

haringeylibraries.commonplace.is

Haringey
LONDON

Equality Impact Assessment (EQIA)

This document contains two EQIAs for the review of Haringey library services. The first phase of the EQIA (pages 3-43) was conducted prior to the public consultation, while a second phase EQIA (pages 44-86) was conducted post-consultation and is reflective of responses received from consultees which identified any potential disproportionate impacts on specific groups. The second EQIA also identifies any additional mitigation measures which have been deemed necessary based on consultee responses.

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

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

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

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

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

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

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

Pre-consultation EQIA (July 2024)

Contents

1. Responsibility for the Equality Impact Assessment	4
2. Executive summary	4
3. Consultation and engagement	4
4. Data and Impact Analysis	6
4a. Age	6
4b. Disability	11
4c. Gender Reassignment	14
4d. Marriage and Civil Partnership	16
4e. Pregnancy and Maternity	17
4f. Race	19
4g. Religion or belief	24
4h. Sex	27
4i. Sexual Orientation	31
4j. Socioeconomic Status	33
5. Key Impacts Summary	38
5a. Outline the key findings of your data analysis	38
5b. Intersectionality	38
5c. Data Gaps	38
6. Overall impact of the policy on the Public Sector Equality Duty	39
7. Amendments and mitigations	39
7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?	39
7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?	40
8. Ongoing monitoring	41
9. Authorisation	41
10. Publication	41
11. Appendix	41

1. Responsibility for the Equality Impact Assessment

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

2. Executive summary

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

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

3. Consultation and engagement

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

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

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

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

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

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

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

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

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

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

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

4. Data and Impact Analysis

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

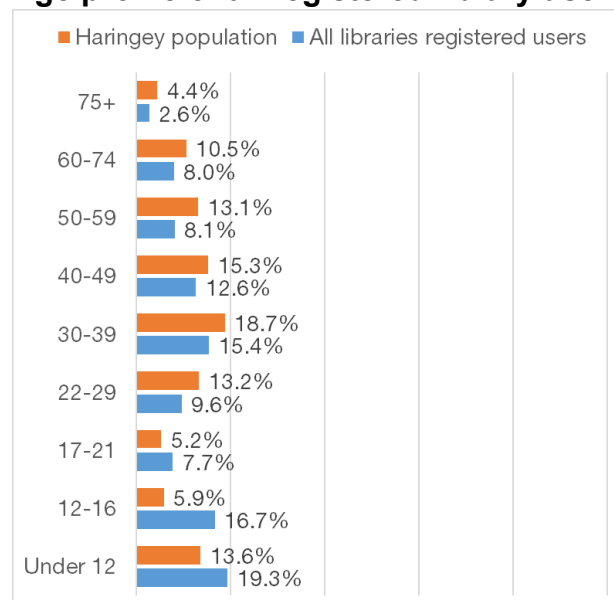
4a. Age

Data

Borough Profile¹

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

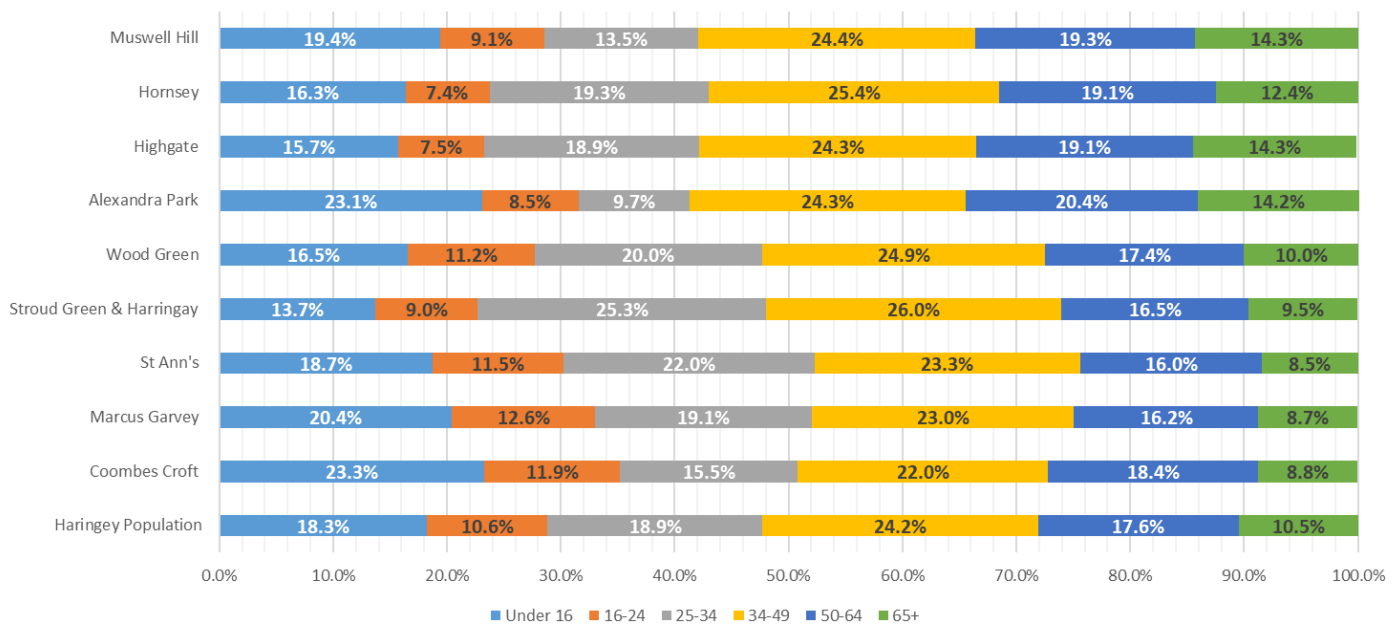
Age profile of all registered library users (members)



Catchment area Age profile by library

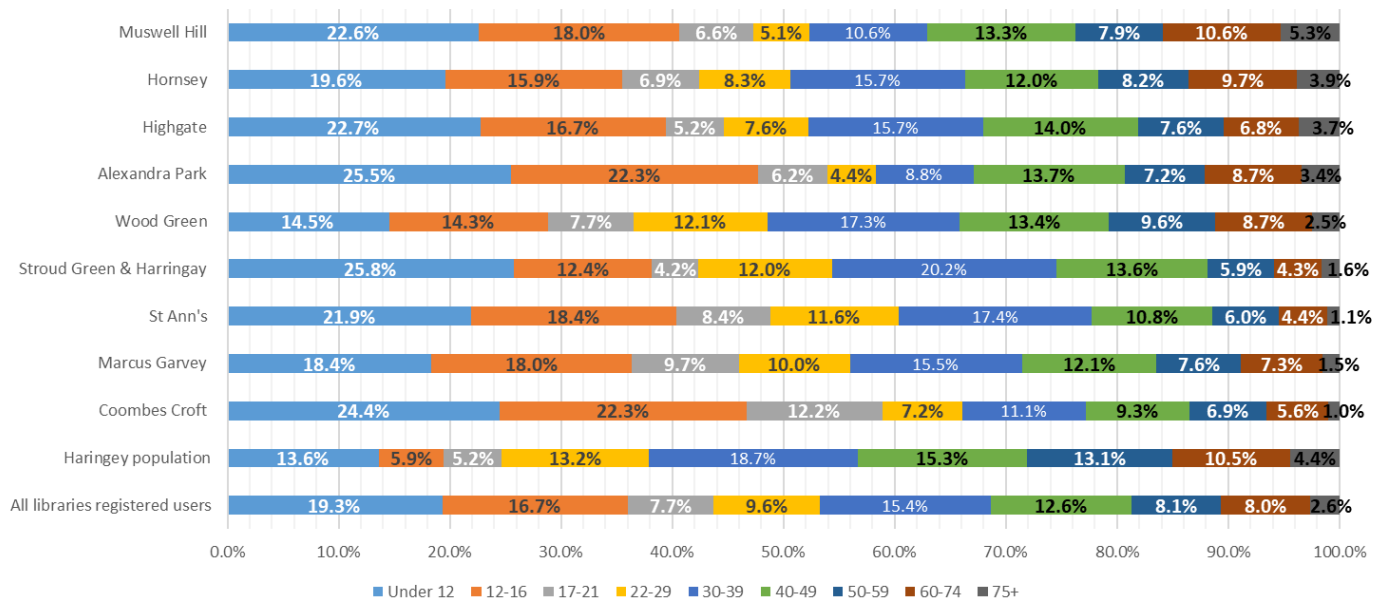
¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/populationandhousehold/populationandhouseholdestimates/populationandhouseholdestimates)

Age of Residents in Each Libraries Catchment Area



Current registered users (member) profile by library

Age of Registered Users by Library



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

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

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

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

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

The catchment area has been calculated by:

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

Detail the findings of the data.

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

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

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

Children and Young People

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

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

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

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

Young Adults

Due to the current financial context, young adults are much more likely to live with their parents or in houses with multiple occupations². They, therefore, may rely on libraries to provide a suitable environment and space to study for higher/further education or to work remotely.

Older People

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

Libraries are a crucial enabler for those who might find themselves digitally excluded, providing access to the internet and digital services, as well as support to use them.

² ONS, [More adults living with their parents - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/articles/moreadultslivingwiththeirparents/2019-01-23)

This is a key means for older people accessing council and government services, e.g. benefits claims, voter registration, and accessing council services through face-to-face interaction.

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

Potential Impacts

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

Young People

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

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

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

Older People

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

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

Short delays in accessing books and other issues may not have significant further impacts on older people; at most, they may need to wait until the next day to access their closest library, or alternatively, the home service can deliver books directly to older and disabled people regardless of library opening hours. However, decreasing library opening hours may increase social isolation in older people, and restricted access to digital technology may have a significant and lasting impact. Older people are far more likely to be digitally excluded than the general population and may rely

on the library for digital access to a variety of things. Lesser and/or delayed access to this could have longer-lasting negative impacts for older people, such as missed medical appointments and late payment of bills that may ultimately lead to poorer health and financial outcomes.

