Appendix 2

Impact assessment of the proposed changes to the Library and Information Service

Equalities Analysis Assessment

Name of proposal	Proposed changes to the Library and Information Service
Lead officer	Liz Dart Head of Cultural and Community Development
Other stakeholders	
Start date of Equality Analysis	1 October 2015
End date of Equality Analysis	15 November 2015

1. Background

1.1. This document is the Equalities Analysis Assessment for the proposed changes to the Library & Information Service. It considers how the proposed plan might affect different groups in the community and assesses whether these effects are positive or negative. It also outlines the activity that the Council will take to ensure that equal opportunities are promoted and that no group is disproportionately discriminated against.

2. Proposed changes to Library & Information Service

2.1. From 2010 to 2015 Lewisham Council made savings of over £120 million. The Council needs to identify a further £45million savings over the next two years. For this reason the Council has been undertaking a fundamental review of all its budgets, including the Library and Information Service. The library service has been asked to contribute savings of £1 million over the next two financial years.

3. Option 3: Extend the Lewisham community library model.

3.1. Establish three hub libraries at Deptford Lounge, Lewisham and Downham Health and Leisure Centre. These three libraries are the most popular with very large numbers of visitors every month. A reorganisation of the staff and new roles would deliver increased opening hours, allowing the three hubs to be open 85 hours per week each, taking Lewisham and Downham to the level of Deptford Lounge.

3.2. Transform Forest Hill, Torridon Road and Manor House into community libraries. These would become self-service libraries and would operate in a very similar way to the current community libraries. There would be a full staff reorganisation of the service and library staff would be withdrawn from these buildings prior to the move to the community library model.

3.3. Potential partner organisations will be asked to express an interest in occupying Forest Hill, Manor House and Torridon Road library buildings on the basis that

they work with the service to support the continued provision of library services as well as providing other community benefits.

3.4. In Catford, create self-service library provision in a redesigned ground floor space in Laurence House integrated with other council services. The self-service provision would be supported by the other Council staff working on the ground floor. This change would only take place as part of a wider review of the use of the ground floor in Laurence House. This review is expected at some point as part of the Council's customer service transformation programme. In the meantime the library space would remain unchanged.

3.5. Pros: This approach would deliver the required £1m savings through a reduction of £800,000 in the staff salaries budget, £150,000 through contract efficiencies in the service, and £50,000 efficiencies from the Deptford Lounge premises budget.

3.6. This approach safeguards the fundamental principles that the Mayoral Commission identified for the library service while continuing to deliver cost effective, quality library services to Lewisham residents and supporting digital service delivery across the Council.

3.7. Cons: The proposal is reliant on identifying suitable partner organisations for three buildings. The service offer at the four self-service libraries will change, although this may be mitigated by new services provided by the partner organisations.

4. Equalities Context

4.1. Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

4.2. The following equalities characteristics are ‘protected’ from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion and belief; gender; and sexual orientation.

4.3. The duty continues to be a “have regard duty”, and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.

4.4. The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

4.5. Against the backdrop of the of the Equality Act 2010, Lewisham’s Comprehensive Equalities Scheme (CES) was developed and agreed by the Mayor in 2012. The CES is the council’s overarching equalities vision statement. It specifically describes how the Public Sector Equality Duty will be addressed through five overarching objectives:

- tackling victimisation discrimination and harassment
- closing the gap in outcomes for citizens
- improving access to services
- improving mutual understanding and respect
- improving participation and engagement

5. Equalities Assessment of the Proposed changes to the Library and Information Service

5.1. Age

Age refers to a person belonging to a particular age or age range. As an employer and a provider of services the Council is required to ensure that it does not unlawfully discriminate against a person on account of their age. A summary of data on age is set out in the box below.

Data summary for age:

- according to the 2011 Census some 70,100 Lewisham residents are aged between 0-19 (25% of the population), whilst some 179,800 residents are aged between 20-64 (65% of the population). By contrast there are some 26,200 older people aged 65 and over (9.5%).

- according to the 2013 Sub National Population Projections by 2021 the number of Lewisham residents aged 0-19 is expected to rise to 79,570 (25% of the population), whilst the number of people aged 20-64 is expected to reach 208,190 (65% of the population). By contrast the number of people aged 65 and older is expected to increase to 30,570 (10% of the population).

- Ward profiles suggest that a greater number of older residents (65+) live in the south of borough in areas like Downham or Grove Park; whilst younger residents (0-19) are spread throughout the borough more evenly.

Within the proposed plan, the main changes that may have an effect on older people and younger people are the extension of the community library model to 3 more libraries – Forest Hill, Manor House and Torridon Road libraries and the establishment of 3 hub libraries at Deptford Lounge, Downham Health & Leisure Centre and Lewisham Library.

The number and location of libraries will stay as they are within the plan. The proposal may result in a negative impact for some residents where services at their local library may change. However, new community partnerships may bring new services that do not currently exist to the affected neighbourhoods.
The Community Library is a service delivered in partnership with others in buildings that used to be wholly managed by the council or in buildings owned outright by the partner organisation. The council is responsible for buying the books, maintaining the stock, providing self-service terminals, for organising reading events, and for supporting the partner organisation with training. Residents can still join the library service, reserve a book, borrow and return books, ask for information, and more. The preferred option proposes an expanded Community Engagement Team which would

- take on the role of developing and delivering activities for families.
- meet regularly with staff and volunteers in the anchor organisation to share ideas on events and activities
- develop and deliver training for staff and volunteers in the anchor organisation on developing knowledge on choosing and sharing books together.

- broker relationships between the anchor organisation and the family organisations such as Children's Centres. To provide advice and guidance on working with external organisations where needed.

Overall, we believe that older people and younger people should not be disproportionately affected by the implementation of this plan.

5.2. Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. 'Substantial' is more than minor or trivial e.g. it takes longer than it usually would to complete an everyday action such as getting dressed, whilst a 'long-term' condition means 12 months or more. Progressive conditions can also be classed as disabilities; these are conditions that get worse over time like HIV or cancer. It should also be noted that a number of older residents are likely to be eligible for disability-specific provision, for examples for services supporting dementia or individuals who are physically incapacitated. A summary of data on disability is set out in the box below.

Data summary for disability

According to the 2011 Census:

- 7.1% (19,523) Lewisham residents indicated that their day-to-day activities were limited a lot, and 7.3% (20,212) indicated that their day-to-day activities were limited a little;
- 5.3% (14,318) Lewisham residents indicated that they are in bad health or very bad health;
- 8.1% (22,521) Lewisham residents provide some form of unpaid care. Over 5,000 Lewisham residents provide 50+ hours of unpaid care per week.
- 160 Lewisham residents indicated that sign language was their main language.

The number of users identifying themselves as having a disability is lower for all of the proposed community libraries than for the service as a whole – 13-18% compared with 20%. (Public Library User Survey 2012)

Therefore we should expect residents with this protected characteristic not to be disproportionately affected by the proposed plans.

5.3. Gender

Gender has the meaning usually given to it and refers to whether a person is a man or a woman. A summary of data on gender is set out in the box below.

Data summary for gender

- according to the 2011 Census there are 135,000 males living in Lewisham and 140,900 females;

- however, by 2030 it is forecast that the number of males would have surpassed that of females (158, 500 men to 157,100 women);

- based on the 2013 Mid-year Population Estimates Lewisham's males are more numerous than females between the 0-19 age groups. By contrast females are more numerous than males in the 20 – 44, 35 - 59 60 -79 and 80+ age groups;

- by 2030 the percentage of males is still expected to be greater than females in the 0-19 age group. Males are also expected to be more numerous in the 20 – 44, and 35 – 59 age group. However, females will still be more numerous in the 60-79 and 80+ age groups.

The recommended plan is inclusive of both genders. The inclusive nature of all libraries, both community and hub models, and partner organisations that operate within them or will be selected to operate within them, suggests that no specific gender should be disproportionately affected by the proposed implementation plan.

5.4. Gender Re-assignment

Gender re-assignment describes the process of transitioning from one gender to another. For individuals within this group, the Act provides protection for trans-sexual people from discrimination and harassment in various areas, such as work or the provision of goods and services. A summary of data on gender reassignment is set out in the box below.

Data summary for gender reassignment

- in 2006-07 Lewisham Council commissioned a research study of the LGBT populations who lived, worked, studied or socialised in the borough;

- of the 316 respondents, seven identified as trans people, which was insufficient to draw quantitative conclusions;

- according to the NHS Secondary User Service Admitted Patients database, there were four admissions to NHS hospitals in 2011-12 of four different individuals resident in Lewisham and having a primary diagnostic code beginning F64 (trans-sexualism or gender identify disorder). Only one of these was for a full (male to female) gender reassignment. None of the admissions were to Lewisham Hospital.

- In October 2014 the Trans and Gender Non-Conforming Swimming Group (TAGS) set up a weekly private swimming session – 20 regular swimmers have attended a week, although some may have travelled from other boroughs to Lewisham.

The inclusive nature of all libraries, both community and hub models, and partner organisations that operate within them or will be selected to operate within them, suggests that there will be no positive or negative connotations for people going through the gender re-assignment process.

As a result we don't believe that the implementation plan will have any impact on residents going through Gender re-assignment.

5.5. Marriage and Civil Partnership

The Equality Act protects against unlawful discrimination if you are legally married or in a civil partnership. A summary of data on marriage and civil partnership is set out in the box below.

Data summary for marriage and civil partnership

- In 2011 about half of Lewisham residents over 16 have never been married or in a civil partnership. This is higher than England as a whole.
- A third of over 16s in Lewisham are currently married or in a civil partnership (0.5% in civil partnership)
- 17% of residents (aged 16 and over) have been married or in a civil partnership but are now separated, divorced or widowed.

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 the proposed plans.

5.6. Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. 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. A summary of data on pregnancy and maternity is set out in the box below.

Data summary for pregnancy and maternity

- for 2013 there were about 4,827 new babies recorded in official statistics as Lewisham residents; the General Fertility Rate is notably higher in Lewisham, at 68.1 live births per 1,000 women aged 15 – 54, than in England at 62.4 in 2013.
- Lewisham has an underlying population growth arising from its excess of births over deaths. In a typical year, there are more births (approximately 4,500-5200) than deaths (approximately 1,500-1,800) in Lewisham residents.

The proposed transfer of the 3 libraries to the community library model could have an impact on Pregnancy and Maternity as all Lewisham libraries provide activities and support for children, especially Under 5s activities. These activities are also an integral part of the library offer in the existing community libraries and would continue after any transfer. The number and location of libraries and users will stay as they are within the plan.

Therefore we should expect residents with this protected characteristic not to be disproportionately affected by the proposed plans.

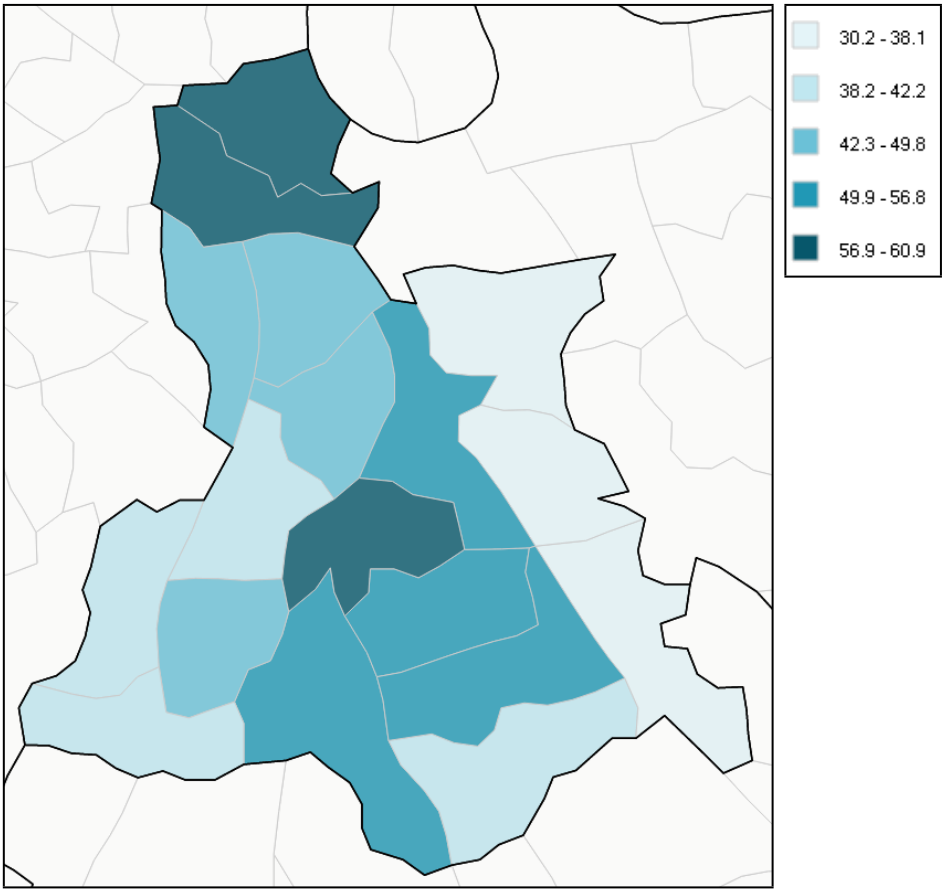
5.7. Race

Race refers to the equality group of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A summary of data on race is set out in the box below.

Data summary for race

- according to Census data from 2011, 53.6% (147, 686) of all Lewisham residents are white (White British, White Irish and White European);
- currently people from a Black Caribbean, Black African and Black other ethnic background represent 27.2% (74,942) of the population.
- Profiles indicate that the majority of black and minority ethnic residents live in the North and Centre of the borough in wards such as Evelyn, New Cross and Rushey Green.

The data in the table below shows that there is considerable demographic variation across the borough when it comes to BME communities with a number of wards having a BME majority.



Percentage of the population from a BME community

The number and location of libraries will stay as they are within the plan. Any changes to services at Catford Library would be considered to have a great potential impact on this protected characteristic as 64% of Catford Library users are BME compared with a service average of 52%. The consultation highlighted the need for a different approach for the library presence on the ground floor of Laurence House, which should be developed in concert with other council services within the building. Further investigation on the options for the ground floor of the Laurence House building are proposed.

The proposed plan is considered not to have a disproportionate impact relating to Race

5.8. Religion or Belief

Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. A summary of data on religion and belief is set out in the box below.

Data summary for religion or belief'

- the most up to date information on religion or belief in Lewisham is from the Census of 2011. This revealed that nearly 64% of Lewisham residents described themselves as having a faith or religion, whilst around 27% of residents described themselves as having no faith or religion;
- amongst those residents that described themselves as having a faith or religion some 52.8% identified their faith as Christian, whilst 6.4% described themselves as Muslim;
- of other religions, Hindus represent 2.4% of the population, whilst Buddhists represent just over 1.3% of the population;

The number and location of libraries and users will stay as they are within the plan. The inclusive nature of all libraries, both community and hub models, and partner organisations that operate within them or will be selected to operate within them, suggests that there will be no positive or negative connotations for residents with this protected characteristic.

5.9. Sexual Orientation

Sexual orientation is defined as whether a person's sexual attraction is towards the opposite sex, their own sex or to both sexes. A summary of data on sexual orientation is set out in the box below.

Data summary for sexual orientation

- There are no accurate statistics available regarding the profile of the lesbian, gay, bisexual and transgender (LGBT) population either in Lewisham, London or Britain as a whole.

- The Greater London Authority based its Sexual Orientation Equality Scheme on an estimate that the lesbian and gay population comprises roughly 10% of the total population.

- At the 2011 census 2% of over 16 year olds were cohabiting with someone of the same sex or were in a civil partnership, this is higher than both the England and London averages (0.9 % and 1.4% respectively).

- in the 2015 Annual Resident Survey, a question on sexual orientation found that 3% of respondents identified as lesbian or gay.

Users of Lewisham Library and Information Service that identify themselves as Gay/Lesbian or Bisexual are 4% of total users (Public Library User Survey 2012). The make up of users of the proposed community libraries reflect this and are in some instances lower than the service average. The number and location of libraries will stay as they are within the plan, and it is not anticipated that this proposed plan will have a negative impact upon the LGBT community.

6. Overall Mitigation

6.1. The Community Library is a service delivered in partnership with others in buildings that used to be wholly managed by the council or in buildings owned outright by the partner organisation. The council is responsible for buying the books, maintaining the stock, providing self-service terminals, for organising reading events, and for supporting the partner organisation with training. Residents can still join the library service, reserve a book, borrow and return books, ask for information, and more.

6.2. The proposal may result in a negative impact for some residents where services at their local library may change. However, new community partnerships may bring new services that do not currently exist to the affected neighbourhoods.

6.3. The proposal brings opportunities to develop new partnerships for the library service and will provide partner organisations with access to new premises and additional service users. A soft market test will seek partners willing to manage the space while supporting the provision of library services in the building.

6.4. We would expect the opening hours to remain unchanged and the floor space of the library may reduce where other activities are being developed by the partner organisation. The partners are likely to be different to reflect the different potential uses of the three sites.

6.5. When considering the impact of the proposed plan across the nine protected characteristics, the two main areas for concern were the impact on older and younger people, and those from the BME community. However, having considered the mitigation and demographic profile of the borough alongside alternative local facilities the impact on these groups is not felt to be negative, and indeed if the hub model and re-provision of buildings through partnerships with housing providers is successful then long term there will be a positive impact.

6.6. Overall, considering the changes to the range of libraries that are being proposed, alongside the new ways of working and the potential to develop new community services with potential partners, the implementation plan is considered to be fair and equitable.

