PLACE
Title of proposed change	PLA Sav 03 Closure of Libraries Buildings and PLA Sav 20 Closure of South Norwood Library
Name of Officer carrying out Equality Analysis	Robert Hunt/Joan Redding

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

Proposal to close five (of 13) libraries: Bradmore Green, Broad Green, Shirley, and Sanderstead Libraries in order to make savings as part of the Croydon Renewal Plan. (Proposal is in tandem with PLA Sav 04 South Norwood Library closure of existing and new libraries). Anticipated outcomes are savings on operating and staff costs plus avoidance of repair, maintenance and development costs.

The libraries proposed for closure are the smaller libraries in the older buildings which require renovation investment, identified in a previous study for closure due to lower visitor numbers and high maintenance costs. In each case there are larger libraries with more facilities and activities just over a mile away. We acknowledge that these libraries have been in the local community for decades and are very much established and valued in their local communities, especially by young families, older residents, and those without access to computers and broadband.

The Consultation is in two parts. Phase 1 was completed on 14 March 2021 and sought feedback on the proposals to close 5 libraries or find alternative options, when these proposals were at the formative stage. There were over 2,500 respondents and they used the following Croydon libraries (some used more than one). Highlighted below are the libraries proposed to close:

Response	Number of Respondents	Percentage of Respondents
Ashburton Library	332	15.43%
Bradmore Green Library	309	14.37%
Broad Green Library	152	7.07%
Central Library	1015	47.19%
Coulsdon Library	328	15.25%
New Addington Library	64	2.98%
Norbury Library	138	6.42%
Purley Library	310	14.41%
Shirley Library	377	17.53%
Sanderstead Library	467	21.71%
Selsdon Library	335	15.57%
South Norwood Library	414	19.25%
Thornton Heath Library	257	11.95%
Prefer not to say	9	0.42%
None of them	37	1.72%

From the feedback, we identified four options: Closure, Reduced Opening Hours, Community Managed, and Outsource. These options are being analysed and be considered by Cabinet who will decide which options go back out to public consultation.

This is an Equalities Impact Assessment on Option 1: Closure of five libraries.

We are completing an Equalities Impact Assessment on each option. We will consider evidence from a range of sources, namely: Croydon Observatory data, Library Management System Data, Libraries Consultation feedback, Library events data and Library staff feedback on events participation.

3. Impact of the proposed change

Important Note: It is necessary to determine how each of the protected groups could be impacted by the proposed change. Who benefits and how (and who, therefore doesn't and why?) Summarise any positive impacts or benefits, any negative impacts and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic.

Where an impact is unknown, state so. If there is insufficient information or evidence to reach a decision you will need to gather appropriate quantitative and qualitative information from a range of sources e.g. Croydon Observatory a useful source of information such as Borough Strategies and Plans, Borough and Ward Profiles, Joint Strategic Health Needs Assessments <http://www.croydonobservatory.org/> Other sources include performance monitoring reports, complaints, survey data, audit reports, inspection reports, national research and feedback gained through engagement with service users, voluntary and community organisations and contractors.

3.1 Deciding whether the potential impact is positive or negative

Table 1 – Positive/Negative impact on proposal to close 5 libraries: Bradmore Green, Broad Green, Shirley, Sanderstead, South Norwood Libraries

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. . If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence
Age	If the five libraries are closed, the PCs and books will be made available in the nearest larger library, which is just over a mile	<p>All Croydon: According to ONS Estimates 2019, Croydon residents comprise 386,710 residents:</p> <ul style="list-style-type: none"> • 22.2% (85,672) aged 0-15 • 64.1% (247,841) aged 16-64 • 13.8% (53,197) 65 and over <p>According to ONS mid-year estimates, Croydon has the 4th largest number of young people aged 0-17 years old in London. One in 4 of Croydon's population is aged 0-17 years based on ONS MYE 2019. The number of looked after children in Croydon is the highest in London.</p>	Library Active Users Report June 2020 covering users 2018-2020 Observatory data Libraries Consultation Phase 1 (14/1-14/3 2021)

away in each case.

Savings made on closures will be part of wider Croydon savings and will not have a positive impact on service users or wider library services

Ward populations for libraries proposed to close (Croydon Observatory) – population figures for all Wards with libraries is Table 1 below.

Wards	Population	Male	Female
All Croydon	386,710	187,875 (48.6%)	198,835 (51.4%)
Old Coulsdon	10,856	5,655 (52.1%)	5,201 (47.9%)
Broad Green	20,592	10,517 (51.1%)	10,075 (48.9%)
Sanderstead	14,213	7,253 (51%)	6,960 (49%)
Shirley South	9,521	5,084 (53.4%)	4,437 (46.6%)
South Norwood	18,185	9,507 (52.3%)	8,678 (47.7%)

Library database: Impact on 104,249 registered library members and below is a summary by age ranges compared to Croydon population.

Age Range	Library Members	% of age	Croydon Population	%	Library Members as % Croydon Population
0-9	15140	14.52%	54952	14.3	28%
10-19	21153	20.29%	47985	12.4	44%
20-29	14216	13.63%	44820	11.6	32%
30-39	16030	15.37%	59423	15.4	27%
40-49	13752	13.19%	53552	13.9	26%
50-60	9885	9.48%	53052	13.7	19%
60-69	6815	6.54%	35305	9.1	19%
70-79	4789	4.59%	22819	6	21%
80+	2485	2.38%	14802	3.8	17%
Total	104265		386710		26.96%

7 Webinars
Activities
spreadsheet
and Equalities
summaries
from staff

Please note that not all library members are Croydon residents, and many who visit Croydon libraries for activities and services are not library members.