4b. Disability

Data

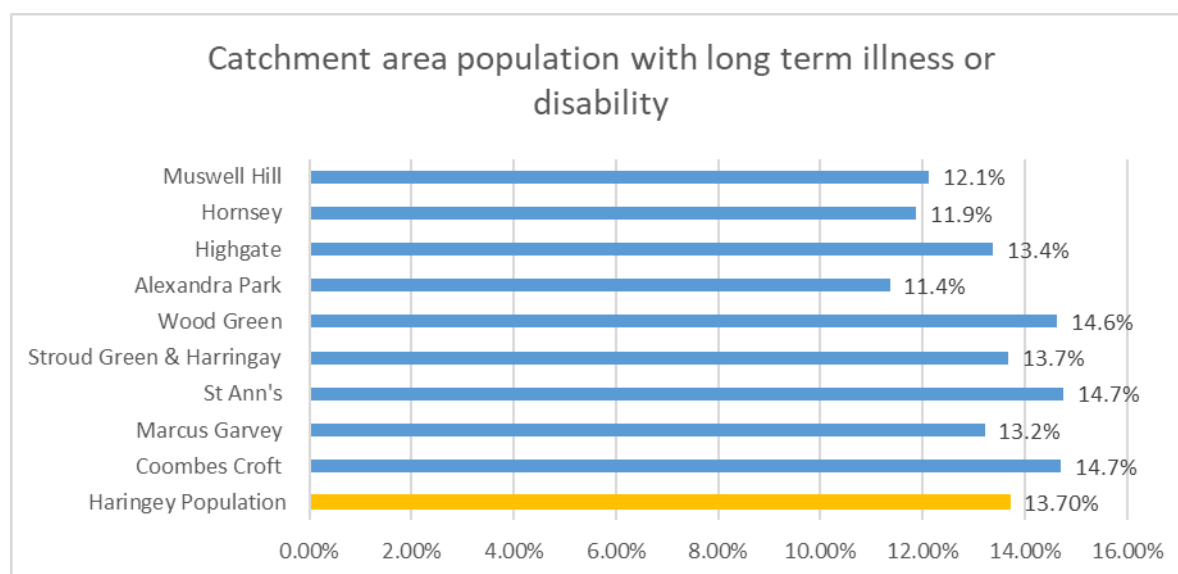
Borough Profile

- Disabled under the Equality Act – 13.7%³
 - Day-to-day activities are limited a lot – 6.1%
 - Day-to-day activities are limited a little – 7.5%
- 7.5% of residents were diagnosed with depression⁴
- 1.7% of residents diagnosed with a severe mental illness⁵
- 0.4% of people in Haringey have a learning disability⁶

All registered library users (member) disability profile

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

Catchment area disability profile by library



Current registered users (member) disability profile by library

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

³ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

⁵ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

⁶ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

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

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

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

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

Detail the findings of the data.

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

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

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

Libraries are an important centre for access for disabled people. Disabled people may use the libraries for assistance to access services where there might otherwise be a barrier to accessing. This may also be important in terms of disabled people accessing impartial information and representative forms of media. Libraries also run sessions which contribute to mental health and wellbeing, including arts and crafts, mindfulness and music, as well as support with health and wellbeing more generally, with healthy living drop-ins.

Disabled people can feel assured that the libraries represent an accessible space in central locations which they will be able to use, with staff who have received

accessibility training. Many access requirements that disabled residents might need can be catered for in libraries; this includes physical access for those with limited mobility but also quiet spaces for those with sensory processing challenges and aids for those with visual impairments. Libraries are also important spaces for social and participatory opportunities, with many community groups and council services using libraries to reach disabled residents.

Potential Impacts

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

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

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

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

Additionally, we are also aware of the high level of correlation between disability, unemployment and indicators of deprivation and unemployment. A reduction in library hours may make it more challenging for disabled people to access services such as Haringey Learns, Haringey Works, and Connected Communities – which are all services that are not part of the libraries but are co-located in the same buildings. This could also lead to much more significant negative impacts in the long term and poor financial and health outcomes if changes to library hours restrict access to these services.

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

4c. Gender Reassignment

Data

Borough Profile⁷

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

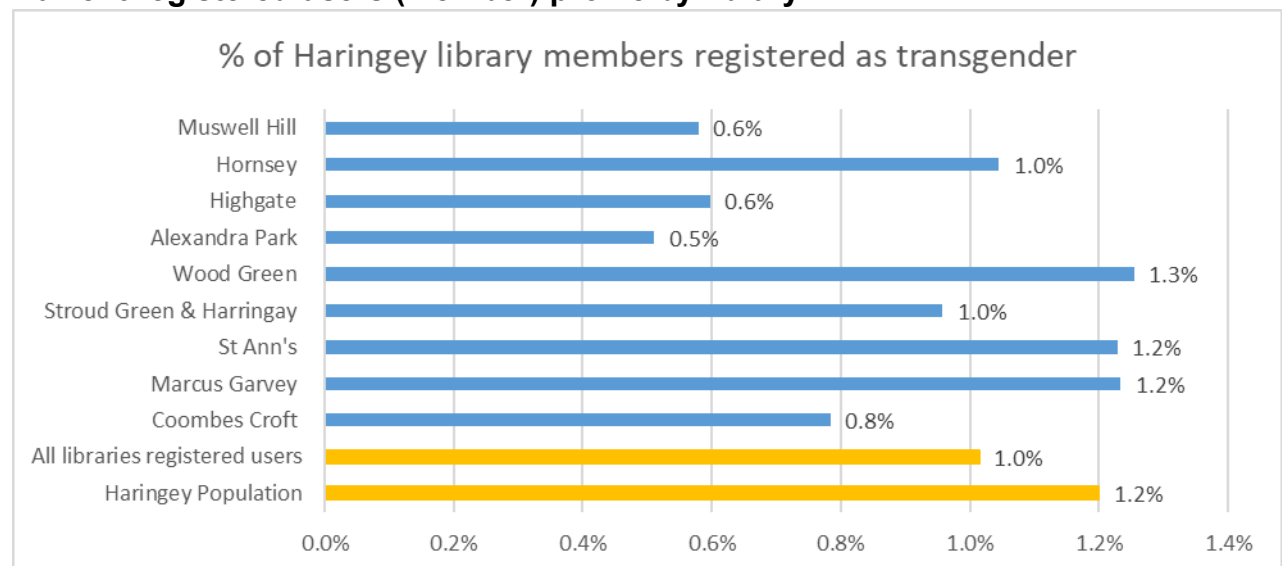
All library registered users (member) gender profile

- 1% of library users have registered as transgender.

Catchment area gender profile by library

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

Current registered users (member) profile by library



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

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

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

1. Not everyone who uses library services registers at the library.

⁷ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/censuses/2021)

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

Detail the findings of the data.

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

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

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

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

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

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

Potential Impacts

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

Many of the above-mentioned sessions that are aimed at the trans community take place after 5 pm, so any restriction in hours would need to consider the impact this may have and ensure these sessions can still be accessed by those who share this

protected characteristic. Missing these sessions could lead to poorer social or health outcomes among trans people.

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

4d. Marriage and Civil Partnership

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

Data

Borough Profile ⁸

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

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

This protected characteristic does not apply to this decision.

Detail the findings of the data.

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

N/A

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

N/A

Potential Impacts

This decision aims to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, such as classes,

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

stock for issue, or number of PCs, and services effected by changing times will be move to a different but still appropriate time on a different day. Therefore, this section will only consider the potential impacts of reduced opening hours on this protected characteristic.

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

4e. Pregnancy and Maternity

Note⁹:

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

Data

Borough Profile ¹⁰

Live Births in Haringey 2021: 3,376

All library registered users (member) profile

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

Catchment area profile by library

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

Current registered users (member) profile by library

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

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

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

⁹ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

¹⁰ Births by Borough (ONS)

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

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

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

Detail the findings of the data.

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

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

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

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

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

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

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

Potential Impacts

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

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

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

4f. Race

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

Data

Borough Profile ¹²

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

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

Black: 17.6%

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

¹² Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-population/ethnicity)

