



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service ✓

Changing a policy Tendering for a new service A strategy or plan

Proposed closure of Harlington Library

Who is accountable? E.g. Head of Service or Corporate Director

Perry Scott, Corporate Director of Place

Date assessment completed and approved by accountable person

3 February 2023

Names and job titles of people carrying out the assessment

Darren Deeks – Senior Service Manager: Libraries, Museums and Theatres
Vicky Trott – Equality Diversity and Inclusion Manager

A.1) What are the main aims and intended benefits of what you are assessing?

The intended benefits of closing the library are to make efficiency savings.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

This link provides the equality profile of the borough within which the library is situated; Pinkwell Ward https://www.hillingdon.gov.uk/media/8542/Pinkwell-ward-profile/pdf/Pinkwell_Ward_Profile.pdf?m=1646207979503

The table below shows the equality profile of new and active library users. Please note that the Equality data only includes age, disability and sex, where available.

Harlington Library User Profiles	New Members	New Members as % of total	Active Users	Active Users as % of total
Residents aged 18-59	110	24.7%	264	19.8%
Residents aged 60+	8	1.8%	56	4.2%
Non Residents aged 18-59	3	0.7%	7	0.5%
Non Residents aged 60+		0.0%	2	0.2%
Preschool aged children		0.0%	34	2.6%
Childminder / Playgroups	37	8.3%		0.0%
Children aged 4-7 (Primary)		0.0%	166	12.5%
Children aged 8-11 (Primary)	55	12.3%	276	20.7%
Children aged 12-14 (Secondary)	55	12.3%	346	26.0%
Young Adults 15-17 (Secondary)	102	22.9%	117	8.8%
Refugees and Homeless	18	4.0%	36	2.7%
Day Centre card	56	12.6%		0.0%
Hillingdon Leisure Card		0.0%	2	0.2%
Library Staff		0.0%	9	0.7%
Users declaring disability (PWD)		0.0%	6	0.5%
Reading Groups		0.0%	4	0.3%
Other	2	0.4%	7	0.5%
TOTAL	446	100.0%	1332	100.0%

Data consulted in the compiling of this assessment set out as below:

- New members by user profile (whole service)
- Active members by user profile (whole service)
- Issues by user profile (whole service)
- Monthly library visits (whole service)
- Harlington hourly visitor counts
- Postcode/user map
- Active members by gender and postcode

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Pinkwell and Hillingdon Residents	<ul style="list-style-type: none"> • To ensure there is continued access to library services in a way that is convenient to them. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
Harlington School Students	<ul style="list-style-type: none"> • To ensure there is continued access to library services in a way that is convenient to them. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
Harlington School administration	<ul style="list-style-type: none"> • To ensure there is continued access to library services in a way that is convenient to students. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
Harlington Library Branch staff	<ul style="list-style-type: none"> • That staff are supported in any redeployment and relocation requirements. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
Head of Library Service	<ul style="list-style-type: none"> • To ensure the sufficiency of library services in line with Public Libraries and Museums Act 1964. • To ensure the library service is cost effective and efficiently run. • To ensure that users of this library are supported to find alternative provision. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
Corporate Director of Place	<ul style="list-style-type: none"> • To ensure the sufficiency of library services in line with Public Libraries and Museums Act 1964.

	<ul style="list-style-type: none"> • To ensure the library service is cost effective and efficiently run. • To ensure that users of this library are supported to find alternative provision. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.
<p>Leader of the Council and Council Cabinet</p>	<ul style="list-style-type: none"> • To ensure the sufficiency of library services in line with Public Libraries and Museums Act 1964. • To ensure the library service is cost effective and efficiently run. • To ensure that users of this library are supported to find alternative provision. • To ensure that no groups who share equality characteristics are disproportionately negatively affected by the proposals.

A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity	✓	Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

Harlington library operates within the school grounds of Harlington school and is predominantly used by secondary school students during termtime, Mon-Fri.

35.8% of active user profiles are for young people aged 12-17.

This shows that the main library use is among school students rather than the general residential population. Footfall figures also show the busiest periods aligning to the school day, with spikes in usage around the lunch period, sometimes more than doubling use compared to the previous hour. (It is worth noting that Harlington opens during the lunch period Mon-Fri, giving it longer opening hours than the majority of libraries in the borough).

If the school continues to deliver facilities to its students in the absence of a public library there would be minimal impact on most library users.

The majority of other active user profiles for age are significantly underrepresented at Harlington, including aged 60+, pre-school, residents aged 18-59, and primary aged children 4-7 profiles.

This also shows that the library is predominantly used by school students rather than the general residential population. Over the past year (Oct 21-Sept 22), visits

remained static in Harlington library while other libraries showed the effects of Covid recovery. This was due to students, a captive audience, utilising facilities, rather than the general public.