In **Option 1: Close five libraries**, there is an impact on just over 15% of library members in the following age groups:

Age ranges	Bradmore Green	Broad Green	Sanderstead	Shirley	South Norwood	Total	% All Members
0-9	459	610	579	418	923	2989	2.87%
10-19	367	974	488	837	1169	3835	3.68%
20-29	117	378	155	393	581	1624	1.56%
30-39	197	440	274	330	857	2098	2.01%
40-49	208	356	299	313	692	1868	1.79%
50-59	182	188	181	301	499	1351	1.30%
60-69	176	75	161	329	234	975	0.94%
70-79	201	26	197	311	126	861	0.83%
80-89	100	9	93	162	46	410	0.39%
90+	31	4	17	35	10	97	0.09%
Total	2038	3060	2444	3429	5137	16108	15.45%

Activities:

From April 2019 – March 2020 Croydon ran 6,261 activities across all 13 libraries, with 73,965 attendees, generating 3839 new members. (Please note this is lower than usual given COVID changes and data was very low for Quarter 4)

In that year, the five local libraries proposed for closure ran 30% of all Croydon's regular events and activities with approximately 15,000 attendees annually. Below is a breakdown from the events data for libraries, broken down by age groups. (See also Table 2 below)

Events & Activities 2019/20	All	Bradmore Green	Broad Green	Sanderstead	Shirley	South Norwood
Children and Young People (0 to 17)	3103	171	351	12	7	13
Adults (18 to 49)	1881	20	111	28	169	102
Older People (50+)	1094	51	64	37	30	164
Family	183	3	30	9	15	55
Annual Total Events	6261	245	556	186	323	573

The service would mitigate this by increasing the number of activities at other sites, however, the libraries consultation and staff feedback on events participation have identified that many users would not be able to travel to another location, illustrated below.

Libraries Consultation Survey: Initial Libraries Consultation was undertaken 14 January – 14 March to reach all users, and also non users of Croydon Library services, particularly those directly affected by these proposals. There is also feedback from seven webinars.

Response (1418)	Number of Respondents	Percentage of Respondents
Under 18	15	1.06%
18-30	72	5.08%
31-40	346	24.40%
41-50	276	19.46%
51-60	215	15.16%
61-70	257	18.12%
71-80	139	9.80%
81+	27	1.90%
Prefer not to say	71	5.01%

83.20% of respondents told us they walked to their local library, and if they had to travel to the next nearest,

35.61% (621) – public transport

15.19% (265) – not sure

12.21% (213) – no other options, outlined by age in table below:

Of the 213 respondents who told us they had no other options because they could not travel to another library, and the reasons were additional cost, inadequate public transport (2 buses), insufficient or costly parking, no time for additional journey, logistics of travel with young children on public transport, fear of travel because of personal mobility, fear of crime on transport and in alternative communities. Below are the age breakdowns of the respondents, indicating a wide spread and significant number between 31-40, mostly women :

Under 18	3
18-30	5
31-40	48
41-50	26
51-60	17

		<table border="1"> <tr> <td>61-70</td> <td>15</td> </tr> <tr> <td>71-80</td> <td>10</td> </tr> <tr> <td>81+</td> <td>7</td> </tr> <tr> <td>Prefer not to say</td> <td>12</td> </tr> <tr> <td>(blank)</td> <td>70</td> </tr> <tr> <td>Grand Total</td> <td>213</td> </tr> </table>	61-70	15	71-80	10	81+	7	Prefer not to say	12	(blank)	70	Grand Total	213	<p>Respondents to survey, participants at the webinars, and staff have demonstrated that the proposals would have a disproportionate impact on the age groups listed below. Whereas there is a mitigation in the Home Library Service book service for residents with disability, there would be a reduction in a local service with space for activities for those who find it difficult to travel to larger libraries and would not have access to regular activities, social or study space.</p> <p>To summarise, it is concluded that there would be a disproportionate impact on the following age groups if the proposed closure took place:</p> <ul style="list-style-type: none"> • Families with young children (time, logistics, cost) • Adults without digital access; jobless (cost, time) • Seniors who have told us it is difficult to travel (cost, fear of crime, fear of injury) • School children after school and school visits (not reflected in data but in free text) 									
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Disability	<p>If the five libraries are closed, the PCs and books will be made available in the nearest larger library, which is just over a mile away in each case.</p> <p>The Home Library Service</p>	<p>Information about Disability in Croydon (Croydon Observatory):</p> <table border="1"> <thead> <tr> <th>Disability category</th> <th>Numbers</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Day-to-day activities limited a lot</td> <td>24,380</td> <td>6.7%</td> </tr> <tr> <td>Day-to-day activities limited a little</td> <td>28,733</td> <td>7.9%</td> </tr> <tr> <td>Day-to-day activities not limited</td> <td>310,265</td> <td>85.4%</td> </tr> <tr> <td>Total of all categories.</td> <td>363,378</td> <td>100.0%</td> </tr> </tbody> </table> <p><i>Source: ONS, Census 2011, Table QS303UK.</i></p> <p>Library Database: Out of 104,249 library members, only 30% completed information about disability and 29% declared no disability. Of the 1% (1116) who said they had a disability, breakdown is below with largest group Visual impairment 30% and mobility (27.6%):</p> <table border="1"> <tr> <td>DEXTERITY</td> <td>2</td> <td>0.2%</td> </tr> <tr> <td>HEARING</td> <td>97</td> <td>8.7%</td> </tr> </table>	Disability category	Numbers	Percentage	Day-to-day activities limited a lot	24,380	6.7%	Day-to-day activities limited a little	28,733	7.9%	Day-to-day activities not limited	310,265	85.4%	Total of all categories.	363,378	100.0%	DEXTERITY	2	0.2%	HEARING	97	8.7%	Library Management System Libraries Consultation Croydon Observatory
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provides a home book delivery service to those who cannot travel to a library.