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

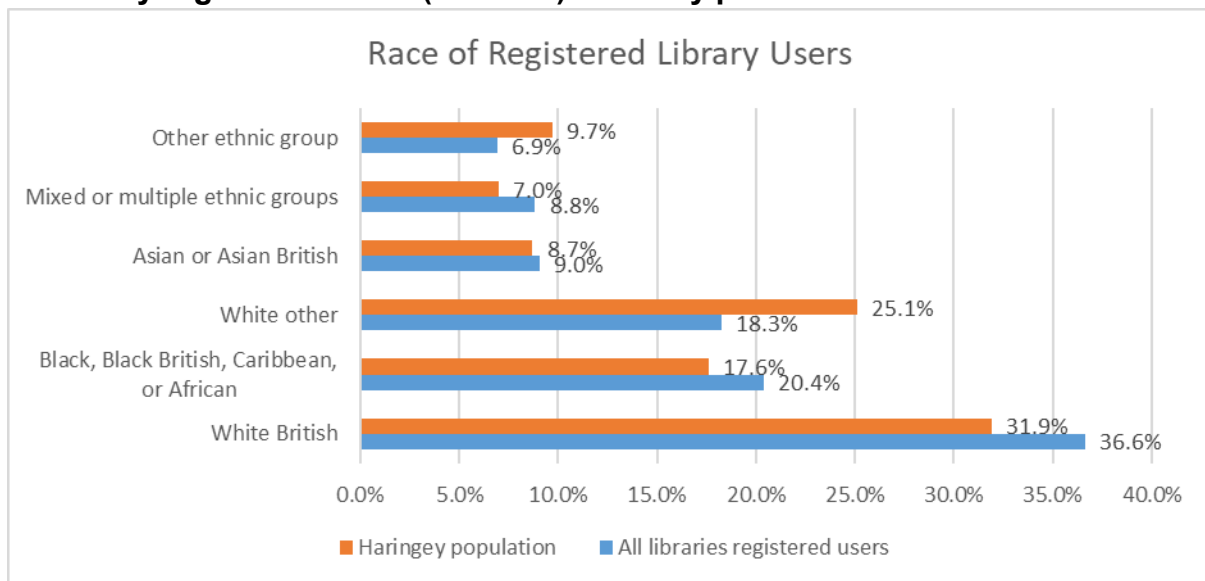
Mixed: 7.0%

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

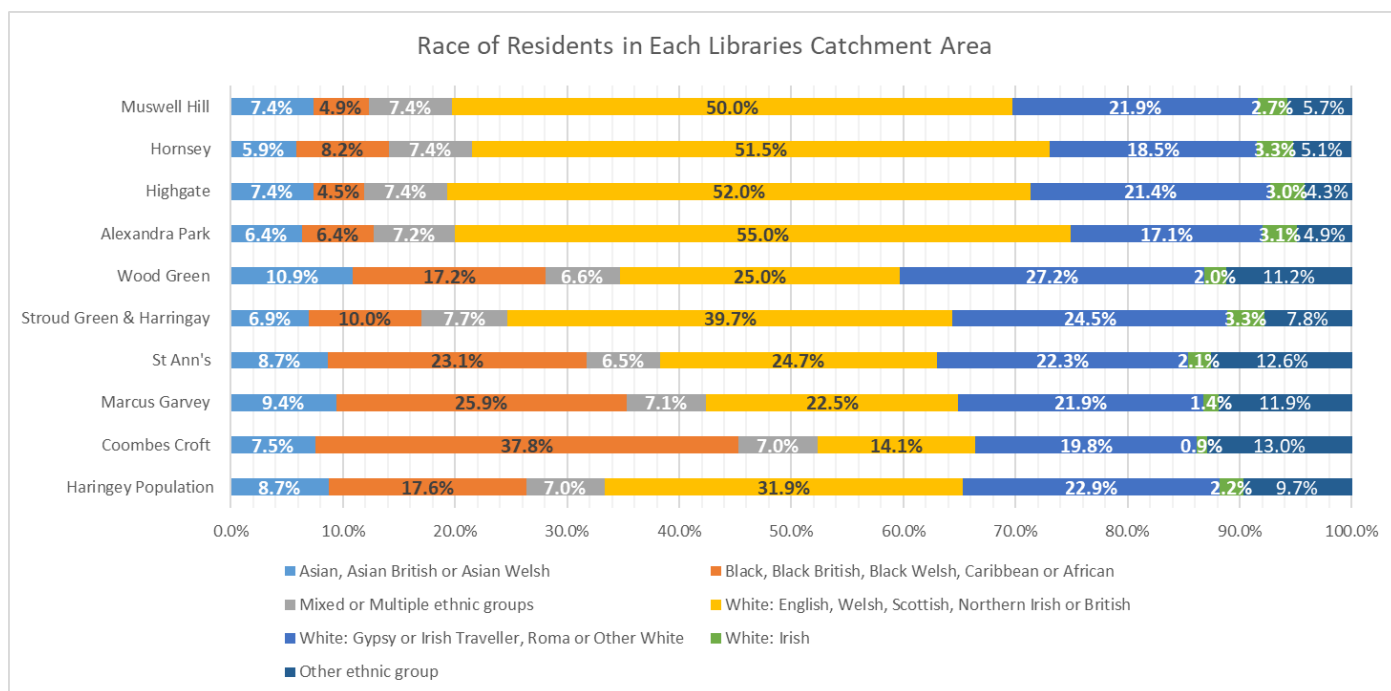
White: 57.0% in total

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

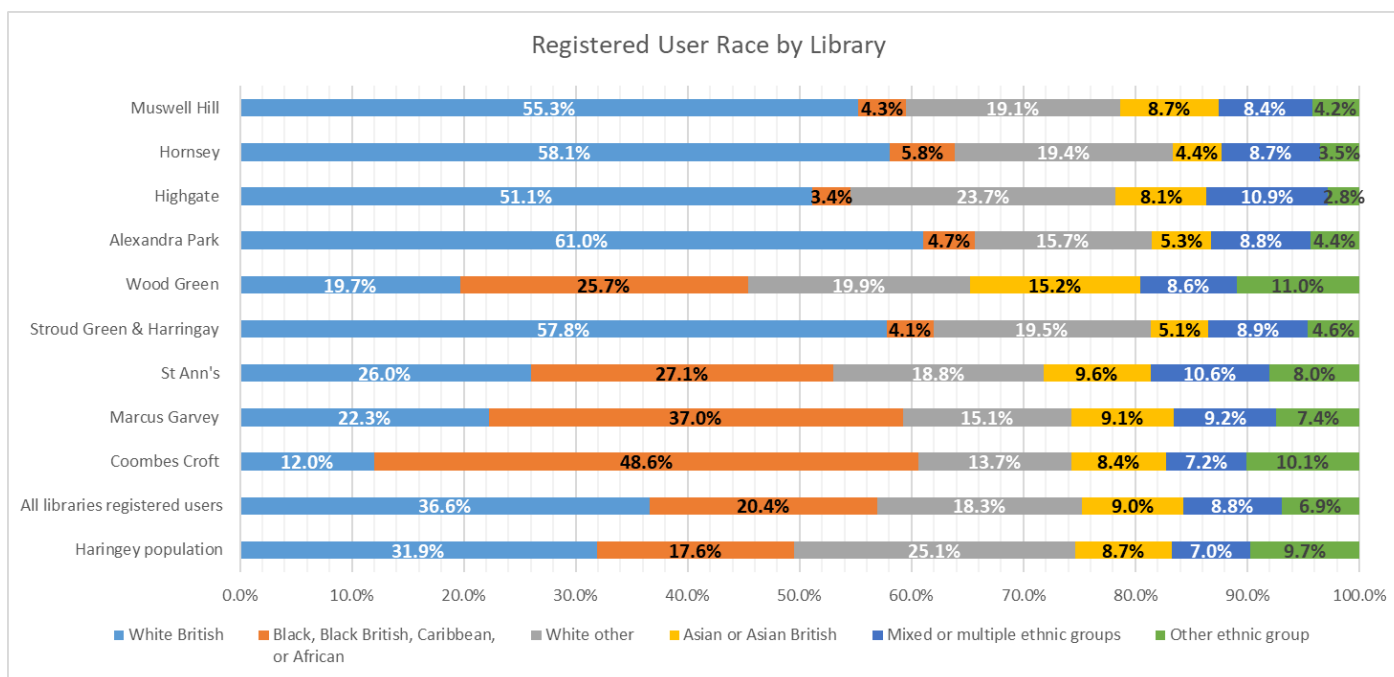
All library registered users (member) ethnicity profile



Catchment Area Profile by Library



Current registered users (member) ethnicity profile by library



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

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

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

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

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

Detail the findings of the data.

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

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

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

Haringey has a significant attainment gap amongst children and young people (CYP) following racial lines, with lower attainment most significant among young black

residents. Libraries provide an important space where CYP can supplement their study, e.g. through homework support.

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

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

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

Potential Impacts

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

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

Lower levels of English proficiency, and higher levels of digital exclusion are known to be present in certain races and ethnic groups in Haringey particularly in the east of the borough: Black residents for digital exclusion and among Turkish speakers for English proficiency¹³. Access to computers and support from community groups and Haringey services that operate in libraries can be essential to ensuring positive financial, social and health outcomes. Therefore, any reduction in hours should aim to ensure that the impact on access to these services and computers and WiFi is mitigated as much as possible. If access to these services is limited, people from certain races or ethnic

¹³ London Borough of Haringey, [Translation and Interpretation Policy](#), 2023

groups may suffer significant long-term impacts and poor financial, social and health outcomes. This is likely to be felt most in the east of the borough where a higher proportion of residents are Black and from a low socioeconomic background (a key indicator of digital exclusion). A reduction in hours in libraries in the east could have a disproportionate negative effect on digital exclusion of Black residents.

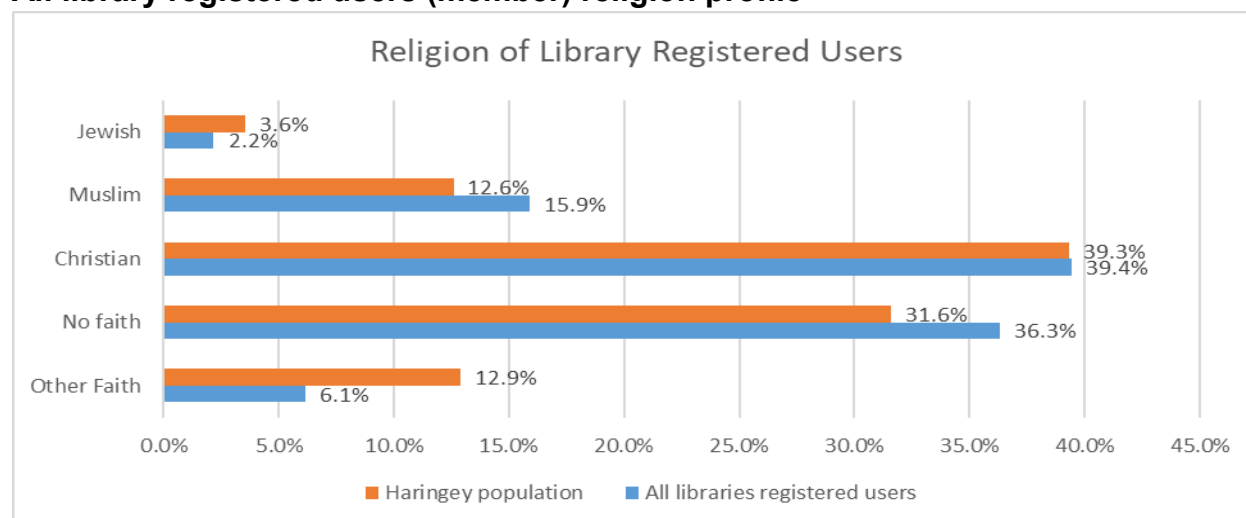
4g. Religion or belief

Data

Borough Profile ¹⁴

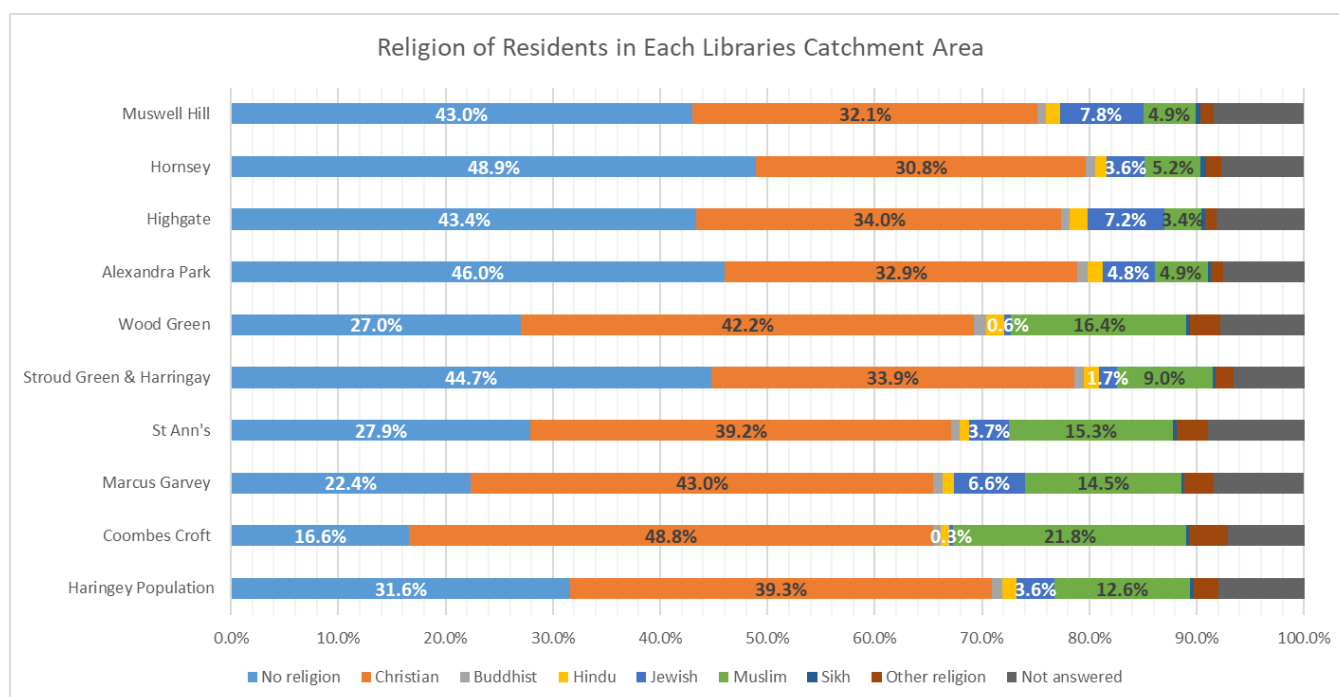
- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