Equalities Analysis Assessment

Equalities Impact Assessment for the proposed changes to Lewisham Library and Information Service

1. Consultation summation

1.1. In October and November 2015, Lewisham Council held public meetings to discuss the impact of proposed savings in the Libraries budget. 3 options were proposed – outsourcing of the service, reducing opening hours and closing libraries; extension of the Lewisham Libraries community model with the transfer of 3 libraries to community partners - Forest Hill, Manor House and Torridon Libraries, the creation of 3 Hub libraries – Deptford, Downham and Lewisham, and the remodelling of Catford Library

1.2. Information about the proposals were posted in the libraries, on the Libraries section of the Council website (http://www.lewisham.gov.uk/libraryconsultation) and a consultation survey was posted on the Lewisham consultation website (https://lewisham-consult.objective.co.uk/public/proposed_changes_to_the_library_and_information_service) . Users were encouraged to complete the survey online and paper copies were made available in libraries and at the consultation meetings. An email address was created for people to contact the service and request pdf copies of the consultation survey or submit comments - library.consultation@lewisham.gov.uk. Petitions were handed in from local interested parties. Steps were taken to monitor activity and comments on the web to ensure awareness of the main areas of concern, including comments posted on the petition Save Lewisham Libraries.

1.3. Library public consultation meetings were held on –

Wednesday 7 October	Broadway Theatre, SE6 4RU
Monday 12 October	Trinity School, Taunton Road, Lee SE12 8PD
Monday 19 October	Sydenham School, Dartmouth Road SE26 4RD
Thursday 22 October	Sandhurst Junior School, Minard Road SE6 1NW
Wednesday 4 November	St Dunstan's Jubilee Hall, Canadian Avenue, SE6 4SW

1.4. Focus groups were held to ensure input from users who might not be able to interact online or attend evening meetings.

Monday 2 November	Young Mayor’s Advisors
Thursday 5 November	Positive Ageing Council
Wednesday 11 November	School teachers and librarians
Thursday 12 November	Disability Forum interviewees
Monday 16 November	Manor House Library stakeholders meeting

2. Areas of concern raised through the consultation process

2.1. The main areas of concern raised through the consultation process were.

- The value of the library service – Residents were unanimous in expressing their views on the value of the Lewisham library service and its staff. It was felt that any reduction in the service would make the authority poorer in the present and more so in the future. The impact on citizens and future generations was clearly and repeatedly articulated in person and in writing.

- Deterioration of the Service if community run – A large number of respondents expressed concern about the quality of the service if this moved to being “community run” and that the proposed option would entail reduced access to professional and/or trained library staff

- Impact on children - A number of respondents expressed concern that the proposed option would have a major detrimental effect on children and their families.

- Reduction in perceived access to libraries – Respondents expressed concern that they would be unable to travel to a hub library and would not be able to access ‘full’ library services

- The local community – Many felt that the proposal would have a negative impact on the local community.

- Volunteers – Respondents expressed concern over the use of volunteers to “replace” council staff. Some stressed the lack of reliability that is inherent in the transient role of volunteers. Some were concerned about issues linked to the ability of volunteers to care for the assets and to safeguard visiting audiences, particularly children. That the proposed option would mean that professional and/or trained library staff

3. Catford Library

3.1. Catford Library is based on the ground floor of Laurence House, which is part of the Council civic complex and the main offices for Council staff. Laurence House has high footfall from both residents and Council employees. The library occupies the eastern end of the ground floor and had a re-fresh in May 2015 which included a new carpet, repainted walls and a reconfiguration of the shelving layout.

3.2. Catford is near good transport links, both bus and train and close to the shopping centre. It benefits from its central location and attracts users from across the borough. 21% come from Rushey Green ward, 12% each from Bellingham and Catford South ward and 9% from Whitefoot ward.

3.3. There are links with local schools and nurseries meaning children in the local community have the opportunity to engage with reading and library activities. Catford Library works closely with 7 nurseries and 6 primary schools who regularly visit Catford Library or are visited by library staff.

3.4. A programme of regular activities takes place during the 57 hours of opening. The library hosts visits from partner organisations such as Stop Smoking, Volunteer Lewisham, NHS Active Gateway, Lewisham Mind and the National Careers Service. The Reader Organisation runs a weekly reading group and there are weekly Under 5s, 'Baby Bounce' and craft sessions for young children.

Libraries data and user profile

3.5. Active users profile – users come from across the borough as Catford is a central point and houses the main Council offices. 21% come from Rushey Green ward, 12% from Bellingham and 12% from Catford South wards.

3.6. Active Users – Please see the attached charts showing statistics for active users as at 1 April 2015 and results from the 2012 Public Library User Survey

3.7. Age range – The age profile for Catford library users is slightly older than that of the service average with 35% of users aged under 18 compared with 38% for Lewisham as a whole. There are slightly more 18-24 year olds – 9% compared with a service average of 8%.

3.8. Gender – Catford has a slightly higher proportion of female users – 60% compared with a service average of 59%

3.9. Ethnicity – 36% of Catford library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black African – 21%, Black Caribbean – 19% and Black Other - 9%.

3.10. Disability - The number of users identifying themselves as having a disability is lower for Catford Library than for the service as a whole – 17% compared with 20%

3.11. Ward Profiles (Catford library users) – Please see the attached charts showing statistics for the wards in the library catchment area

3.12. 57% of active library users in Rushey Green ward use Catford Library, while 23% use Lewisham and 4% use Downham. 31% of active library users in Bellingham ward use Catford Library, 18% use Sydenham and 16% use Lewisham libraries.

38% of library users in Catford South ward use Torridon Road library, 31% use Catford and 13% use Downham libraries.

Equalities Context

3.13. Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

3.14. The following equalities characteristics are 'protected' from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion and belief; gender; and sexual orientation.

3.15. The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

Scoping grid

3.16. The key questions to be considered in scoping the assessment are:

- Could this service - and the way we deliver it - affect some groups in society differently?
- Will /can this service - and the way we deliver it - promote equal opportunities?

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Age	Negative / Low	The age profile for Catford library users is slightly older than that of the service average - with 35% of users aged under 18 compared with 38% for Lewisham as a whole; slightly more 18-24 year olds – 9% compared with a service average of 8%; 20% 45-64 year olds compared 18% for Lewisham as a whole
Disability	Negative / Low	The number of users identifying themselves as having a disability is lower for Catford Library than for the service as a whole – 17% compared with 20%
Gender	Negative / Low	Catford has a slightly higher proportion of female users – 60% compared with a service average of 59%

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Gender Re-assignment	Negative / Low	
Marriage and Civil Partnership	Negative / Low	29% of Catford Library users identify themselves as Married and 2% as Civil-partnered compared with 36% and 2% as the service average
Pregnancy and Maternity	Negative / Low	
Race	Negative / Medium	64% of Catford Library users are BME compared with a service average of 52%. . The largest BME populations are Black African – 21%, Black Caribbean – 19%
Religion or Belief	Negative / Low	26% of Catford Library users report themselves as having No religion, 60% as Christian, compared with Lewisham library average of 31% No religion, 55% Christian
Sexual Orientation	Negative / Low	2% of Catford Library users identify themselves as Gay / Lesbian compared with the service average of 2% and 3% as Bisexual compared with the Lewisham average of 2%

Suggestions as to potential mitigation actions

3.17. The preferred option proposes an expanded Community Engagement Team which would

- take on the role of developing and delivering activities for families.
- meet regularly with staff and volunteers in the anchor organisation to share ideas on events and activities
- develop and deliver training for staff and volunteers in the anchor organisation on developing knowledge on choosing and sharing books together.
- broker relationships between the anchor organisation and the family organisations such as Children's Centres. To provide advice and guidance on working with external organisations where needed.

3.18. Stock being regularly moved between branches using stock management tools and staff expertise. Stock being regularly maintained by library staff to ensure collections are of good quality and relevance.

3.19. Any changes to services at Catford Library would be considered to have a great potential impact on this protected characteristic as 64% of Catford Library users are BME compared with a service average of 52%. The consultation highlighted the need for a different approach for the library presence on the ground floor of Laurence House, which should be developed in concert with other council services within the building. Further investigation on the options for the ground floor of the Laurence House building are proposed and the needs of this community will need to be considered in taking forward the proposals.

Socio-Economic specific to Catford Library catchment

3.20. Active users profile – users come from across the borough as Catford is a central point and houses the main Council offices. 21% come from Rushey Green ward, 12% from Bellingham and 12% from Catford South wards.

Rushey Green ward – 21% of users

3.21. The age structure for Rushey Green is slightly younger than the Lewisham average with 26.8% aged 0-19 compared with 25.4%. The mean age of the Rushey Green ward population is 34 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Rushey Green is Age 30 to 44 which represents 27.50% of the population.

3.22. BME residents represent 59.1% of the population compared with 46.5% for Lewisham.

3.23. Median household income for Rushey Green is slightly lower than that for the borough as a whole and there are lower numbers of economically active residents - 72.4% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 32.9% compared with 38% for the borough as a whole.

3.24. A breakdown of the Forest Hill Ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 21.3% of the ward's population

3.25. The crime rate is higher than the Lewisham average – Criminal damage is 15.8 per 1,000 population compared with 9.7 for Lewisham, Violence against the person is 41.2 compared with 23.6.

3.26. Disability rates are higher than the Lewisham average – 8% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Rushey Green has 4.4% residents that report being in bad health and 1.5% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 14 (out of 18 Wards) within Lewisham.

3.27. Rushey Green ward has 6,257 households, which represents 5.39% of Lewisham's 116,091 households. The largest number of households live in 'Private rented: Private landlord or letting agency' accommodation - 28.9% compared with 23.0% for Lewisham as a whole.

3.28. The second largest number of households lives in ‘Owned with a mortgage or loan’ accommodation - 26.7% compared with 27.5% for the borough.

3.29. Rushey Green has 17.9% of households with dependent children aged 0 to 4 and 33.9% of households have 'Dependent children in household: All ages'.

Bellingham ward – 12% of users

3.30. There is a higher proportion of 0-19 year olds in Bellingham – 30.5%, compared with 25.4% for Lewisham. There are also slightly more over 50s in the ward – 24.9% compared with 22.9%. The mean age of the Bellingham ward population is 34 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Bellingham is Age 30 to 44 which

represents 23.4% of the population.

3.31. BME residents represent 51.3% of the population compared with 46.5% for Lewisham.

3.32. Median household income for Bellingham is lower than that for the borough as a whole and there lower numbers of economically active residents – 69.5% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 23.5% compared with 38% for the borough as a whole.

3.33. A breakdown of the Forest Hill Ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 18.4% of the ward's population

3.34. The crime rate is slightly lower than the Lewisham average, although Criminal damage is 10.1 per 1,000 population compared with 9.7 for Lewisham and Violence against the person is 25.4 compared with 23.6.

3.35. Disability rates are higher than the Lewisham average – 8.9% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Bellingham has 5.2% residents that report being in bad health and 1.7% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 16 (out of 18 Wards) within Lewisham.

3.36. Bellingham Ward has 6,107 households, which represents 5.26% of Lewisham's 116,091 households. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 26.9% of the Ward's households. That compares with 27.5% for the borough as a whole.

3.37. The second largest number of households lives in 'Private rented: Private landlord or letting agency' accommodation with 24.2% of the Ward's households. That compares with 15.5% for the borough as a whole.

3.38. Bellingham has 16.9% households with dependent children aged 0 to 4 and 37.7% of households have 'Dependent children in household: All ages'.

Catford South ward – 12 % of users

3.39. There are higher levels of younger and older people in Catford South ward compared with the Lewisham average - 27.5% 0-19 year olds compared with 25.4%, 16.7% 50-64 year olds compared with 13.4% and 11.3% over 65s compared with 9.5%. The mean age of the Catford South ward population is 36 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Catford South is Age 45 to 59 which represents 22.10% of the population.

3.40. BME residents represent 56.2% of the population compared with 46.5% for Lewisham.

3.41. Median household income for Catford South is higher than that for the borough as a whole. The number of economically active residents is close to the Lewisham average – 73% compared with 73.6%. The percentage of people with level 4 or

higher qualifications is 34.2% compared with 38% for the borough as a whole.

3.42. A breakdown of the Catford South ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 24.1% of the ward's population

3.43. The crime rate is lower than the Lewisham average across all indicators.

3.44. Disability rates reflect the Lewisham average – 7% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Catford South has 3.6% residents that report being in bad health and 1.1% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 3 (out of 18 Wards) within Lewisham.

3.45. Catford South Ward has 5,712 households, which represents 4.92% of Lewisham's 116,091 households.

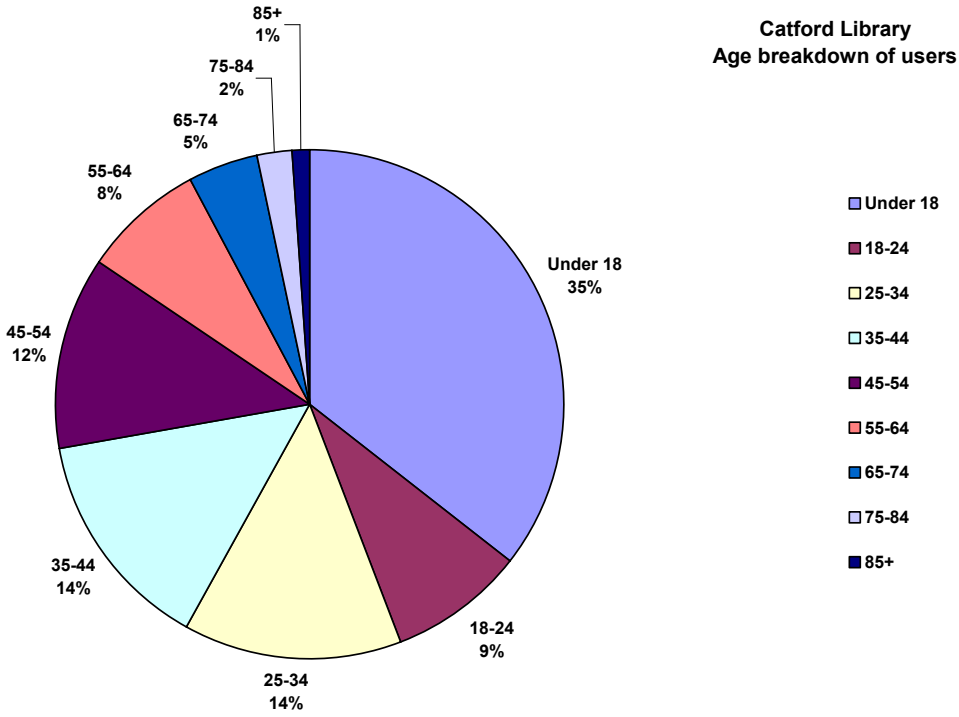
3.46. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 43.0% of the ward's households. That compares with 27.5% for the borough as a whole.

3.47. The second largest number of households lives in 'Owned outright' accommodation with 22.8% of the ward's households. That compares with 14.9% for the borough as a whole.

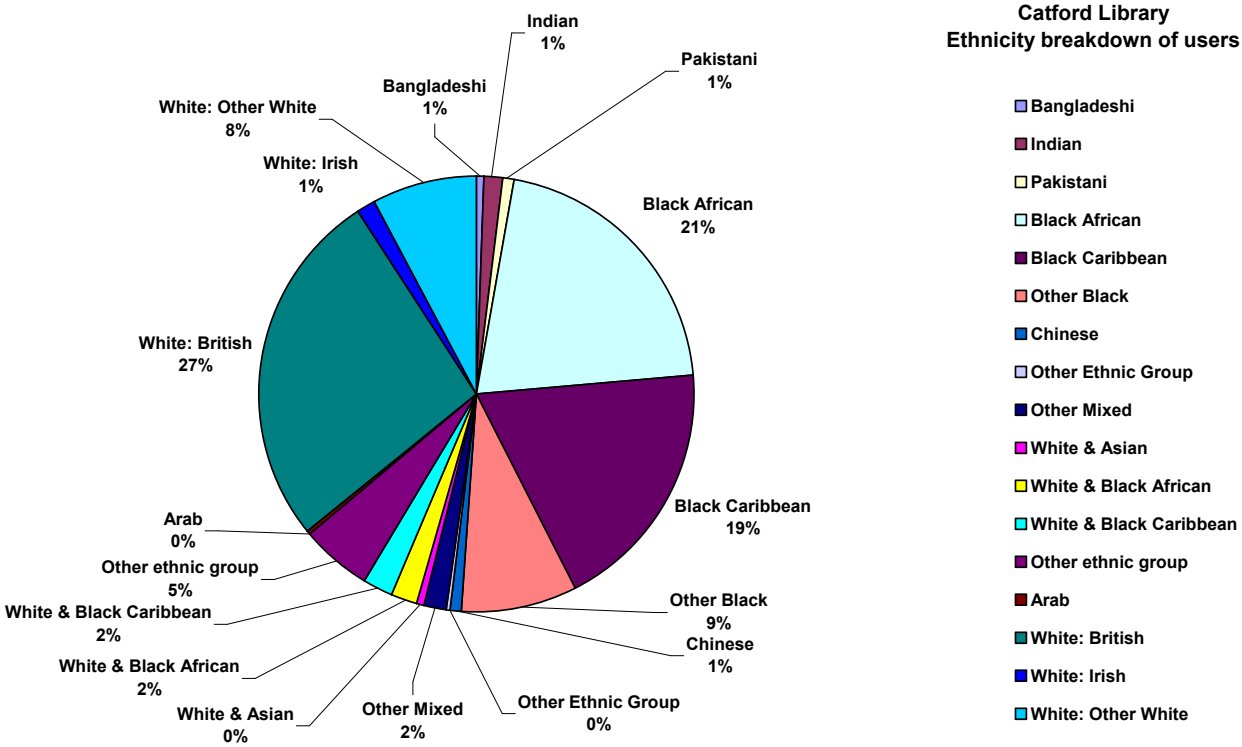
3.48. Catford South has 14.7% of households with dependent children aged 0 to 4 and 36.2% of households have 'Dependent children in household: All ages'.