Savings made on closures will be part of wider Croydon -savings and will not have a positive impact on service users or wider library services

LEARN-DIFF	139	12.5%
MENTAL-HLH	79	7.1%
MOBILITY	308	27.6%
MULT-DISAB	18	1.6%
VISUA	333	29.8%
OTHER	140	12.5%
Grand Total	1116	

12.5% (140) of library members known to have a disability are members of the libraries proposed to close.

Libraries Consultation Survey:

Out of 1379 respondents who completed the disability information, 14.4% said their disability limited them in some way, with 47 respondents limited a lot. Details below with ages.

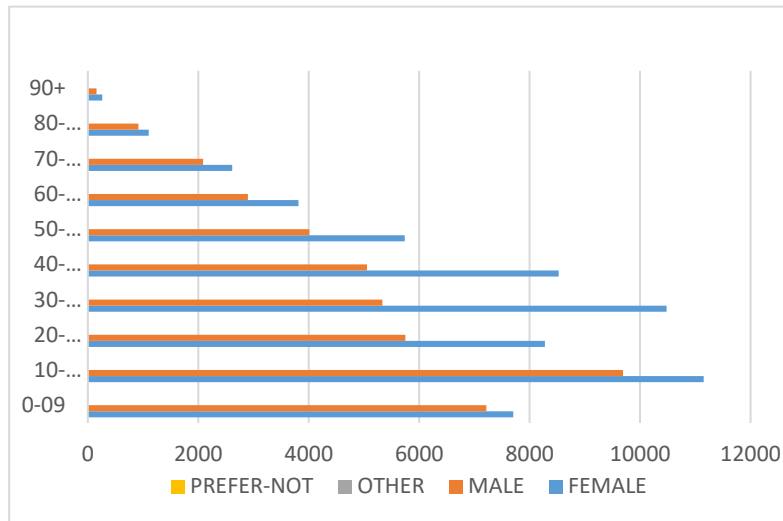
Row Labels	No	Prefer not to say	Yes, limited a little	Yes, limited a lot	Grand Total
Under 18	11		1		12
18-30	50	3	11	4	68
31-40	294	23	21	4	342
41-50	224	15	25	6	270
51-60	176	10	21	7	214
61-70	192	16	29	13	250
71-80	95	1	31	6	133
81+	8	2	8	5	23
Prefer not to say	17	42	4	2	65
(blank)	2				2
Grand Total	1069	112	151	47	1379

However, of the 12.21% (213) respondents who told us they had no other options for travel to their next nearest library, the numbers who told us about a disability is in the table below:

Yes, limited a little	26	12%
Yes, limited a lot	19	1%

		<p>For residents with a disability who cannot travel to a library, there is a Home Library Service which delivers books to their homes, so because of this mitigation, it is not considered that closure would have a disproportionate impact in terms of the books service.</p> <p>However feedback from the survey and from staff assessment of events participation suggests that the closure of libraries would have a disproportionate impact on local residents with a disability, who have taken part in activities and volunteered in the five local libraries.</p>																																																																													
Gender	<p>If the five libraries are closed, the PCs and books will be made available in the nearest larger library, which is just over a mile away in each case.</p> <p>Savings made on closures will be part of wider Croydon savings and will not have a positive impact on service users or wider library services</p>	<p>Croydon Ward populations by gender:</p> <table border="1" data-bbox="573 405 1469 975"> <thead> <tr> <th>Wards</th> <th>Population</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>All Croydon</td> <td>386,710</td> <td>187,875 (48.6%)</td> <td>198,835 (51.4%)</td> </tr> <tr> <td>Old Coulsdon</td> <td>10,856</td> <td>5,655 (52.1%)</td> <td>5,201 (47.9%)</td> </tr> <tr> <td>Broad Green</td> <td>20,592</td> <td>10,517 (51.1%)</td> <td>10,075 (48.9%)</td> </tr> <tr> <td>Sanderstead</td> <td>14,213</td> <td>7,253 (51%)</td> <td>6,960 (49%)</td> </tr> <tr> <td>Shirley South</td> <td>9,521</td> <td>5,084 (53.4%)</td> <td>4,437 (46.6%)</td> </tr> <tr> <td>South Norwood</td> <td>18,185</td> <td>9,507 (52.3%)</td> <td>8,678 (47.7%)</td> </tr> </tbody> </table> <p>Library Database: Out of 104,249 library members, 102,793 provided information on gender: 58% Female/42% Male and 3 Other</p> <table border="1" data-bbox="573 1110 1397 1461"> <thead> <tr> <th>Row Labels</th> <th>FEMALE</th> <th>MALE</th> <th>OTHER</th> <th>PREFER-NOT</th> <th>Grand Total</th> </tr> </thead> <tbody> <tr> <td>0-09</td> <td>7702</td> <td>7216</td> <td></td> <td>8</td> <td>14926</td> </tr> <tr> <td>10-19</td> <td>11150</td> <td>9689</td> <td></td> <td></td> <td>20839</td> </tr> <tr> <td>20-29</td> <td>8276</td> <td>5749</td> <td>1</td> <td></td> <td>14026</td> </tr> <tr> <td>30-39</td> <td>10482</td> <td>5335</td> <td>1</td> <td>2</td> <td>15820</td> </tr> <tr> <td>40-49</td> <td>8526</td> <td>5054</td> <td></td> <td>1</td> <td>13581</td> </tr> <tr> <td>50-59</td> <td>5740</td> <td>4009</td> <td>1</td> <td></td> <td>9750</td> </tr> <tr> <td>60-69</td> <td>3816</td> <td>2901</td> <td></td> <td>1</td> <td>6718</td> </tr> </tbody> </table>	Wards	Population	Male	Female	All Croydon	386,710	187,875 (48.6%)	198,835 (51.4%)	Old Coulsdon	10,856	5,655 (52.1%)	5,201 (47.9%)	Broad Green	20,592	10,517 (51.1%)	10,075 (48.9%)	Sanderstead	14,213	7,253 (51%)	6,960 (49%)	Shirley South	9,521	5,084 (53.4%)	4,437 (46.6%)	South Norwood	18,185	9,507 (52.3%)	8,678 (47.7%)	Row Labels	FEMALE	MALE	OTHER	PREFER-NOT	Grand Total	0-09	7702	7216		8	14926	10-19	11150	9689			20839	20-29	8276	5749	1		14026	30-39	10482	5335	1	2	15820	40-49	8526	5054		1	13581	50-59	5740	4009	1		9750	60-69	3816	2901		1	6718	Active Users Report June 2020 covering users 2018-2020
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70-79	2613	2088			4701
80-89	1101	917			2018
90+	260	154			414
Grand Total	59666	43112	3	12	102793