All library registered users (member) religion profile

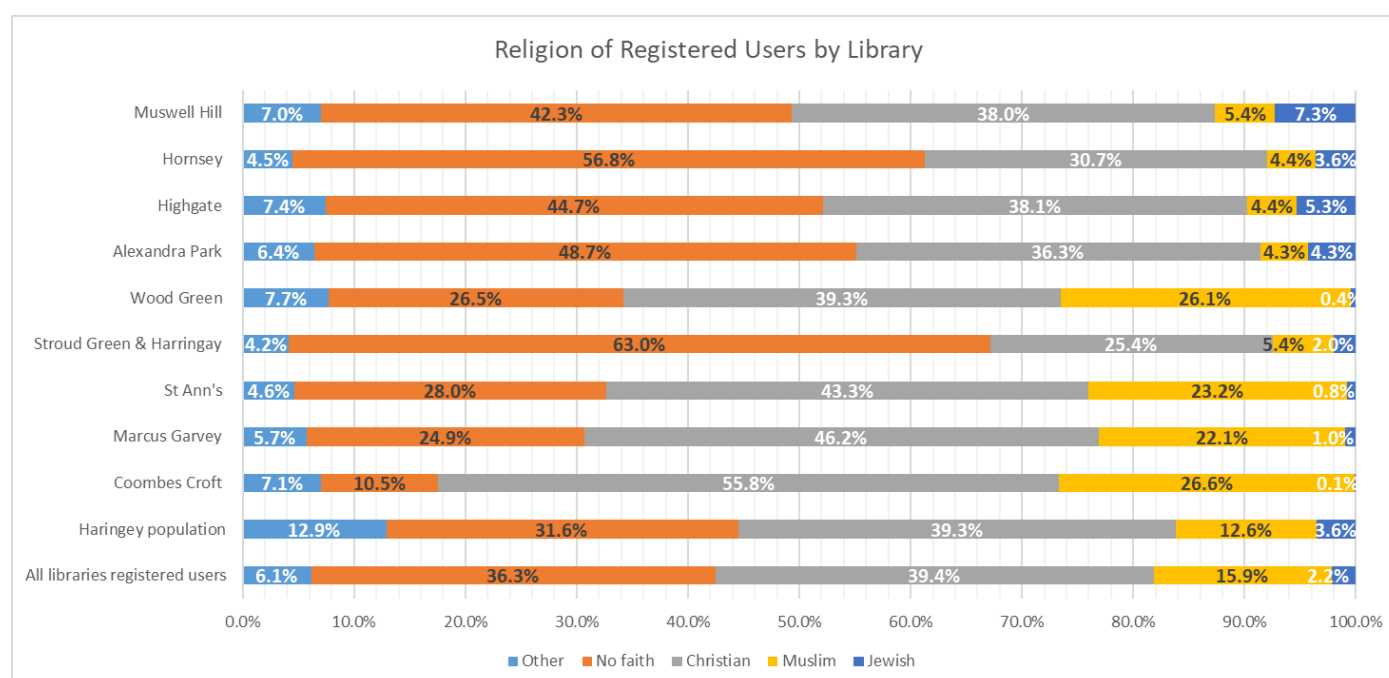


Catchment area religion profile by library

¹⁴ Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)



Current registered users (member) religion profile by library



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

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

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

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

Detail the findings of the data.

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

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

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

Libraries are able to provide a safe and accepting space, as well as a diverse range of materials which are representative of the local community, including with regards to

religion, and may enable residents to access impartial information about religion and culture, as well as through educational events hosted by the libraries service.

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

Potential Impacts

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

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

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

4h. Sex

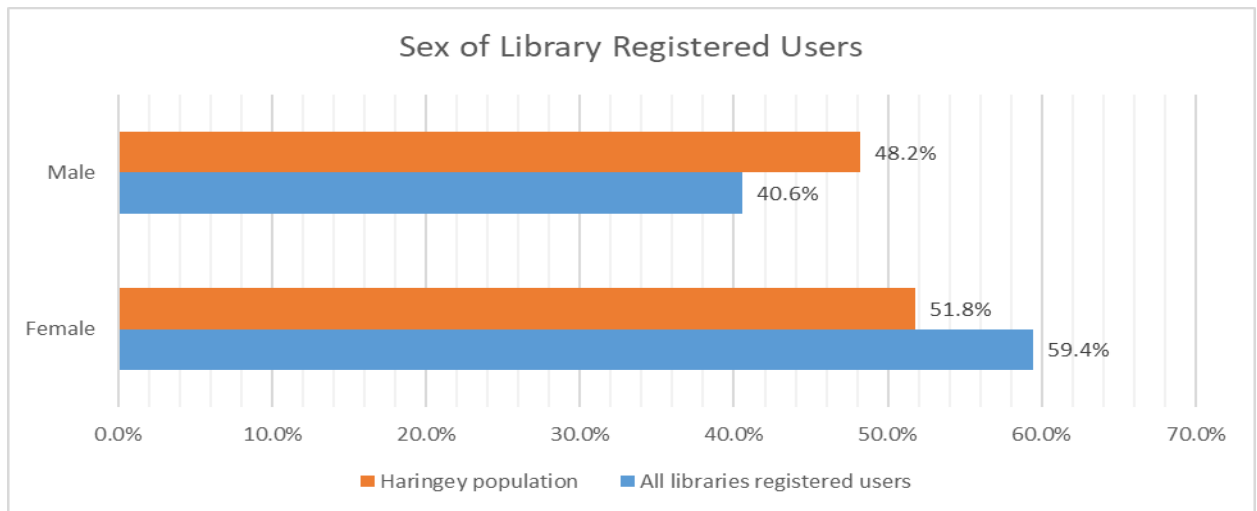
Data

Borough profile ¹⁵

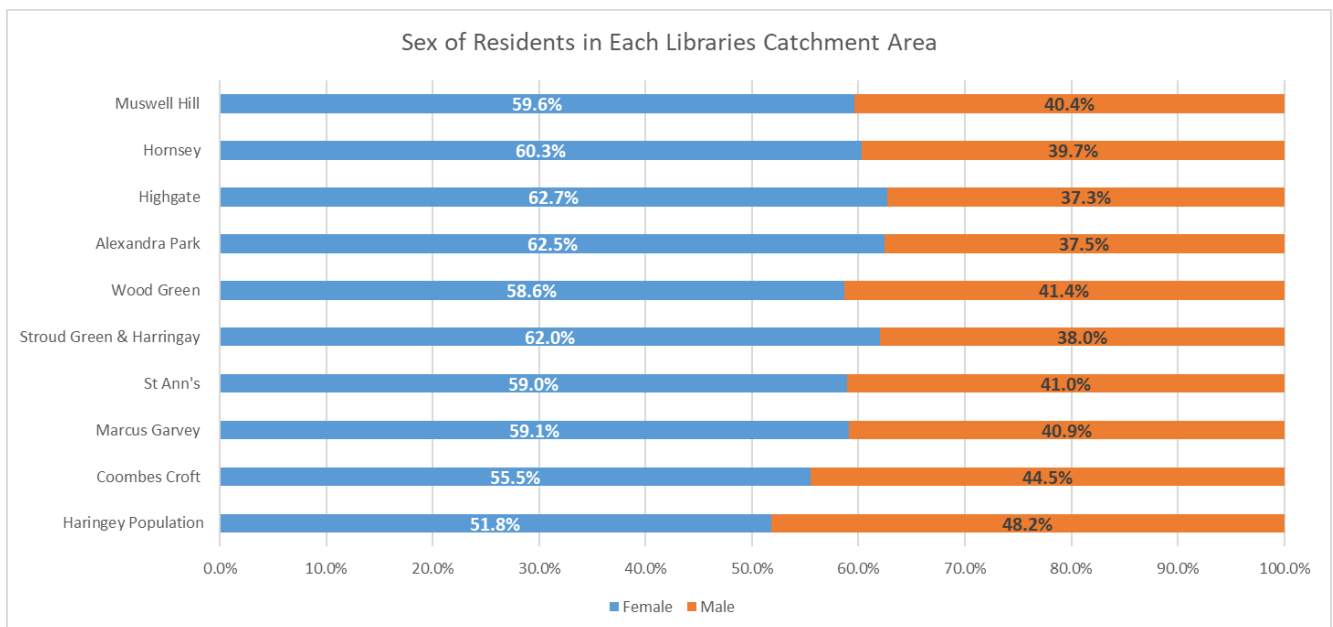
- Female: 51.8%
- Male: 48.2%

All library registered users (member) sex profile

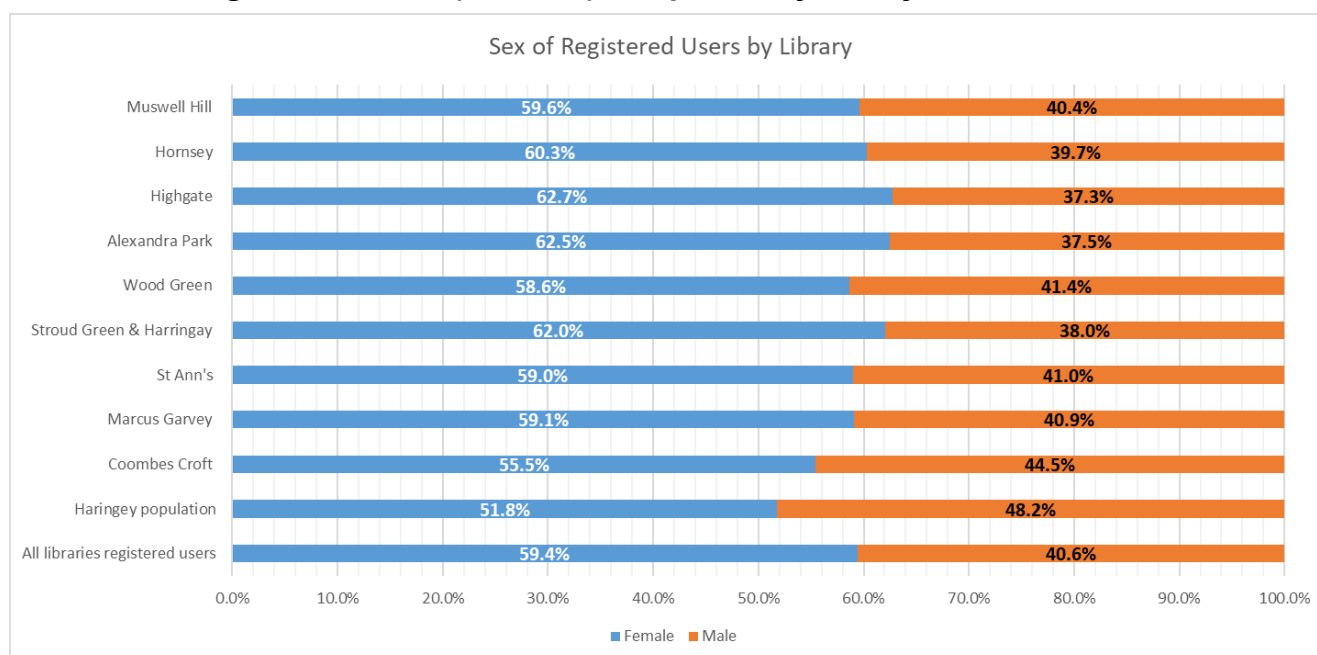
¹⁵ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/articles/genderidentityageandsexenglandandwales/2021)



Catchment area sex profile by library



Current registered users (member) sex profile by library



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

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

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

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

Detail the findings of the data.

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

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

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

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

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

There is also an educational attainment gap based on sex in Haringey, with girls performing better than boys overall at the Key Stage 4 level: 68.8% of girls achieved a standard pass compared to 63.2% of boys, and 49.5% of girls achieving a strong pass compared to 46.1% of boys. Libraries provide an important space in which children and young people can supplement their studies, e.g. homework support.

Potential Impacts

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

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

A range of studies show that the typical working hours and times at which work takes place vary between men and women.¹⁶ Men are more likely to work structured traditional 9 am to 5 pm days, and women are more likely to work flexibly and at

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

more unusual hours of the day. Therefore, depending on the timings, any changes to operating hours could disproportionately impact library access for either men or women. Any changes to library operating hours will need to ensure that there is still broad coverage and a range of opening times to ensure both men and women are not unduly affected based on their more common working hours and, therefore, the hours they would be able to attend a library.