Active user statistics April 2015 – Catford Library

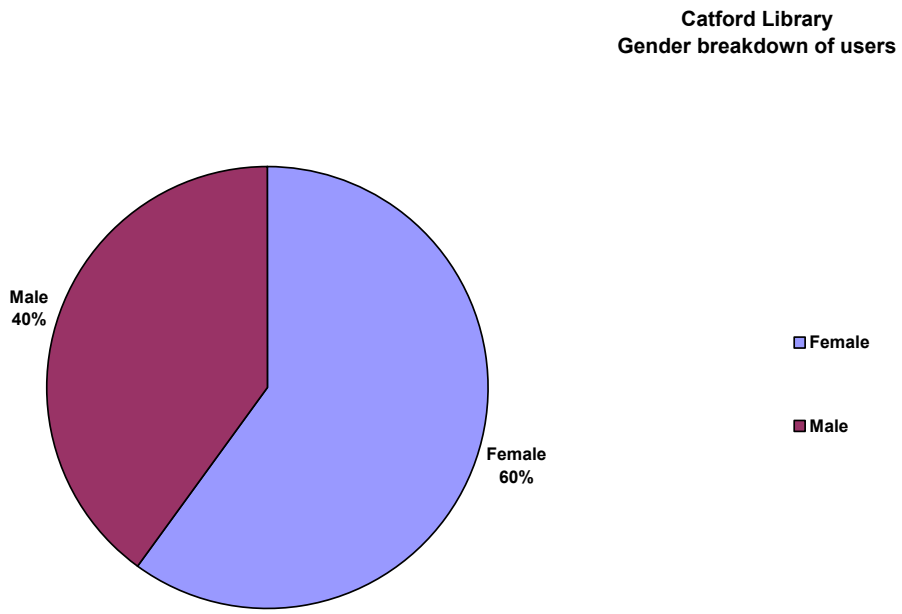
Age range – April 2015



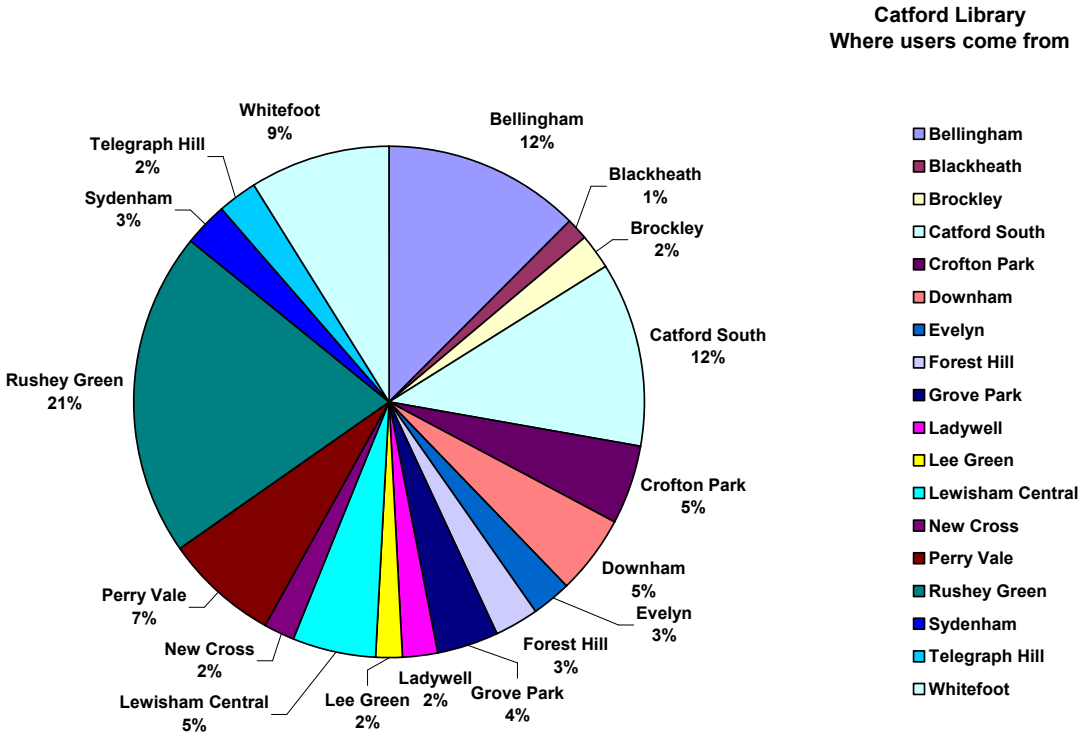
Ethnicity – April 2015



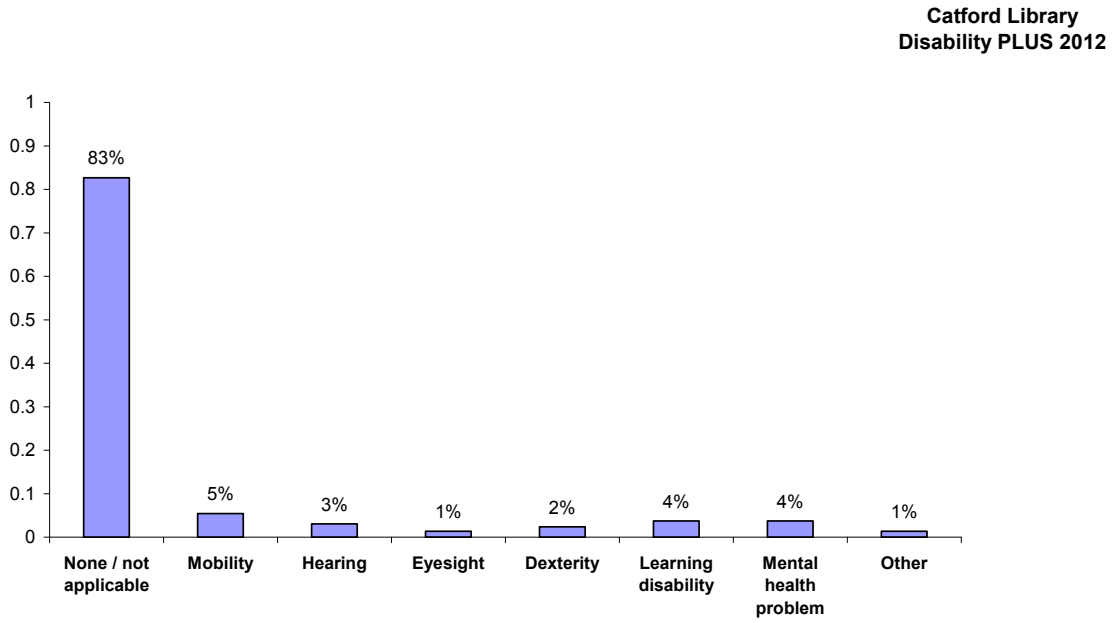
Gender – April 2015



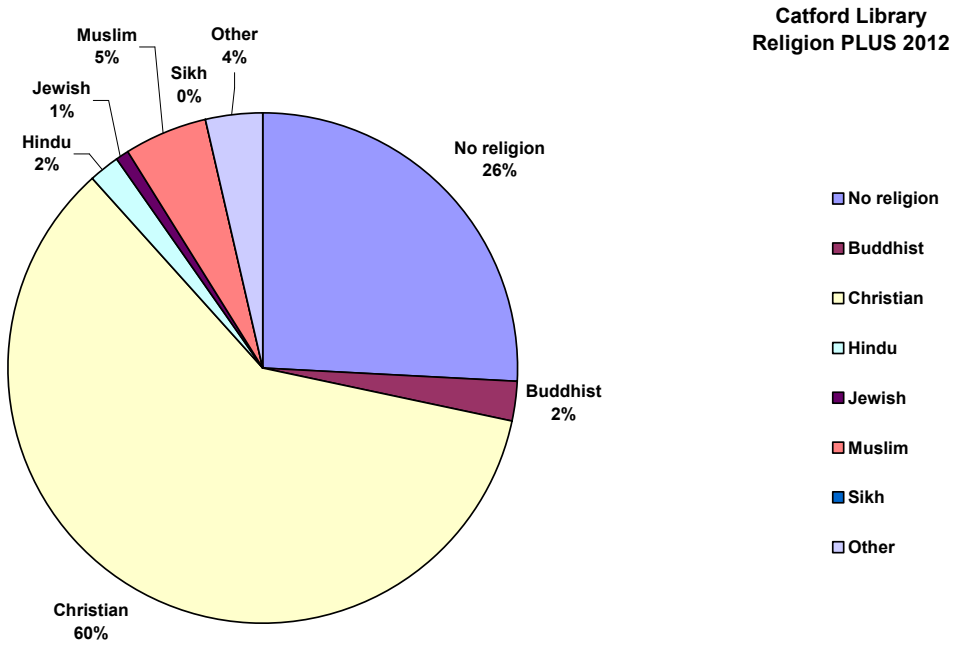
Which wards do users come from – April 2015



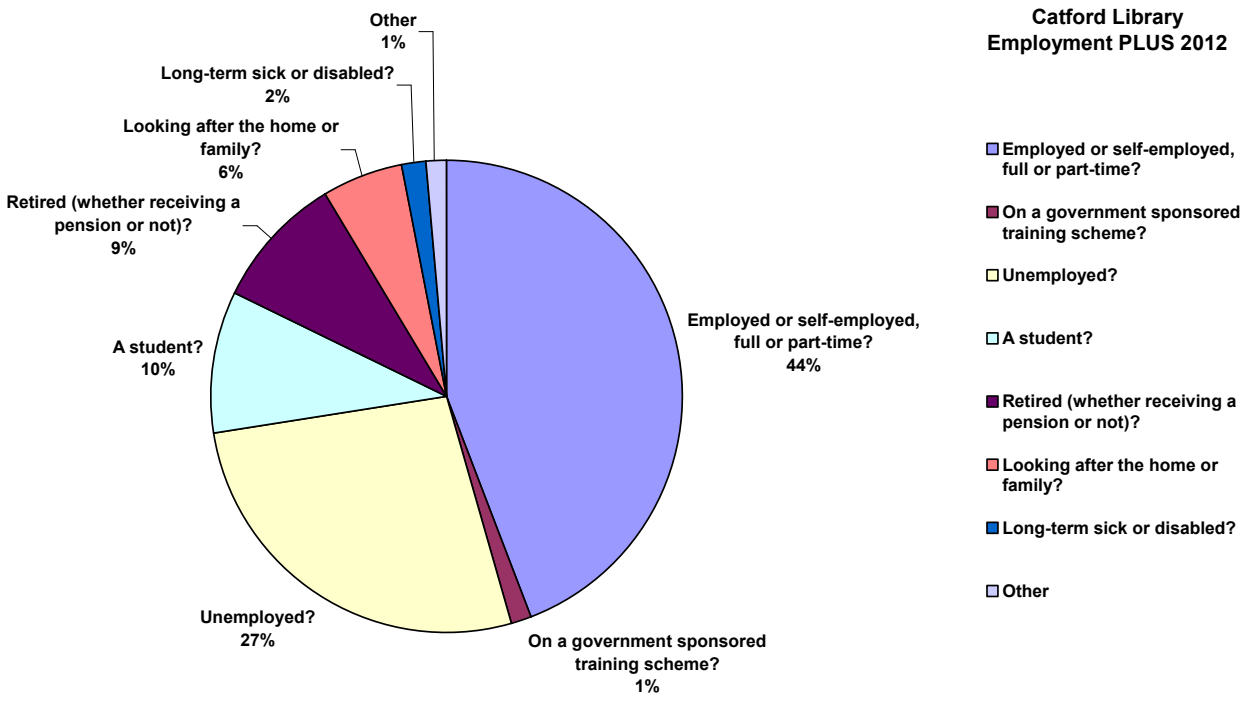
Disability – PLUS 2012



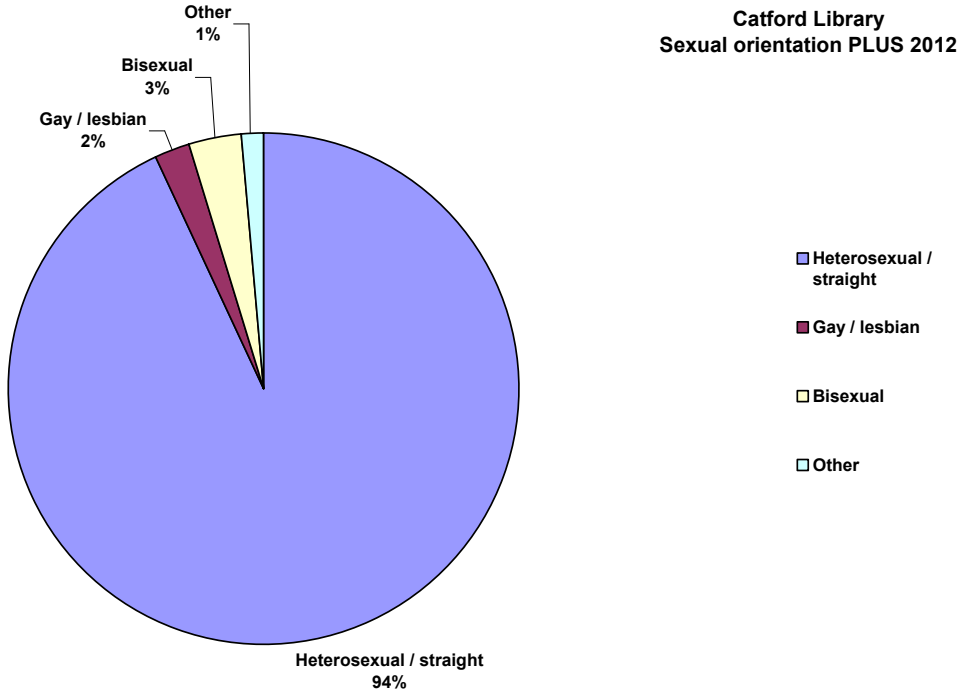
Religion – PLUS 2012



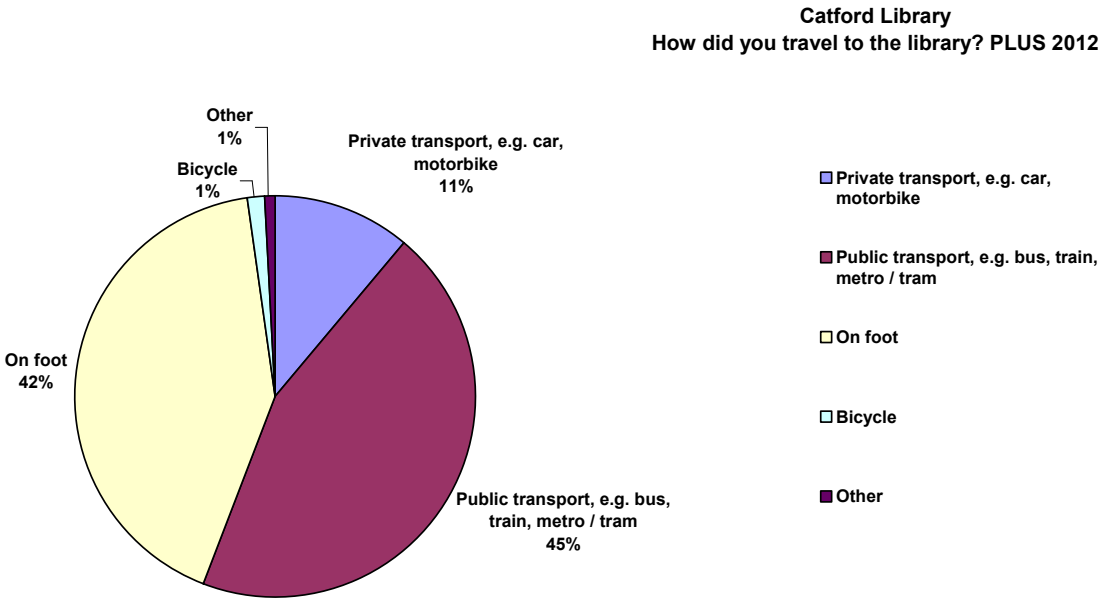
Employment – PLUS 2012



Sexual orientation – PLUS 2012



Mode of Travel – PLUS 2012



4. Forest Hill Library

4.1. Forest Hill Library is a Grade II listed building on Dartmouth Road and forms part of the Victorian complex of civic buildings also comprising Forest Hill Pools and Louise House. Originally built in 1901 it was extensively refurbished in 2007, with building works to make structural repairs as well as new carpet, redecoration throughout, new shelving and book stock and the installation of self service.

4.2. Forest Hill is a busy library with strong links to the local area. 37% of users come from Forest Hill ward, 22% from Perry Vale and 18% from Sydenham wards. During the last 5 years Forest Hill Library has reversed the trend of declining visits, demonstrating increases in visitor numbers. Similarly, many of the users of Forest Hill Library are keen readers and visit regularly to borrow the latest titles. This is demonstrated in increases in issues during the last five years.

4.3. There are links with local schools and nurseries offering children in the local community the opportunity to engage with reading and library activities. Forest Hill Library works closely with 5 primary schools and 1 secondary school who regularly visit Forest Hill Library or are visited by library staff

4.4. As a Grade II listed building, the building needs regular maintenance and attention despite the structural works during the refurbishment. This can require specialists to undertake work.

4.5. On 2 floors plus a small basement, the building has 2 rooms on the 2nd floor that have the potential to generate income. The only access to the rooms is via stairs – there is no lift. This potentially limits the audiences interested in hiring the space. The rest of the building is fully accessible with flat access for wheelchairs and pushchairs through the back of the building via a ramp.

4.6. Forest Hill Library is located close to the town centre and is well served by public transport links, both bus and train. The town centre has undergone transformation in the past few years, with new coffee shops and boutiques attracting a younger, family audience. The library is part of a ‘cultural quarter’ that is currently undergoing development. This includes Louise House and Forest Hill Pools. There are plans to link the 3 spaces through landscaping and seating to create an inviting, public space. This builds on the refurbishment of the pools in 2012 and the development of Forest Hill as a destination.