Libraries Consultation Survey:

1397 respondents.		
Response	Number of Respondents	Percentage of Respondents
Male	356	25.48%
Female	987	70.65%
Other	3	0.21%
Prefer not to say	51	3.65%

Of the 12.21% (213) respondents who told us they had no other options for travelling to an alternative library, and provided information on gender, 94 were Female and 41 were men. Over half the women were between ages 31 and 50.

Gender Reassignment	<p>If the five libraries are closed, the PCs and books will be made available in the nearest larger library, which is just over a mile away in each case.</p> <p>Savings made on closures will be part of wider Croydon savings and will not have a positive impact on service users or wider library services</p>	<p>Due to the inclusive nature of libraries nationally, and of the partner organisations that operate within libraries, it is part of Croydon Libraries' service plan to provide activities and resources that are inclusive of gender identity. In addition to providing books specific to the transgender community, the annual Cultural Calendar for Croydon Libraries always includes Transgender Day of Remembrance in November, LGBTQ History Month in February and Pride in summer, hosting speakers, poetry, talks, art and books on display in all branch libraries. For many years Croydon Central Library has hosted the Rainbow Reading Group as well as the annual LGBTQ History Month display from CAGS (Croydon Action Gay Society est. 1971)</p> <p>However, in the initial Libraries Consultation it is not certain from the demographic report that there were residents from the transgender community who provided feedback, so Croydon Libraries will test this assumption in the follow-up public consultation by contacting local Croydon groups, including TransPals, The Bridge, CAGS, Aurora, the LGBTQ Croydon Council staff forum.</p> <p>If all five libraries closed, there would be a reduction in physical space for books, information displays, and inclusive space and activities to raise awareness of issues for the transgender community.</p>	Review as part of Libraries Consultation
Marriage or Civil Partnership	None known	<p>The Library service does not collect information regarding marriage and civil partnership because it is not required for the service and would exceed GDPR limits for collecting data.</p> <p>Consideration of the characteristic of marriage and civil partnerships need only be in respect of eliminating unlawful discrimination. In this regard, the proposed implementation plan would not in any way exclude individuals who are legally married or in a civil partnership. Therefore, this characteristic should not be disproportionately affected under any of the proposed proposals.</p>	Review as part of Phase 2 Libraries Consultation
Religion or belief	None known	<p>Libraries nationally are inclusive, and encourage visitors and partners who operate in libraries to welcome residents of all faiths. It is part of Croydon Libraries' service plan to provide activities and resources that are inclusive of all religious communities and to celebrate a diverse range of religious holidays throughout the year.</p> <p>If all five libraries closed, there would be a reduction in physical space for books, information displays, and inclusive space and celebrations to highlight the diverse range of faiths of Croydon.</p>	Library Staff experience Libraries Consultation Review as part of Phase 2 Libraries Consultation

Race

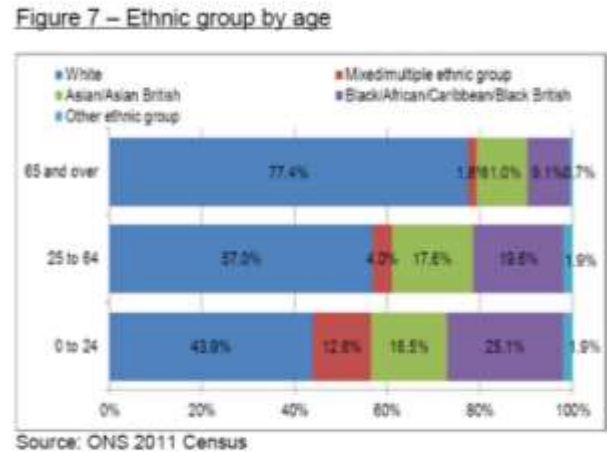
If the five libraries are closed, the PCs and books will be made available in the nearest larger library, which is just over a mile away in each case.

Savings made on closures will be part of wider Croydon savings and will not have a positive impact on service users or wider library services

The Croydon population continues to grow from long-term international migration and 17.1% of the population is made up of non-UK born residents according to ONS 2018 estimates. (Borough Profile)

Just like other London boroughs, Croydon has a higher proportion of residents from the BAME communities compared to the national average. There was more diversity in the younger age group population in Croydon in 2011.