Postcode mapping shows that 54.3% of active members of Harlington library live in Pinkwell ward. Over a third of the total active membership in the Pinkwell ward is in the 12-14 and 15-17 age profiles, again suggesting the largest group of members attend Harlington school. (It is worth noting that active membership denotes the branch someone registered at, and not necessarily the branch they use.) The majority of active members not in Pinkwell ward live in neighbouring wards.

Usage of the library by non-school students is among the lowest in the borough, while book borrowing is the lowest of any static library (sample in data from Oct 21-Oct 22). This suggests that the closure of this site would not have as large an impact on residents compared to other locations in the borough.

Available data tells us 56.6% of active members of Harlington library are female, 39.2% are male and we do not have data for the remaining 4.2%. The gender split among school students 12-14 is more even, but other age profiles show more female than male library members. This shows the gender split among active members who are students is not representative of the general membership or population, and is perhaps more representative of school intake.

Whilst we do not collect the data for ethnicity on our library management system, we know from ward profiles and anecdotally that active users are broadly representative of the ward community in that the majority of users come from the ethnic groups Asian and Asian British. This group is potentially overrepresented when compared to the borough profile and therefore the proposals may have a disproportionately negative impact on this group. This group broadly intersects with the age ranges represented among active library users.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO ✓ YES

No consultation was undertaken as part of this assessment; however a full public consultation will take place based on the proposed changes.

B.3) Provide any other information to consider as part of the assessment

Legal context

The council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010)

The council has a public duty to provide a comprehensive and efficient library service (Public Libraries and Museums Act 1964).

“It shall be the duty of every library authority to provide a comprehensive and efficient library service for all persons desiring to make use thereof,

Provided that although a library authority shall have power to make facilities for the borrowing of books and other materials available to any persons it shall not by virtue of this subsection be under a duty to make such facilities available to persons other than those whose residence or place of work is within the library area of the authority or who are undergoing full-time education within that area.”

[Public Libraries and Museums Act 1964 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/1964/1)

Financial context - standard text

Since 2010, the Business Improvement Delivery (BID) Programme has driven transformation across the Council, reducing costs and improving efficiency to ensure that in an environment of increased expenditure from population growth and inflationary uplifts we continue to deliver high quality services that put residents first.

Hillingdon's approach to maintaining sound financial management ensures that our finances are in a robust position, and therefore the Council is well placed to respond to Government funding not increasing at the same pace as the combined impact of a growing demand for services and increased market forces. Our latest projections indicate that further savings of £35m will be required by 2026/27 to bridge the resulting budget gap.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
Asian people	<p>This library closure may have a potentially detrimental effect on Asian people who live in Pinkwell ward and may access the library, as they are overrepresented when compared to the overall borough population of Asian residents.</p> <p>In order to mitigate against this, the nearest alternative library will maintain 7 day a week opening and the Mobile library will continue to visit Pinkwell ward.</p>
Young people aged 12-17	<p>This library closure may have a potentially detrimental effect on secondary school aged children, 12-17, who are the main users of the library.</p> <p>In order to mitigate against this, the nearest alternative library will maintain 7 day a week opening and the Mobile library will continue to visit Pinkwell ward.</p>
People with disabilities	<p>This library closure may have a potentially detrimental effect on people with disabilities, who may have further to travel for a public library.</p> <p>In order to mitigate against this, the nearest alternative libraries can be reached via a regular bus service and the Mobile library will continue to visit Pinkwell ward. For people with mobility issues that make them housebound, a Home Library Service is available.</p>
Pregnancy/maternity	<p>This library closure may have a potentially detrimental effect on parents/carers, expectant parents and babies/small children as there will no longer be an early years offer provided by the library.</p> <p>In order to mitigate against this, all remaining Hillingdon libraries including the nearest alternative libraries will continue to provide early years activities, advice and support.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
N/A	N/A

D) Conclusions

We recognise that the removal of a public library affects those who visit it and work in it. In this case, the majority of users affected are not the general public but the students of the school.

If the school provide a library as a dedicated resource to their students, there should be no negative impact to the students, who are predominantly of Asian background.

We acknowledge that some users of Harlington library are from the general community, who are predominantly of Asian background, most likely using the branch after school hours and on Saturday.

The closure of the branch will be inconvenient to these users. However, usage data shows lower footfall outside of school/term times, and it is hoped residents make use of nearby libraries including Botwell Green and West Drayton.

The Mobile library will continue to visit the area, providing access to books for those who cannot travel.

Signed and dated: 3 February 2023

Name and position: *Perry Scott*
Corporate Director of Place