4.7. A programme of regular activities takes place during the 66 hours of opening. The library hosts monthly Lively Minds sessions for over 55’s with outside invited speakers, a monthly reading group, Origami workshop, run by a volunteer meet monthly. Partner organisations also run sessions such as Storytelling in Hope who run sessions for over 55’s, NHS Stop Smoking group and 'KEBIN' Youth Club. There are weekly under 5s sessions and monthly Chatterbooks for older children. The library also runs craft activities for children to support specific events such as the Summer Reading Challenge.

Libraries data and user profile

4.8. Active users profile – 37% from Forest Hill, 22% from Perry Vale, 18% from Sydenham wards.

4.9. Active Users – Please see the attached charts showing statistics for active users as at 1 April 2015 and results from the 2012 Public Library User Survey

4.10. Age range – The age profile for Forest Hill library users matches that of the service average quite closely. Differences are that 7% of users are 18-24 year olds compared with 8% for Lewisham as a whole. There are also slightly more 35-44 year olds – 17% compared with a service average of 15%. There are slightly fewer users in the 45-54 age group – 10% compared with 11%.

4.11. Gender – Forest Hill has a slightly lower proportion of female users – 58% compared with a service average of 59%

4.12. Ethnicity - 60% of Forest Hill library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black African – 11% and Black Caribbean – 10%

4.13. Disability - The number of users identifying themselves as having a disability is lower for Forest Hill Library than for the service as a whole – 13% compared with 20%

4.14. Ward Profiles (Forest Hill library users) – Please see the attached charts showing statistics for the wards in the library catchment area

4.15. 82% of active library users in Forest Hill ward use Forest Hill Library, while 6% use Catford and 5% use Lewisham. 58% of active library users in Perry Vale ward use Forest Hill Library, 18% use Catford , 9% use Lewisham and 8% use Sydenham libraries. 46% of active library users in Sydenham ward use Forest Hill Library, 33% use Sydenham community library and 7% use Catford Library.

Equalities Context

4.16. Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

4.17. The following equalities characteristics are ‘protected’ from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion and belief; gender; and sexual orientation.

4.18. The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

Scoping grid

4.19. The key questions to be considered in scoping the assessment are:

- Could this service - and the way we deliver it - affect some groups in society differently?
- Will /can this service - and the way we deliver it - promote equal opportunities?

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Age	Negative / Low	The age profile for Forest Hill library users matches that of the service average quite closely. Differences are that 7% of users are 18-24 year olds compared with 8% for Lewisham as a whole. There are also slightly more 35-44 year olds – 17% compared with a service average of 15%. There are slightly fewer users in the 45-54 age group – 10% compared with 11%. Forest Hill Library works closely with 5 primary schools and 1 secondary school
Disability	Negative / Low	The number of users identifying themselves as having a disability is lower for Forest Hill Library than for the service as a whole – 13% compared with 20%
Gender	Negative / Low	Forest Hill has a slightly lower proportion of female users – 58% compared with a service average of 59%
Gender Re-assignment	Negative / Low	
Marriage and Civil Partnership	Negative / Low	40% of Forest Hill Library users identify themselves as Married and 0% as Civil-partnered compared with 36% and 2% as the service average
Pregnancy and Maternity	Negative / Low	
Race	Negative / Low	60% of Forest Hill library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black African – 11% and Black Caribbean – 10%
Religion or Belief	Negative / Low	36% of Forest Hill Library users report themselves as having No religion, 53% as Christian, compared with Lewisham library average of 31% No religion, 55% Christian
Sexual Orientation	Negative / Low	1% of Forest Hill Library users identify themselves as Gay / Lesbian compared with the service average of 2% and 3% as Bisexual compared with the Lewisham average of 2%

Suggestions as to potential mitigation actions

4.20. The preferred option proposes an expanded Community Engagement Team which would

- take on the role of developing and delivering activities for families.
- meet regularly with staff and volunteers in the anchor organisation to share ideas on events and activities
- develop and deliver training for staff and volunteers in the anchor organisation on developing knowledge on choosing and sharing books together.
- broker relationships between the anchor organisation and the family organisations such as Children's Centres. To provide advice and guidance on working with external organisations where needed.

4.21. Stock being regularly moved between branches using stock management tools and staff expertise. Stock being regularly maintained by library staff to ensure collections are of good quality and relevance.

Socio-Economic specific to Forest Hill Library catchment

4.22. Active users profile – 37% from Forest Hill, 22% from Perry Vale, 18% from Sydenham wards.

Forest Hill ward – 37% users

4.23. The age structure for Forest Hill is slightly older than the Lewisham average with 25.3% aged 35-49 compared with 24.1% and 24.3% aged over 50 compared with a Lewisham average of 22.7%. The mean age of the Forest Hill ward population is 35 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Forest Hill is Age 30 to 44 which represents 29.60% of the population.

4.24. BME residents represent 38.2% of the population compared with 46.5% for Lewisham.

4.25. Median household income for Forest Hill is higher than that for the borough as a whole and there are higher numbers of economically active residents – 77.0% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 46.4% compared with 38% for the borough as a whole.

4.26. A breakdown of the Forest Hill ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 29.0% of the ward's population.

4.27. The crime rate is lower than the Lewisham average although there are higher levels of Burglary – 19.4 per 1,000 population compared with a borough average of 13.3. Criminal damage is 8.1 per 1,000 population compared with 9.7 for Lewisham, Violence against the person is 19.3 compared with 23.6.

4.28. Disability rates are lower than the Lewisham average – 5.9% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Forest Hill has 3.5% residents that report being in bad health and 1.0% residents that report

being in very bad health. Its ranking for the number of residents in very bad health is 1 (out of 18 Wards) within Lewisham.

4.29. Forest Hill ward has 6,506 households, which represents 5.60% of Lewisham's 116,091 households. The largest number of households lives in ‘Owned with a mortgage or loan' accommodation with 29.4% of the Ward's households. That compares with 27.5% for the London borough as a whole.

4.30. The second largest number of households lives in ‘Private rented: Private landlord or letting agency ' accommodation with 23.0% of the Ward's households. That compares with 23.0% for the London borough as a whole

4.31. Forest Hill has 15.5% of households with dependent children aged 0 to 4 and 30.8% of households have 'Dependent children in household: All ages'.

Perry Vale ward – 22% of users

4.32. The age structure of Perry Vale ward is slightly older than the Lewisham average with 26.4% aged 35-49 compared with a Lewisham average of 24.1%. The mean age of the Perry Vale ward population is 35 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Perry Vale is Age 30 to 44 which represents 28.70% of the population

4.33. BME residents represent 42.5% of the population compared with 46.5% for Lewisham.

4.34. Median household income for Perry Vale is higher than that for the borough as a whole and there are higher numbers of economically active residents – 75.9% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 41.5% compared with 38% for the borough as a whole.

4.35. A breakdown of the Perry Vale ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 28.5% of the ward's population.

4.36. The crime rate is lower than the Lewisham average across all indicators.

4.37. Disability rates are lower than the Lewisham average – 6.7% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Perry Vale has 3.4% residents that report being in bad health and 1.2% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 7 (out of 18 Wards) within Lewisham.

4.38. Perry Vale ward has 6,707 households, which represents 5.78% of Lewisham's 116,091 households. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 31.9% of the ward's households. That compares with 27.5% for the borough as a whole.

4.39. The second largest number of households lives in 'Private rented: Private landlord or letting agency ' accommodation with 21.7% of the Ward's households. That compares with 23.0% for the borough as a whole.

4.40. The ward has 14.9% of households with dependent children aged 0 to 4 and 32.1% of households have 'Dependent children in household: All ages'.

Sydenham ward – 18% of users

4.41. The age structure of Sydenham ward is older than the Lewisham average with 26.5% aged over 50 compared with a Lewisham average of 22.9%. The mean age of the Sydenham ward population is 36 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Sydenham is Age 30 to 44 which represents 26.50% of the population

4.42. BME residents represent 41.8% of the population compared with 46.5% for Lewisham.

4.43. Median household income for Sydenham is slightly higher than that for the borough as a whole but there are lower numbers of economically active residents – 72.3% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 36.6% compared with 38% for the borough as a whole.

4.44. A breakdown of Sydenham ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 24.9% of the ward's population.

4.45. The crime rate is lower than the Lewisham average except for Fraud or Forgery which is 6.0 per 1,000 population compared with a borough average of 5.4.

4.46. Disability rates are higher than the Lewisham average – 8.1% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Sydenham has 4.1% residents that report being in bad health and 1.4% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 13 (out of 18 Wards) within Lewisham.

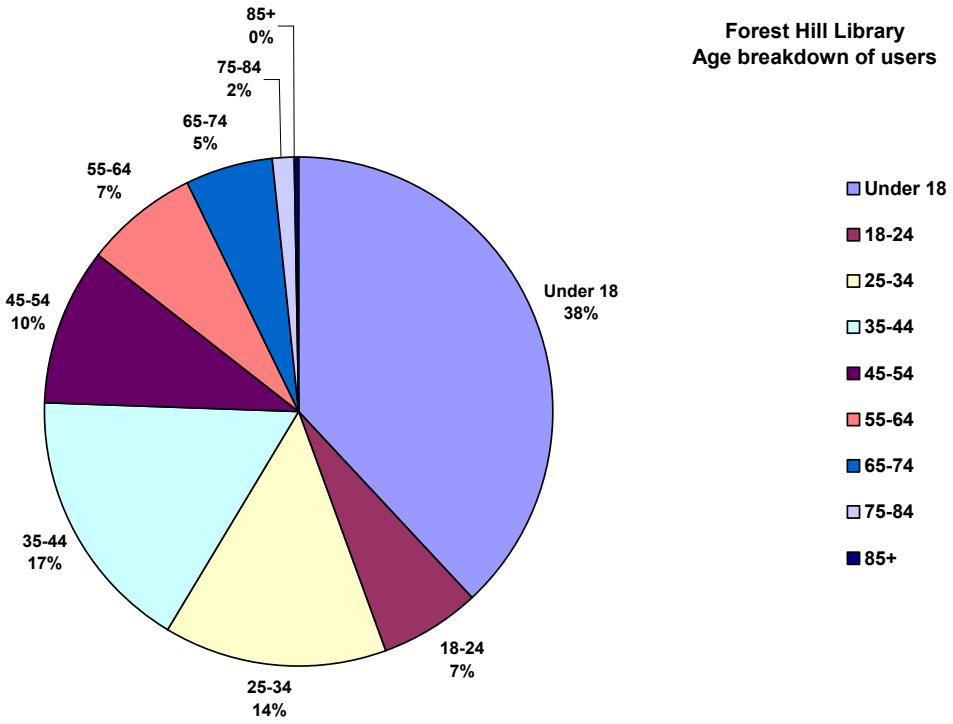
4.47. Sydenham ward has 6,793 households, which represents 5.85% of Lewisham's 116,091 households. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 27.6% of the ward's households. That compares with 27.5% for the borough as a whole.

4.48. The second largest number of households lives in ‘Social rented: Rented from council (Local Authority) ' accommodation with 19.8% of the Ward's households. That compares with 15.6% for the borough as a whole.

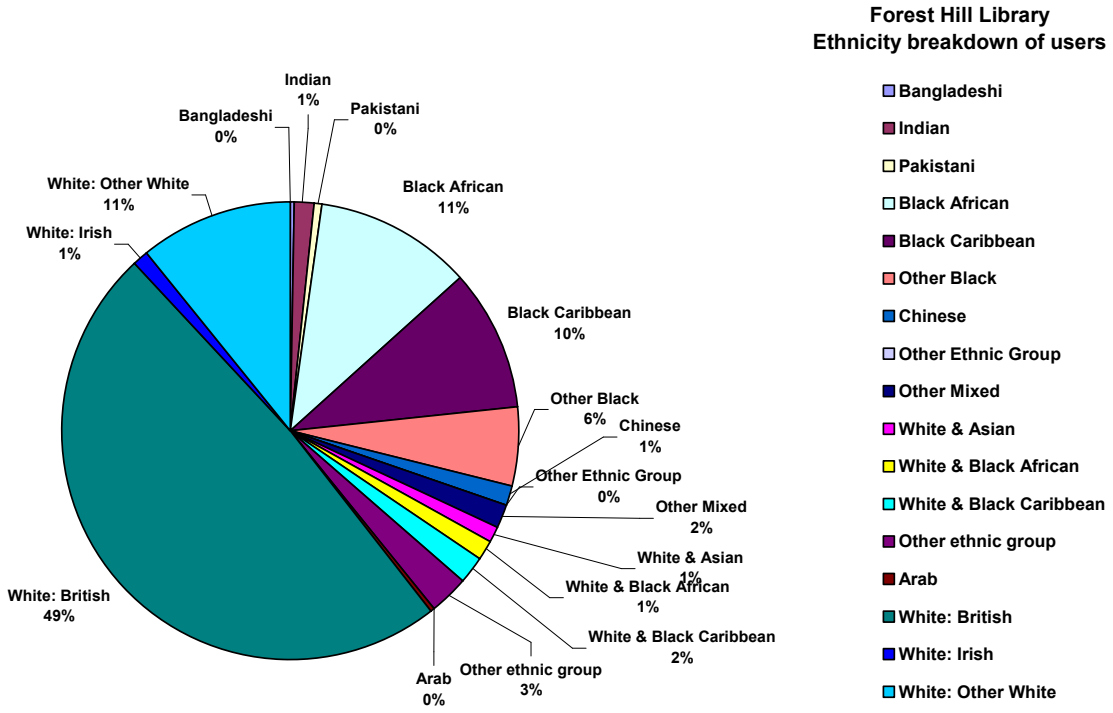
4.49. Sydenham has 14.8% of households with dependent children aged 0 to 4 and 30.7% of households in the ward have 'Dependent children in household: All ages'.