Figure 7 – Ethnic group by age



Source: ONS 2011 Census

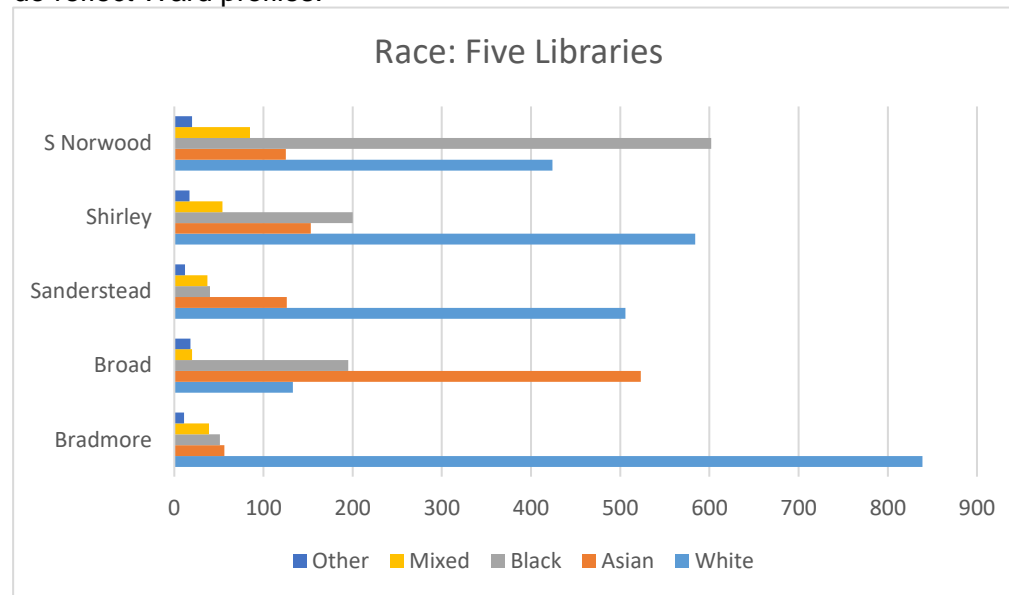
Library Management System

Out of 104,249 on the library database, only 36,455 (35%) library members provided information on ethnicity, shown in the table below:

Library Members	All	5 Libraries	% of All
White	13581	2486	18.30%
Asian	5756	983	17.08%
Black	8149	1088	13.35%
Mixed	1404	235	16.74%
Other	1065	78	7.32%
Prefer Not	6500	889	13.68%
Total	36455	5759	15.80%

Library Active Users Report June 2020 covering users 2018-2020 Observatory data Libraries Consultation after 7 March Webinars Library staff & CALAT case studies following programmes engaging TAMIL women

See below a breakdown of race by each library proposed to close, with the proviso that this database is limited to 35% of overall membership. Also, many library users are not registered. These results do reflect Ward profiles.



Race	Bradmore	Broad	Sanderstead	Shirley	S Norwood	Total
White	839	133	506	584	424	2486
Asian	56	523	126	153	125	983
Black	51	195	40	200	602	1088
Mixed	39	20	37	54	85	235
Other	11	18	12	17	20	78
Prefer Not	32	64	74	117	602	889
	1028	953	795	1125	1858	5759

Survey respondents expressed concern that the absence of a library in areas with more diverse BAME populations could worsen existing deprivation in those communities.

Broad Green: The Asian community use this local library for regular activities and books in Asian languages. For examples Homework Help Club: 126 homework sessions per annum with 534 attending over the year, 60% under the age of 9. Approximately 60% are Asian and 30% Black and many have English as a second language. Many do not have internet access or printing at home.

South Norwood: There is a large BAME population and areas of deprivation, not just identifiable through the data but also through survey and webinar feedback. There would be a disproportionate impact on young people who would not have access to computers at home or space after school. (Survey)

Libraries Consultation: just over 50% provided ethnicity details, and 9.59% of those did not prefer to say. Of those, over 60% were white:

Response from 1408 respondents	Number of Respondents	Percentage of Respondents
White English / Welsh / Scottish / Northern Irish / British	858	60.94%
White Irish	28	1.99%
White Gypsy or Irish Traveller		
Any other White background	101	7.17%
White and Black Caribbean	19	1.35%
White and Black African	9	0.64%
White and Asian	17	1.21%
Any other Mixed / multiple ethnic background	29	2.06%
Indian	67	4.76%
Pakistani	13	0.92%
Bangladeshi	6	0.43%
Chinese	3	0.21%
Any other Asian background	28	1.99%
Black African	29	2.06%
Black Caribbean	48	3.41%
Any other Black background	3	0.21%
Arab	2	0.14%
Other	13	0.92%
Prefer not to say	135	9.59%

Sexual Orientation

None known

Due to the inclusive nature of libraries nationally, and of the partner organisations that operate within libraries, it is part of Croydon Libraries' service plan to provide activities and resources that are inclusive of all LGBTQ communities. In addition to providing books specific to the LGBTQ community, the annual Cultural Calendar for Croydon Libraries always LGBTQ History Month in February and Pride in summer, hosting speakers, poetry, talks, art and books on display in all branch libraries. For