4i. Sexual Orientation

Data

Borough profile ¹⁷

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

All library registered user (member) sexual orientation profile

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

Catchment area profile by library

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

Current registered user (member) sexual orientation profile by library

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

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

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

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

1. Not everyone who uses library services registers at the library.

¹⁷ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationandgenderinenglandandwales/2021)

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

Detail the findings of the data.

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

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

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

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

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

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

Potential Impacts

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

Many of the above-mentioned sessions aimed at the LGBTQ+ community take place after 5 pm, so any restriction in hours would need to consider the impact this may have and ensure these sessions can still be accessed by those who share this

protected characteristic. Missing these sessions could lead to poorer social or health outcomes among LGBTQ+ people.

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

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefits as of April 2023¹⁸
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁹
- 29.3% of jobs in Haringey are paid below the London Living Wage²⁰

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)²¹
- 3.7% of Haringey's working-age population had no qualifications as of 2021²²
- 5.0% were qualified to level one only²³

Area Deprivation

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

All library registered user (member) socioeconomic profile

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

Catchment area profile by library

¹⁸ ONS – [ONS Claimant Count](#)

¹⁹ DWP, StatXplore – [Universal Credit statistics, 29th April 2013 to 9th March 2023 - GOV.UK \(www.gov.uk\)](#)

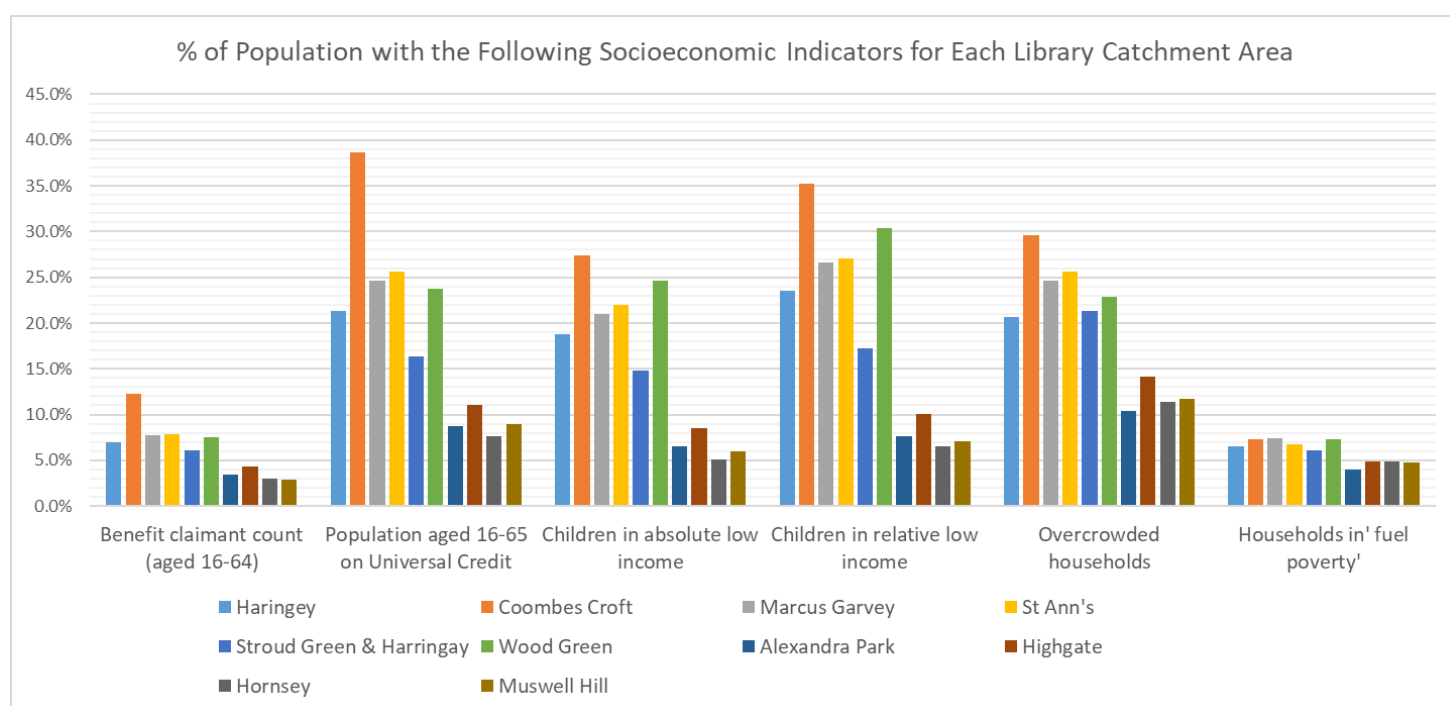
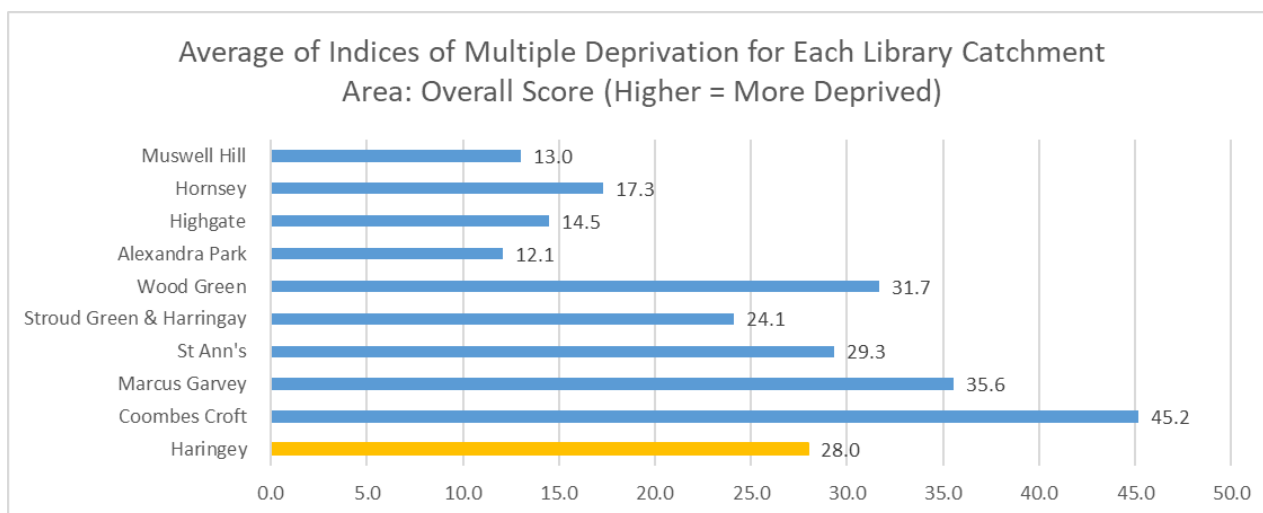
²⁰ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

²¹ DfE – [GCSE attainment and progress 8 scores](#)

²² LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²³ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

²⁴ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)



Current registered user (member) socioeconomic profile by library

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

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

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

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

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

Detail the findings of the data.

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

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

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

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

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

removed, removing the sense of stigma and anxiety that job centres can sometimes create²⁵

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

Barclays Bank runs a drop-in session out of Haringey's libraries, which offers advice and support related to personal finances and business finance.

Children, young people and students from lower socioeconomic backgrounds are more likely to live in overcrowded homes and/or have more limited access to places where they can read study and access information. Libraries support students in supplementing their school education in a way that could be critical to closing attainment gaps, particularly when it comes to reading age, which is closely linked both to socioeconomic status and social mobility.²⁶

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

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

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

Potential Impacts

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

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

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

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

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

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

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

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

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

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

5. Key Impacts Summary

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

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

5b. Intersectionality

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

5c. Data Gaps

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

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

In many areas, we have good data about the protected characteristics of registered library users and/or the residents of library catchment areas. We are, in some cases, missing direct data that links people with protected characteristics to the use of the library, the services they require and the time of day they commonly visit. This particularly applies to disabled people.

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

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

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

In your answer, please consider the following three questions:

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

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

7. Amendments and mitigations

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

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

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

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **No**.

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

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

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

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

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

This includes consideration of:

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

Furthermore, that changes to hours align with when residents who require digital access are most likely to use libraries.

8. Ongoing monitoring

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

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

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

Date of EQIA monitoring review:

N/A

9. Authorisation

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

Date **[Type answer here].**

10. Publication

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

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

11. Appendix

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

- **Vincent, J. (2018). *Libraries welcome everyone: Six stories of diversity and inclusion from libraries in England*. Libraries welcome everyone: Six stories of diversity and inclusion from libraries in England | Arts Council England**

- **Involve and Dialogue by Design (2013).** *Envisioning the library of the future Phase 3: understanding what people value about libraries.* <https://www.artscouncil.org.uk/media/19593/download?attachment>
- **Department for Culture, Media and Sport, (2024).** *An independent review of English public libraries.* *An independent review of English public libraries - GOV.UK* (www.gov.uk)
- **Department for Digital, Culture, Media and Sport (DCMS), (2018).** *(DCMS, 2018): Ambition for Public Libraries in England 2016 to 2021.* *(DCMS, 2018): Ambition for Public Libraries in England 2016 to 2021 - GOV.UK* (www.gov.uk)
- **Department for Culture, Media and Sport, (2022).** *Libraries as a statutory service.* *Libraries as a statutory service - GOV.UK* (www.gov.uk)
- **The Library Campaign's Response to Haringey's budget consultation, (2024).** <https://haringeybudget2024.commonplace.is/proposals/about-the-project-sample-content/step1>
- **CILIP, (2024).** *Come rain or shine: Preparing public libraries for the future in an age of uncertainty.* https://cdn.ymaws.com/www.cilip.org.uk/resource/resmgr/cilip/future_libraries/Horizon_Scanning_Report_-_Co.pdf
- **Good Things Foundation, (2023).** *Digital Inclusion in Libraries in England.* *Digital Inclusion in Libraries in England - Good Things Foundation*
- **Govan Law Centre, (2024).** *Legal challenge launched against closure of Dundee's Kirkton Community Centre and Library.* *Legal challenge launched against closure of Dundee's Kirkton Community Centre and Library - Govan Law Centre 0800 043 0306*
- **BBC News, (29th March 2016a).** *Book borrowing figures show library habits are changing.* *Book borrowing figures show library habits are changing - BBC News*
- **BBC News, (29th March 2016b).** *Libraries: the decline of a profession?.* *Libraries: The decline of a profession? - BBC News*
- **Shropshire Council, (27th July 2016).** *Review of Shropshire library opening hours.* *Review of Shropshire Library Opening Hours.pdf*
- **Arts Council England, (January 2013).** *Learning from experience: Summary briefing for local authorities.* *Community libraries - Learning from experience | Arts Council England*
- **Arts Council England, (March 2015).** *The health and wellbeing benefits of public libraries,.* *The health and wellbeing benefits of public libraries | Arts Council England*
- **Renaissi, (2017).** *Libraries as community hubs: A report for Arts Council England.* *Libraries-CommunityHubs-Renaissi.pdf* (artscouncil.org.uk)
- **Gordon et al, (2023).** *Libraries for Living, and for living better.* *Gordon et al, 2023, and for Living Better | Libraries Connected*
- **Arts Council England, (2022b).** *Envisioning the library of the future.* *Envisioning the library of the future | Arts Council England*