Active user statistics April 2015 – Forest Hill Library

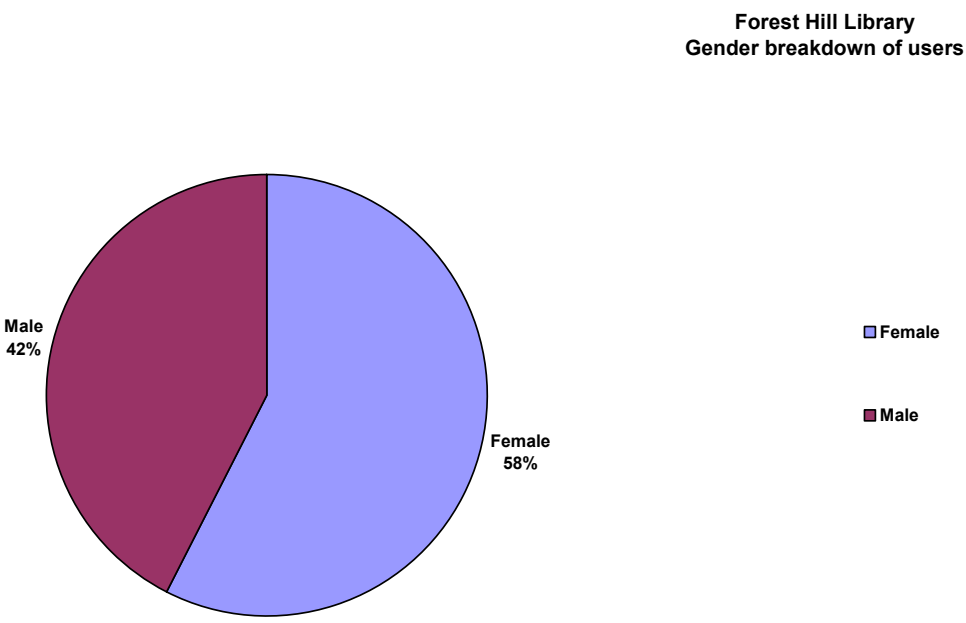
Age Range – April 2015



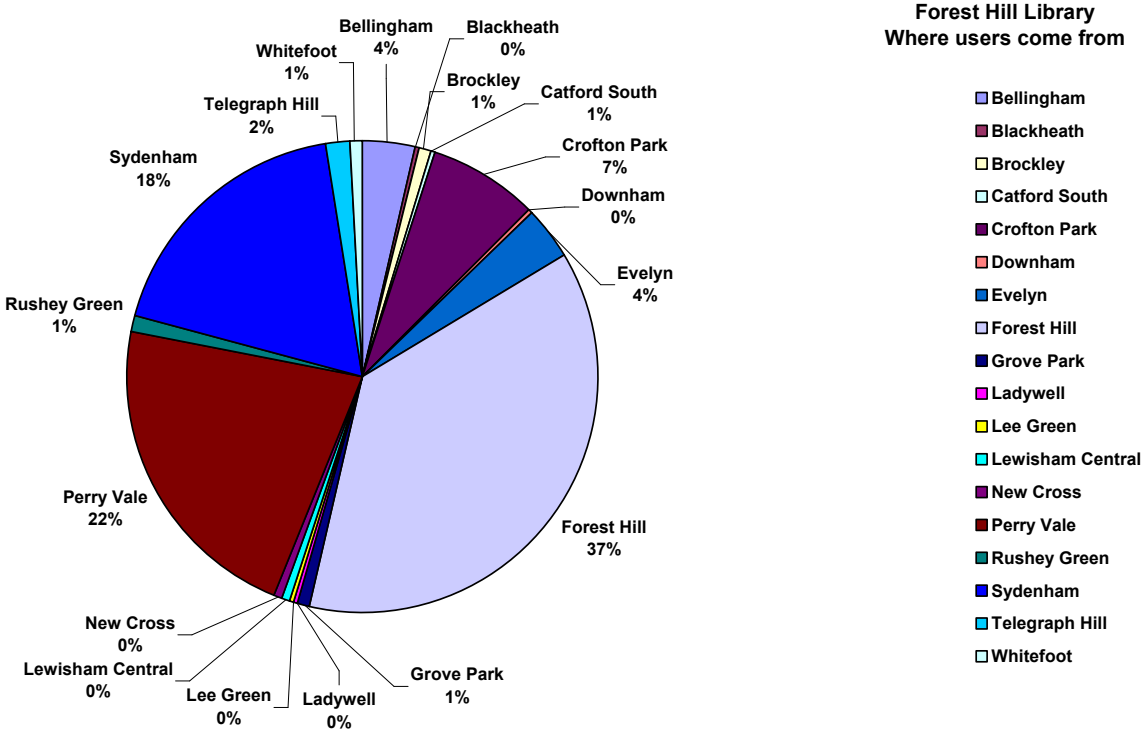
Ethnicity – April 2015



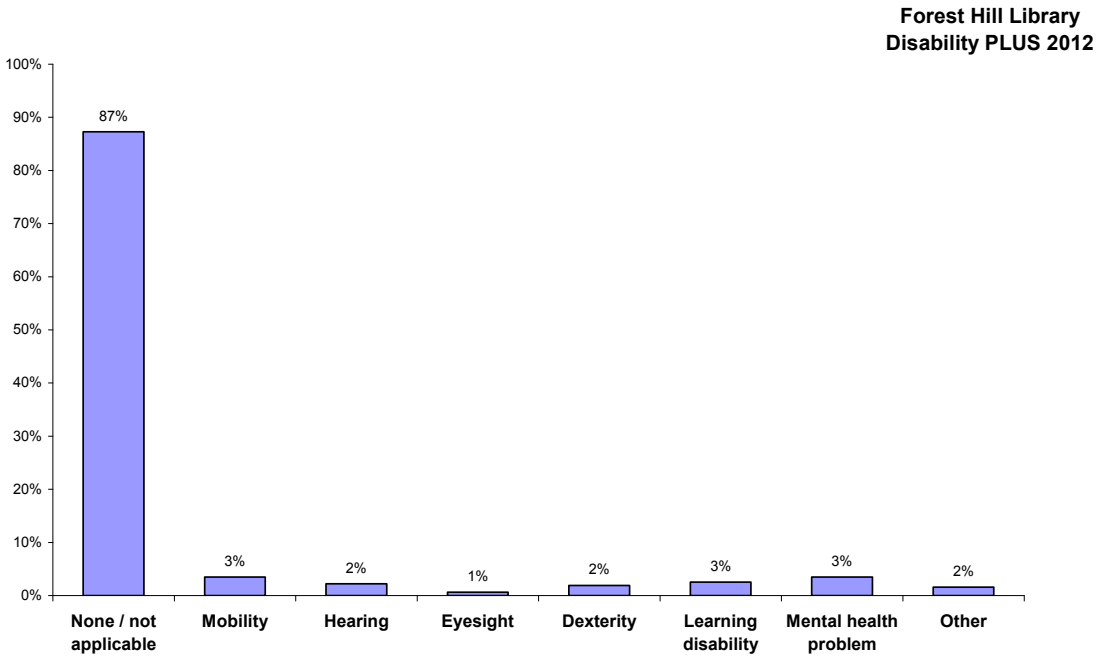
Gender – April 2015



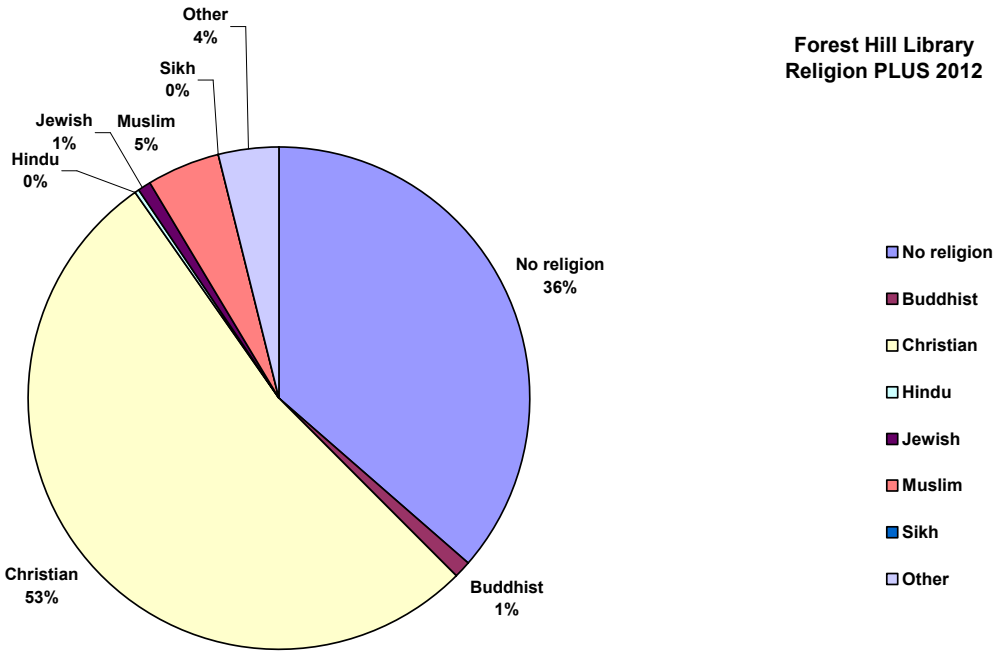
Which wards do users come from – April 2015



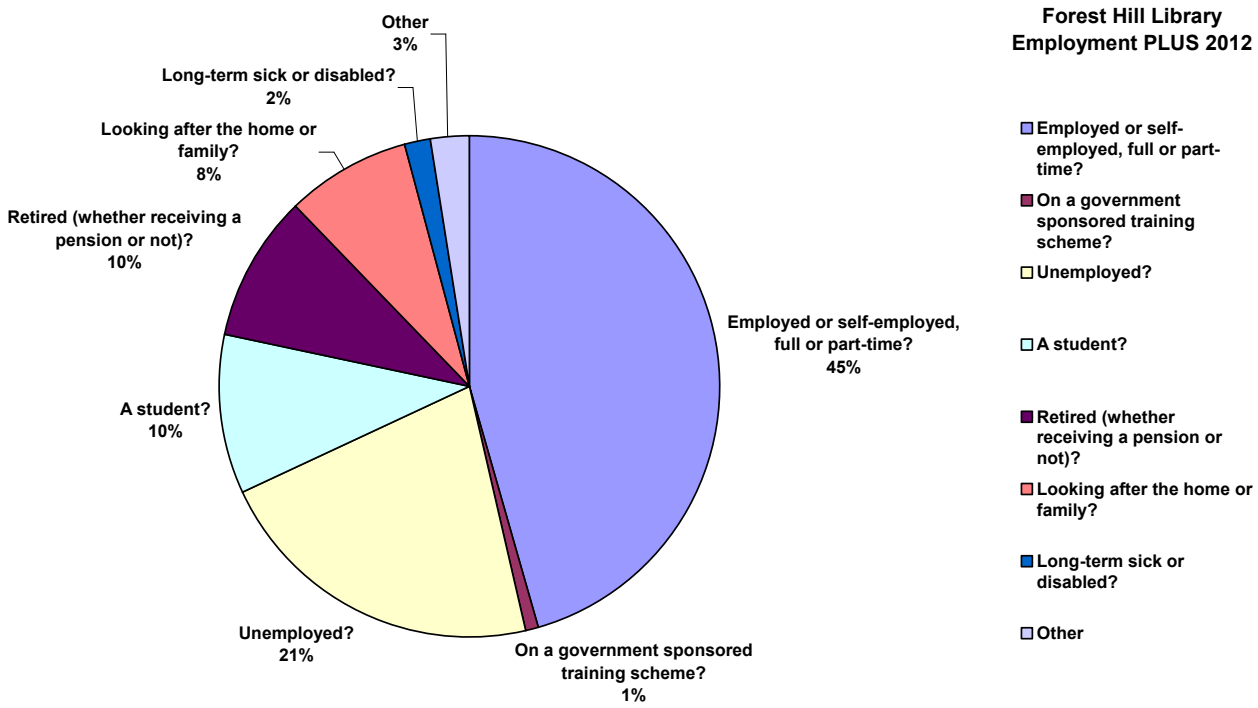
Disability – PLUS 2012



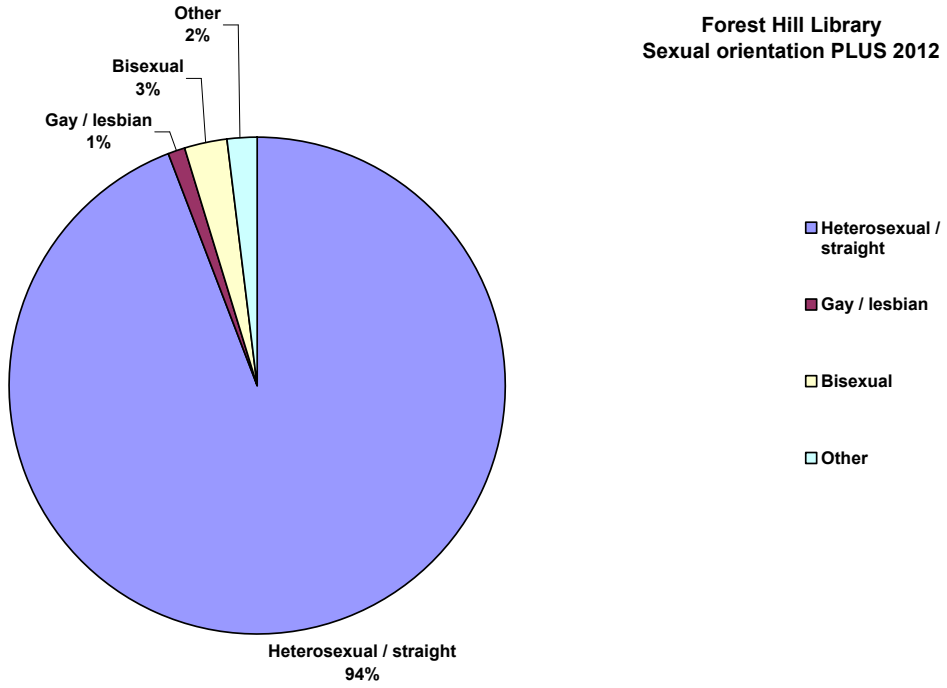
Religion – PLUS 2012



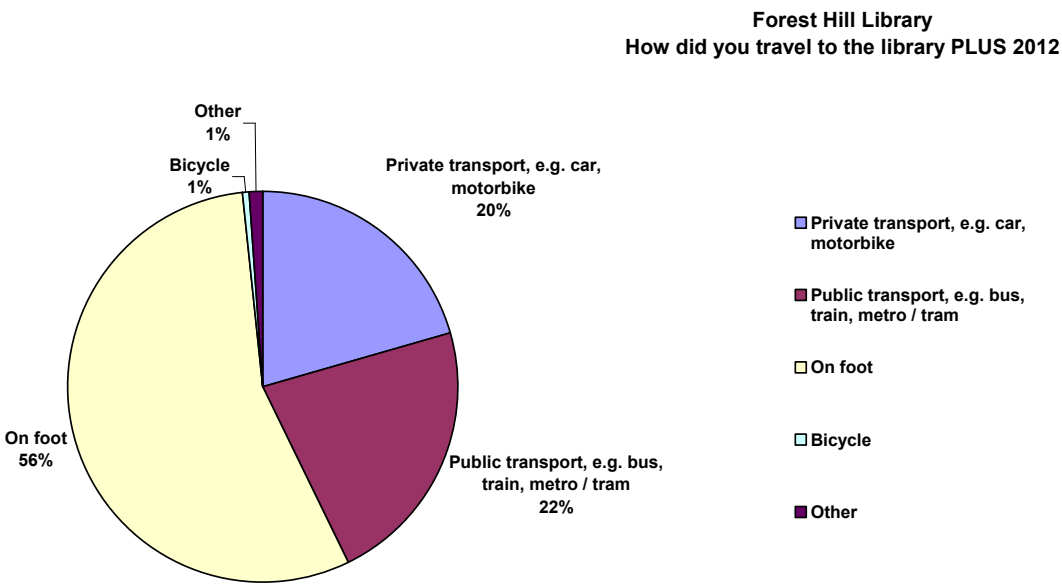
Employment – PLUS 2012



Sexual orientation – PLUS 2012



Mode of travel – PLUS 2012



5. Manor House

5.1. Manor House is a Grade II* listed Georgian building overlooking Manor House Gardens. Originally built in 1772 it was acquired by Lewisham Metropolitan Council in 1901 and converted into a library. It was re-furbished in 2008/2009, with structural repairs undertaken, lifts installed, redecoration throughout, new shelves and layout, self-service installed and new book stock. Rooms on the first and second floors were restored and are now available for hire. Part of this redevelopment included co-location with a Children's Centre in the lower ground floor. This has enabled the library to engage with local families and run activities jointly.

5.2. Manor House is located in Manor House Gardens and has strong links to the local community. 60% of users come from Lee Green ward, 17% from Blackheath and 7% from Lewisham Central wards. Manor House Library reverses the trend of declining visits, demonstrating an increase in visitor numbers during the last 5 years. Similarly, many of the users are keen readers and visit regularly to borrow the latest titles

5.3. The renovation of the hireable rooms means the building is not just a library but a community resource. The venue is frequently hired for weddings and ceremonies, providing an attractive setting and generating income. The rooms are also hired regularly for classes such as yoga, for meetings and for events run by the library service and local community groups.

5.4. With all four floors now in use, the building needs regular maintenance and attention, despite the structural works during the refurbishment. As a Grade II* listed building, this can require specialists to undertake work. The hireable rooms can be in high demand and regularly require maintenance such as walls being re-painted and carpets deep cleaned. The basement needs regular maintenance due to damp issues that can cause rooms to be unusable.

5.5. The lift can require maintenance throughout the year. If not in use this means there is no access to the 1st and 2nd floors apart from the stairs, making them inaccessible to some users.

5.6. Manor House is within walking distance of Lewisham town centre and is close to local bus stops. The nearby gardens and café attract families after school and at weekends that also use the library. There are links with local schools and nurseries meaning children in the local community have the opportunity to engage with reading and library activities. The library works closely with 3 nurseries and 6 primary schools through class visits to the library.

5.7. The location near the gardens in summer provides many opportunities for library services to link into activities in the gardens. During the winter months, the library can be quieter due to less activity in the park and not being directly near public transport

5.8. A programme of regular activities takes place during the 65 hours of opening. The library hosts regular reading group meetings, a 'knit and natter' group and Latino Americano, a Spanish-speaking film and book discussion group. There are weekly under 5s sessions, and a Cantonese for under 5s group.

5.9. A wide range of groups and organisations make use of the room booking service including NTC - antenatal care, Learn Direct, Lewisham & Greenwich NHS,

Intelligent Training Academy – ESOL, Friends of Manor House Gardens, BOLT - online learning technology for business, Inkhead - creative writing for children and yoga and Pilates groups.

Libraries data and user profile

5.10. Active users profile – 60% from Lee Green ward, 17% from Blackheath and 7% from Lewisham Central wards.

5.11. Active Users – Please see the attached charts showing statistics for active users as at 1 April 2015 and results from the 2012 Public Library User Survey

5.12. Age range – The age profile for Manor House library users is slightly younger compared with the service average. 41% of users are under 18 compared with 38% for Lewisham as a whole. There are slightly fewer 18-24 and 25-34 year olds – 6% and 12% compared with 8% and 14%. There are slightly more 35-44 year olds – 17% compared with 15%.

5.13. Gender – Manor House 60% female users compared with a service average of 59%

5.14. Ethnicity – 75% of Manor House library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black African – 5% and Black Caribbean – 4%

5.15. Disability - The number of users identifying themselves as having a disability is lower for Manor House Library than for the service as a whole – 16% compared with 20%

5.16. Ward Profiles (Manor House library users) – Please see the attached charts showing statistics for the wards in the library catchment area

5.17. 51% of active library users in Lee Green ward use Manor House library, while 28% use Lewisham and 5% use Blackheath Village libraries. 38% of active library users in Blackheath ward use Blackheath Village library, 35% use Lewisham and 14% use Manor House libraries.

Equalities Context

5.18. Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

5.19. The following equalities characteristics are ‘protected’ from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race;

religion and belief; gender; and sexual orientation.

5.20. The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

Scoping grid

5.21. The key questions to be considered in scoping the assessment are:

- Could this service - and the way we deliver it - affect some groups in society differently?
- Will /can this service - and the way we deliver it - promote equal opportunities?

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Age	Negative / Medium	The age profile for Manor House library users is slightly younger compared with the service average. 41% of users are under 18 compared with 38% for Lewisham as a whole. There are slightly fewer 18-24 and 25-34 year olds – 6% and 12% compared with 8% and 14%. There are slightly more 35-44 year olds – 17% compared with 15%. The library is co-located with a children's centre and works closely with local schools and nurseries.
Disability	Negative / Low	The number of users identifying themselves as having a disability is lower for Manor House Library than for the service as a whole – 16% compared with 20%
Gender	Negative / Low	Manor House library has 60% female users compared with a service average of 59%
Gender Re-assignment	Negative / Low	
Marriage and Civil Partnership	Negative / Low	49% of Manor House Library users identify themselves as Married and 2% as Civil-partnered compared with 36% and 2% as the service average
Pregnancy and Maternity	Negative / Low	
Race	Negative / Low	75% of Manor House library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black African – 5% and Black Caribbean – 4%

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Religion or Belief	Negative / Low	35% of Manor House Library users report themselves as having No religion, 52% as Christian, compared with Lewisham library average of 31% No religion, 55% Christian
Sexual Orientation	Negative / Low	2% of Manor House Library users identify themselves as Gay / Lesbian compared with the service average of 2% and 0% as Bisexual compared with the Lewisham average of 2%

Suggestions as to potential mitigation actions

5.22. The preferred option proposes an expanded Community Engagement Team which would

- take on the role of developing and delivering activities for families.
- meet regularly with staff and volunteers in the anchor organisation to share ideas on events and activities
- develop and deliver training for staff and volunteers in the anchor organisation on developing knowledge on choosing and sharing books together.
- broker relationships between the anchor organisation and the family organisations such as Children's Centres. To provide advice and guidance on working with external organisations where needed.