Libraries Consultation

		<p>many years Croydon Central Library has hosted the Rainbow Reading Group as well as the annual LGBTQ History Month display from CAGS (Croydon Action Gay Society est. 1971)</p> <p>However, in the initial Libraries Consultation it is not certain from the demographic report that there were residents from the LGBTQ community who provided feedback, so Croydon Libraries will test this assumption in the follow up public consultation by contacting local Croydon groups, including TransPals, The Bridge, CAGS, Aurora, the LGBTQ Croydon Council staff forum.</p> <p>If all five libraries closed, there would be a reduction in physical space for books, information displays, and inclusive space and activities to raise awareness of issues for the LGBTQ community.</p>																																									
Pregnancy or Maternity	<p>If the five libraries are closed, additional activities and the PCs and books will be made available in the nearest larger library, which is just over a mile away in each case.</p> <p>Savings made on closures will be part of wider Croydon Savings and will not have a positive impact on service users or wider library services</p>	<p>Five local libraries affected libraries provided regular free activities such as Baby Bounce and Rhymetime activities which had a positive impact on isolation, socialization, and provision of information and resources such as health information and Bookstart baby packs. Staff deliver the rhymetime sessions.</p> <p>New mothers benefit from rhymetimes as they build social networks and get support from other mothers at what can be a tricky time adjusting to being a mum. Babies and toddlers are introduced to singing and their first books, and it's an opportunity for all to socialize</p> <p>In 2019/20 the five libraries proposed to close provided 52% of the under 5s activities, including rhymetime, and attracted 17% of the attendance. Broad Green provided 26% of activities for under 5s and 3% of overall attendance, 45% of attendees are Asian and 30% Black. South Norwood provided 12% of activities, and 8% of attendees:</p> <table border="1" data-bbox="573 906 1422 1230"> <thead> <tr> <th>Libraries</th> <th>Under 5s</th> <th>% All</th> <th>Attendees</th> <th>% All</th> </tr> </thead> <tbody> <tr> <td>All</td> <td>1786</td> <td></td> <td>36796</td> <td></td> </tr> <tr> <td>Bradmore Green</td> <td>93</td> <td>5%</td> <td>421</td> <td>1%</td> </tr> <tr> <td>Broad Green</td> <td>463</td> <td>26%</td> <td>1145</td> <td>3%</td> </tr> <tr> <td>Sanderstead</td> <td>99</td> <td>6%</td> <td>1369</td> <td>4%</td> </tr> <tr> <td>Shirley</td> <td>51</td> <td>3%</td> <td>408</td> <td>1%</td> </tr> <tr> <td>S Norwood</td> <td>222</td> <td>12%</td> <td>2915</td> <td>8%</td> </tr> <tr> <td>Total (5)</td> <td>928</td> <td>52%</td> <td>6258</td> <td>17%</td> </tr> </tbody> </table> <p>Libraries Consultation and Webinar feedback identified the importance of local libraries to the wellbeing of mothers and babies, the value of the access to early years books, and the benefits of activities on child development; also the wellbeing benefits of meeting neighbours at these events. Consultation free text comments and feedback during webinars expressed strongly that the proposals would disproportionately impact mothers and their babies &</p>	Libraries	Under 5s	% All	Attendees	% All	All	1786		36796		Bradmore Green	93	5%	421	1%	Broad Green	463	26%	1145	3%	Sanderstead	99	6%	1369	4%	Shirley	51	3%	408	1%	S Norwood	222	12%	2915	8%	Total (5)	928	52%	6258	17%	Libraries regular reports Libraries consultation Croydon Observatory
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toddlers who would find it difficult to travel to other libraries because of cost, time, no parking, wish to stay local, choice (don't like larger libraries).

83.20% of respondents told us they walked to their local library now, and if they had to travel to the next nearest, 12.21% (213) said they would have no other options, outlined by age in table below which indicates a large number of :

Under 18	3
18-30	5
31-40	48
41-50	26
51-60	17
61-70	15
71-80	10
81+	7
Prefer not to say	12
(blank)	70
Grand Total	213

Conclusion is that the closure of the five libraries would have a disproportionate impact on the mothers and babies in those local areas.

(There is currently a consultation on potential closures of children's centres across Croydon, and this might increase the impact on mothers)

Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.

When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics. **Please use table 4 to record actions that will be taken to remove or minimise any potential negative impact**

3.2 Additional information needed to determine impact of proposed change

Table 2 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:		
Additional information needed and or Consultation Findings	Information source	Date for completion
<p>Feedback from individuals with protected characteristics who use affected libraries: what library services do they use; most valued services and/or activities; impact on them and on their community</p> <p>Libraries Consultation feedback when the proposals were in a formative stage have been invaluable for testing assumptions and impact. There were 2,500 respondents. Feedback was essential to completing this equalities assessment and have informed the options appraisal being prepared for 17 May 2021 Cabinet. Phase 2 consultation from 25 May will further assess equalities impact.</p>	<p>Libraries Consultation Phase 1 finished 14 March 2021</p>	<p>April 2021 Phase 2 consultation May to July 2021</p>
<p>To what extent is it reasonable to assume residents can travel 1.2-.13 miles to use a larger library with more facilities</p> <p>83.20% of respondents told us they walked to their local library, and if they had to travel to the next nearest, 35.61% (621) – public transport 5.19% (265) – not sure 12.21% (213) – no other options, and of these, half were women between 31-50, and text comments indicate many are mothers with young families; 45 were respondents with disability (13%).</p> <p>Issues given regarding all transport were cost of travel, parking issues, number of buses, fear or crime, lack of time, mobility – fear of falling, pollution.</p>	<p>Libraries Consultation Phase 1 finished 14 March 2021</p>	<p>April 2021</p>
<p>Ideas for cost neutral alternatives to closing the libraries from local residents to benefit all local residents. All viable options will be considered for inclusion in options report which will comprise an equalities review and further consultation with residents</p> <p>There were at least 10 suggestions for community partnerships which have been investigated. In addition, many residents suggested ideas for income generation, volunteering, reduction in opening hours, and outsourcing which we are investigating further.</p>	<p>Libraries Consultation, Email, Webinars, Workshops, Other Council departments and Community groups Options to Cabinet 17 May 2021 followed by Phase 2 Libraries Consultation</p>	<p>Ongoing</p>

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Example

If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the likelihood of impact score is 2 (likely to impact)
2. Determine the Severity of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

Equality Analysis

Table 3 – Impact scores: These will be reviewed following Libraries Consultation on basis of that feedback

Column 1	Column 2	Column 3	Column 4
PROTECTED GROUP	LIKELIHOOD OF IMPACT SCORE	SEVERITY OF IMPACT SCORE	EQUALITY IMPACT SCORE
	<p>Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group.</p> <p>1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact</p>	<p>Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group.</p> <p>1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact</p>	<p>Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group.</p> <p>Equality impact score = likelihood of impact score x severity of impact score.</p>
Age	3	3	9
Disability	3	3	9
Gender	2	2	4
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	3	3	9
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	3	3	9