Age:

- **Sayce, L. (2020).** *Inclusive education: a gateway to a more equal society.* *Inclusive education: a gateway to a more equal society | EHRC* (equalityhumanrights.com)
- **Libraries Connected (n.d.).** *Children's Promise.* *Children's Promise | Libraries Connected*
- **Kucirkova, N. and Littleton, K. (February 2016).** *The digital reading habits of children.* *digital_reading_survey-final-report-8.2.16.pdf* (booktrust.org.uk)

- National Literacy Trust and Libraries Connected, (2022). *Public libraries and literacy recovery*. [Public Libraries and Literacy Recovery | National Literacy Trust](#)
- Clark, C. and Hawkins, L. (2011). *Public Libraries and Literacy*. https://cdn.literacytrust.org.uk/media/documents/2011_04_04_free_research_-_public_libraries_and_reading_survey_2009_4LNfHG7.pdf
- Shared Intelligence and Arts Council England, (July 2017). *Stand by me: The contribution of public libraries to the wellbeing of older people*, Shared Intelligence and Arts Council England, July 2017. [Combined older people report 17 July.pdf \(artscouncil.org.uk\)](#)

Disability:

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

Pregnancy and Maternity:

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

Socioeconomic Status:

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

Haringey Library Service Equality Impact Assessment: Post-consultation Update October 2024

Introduction.....	46
1. Consultation Results and Potential Impact Analysis by Individual Library	47
1.1 Which Age Group Applies to You?	47
1.2 Which Best Describes Your Sex?	49
1.3 Do You Consider Yourself to be Trans?	52
1.3 Are You Disabled?	54
1.4 How Would You Describe Your Religion or Belief?	56
1.5 Race	57
1.6 Sexual Orientation	62
1.7 Have you had a baby in the last 12 months?	63
1.8 Are you a parent or carer of a SEND child or young person aged 0-25?	64
1.9 Are you a parent or carer of a 5 year old or under?	65
1.10 Which benefits do you receive, if any?	65
1.11 Education – Which Qualifications Do You Hold?	66
1.12 Preferred Language	67
2. Visiting Days and Times All Respondents	67
2.1 Visiting Days and Times by Characteristic or Grouping	68
2.2 Age	68
2.2.1 Summary: Age	70
2.3 Sex	71
2.4 Disability	72
2.5 Race	72
2.5.1 Summary: Race	75
2.6 Parents / Carers	76
2.7 Socioeconomic	77
3. Narrative Summary Consultation Responses (Equalities Considerations)	78
4. Updated EQIA Summary Post Consultation	79
4.1 Age	80
4.2 Disability	80
4.3 Gender Reassignment	81
4.4 Marriage and Civil Partnership:	81
4.5 Pregnancy and Maternity	81
4.6 Race	81

4.7	Religion and Belief.....	81
4.8	Sex	81
4.9	Sexual Orientation	82
4.10	Socioeconomic	82
5.	Revised Proposal to Vary Hours Post Consultation.....	82

Introduction

These updated sections of the EQIA examine the responses of consultees through the lens of their protected characteristics, where these have been shared. The purpose of this is to identify any potentially disproportionate impacts on specific groups and propose mitigation measures.

As stated in the initial EQIA conducted prior to public consultation, proposals to vary hours aim to realise library cost saving through changing and reducing opening hours only. There will be no reduction in service provision, the children's core offer, stock for issue, or number of PCs. If any activities were to be affected by changing times, they will be moved to a different but still appropriate time on a different day. The library service is a universal service, for the whole community. Any potential impacts of changing and reduced opening hours are because people with particular and often intersectional protected characteristics are more or less likely to visit libraries at different times of the day and on different days of the week. Due to the diverse composition of different parts of the borough it is recognised that disproportionate impacts are more likely to be seen at the level of individual libraries

Therefore Section 1 sets out the protected characteristics of people grouped by their selection of their usual library visited. Where there is potential for disproportionate impacts on certain groups, this is noted beneath the data source with, where relevant, proposals for mitigating actions. Information in this section is set out in tables in order to more easily compare to the Borough Profile dataset. Charts are also used where helpful to unpack the data further and reproduced from the original EQIA for comparison purposes.

Section 2 sets out the protected characteristics of consultation respondents grouped by their days and times of preferred library service usage as indicated in their survey responses. Data in this section is set out in graphs to more easily compare between the different groups' usage patterns.

No question was asked about marital status or civil partnership, therefore the respondents have answered questions about 8 protected characteristics. Haringey's additional characteristic of socio-economic status (qualifications, receipt of benefits, preferred language) and additional questions relating to parents and carers were also asked. Whilst maternity is a protected characteristic, the additional questions to parents and carers are included as proxy potential impact question for early years and SEND children's usage.

It should be noted that hard copy responses demographic data have not been included in this analysis, due to a slight difference in age ranges on the printed survey and the online survey. Where there is a significant difference in any trends between data collected online and in hard copy, this will be noted and duly considered for disproportionate impacts. The data and analysis presented in this document is based on data provided via a third-party platform, from consultation responses, but may be subject to limitations. For example, some respondents chose not to answer certain questions, and the sample size may not fully represent the diversity of the population. While we have taken steps to ensure accuracy, the data may contain errors or omissions.

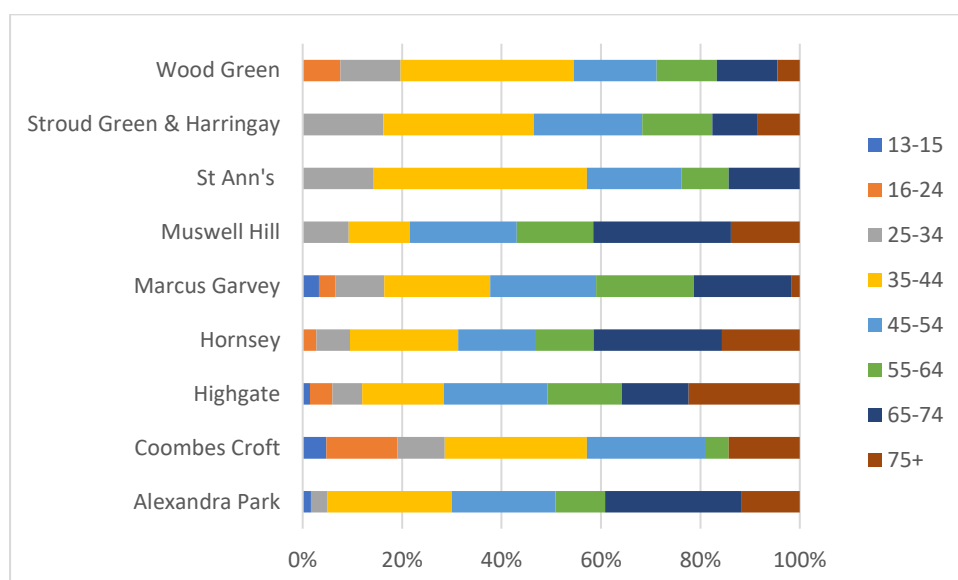
Finally, due to the smaller sample sizes when the data is broken down by individual libraries, based on the question regarding usual library visited, the possibility of skewing over and under representativeness is increased. In such instances it has sometimes been useful to set out the totality of responses, including those that preferred not to say, or did not respond, both at

the library level and across the whole service, including reference to data set out in the initial Equality Impact Assessment.

1. Consultation Results and Potential Impact Analysis by Individual Library

1.1 Which Age Group Applies to You?

The chart and table below set out the age groups using individual libraries. It should be noted that some respondents chose not to respond to this question. This is reflected in the final table in this section 1.1



Age Group	13-15	16-24	25-34	35-44	45-54	55-64	65-74	75+
Alexandra Park	2%	0%	3%	25%	21%	10%	28%	12%
Coombes Croft	5%	14%	10%	29%	24%	5%	0%	14%
Highgate	1%	4%	6%	16%	21%	15%	13%	22%
Hornsey	0%	3%	7%	22%	16%	12%	26%	16%
Marcus Garvey	3%	3%	10%	21%	21%	20%	20%	2%
Muswell Hill	0%	0%	9%	12%	22%	15%	28%	14%
St Ann's	0%	0%	14%	43%	19%	10%	14%	0%
Stroud Green & Harringay	0%	0%	16%	30%	22%	14%	9%	8%
Wood Green	0%	8%	12%	35%	17%	12%	12%	5%

Analysing age ranges is complicated given that this has been set out in three ways in the initial EQIA: through (i) the Borough profile, (ii) library catchment area and (iii) library registered users. This is further complicated by differences in the age range categories in the initial EQIA the consultation responses and the hard copy responses. It should also be noted that not every respondent shared this data.

There was an overrepresentation in responses to the consultation from specific age groups when compared to the overall borough profile. Outlined below is a description of which libraries received a disproportionate volume of responses from specific age groups, relative to the borough profile.

Ages 35-44 in Alexandra Park, Coombes Croft, St Ann's, Stroud Green and Harringay and Wood Green.

Ages 45-54 in Alexandra Park, Coombes Croft, Highgate (this is likely to be marginal over-representation – given that the age ranges in the consultation do not map exactly to the Borough profile).