5.23. Stock being regularly moved between branches using stock management tools and staff expertise. Stock being regularly maintained by library staff to ensure collections are of good quality and relevance.

Socio-Economic specific to Manor House catchment

Lee Green ward – 60% of users

5.24. The age structure of Lee Green ward is older than the Lewisham average with 25.6% aged over 50 compared with a Lewisham average of 22.9%. The mean age of the Lee Green ward population is 36 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Lee Green is Age 30 to 44 which represents 28.90% of the population.

5.25. BME residents represent 33.7% of the population compared with 46.5% for Lewisham.

5.26. Median household income for Lee Green is higher than that for the borough as a whole and there are higher numbers of economically active residents – 76.7% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 46.1% compared with 38% for the borough as a whole.

5.27. A breakdown of Lee Green ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations'

representing 30.0% of the ward's population.

5.28. The crime rate is lower than the Lewisham average across all indicators.

5.29. Disability rates are lower than the Lewisham average – 6.6% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Lee Green has 3.4% residents that report being in bad health and 1.3% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 9 (out of 18 Wards) within Lewisham

5.30. Lee Green ward has 6,320 households, which represents 5.44% of Lewisham's 116,091 households. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 32.2% of the ward's households. That compares with 27.5% for the borough as a whole.

5.31. The second largest number of households lives in 'Private rented: Private landlord or letting agency ' accommodation with 22.1% of the ward's households. That compares with 23.0% for the borough as a whole.

5.32. Lee Green has 14.5% of households with dependent children aged 0 to 4 and 29.7% of households in the Ward have 'Dependent children in household: All ages'.

Blackheath ward – 17% of users

5.33. The age structure of Blackheath ward is slightly older than the Lewisham average with 24.25% aged over 50 compared with a Lewisham average of 22.9%, but there are higher numbers of 20-34 year olds with 28.6% compared with a Lewisham average of 27.6%. The mean age of the Blackheath ward population is 36 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Blackheath is Age 30 to 44 which represents 31.20% of the population

5.34. BME residents represent 30.2% of the population compared with 46.5% for Lewisham.

5.35. Median household income for Blackheath is higher than that for the borough as a whole and there are higher numbers of economically active residents – 76.5% compared with a Lewisham average of 73.6%. The percentage of people with level 4 or higher qualifications is 53.2% compared with 38% for the borough as a whole.

5.36. A breakdown of Blackheath ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 30.0% of the ward's population.

5.37. The crime rate matches the Lewisham average except for Drugs Offences which are 9.6 per 1,000 population compared with a borough average of 5.8 and Fraud or Forgery which is 9.8 per 1,000 population compared with 5.4.

5.38. Disability rates are lower than the Lewisham average – 6.3% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Blackheath has 3.6% residents that report being in bad health and 1.1% residents that report being in very bad health. Its ranking for the number of residents in very bad health

is 3 (out of 18 Wards) within Lewisham.

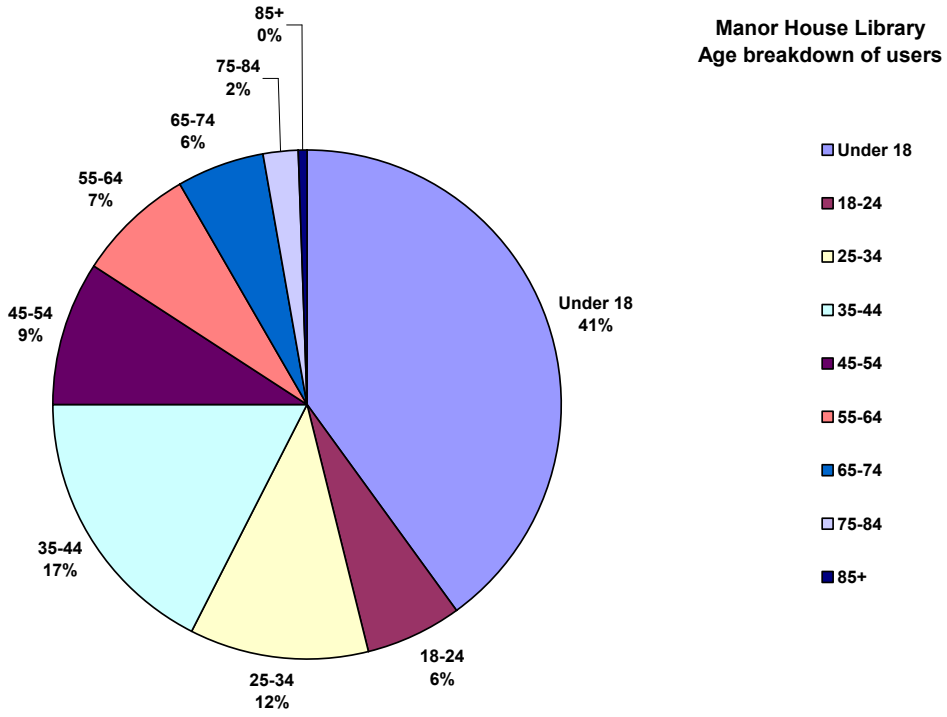
5.39. Blackheath ward has 6,423 households, which represents 5.53% of Lewisham's 116,091 households. The largest number of households lives in 'Private rented: Private landlord or letting agency' accommodation with 25.8% of the ward's households. That compares with 23.0% for the borough as a whole.

5.40. The second largest number of households lives in 'Private rented: Private landlord or letting agency' accommodation with 25.0% of the ward's households. That compares with 27.5% for the borough as a whole.

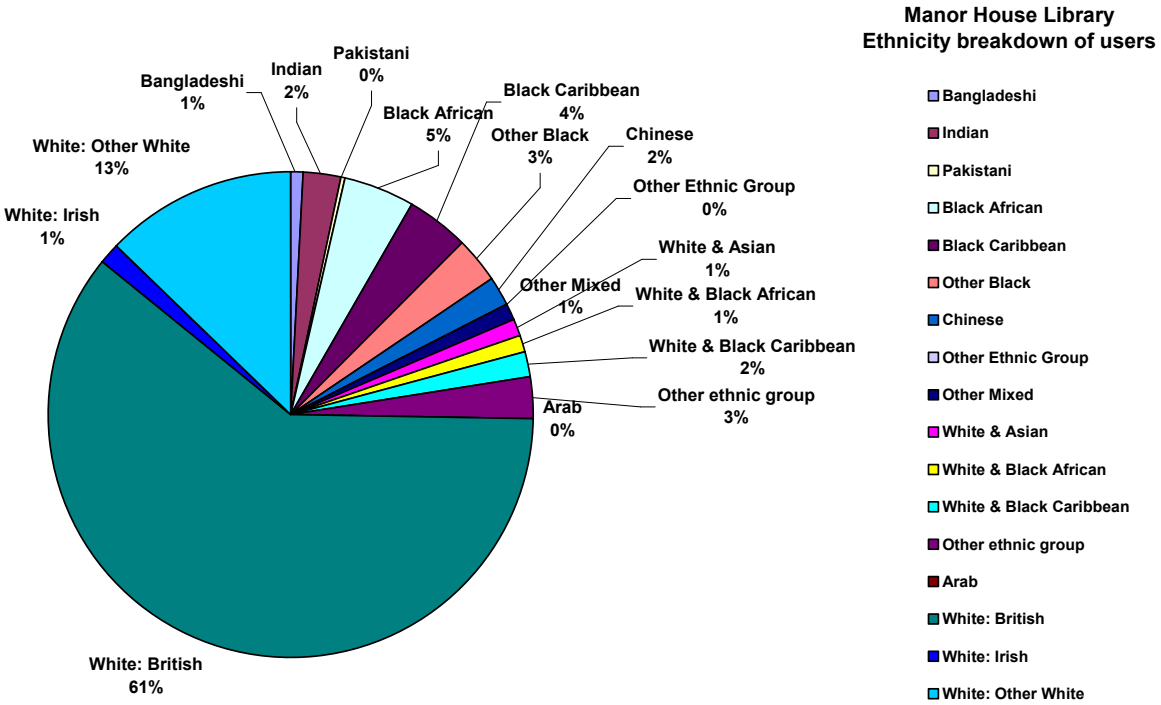
5.41. Blackheath has 13.1% of households with dependent children aged 0 to 4 and 26.4% of households in the Ward have 'Dependent children in household: All ages'.

Active user statistics April 2015 – Manor House Library

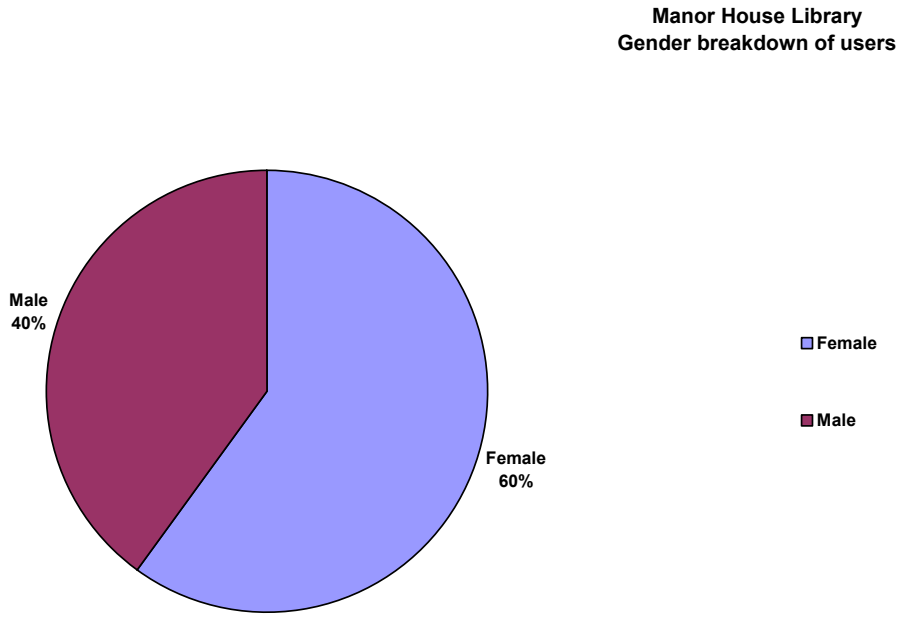
Age range – April 2015



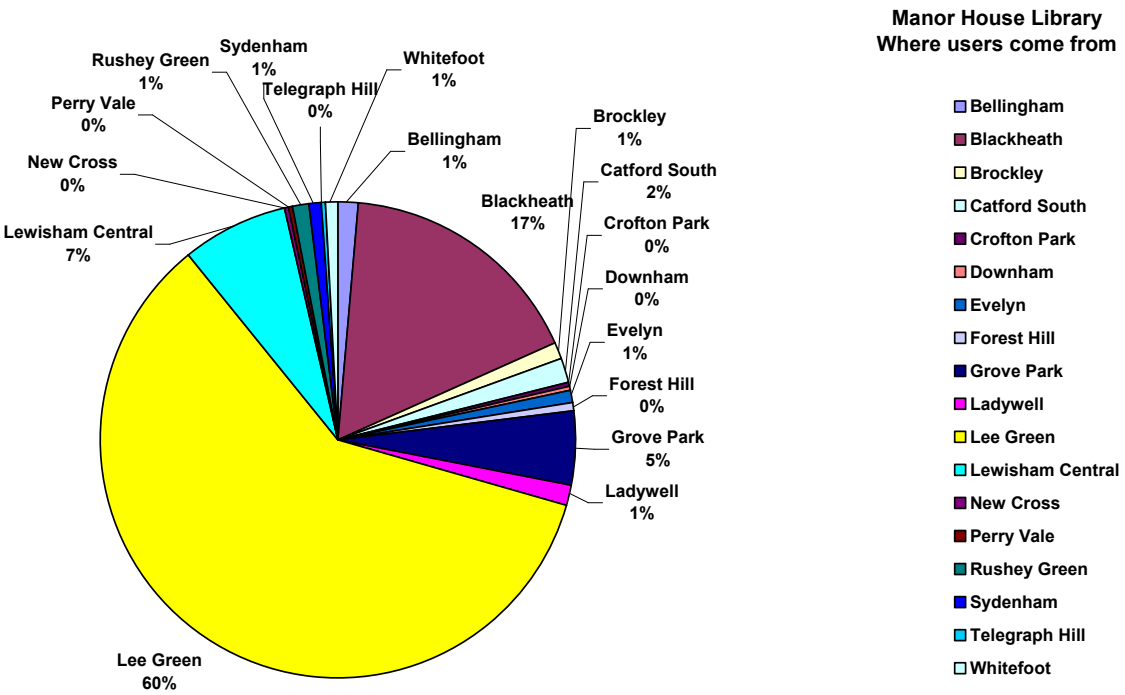
Ethnicity – April 2015



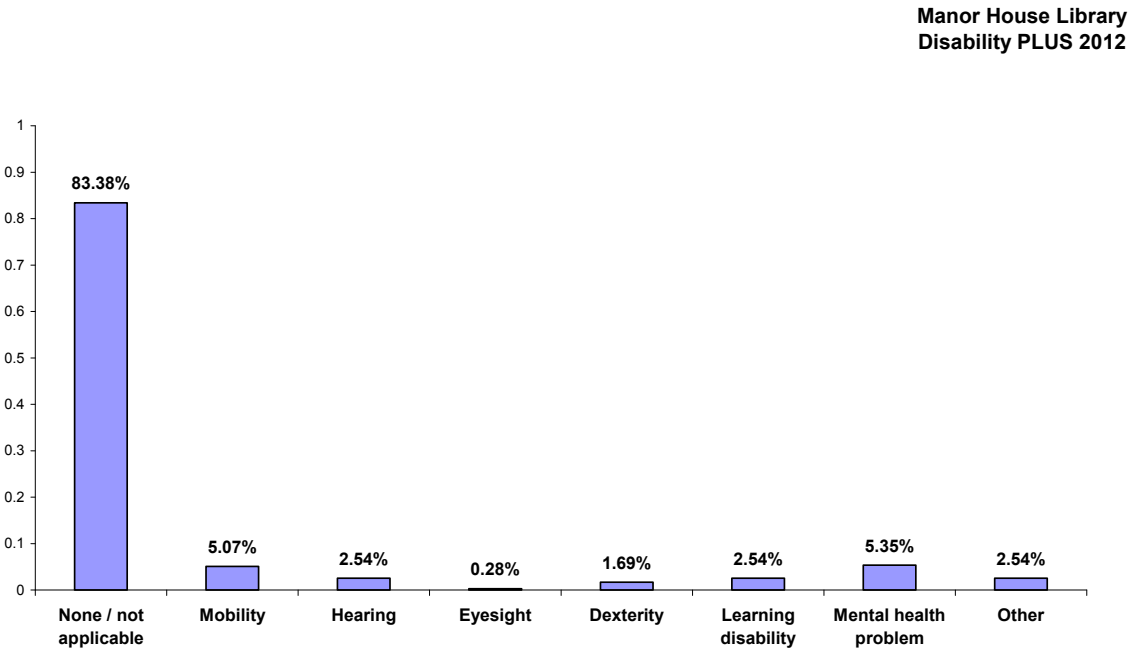
Gender – April 2015



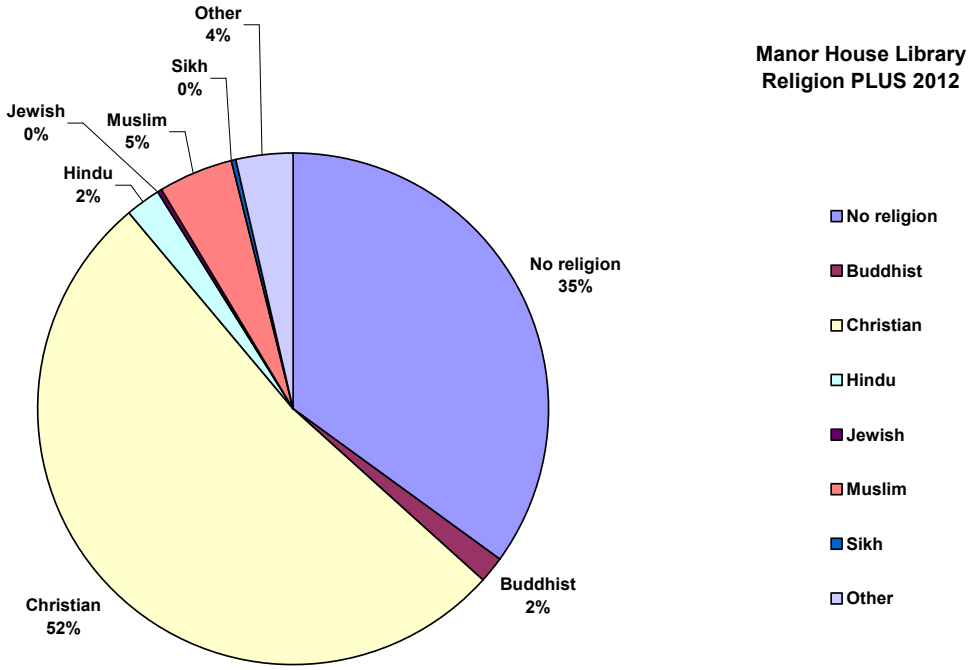
Which wards do users come from – April 2015