Equality Analysis

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

- Advancing equality of opportunity between people who belong to protected groups
- Eliminating unlawful discrimination, harassment and victimisation
- Fostering good relations between people who belong to protected characteristic groups

Important note: If the proposed change adversely impacts the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Important note: Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative impact identified in Table 1. Attach evidence or provide link to appropriate data, reports, etc:

Table 4 – Action Plan to mitigate negative impacts. This will be reviewed following outcome of Libraries Consultation after 14 March 2021; and again after the decisions taken on options in Cabinet 17 May 2021 when planning Phase 2 consultation

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability	<p>Access to their existing local library services; travel to larger library</p> <p>Follow up after Survey: 198 respondents (approx. 8% of all respondents) told us they had a</p>	<p>Investigating individuals affected for each of the 5 libraries</p> <p>Consider not closing those libraries.</p> <p>Home Library Service (books delivered to homes) is an option for residents with a disability who</p>	Joan Redding,	<p>April 2021</p> <p>May 2021</p>

Equality Analysis

	<p>disability which limited them to some degree, 47 limited a lot. 213 (9% overall) respondents told us they could not travel to their nearest alternative library. Of those, 13% had a disability. If we closed their local library they would not be able to access the activities and volunteering opportunities. .</p>	<p>cannot travel to a library. We can investigate other possible activities in the area if this is an option chosen by Cabinet, but otherwise this is a service reduction we cannot mitigate.</p>		
Race	<p>Possible disproportionate impact on closure of Broad Green Library under review Follow up after survey: There would be a disproportionate impact on BAME communities in Broad Green and South Norwood, without local alternatives. Respondents suggested closure of these libraries would worsen existing deprivation for these communities</p>	<p>Libraries Consultation and webinars; feedback available on the telephone with Tamil speaker Consider not closing South Norwood and Broad Green, or finding alternative way to keep services open in those communities If this is an option chosen by Cabinet, but otherwise this is a service reduction we cannot mitigate.</p>	<p>Joan Redding, Liz Hollowood</p>	<p>April 2021 May 2021</p>
Sex (gender)	<p>Possible disproportionate impact on women who are larger group of active users Follow up after survey: 71% of respondents were women; Of the respondents who said they could not travel to their nearest</p>	<p>Libraries consultation and webinars Consider not closing those libraries Phase 2 consultation – engage more men</p>	<p>Joan Redding,</p>	<p>April 2021 May 2021</p>

Equality Analysis

	library, 94 were women (most aged 31 – 40) and 41 were men.			
Gender reassignment	N/A Follow up after survey: not asked as part of survey; no feedback	Review as part of Libraries Consultation For Phase 2 consultation will be contacting local Croydon groups, including TransPals, The Bridge, CAGS, Aurora, the LGBTQ Croydon Council staff forum.	Joan Redding, Lucy Lawrence	April 2021 May 2021
Sexual orientation	N/A Follow up after survey: not asked as part of survey; no feedback	Will review as part of libraries Consultation For Phase 2 consultation will be contacting local Croydon groups, including TransPals, The Bridge, CAGS, Aurora, the LGBTQ Croydon Council staff forum.	Joan Redding	April 2021 May 2021
Age	Disproportionate impact on Mothers with babies and young children, school age children, jobless adults without digital access and seniors Follow up after survey: disproportionate impact on the following age groups if the proposed closure took place: <ul style="list-style-type: none"> • Families with young children (time, logistics, cost) • Adults without digital access; jobless (cost, time) 	Libraries consultation – currently investigating access to transport to visit nearest larger library offering same services (1.2-1.3 miles away) Review impact of closure with Children’s Centres and other local providers Consider not closing those libraries	Joan Redding	April 2021 May 2021

Equality Analysis

	<ul style="list-style-type: none"> Seniors who have told us it is difficult to travel (cost, fear of crime, fear of injury) School children after school and school visits (not reflected in data but in free text) 			
Religion or belief	Possible impact Follow up after survey: not asked as part of survey; no feedback from residents to survey, webinars or staff	As part of libraries consultation, contacted all temples, mosques, and churches. Phase 2 consultation – will contact same organisations again for feedback	Joan Redding	April 2021 May 2021
Pregnancy or maternity	Disproportionate impact on mothers and babies/toddlers Follow up after survey: If closure took place, disproportionate impact on Families with young children (time, logistics, cost)	Currently investigating possible travel to nearest larger library with same activities and resources as part of Libraries Consultation Review impact of closure with Children’s Centres and other local providers Consider not closing those libraries	Joan Redding	April 2021 May 2021
Marriage/civil partnership	N/A Follow up after survey: not asked as part of survey; no feedback	Will review as part of Libraries Cons Phase 2 consultation – will ask for feedback	Joan Redding,	April 2021 May 2021

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter **X** in column 3 (**Conclusion**) alongside the relevant statement to show your conclusion.

Equality Analysis

Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	X
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet		Meeting title: Cabinet Date: 17 May 2021

7. Sign-Off

Officers that must approve this decision	
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Equality Analysis

Equalities Lead	Name: Yvonne Okiyo	Date: 06.05.2021
	Position: Equalities Manager	
Director	Name: Stephen Tate	Date: 07.05.2021
	Position: Director for Growth, Employment and Regeneration	

Table 1: Population by Wards of library communities, including details on gender and households (Croydon Observatory)