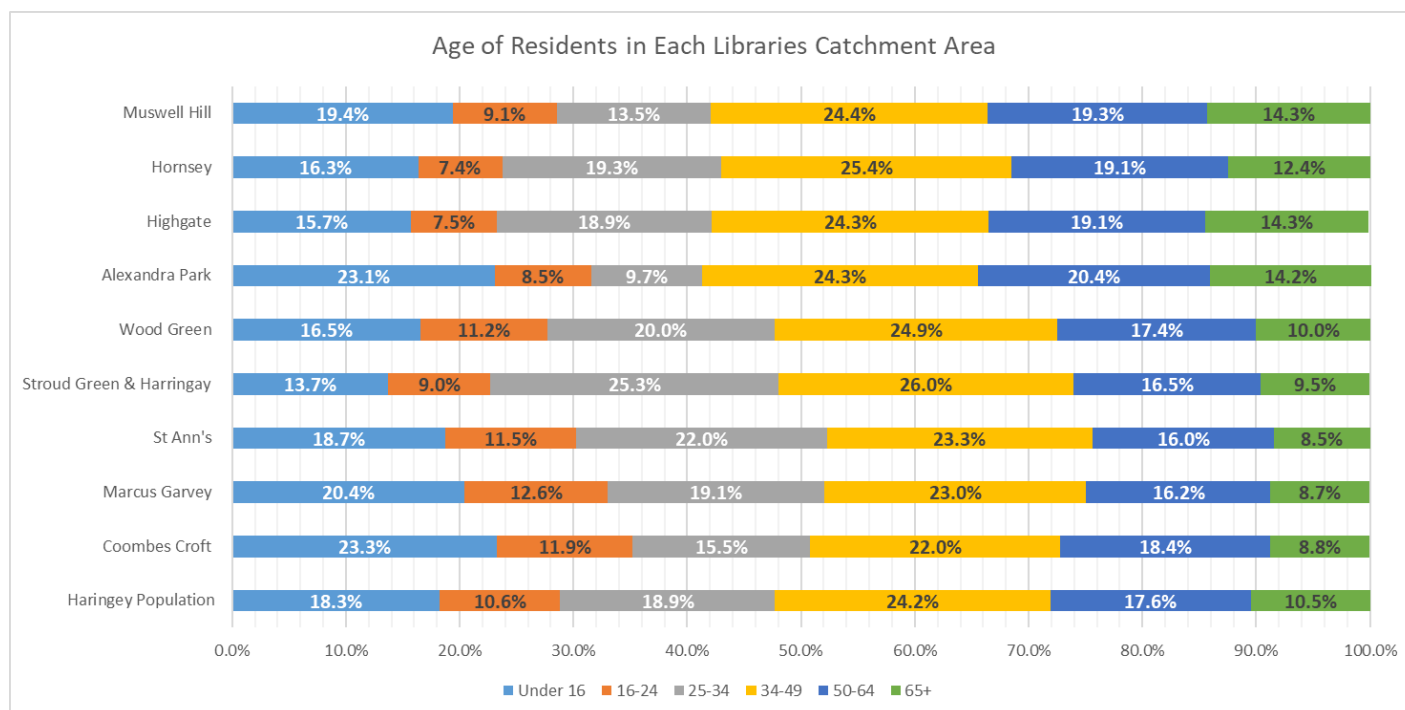
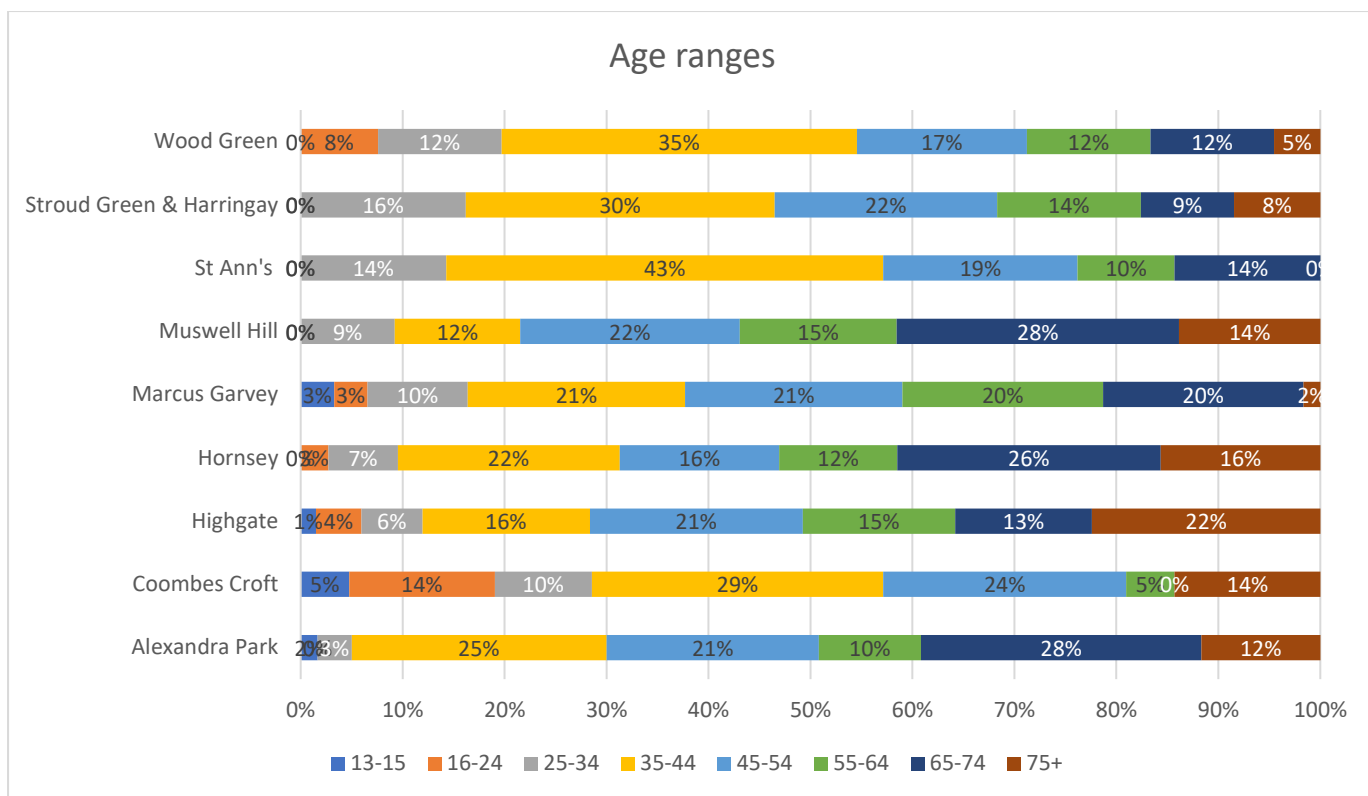
Ages 55-64 in Marcus Garvey.

Ages 65-74 for all libraries, except Coombes Croft and Stroud Green and Harringay.

Ages 75+ for Alexandra Park, Coombes Croft, Highgate, Hornsey and Muswell Hill.

These results indicate there is the potential for disproportionate impacts on these groups in these libraries, if not the service as a whole. However, the results also reflect known response patterns across the council's other digital consultation responses, which tend to feature overrepresentation from older age groups, as well as women and people from White British backgrounds. During the consultation targeted outreach tried to plug known gaps, particularly with younger people, given that internal data shows this group are least likely to respond to any consultation the council runs. Furthermore, the online consultation provider's policy is that anyone under 13 (before a child's 13th birthday) may only respond via face to face interview mode. Furthermore, internal data on registered library users shows an over-representation of children and young people and any revised proposals should ensure their needs are considered.

Considering hard copy responses in totality, of which 31% and 29% were from the age ranges 60-74 and 75+ respectively, and accounting for the likelihood that older people are more likely to respond to consultations, it would still be advisable to consider potential negative impacts on older library users and relevant mitigations e.g. preserving hours that link to these groups' stated usage, explored in section 2.2.1



1.2 Which Best Describes Your Sex?

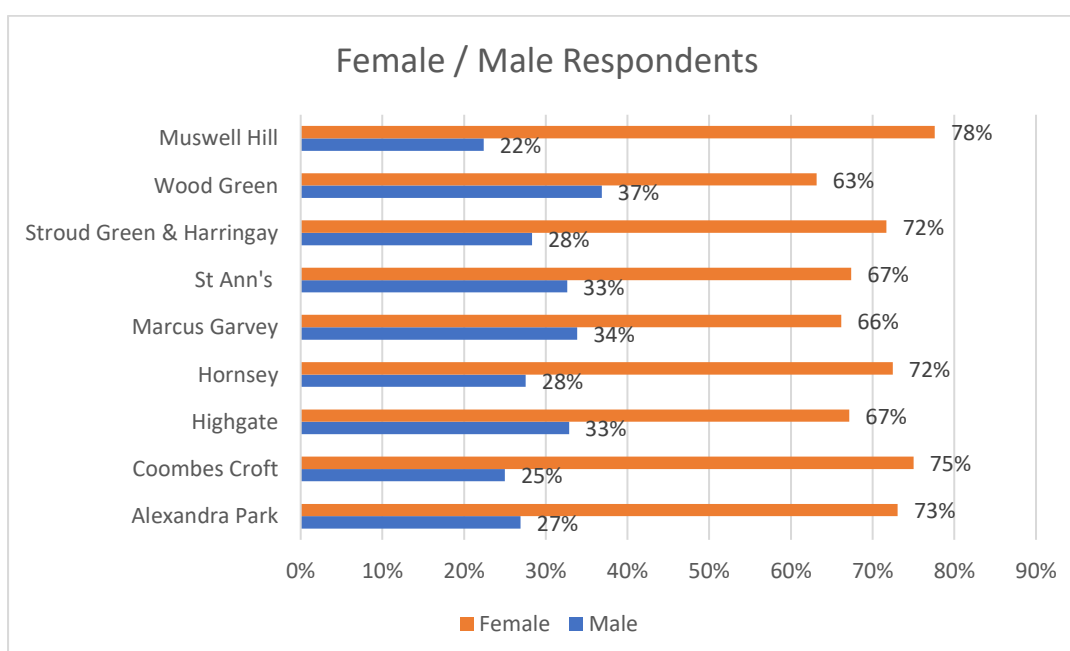
The first data presented below includes respectively: all respondents including those who preferred not to say, those who did not respond to this question and all respondents replying to male or female. It should be noted that additionally 3 respondents identified as non-binary, and 1 respondent indicated other.

	Male	Female	Prefer not to say	Did not respond to the question	Totals
Alexandra Park	35	95	6	83	219
Coombes Croft	7	21	0	24	52
Highgate	23	47	5	43	118
Hornsey	46	121	9	71	247
Marcus Garvey	22	43	2	42	109
St Ann's	15	31	2	22	70
Stroud Green & Harringay	45	114	10	81	250
Wood Green	28	48	1	37	114
Muswell Hill	15	52	4	39	110
Totals	236	572	39	442	1289

The next table shows only those responding to the question as either male or female.

Male and Female Respondents Only					
Category	Male	Female	Totals	Male	Female
Alexandra Park	35	95	130	26.92%	73.08%
Coombes Croft	7	21	28	25.00%	75.00%
Highgate	23	47	70	32.86%	67.14%
Hornsey	46	121	167	27.54%	72.46%
Marcus Garvey	22	43	65	33.85%	66.15%
St Ann's	15	31	46	32.61%	67.39%
Stroud Green & Harringay	45	114	159	28.30%	71.70%
Wood Green	28	48	76	36.84%	63.16%
Muswell Hill	15	52	67	22.39%	77.61%

The bar chart below sets out the percentages from the table above for reference.



Taking only respondents who selected male or female into account, male respondents are under-represented as compared to the borough average (Borough profile²⁷ - Female: 51.8%/ Male: 48.2%) with female respondents over-represented.

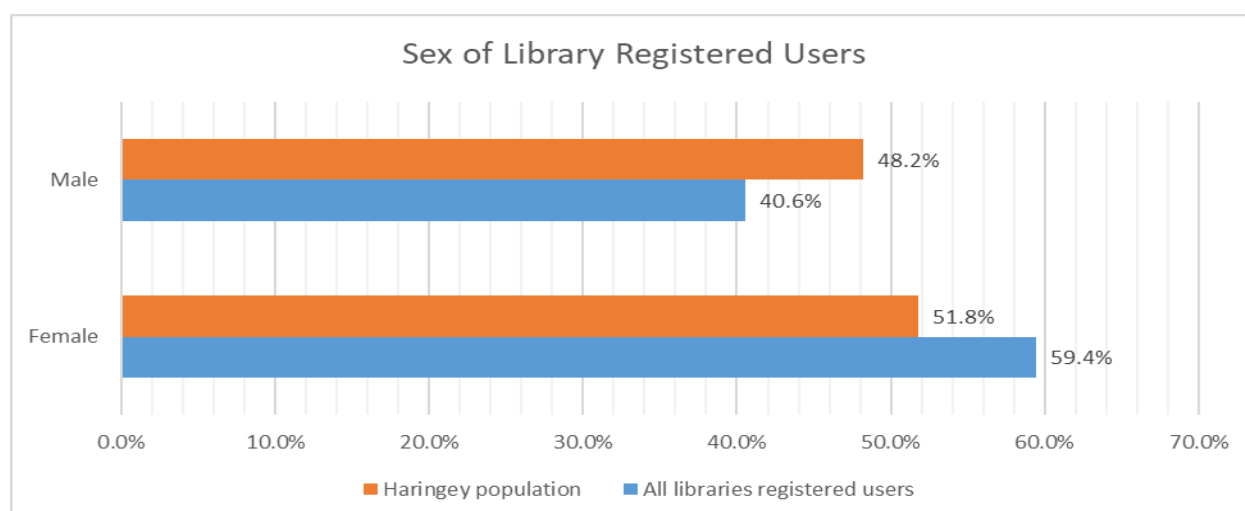
The high proportion of non-respondents in the digital survey i.e. greater than 37% on average across this question (greater or less at the individual library level) potentially affects the validity and limits the generalisability of the data.