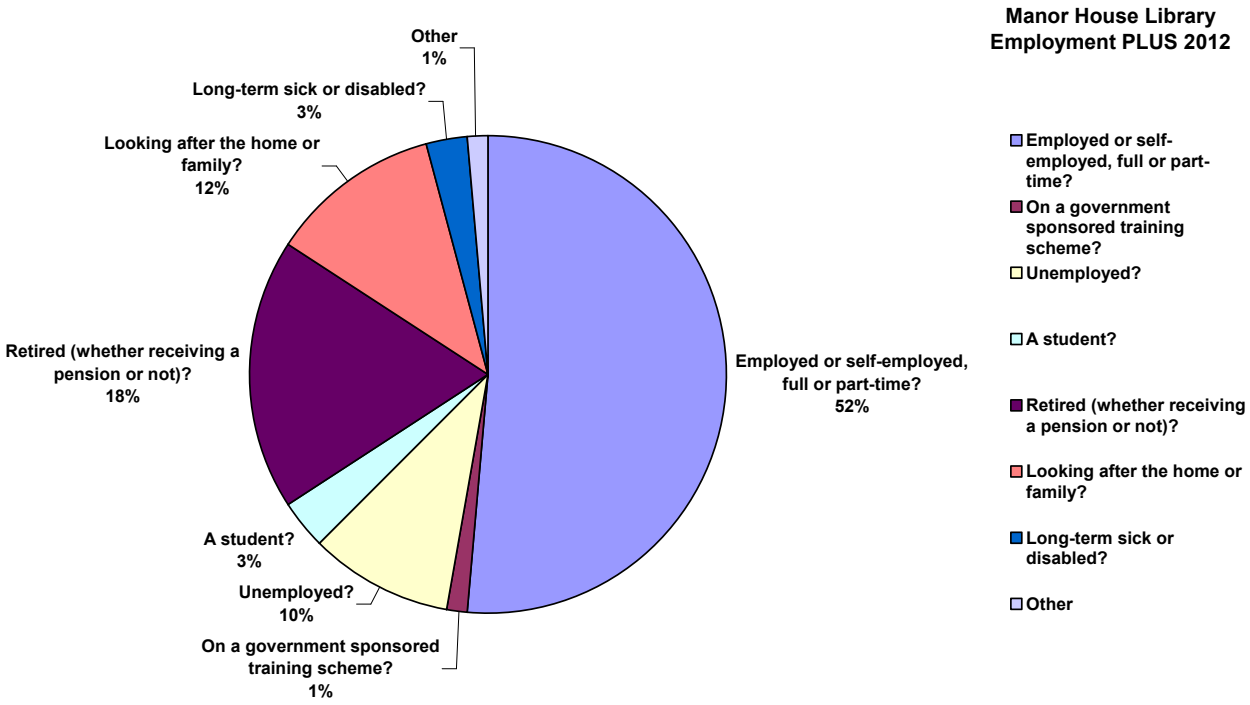
Disability – PLUS 2012



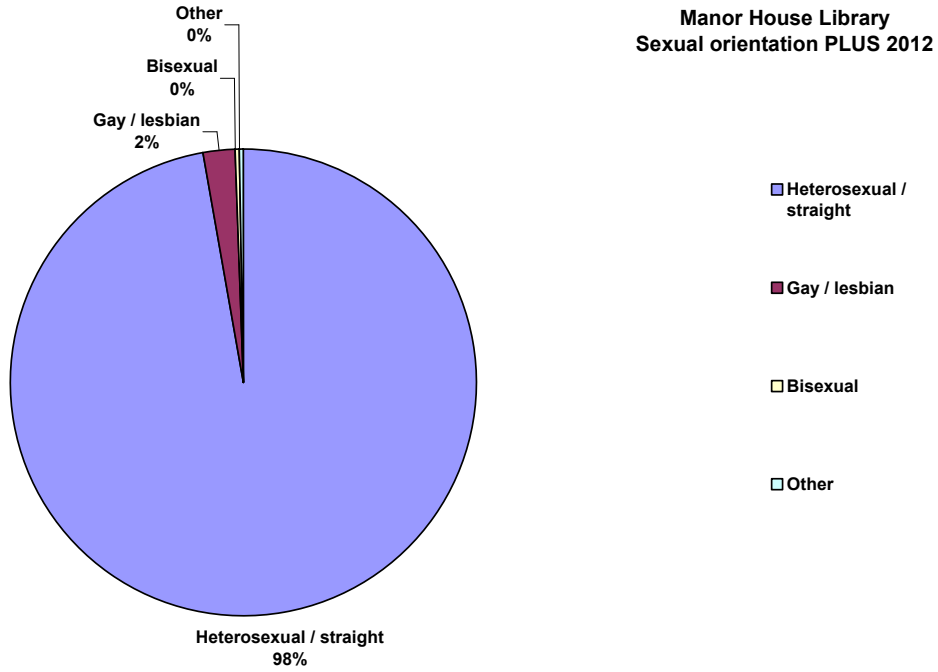
Religion – PLUS 2012



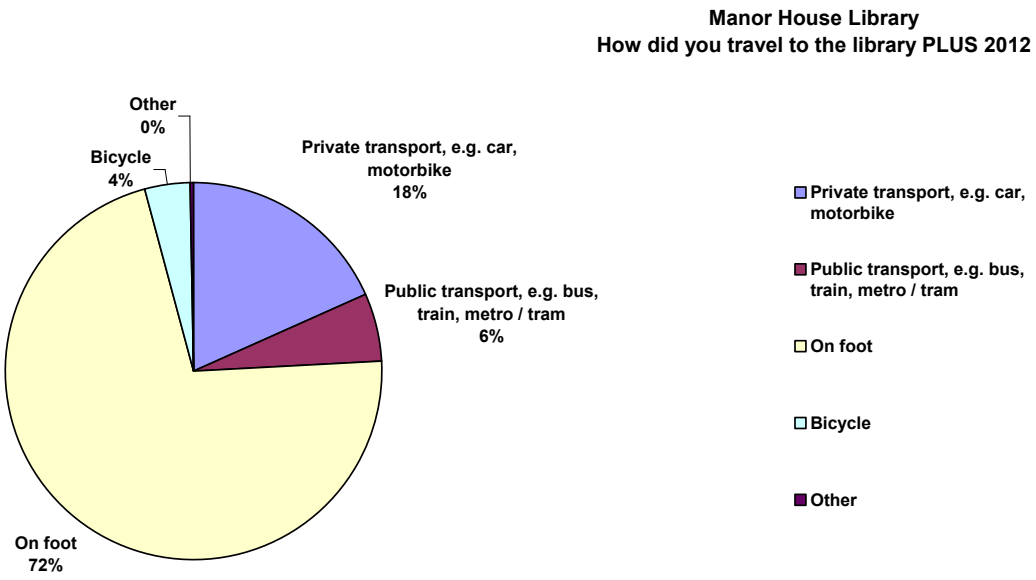
Employment – PLUS 2012



Sexual orientation – PLUS 2012



Mode of Travel – PLUS 2012



6. Torridon Road Library

6.1. Torridon Road Library is a Carnegie, red brick library. Originally built in 1907, it was renovated and re-furbished in September 2010 – June 2011 with new carpet, decoration, new furniture, self-service and new book stock. Part of the re-development of Torridon Road was to co-locate it with a Children's Centre. This has enabled the library to engage with local families and run activities jointly. There are links with local schools and nurseries meaning children in the local community have the opportunity to engage with reading and library activities.

6.2. Situated on a large housing estate, Torridon Road Library is close to bus links to Catford and Lewisham and within walking distance of a train station. 58% of users come from Catford South ward, 16% from Whitefoot and 9% from Lewisham Central wards. Torridon Road Library reverses the trend of declining visits, demonstrating an increase in visitor numbers during the last 5 years.

6.3. A regular programme of activities takes place during the 36 hours of opening. There is a community room at Torridon Road which the Children's Centre use to run sessions and can be used to host events. Regular organisations using the library space to engage with customers include Torridon Writers, The Archibald Corbett Society and Inspired Word. Torridon Road Library is also part of the annual Hither Green Festival.

Libraries data and user profile

6.4. Active users profile – 58% from Catford South, 16% from Whitefoot, 9% from Lewisham Central wards.

6.5. Active Users – Please see the attached charts showing statistics for active users as at 1 April 2015 and results from the 2012 Public Library User Survey

6.6. Age range – The age profile for Torridon Road library users is younger than that of the service average with 44% of users aged under 18 compared with 38% for Lewisham as a whole. There are also slightly more over 55s – 16% compared with a service average of 14%.

6.7. Gender – Torridon Road has a higher proportion of female users – 63% compared with a service average of 59%

6.8. Ethnicity - 44% of Torridon Road library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black Caribbean – 18%, Black African – 12% and Black Other - 10%.

6.9. Disability - The number of users identifying themselves as having a disability is lower for Torridon Road Library than for the service as a whole – 18% compared with 20%

6.10. Ward Profiles (Torridon Road library users) – Please see the attached charts showing statistics for the wards in the library catchment area

6.11. 38% of active library users in Catford South ward use Torridon Road Library, while 31% use Catford and 13% use Downham and 12% use Lewisham. 51% of active library users in Whitefoot ward use Downham Library, 21% use Catford , 9% use Torridon Road and 9% use Lewisham libraries.

Equalities Context

6.12. Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

6.13. The following equalities characteristics are 'protected' from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion and belief; gender; and sexual orientation.

6.14. The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

Scoping grid

6.15. The key questions to be considered in scoping the assessment are:

- Could this service - and the way we deliver it - affect some groups in society differently?
- Will /can this service - and the way we deliver it - promote equal opportunities?

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Age	Negative / Medium	The age profile for Torridon Road library users is younger than that of the service average with 44% of users aged under 18 compared with 38% for Lewisham as a whole. There are also slightly more over 55s – 16% compared with a service average of 14%. The library is co-located with a children's centre which has encouraged use by families and works closely with Sandhurst infants
Disability	Negative / Low	The number of users identifying themselves as having a disability is lower for Torridon Road Library than for the service as a whole – 18% compared with 20%

Equalities category	Assessment of Potential Impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Gender	Negative / Medium	Torridon Road has a higher proportion of female users – 63% compared with a service average of 59%
Gender Re-assignment	Negative / Low	
Marriage and Civil Partnership	Negative / Low	51% of Torridon Road Library users identify themselves as Married and 2% as Civil-partnered compared with 36% and 2% as the service average
Pregnancy and Maternity	Negative / Low	
Race	Negative / Low	44% of Torridon Road library users are White: British or White: Other, compared with a service average of 48%. The largest BME populations are Black Caribbean – 18%, Black African – 12% and Black Other - 10%.
Religion or Belief	Negative / Low	29% of Torridon Road Library users report themselves as having No religion, 57% as Christian, compared with Lewisham library average of 31% No religion, 55% Christian
Sexual Orientation	Negative / Low	0% of Torridon Road Library users identify themselves as Gay / Lesbian compared with the service average of 2% and 1% as Bisexual compared with the Lewisham average of 2%

Suggestions as to potential mitigation actions

6.16. The preferred option proposes an expanded Community Engagement Team which would

- take on the role of developing and delivering activities for families.
- meet regularly with staff and volunteers in the anchor organisation to share ideas on events and activities
- develop and deliver training for staff and volunteers in the anchor organisation on developing knowledge on choosing and sharing books together.
- broker relationships between the anchor organisation and the family organisations such as Children's Centres. To provide advice and guidance on working with external organisations where needed.

6.17. Stock being regularly moved between branches using stock management tools and staff expertise. Stock being regularly maintained by library staff to ensure collections are of good quality and relevance.

Socio-Economic specific to Torridon Road Library catchment

6.18. Active users profile – 58% from Catford South, 16% from Whitefoot, 9% from Lewisham Central wards.

Catford South ward – 12 % of users

6.19. There are higher levels of younger and older people in Catford South ward compared with the Lewisham average - 27.5% 0-19 year olds compared with 25.4%, 16.7% 50-64 year olds compared with 13.4% and 11.3% over 65s compared with 9.5%. The mean age of the Catford South ward population is 36 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Catford South is Age 45 to 59 which represents 22.10% of the population.

6.20. BME residents represent 56.2% of the population compared with 46.5% for Lewisham.

6.21. Median household income for Catford South is higher than that for the borough as a whole. The number of economically active residents is close to the Lewisham average – 73% compared with 73.6%. The percentage of people with level 4 or higher qualifications is 34.2% compared with 38% for the borough as a whole.

6.22. A breakdown of the Catford South ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 24.1% of the ward's population

6.23. The crime rate is lower than the Lewisham average across all indicators.

6.24. Disability rates reflect the Lewisham average – 7% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Catford South has 3.6% residents that report being in bad health and 1.1% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 3 (out of 18 Wards) within Lewisham.

6.25. Catford South Ward has 5,712 households, which represents 4.92% of Lewisham's 116,091 households.

6.26. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 43.0% of the ward's households. That compares with 27.5% for the borough as a whole.

6.27. The second largest number of households lives in 'Owned outright' accommodation with 22.8% of the ward's households. That compares with 14.9% for the borough as a whole.

6.28. Catford South has 14.7% of households with dependent children aged 0 to 4 and 36.2% of households have 'Dependent children in household: All ages'.

Whitefoot ward – 16% of users

6.29. There are higher levels of younger people in Whitefoot ward compared with the Lewisham average – 31.3% 0-19 year olds compared with 25.4%, but lower levels of 20-34 year olds with 20.0% compared with a borough average of 27.6%. The mean age of the Whitefoot ward population is 35 years compared to a mean age of 35 years for residents in the whole of Lewisham. The predominant age band in Whitefoot is Age 30 to 44 which represents 22.20% of the population.

6.30. BME residents represent 50.5% of the population compared with 46.5% for Lewisham.

6.31. Median household income for Whitefoot is lower than that for the borough as a whole. The number of economically active residents is lower than the Lewisham average – 69.3% compared with 73.6%. The percentage of people with level 4 or higher qualifications is 22.7% compared with 38% for the borough as a whole.

6.32. A breakdown of the Catford South ward by socio-economic classification for all residents aged 16 – 74 shows that the largest group is 'National Statistics Socio-Economic Classification - 2. Lower managerial, administrative and professional occupations' representing 18.1% of the ward's population

6.33.

6.34. The crime rate is higher than the Lewisham average for several indicators – Criminal Damage is 11.6 per 1,000 population compared with 9.7 and Fraud or Forgery is 9.4 compared with 5.4.

6.35. Disability rates are higher than the Lewisham average – 8.5% of residents state that their day-to-day activities are limited a lot compared with 7.1%. Whitefoot has 4.5% residents that report being in bad health and 1.7% residents that report being in very bad health. Its ranking for the number of residents in very bad health is 16 (out of 18 Wards) within Lewisham..

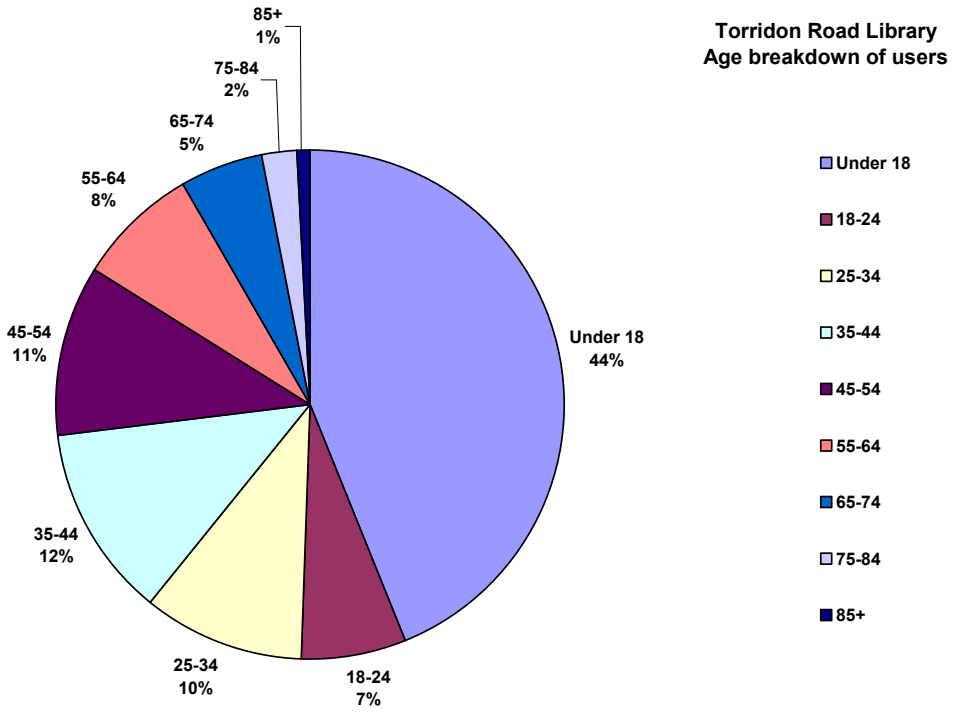
6.36. The largest number of households lives in 'Owned with a mortgage or loan' accommodation with 30.7% of the ward's households. That compares with 27.5% for the borough as a whole.

6.37. The second largest number of households lives in ‘Social rented: Other ' accommodation with 23.1% of the ward's households. That compares with 15.5% for the borough as a whole.