Library	Wards	Population	Male	Female	Number of Households (2011)	Average Household Size	Households Overcrowded
	All Croydon	386,710	187,875 (48.6%)	198,835 (51.4%)			
Bradmore Green	Old Coulsdon	10,856	5,655 (52.1%)	5,201 (47.9%)			
Broad Green	Broad Green	20,592	10,517 (51.1%)	10,075 (48.9%)			
Sanderstead	Sanderstead	14,213	7,253 (51%)	6,960 (49%)			
Shirley	Shirley South	9,521	5,084 (53.4%)	4,437 (46.6%)			
S Norwood	South Norwood	18,185	9,507 (52.3%)	8,678 (47.7%)			
Ashburton	Addiscombe East	11,433	5,721 (50%)	5,712 (50%)	4,627	2.5	7.50%
Coulsdon	Coulsdon Town	13,638	6,681 (49%)	6,957 (51%)	3,904	2.7	3.40%
Purley	Purley & Woodcote	15,831	7,682 (48.5%)	8,149 (51.5%)	6,246	2.5	4.50%
Norbury	Norbury & Pollards Hill	13,262	6,480 (48.9%)	6,782 (51.1%)	4,854	2.7	11.20%
Thornton Heath	Bensham Manor	16,612	8,145 (49%)	8,467 (51%)	5,952	2.7	14.40%
Croydon Central	Fairfield	13,232	6,501 (49.1%)	6,731 (50.9%)	5,126	2.1	13.80%
New Addington	New Addington North	10,984	4,968 (45.2%)	6,016 (54.8%)	3,987	2.9	13.50%

Equality Analysis

Selsdon	Selsdon & Addington Village	10,234	4,987 (48.7%)	5,247 (51.3%)	4,053	2.6	4.70%
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Table 2: Events & Activities for libraries proposed to close (Library Events report)

Annual Totals 2019-20 Events & Activities	ALL LIBRARIES			Bradmore Green			Broad Green			Sanderstead			Shirley			South Norwood		
	Events	Attendees	New Joiners	Events	Attendees	New Joiners	Events	Attendees	New Joiners	Events	Attendees	New Joiners	Events	Attendees	New Joiners	Events	Attendees	New Joiners
Children and Young People (0 to 17)	3103	51611	2845	171	1010	0	351	2270	4	12	164	0	7	103	18	13	125	0
Adults (18 to 49)	1881	13183	811	20	255	0	111	656	6	28	207	0	169	1005	14	102	216	82
Older People (50+)	1094	5507	142	51	170	0	64	230	0	37	117	0	30	62	11	164	164	23
Family	183	3664	41	3	52	0	30	318	0	9	93	0	15	121	0	55	1083	18
Annual Total Events	6261	73965	3839	245	1487	0	556	3474	10	186	1941	13	323	2607	145	573	4735	240

Table 3: Disability summary for all libraries (Library Management System)

DISABILITY	Ashburton	Bradmore Green	Broad Green	Coulsdon	Croydon Central	Croydon Home Service	New Addington	Norbury	Purley	Sanderstead	Selsdon	Shirley	South Norwood	Thornton Heath	Total
DEXTERITY					1									1	2
HEARING	2	5	1	8	39		4	6		2	16	3	7	4	97
LEARN-DIFF	4	7	4	7	52		16	10	2	2	7	4	9	15	139
MENTAL-HLH	1	1	1	2	57	1	3	5			2	4	1	1	79
MOBILITY	15	5		11	174	44	8	7	3	2	19	7	4	9	308
MULT-DISAB				1	14		1				1		1		18
OTHER	4	2	1	8	52	12	8	8	3	2	15	5	11	9	140
VISUAL	12	12	4	18	114	9	16	15	14	9	69	15	9	17	333
Grand Total	38	32	11	55	503	66	56	51	22	17	129	38	42	56	1116

Equality Analysis

Table 4: Ethnicity Summary of library members for all libraries (Library Management System)

RACE	Ashburton Library	Bradmore Green Library	Broad Green Library	Coulsdon Library	Croydon Central Library	Home Library Service	New Addington Library	Norbury Library	Purley Library	Sanderstead Library	Selsdon Library	Shirley Library	South Norwood Library	Thornton Heath Library	Grand Total
White British	520	793	83	1683	3362	70	758	255	613	431	1124	497	279	274	10742
White Irish	14	12	3	34	107	4	17	11	7	10	16	11	17	13	276
White Gypsy					1										1
White - Other	73	34	47	202	1286	5	93	152	101	65	133	76	128	167	2562
Asian Bangladeshi	13	1	13	14	99		3	22	8	5	8	13	15	16	230
Asian British	1			1	58				2	2	4	3		6	77
Asian Chinese	16	2	8	38	127		6	12	22	12	27	8	12	14	304
Asian Indian	91	17	225	149	1310	2	19	137	105	63	110	61	30	163	2482
Asian Other	59	28	215	102	773		39	117	74	26	58	45	36	97	1669
Asian Pakistani	49	8	62	63	363		27	167	43	18	33	23	32	106	994
Black African	128	15	105	134	1965		493	244	76	17	103	112	315	485	4192
Black British	1	1	1	5	129		1		4		4	10	3	37	196
Black Caribbean	101	16	63	75	1098	6	119	190	44	17	65	66	212	319	2391
Black Other	55	19	26	53	879		32	39	68	6	32	12	72	77	1370
Mixed Other	35	11	6	64	240	1	10	38	18	18	21	12	22	24	520
Mixed - White & Asian	6	13	2	41	73		2	12	16	9	12	11	11	1	209
Mixed - White & Black African	16	5	8	25	114		13	17	11	6	8	12	20	16	271
Mixed - White & Black Caribbean	21	10	4	43	165		25	28	14	4	18	19	32	21	404
Other	8	11	18	31	620	1	146	33	29	12	40	17	20	43	1029
Other - Arab				1	16									5	22
OTHER-LAT				1	11									2	14
Prefer not to say	292	31	62	85	2576	3	287	289	189	72	173	114	599	1558	6330
X-NOT	6	1	2		121		17	2	3	2	4	3	3	6	170
Grand Total	1505	1028	953	2844	15493	92	2107	1765	1447	795	1993	1125	1858	3450	36455