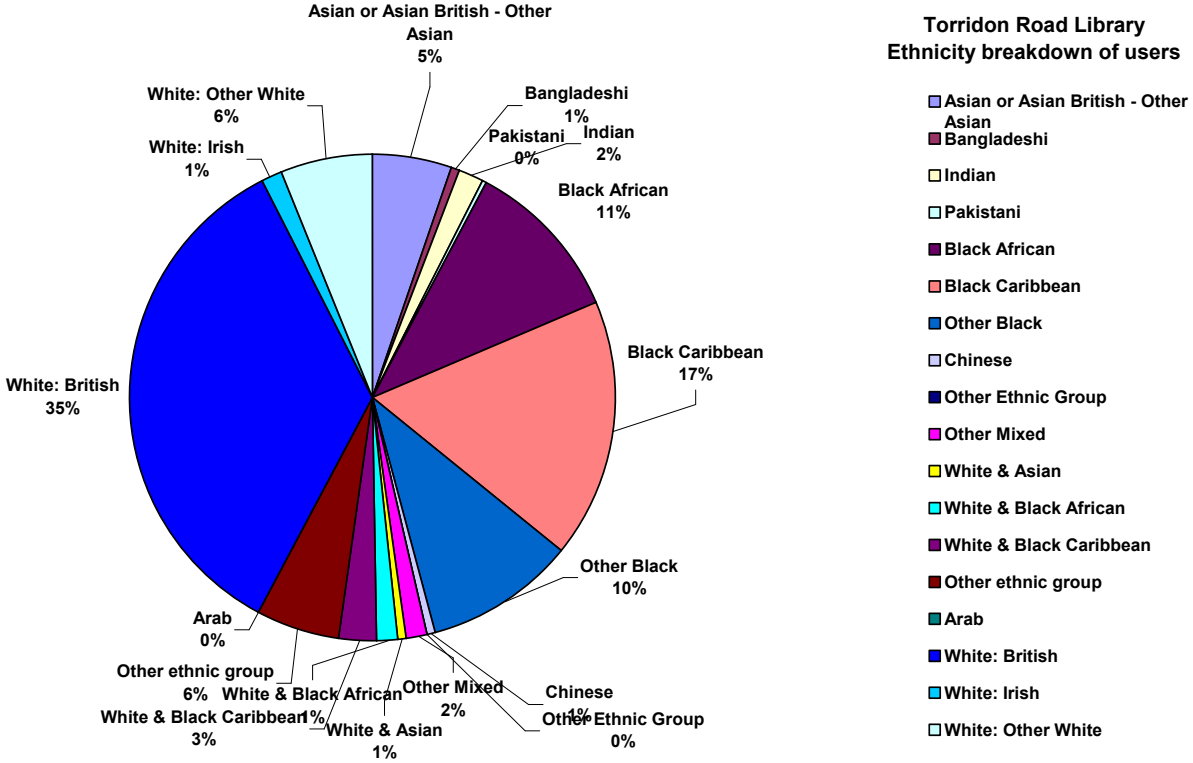
6.38. Whitefoot has 16.1% of households with dependent children aged 0 to 4 and 41.1% of households have 'Dependent children in household: All ages'.

Active user statistics April 2015 – Torridon Road Library

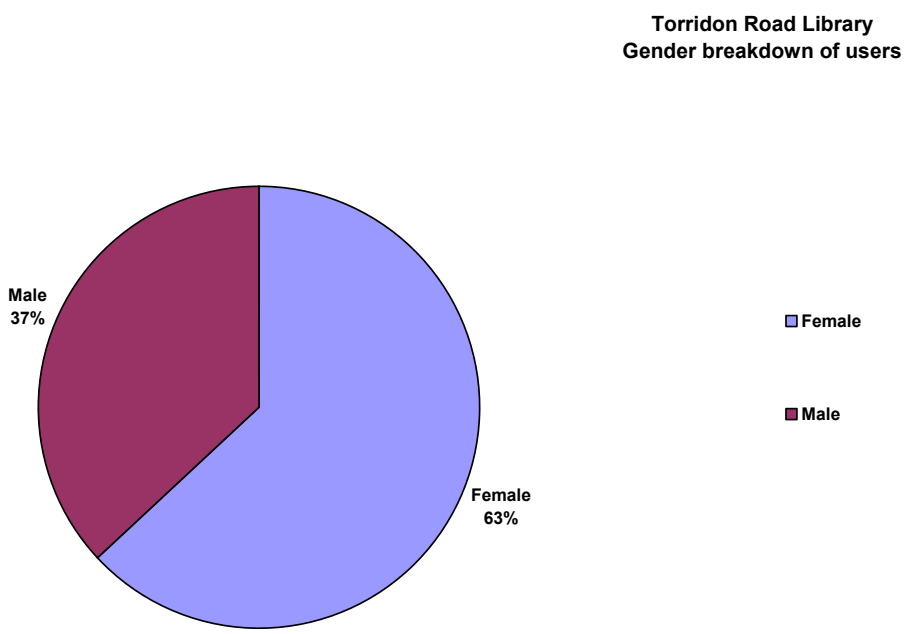
Age range – April 2015



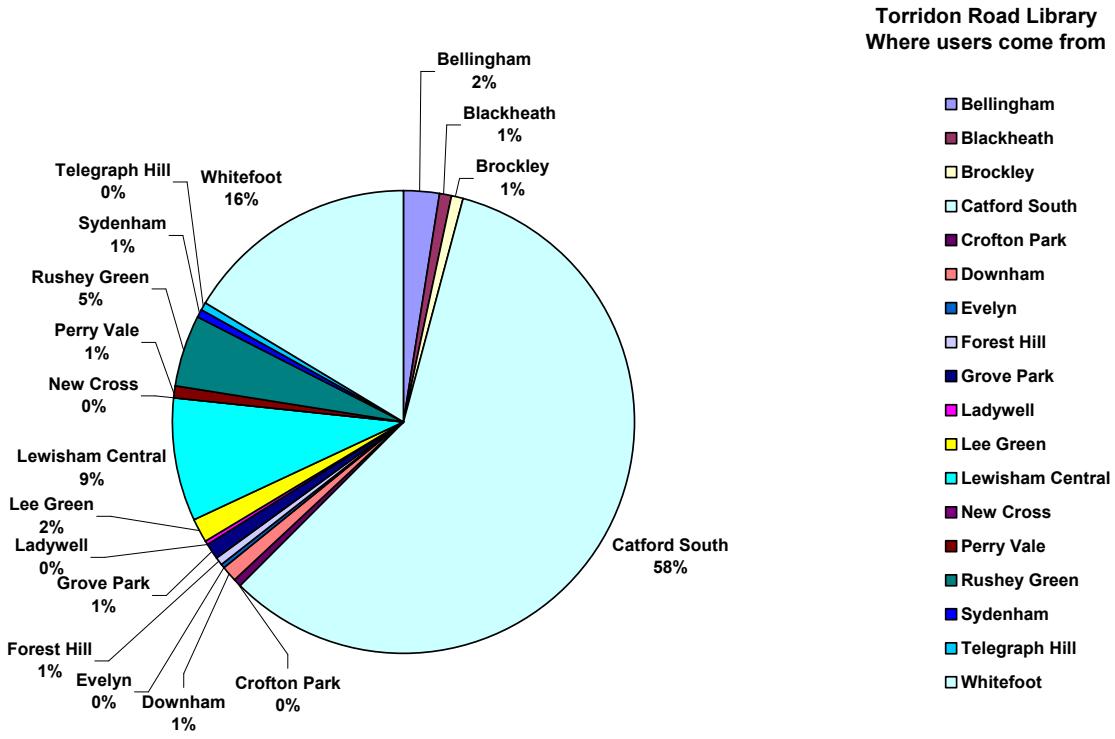
Ethnicity – April 2015



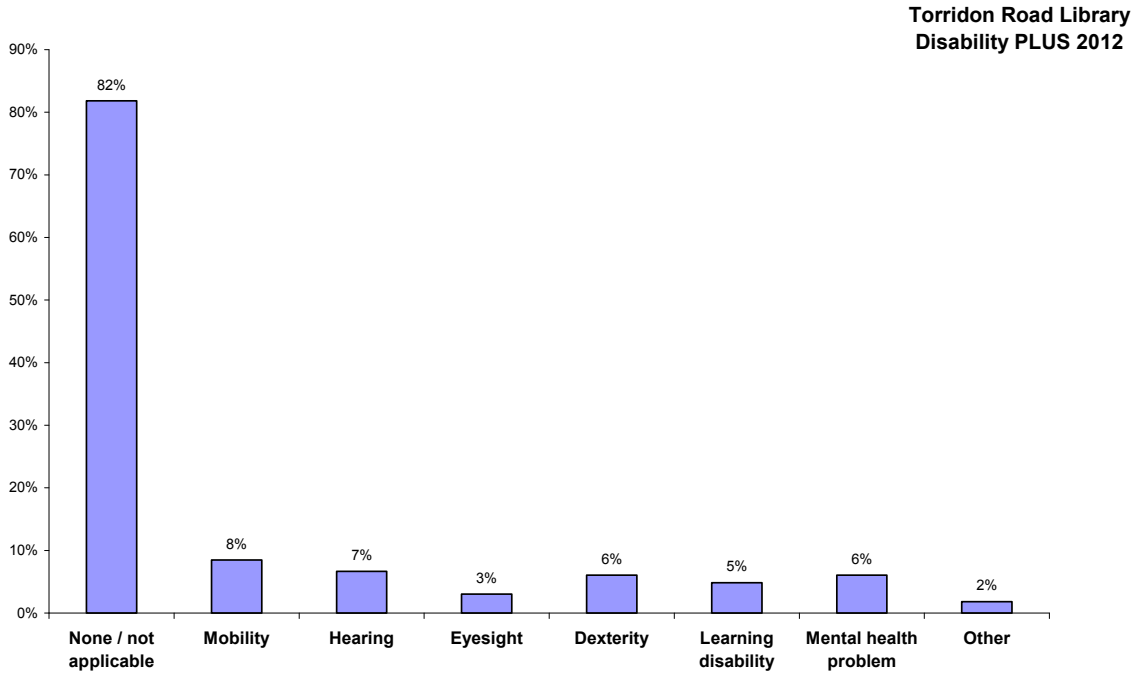
Gender – April 2015



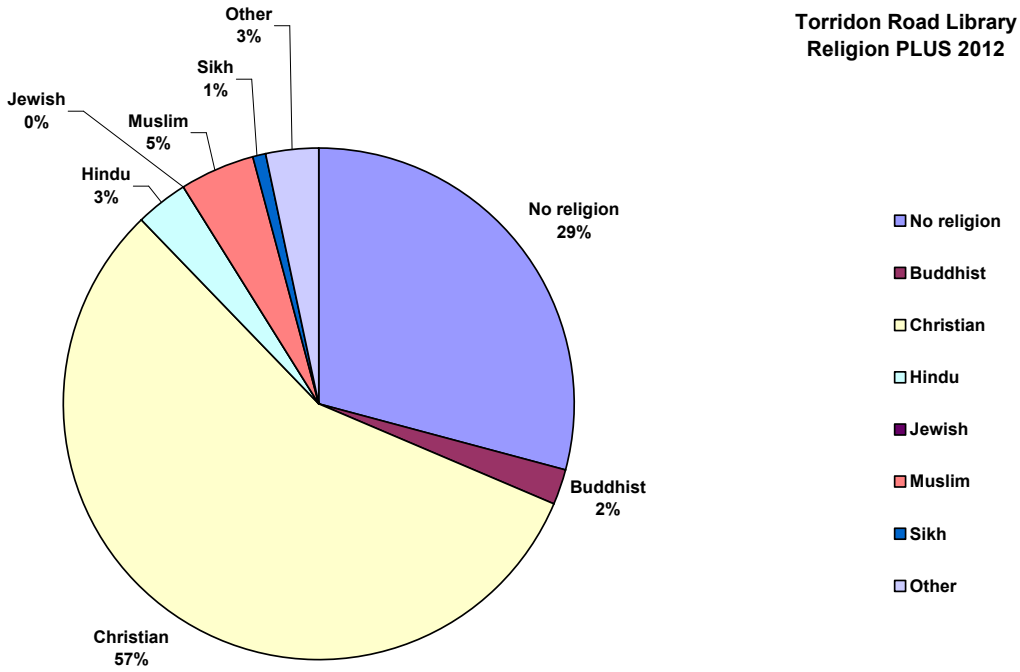
Which wards do users come from – April 2015



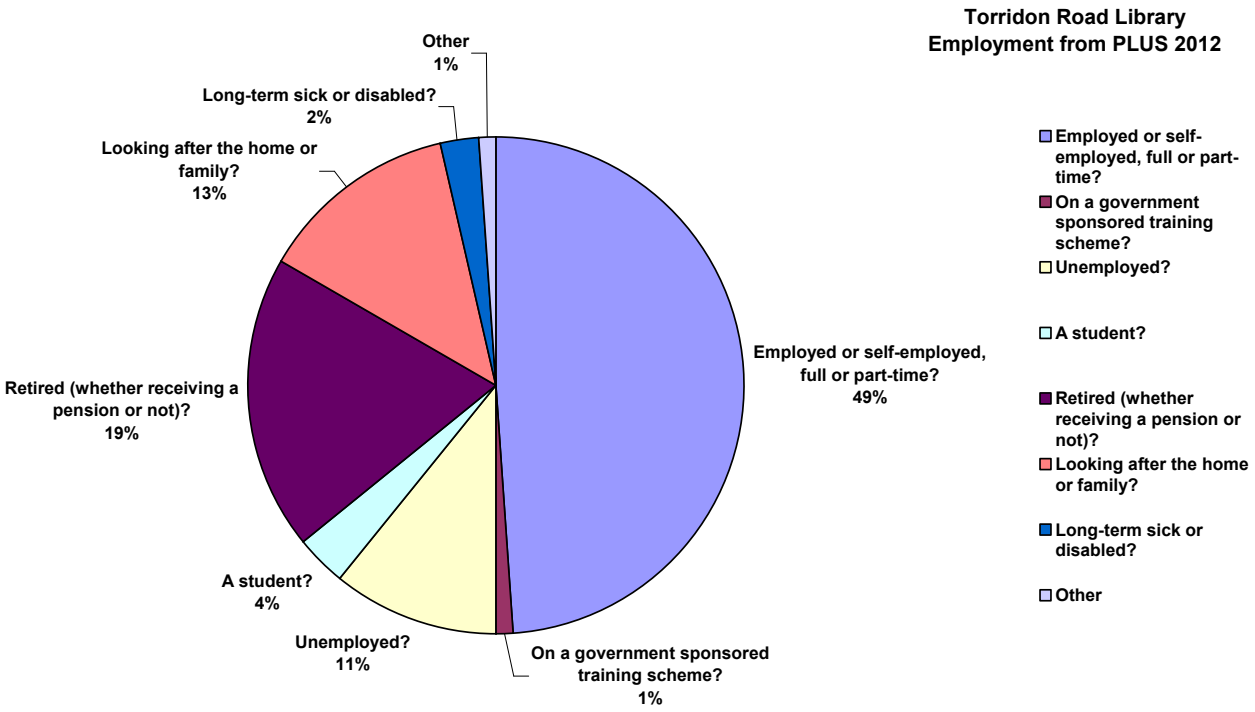
Disability – PLUS 2012



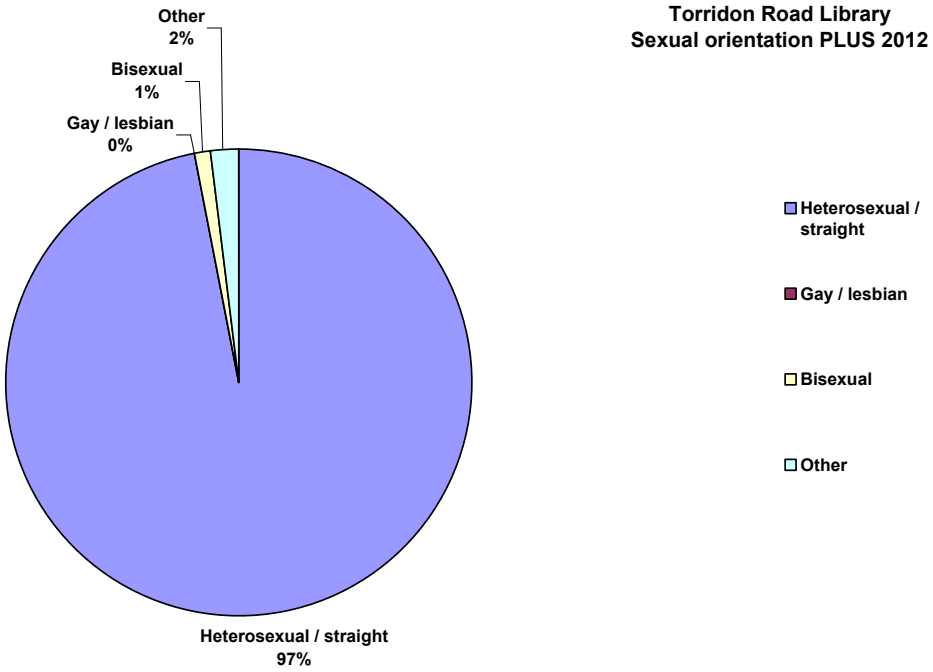
Religion – PLUS 2012



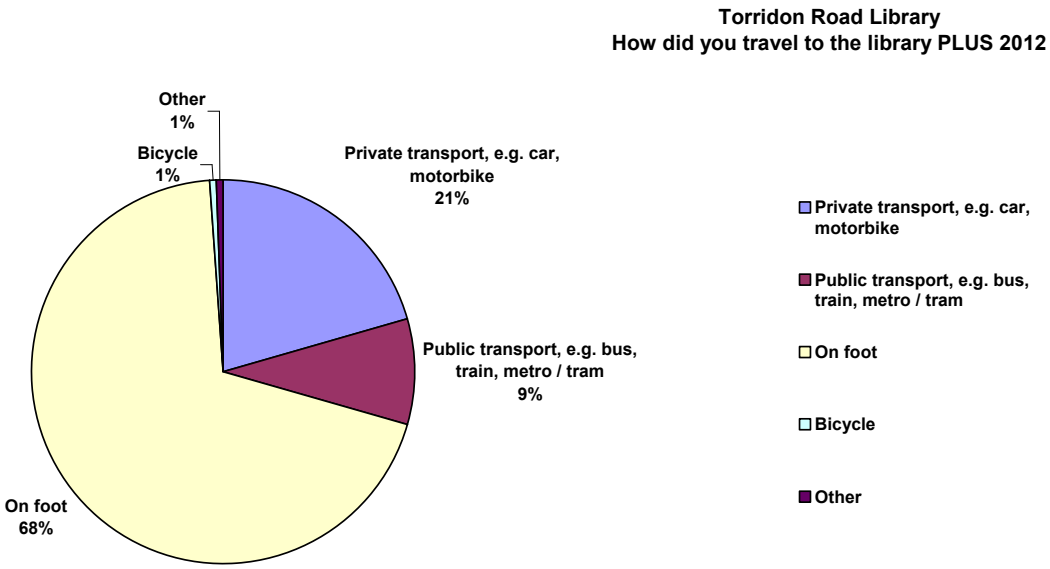
Employment – PLUS 2012



Sexual orientation – PLUS 2012



Mode of Travel – PLUS 2012



Sources

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