However, in comparison with the albeit smaller dataset provided by hard copy respondents, which only had 1 non-respondent to the question and 6 prefer not say responses, similar under and over-representation rates are seen for male and female respondents respectively (table below).

Hard Copy Responses – Whole Service

Category	Male	Female	Totals	Male	Female
All	30	76	106	28.3%	71.7%

It should also be taken into account that internal library service data on registered users shows



an over-representation of female library visitors as compared to the Haringey population (see below bar chart).

It is noted that research shows²⁸, that females are more likely to respond to online and paper surveys than males, although that trend may also be contingent on subject matter. However, based on consultation responses, existing internal data and wider national research that shows women are more likely to be library users than men²⁹ (37% female /26% male) it is reasonable to consider that there is the potential for females to be disproportionately affected by a variation in library service hours.

The initial EQIA's analysis of stated potential impacts of library service hours variations on both sexes, proposed mitigations ensuring that any changes to library operating hours

²⁷ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/gender-identity)

²⁸ Sax, L. J., Gilmartin, S. K., & Bryant, A. N. (2003). Assessing response rates and nonresponse bias in web and paper surveys. *Research in Higher Education*, 44(4), 409-432.

Smith, J. (2008). Does Gender Influence Online Survey Participation? A Record-Linkage Analysis of University Faculty Online Survey Response Behavior. *Journal of Technology Research*, 9(1).

²⁹ The UK's Taking Part survey (2019/20) - <https://www.gov.uk/government/statistics/taking-part-201920-libraries/libraries-taking-part-survey-201920>

maintain broad coverage and a range of opening times to ensure both men and women and boys and girls are not unduly affected by proposals. It is therefore helpful when specifically considering use of libraries by the sex characteristic to look at respondents' stated times of visits to libraries to understand further usage patterns.

This analysis is explored in detail in section 2.2. there is a preference shown for female visitors during the weekdays to use the 11am-2pm and 2pm-5pm slots more frequently than male. This is, at least in part, likely reflective of women spending more time³⁰ being caregivers for children than men, and therefore more likely to take children to the library for children's core activities and after school visits.

Mitigations for this potential impact are therefore to ensure broad coverage of library opening hours between 11am-5pm and maintaining the children's core offer.

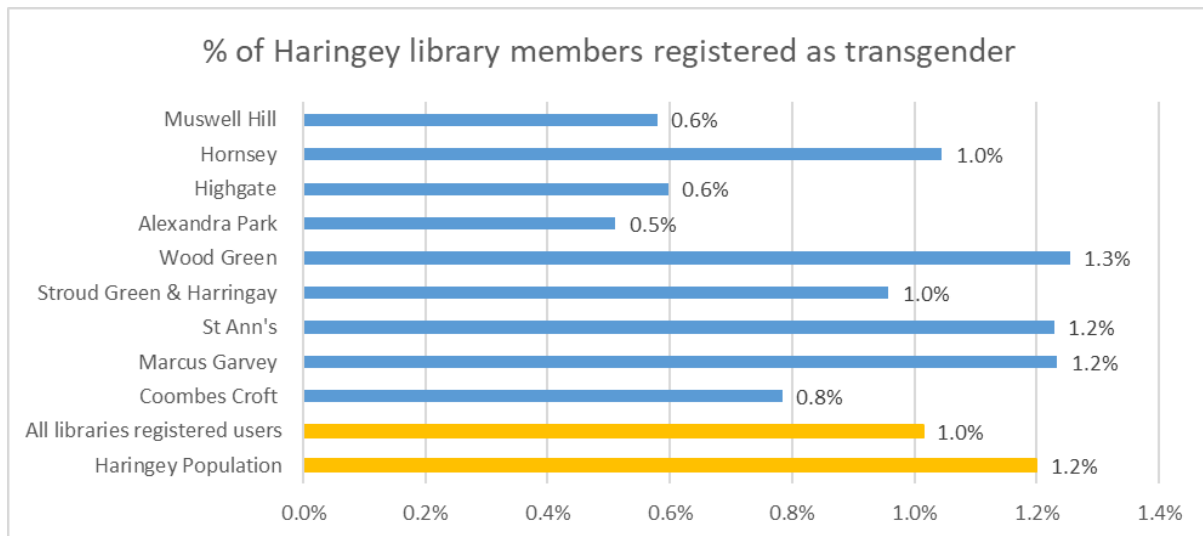
1.3 Do You Consider Yourself to be Trans?

Category	Yes	No	Prefer not to say	Didn't respond	% of all respondents to this question	% of respondent answering Yes / No to this question
Alexandra Park	0	118	10	94	0.0%	0%
Coombes Croft	0	19	0	33	0.0%	0%
Highgate	2	51	4	61	1.7%	4%
Hornsey	1	135	14	99	0.4%	1%
Marcus Garvey	1	63	1	45	0.9%	2%
St Ann's	1	32	6	30	1.4%	3%
Stroud Green & Harringay	3	144	15	89	1.2%	2%
Wood Green	1	69	3	42	0.9%	1.4%
Muswell Hill	0	52	10	48	0.0%	0%

Above are the responses from consultees. Below is a chart from the initial EQIA.

³⁰ Time Use Survey ONS

<https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/timeuseintheuk/23septemberto1october2023>



From the data for all library registered users gender profile, 1% of library users have indicated they are transgender. On this measure, Highgate, Hornsey, Marcus Garvey, St Ann's and Stroud Green and Harringay libraries see either equal or overrepresentation from respondents in this group i.e. 1% or greater. However, consultation respondents' representativeness does not wholly align with registered users with this characteristic, excluding as it does Wood Green, and bringing in Highgate.

From the data in the initial EQIA, in the Borough Profile, 1.2% of Haringey's population report having a gender different to that which was assigned to them at birth.

However, the Borough profile data on this characteristic should be treated with caution as it is based on Census 2021 data, for which the Office of National Statistics (ONS) has recently acknowledged limitations³¹. Following a review of the census gender identity statistics by the Office for Statistics Regulation it was concluded that they do not fully comply with the Code of Practice for Statistics. Consequently, the ONS has decided to classify the 2021 census gender identity statistics as "official statistics in development" rather than accredited official statistics.

There were no qualitative insights provided by consultation respondents regarding any impact on transgender library users.

The picture painted by this data from a sample size of fewer than 10 respondents is unclear (there were no hard copy respondents answering yes to this question). It is therefore valid to reference the initial Equality Impact Assessment which stated that, provided relevant organisations such as Wise Thoughts based in Wood Green library and activities (e.g. during LGBTQ+ History month) are not negatively impacted 'there is currently no evidence that trans people need to access library services more frequently than the general population or at specific hours of the day.'

Contingent on continued access to these sessions, the impact of reduced opening hours on this protected characteristic is anticipated to be neutral.

³¹

<https://www.ons.gov.uk/news/statementsandletters/onslettertotheosroncensus2021genderidentityestimates>

1.3 Are You Disabled?

The table below compares consultees responding 'yes' or 'no' to this question by individual library with the catchment area data produced in the original Equality Impact Assessment. It excludes any other answer to this question. However, it is noted that the prefer not to say (6%) and non-responses (42%) made up 48% of consultees.

Disability	Yes	Catchment Area	Whole Borough 13.7%
Alexandra Park	11%	11.4%	
Coombes Croft	13%	14.7%	
Highgate	9%	13.4%	
Hornsey	12%	11.9%	
Marcus Garvey	16%	13.2%	
Muswell Hill	10%	12.1%	
St Ann's	28%	14.7%	
Stroud Green & Harringay	9%	13.7%	
Wood Green	17%	14.6%	
Whole service (online responses)	13%	n/a	
Whole service (hard copy responses)	20%	n/a	

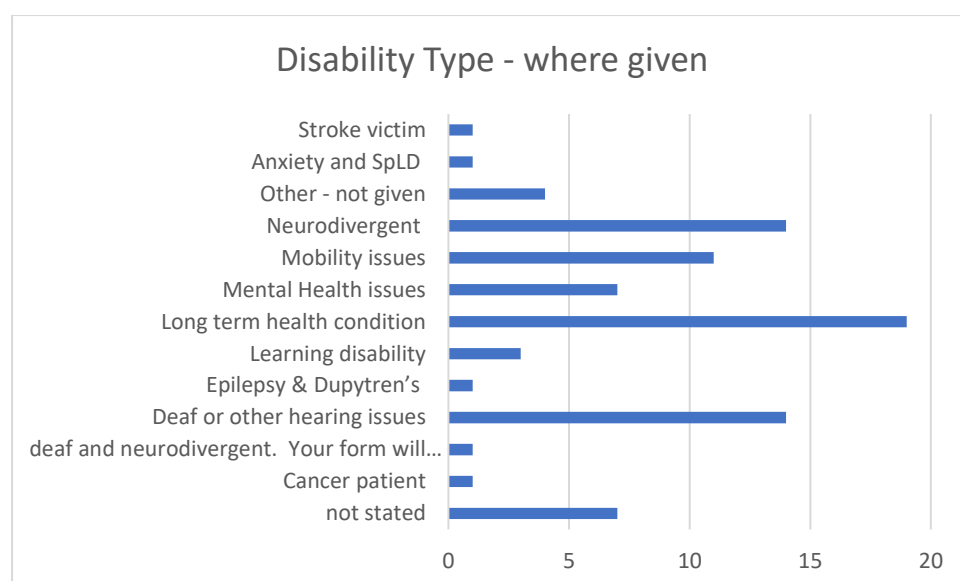
Considering all the responses, both online and hard copy, there appears to be the potential for disproportionate impact on disabled people, as compared to other library users, depending on the times people in this group are potentially more likely to use libraries. Usage is examined in more detail in section 2.4 but broadly the group's usage is aligned to overall trends, except that this group are more likely to use the library between 5-7pm on weekdays than all other users taken as a whole.

The initial Equality Impact Assessment indicated that Disabled people may be overrepresented in the catchment areas of Wood Green, Coombes Croft and St Ann's Libraries (see below chart). This correlates with consultee responses (see above chart), except in the case of Coombes Croft which was very marginally under the catchment area and borough percentages for disability. However, in consultee responses Marcus Garvey also shows over-representation.

The initial EQIA set out the high level of correlation between disability, unemployment and indicators of deprivation and unemployment. It is noted that the over-representation in respondents to this question at the individual library level appears in the east and central part of the borough which in turn correlates with indicators of deprivation. Varying hours in these libraries are therefore more likely to have a disproportionate impact on this group. Mitigations will involve protecting opening hours at times where people from this group are more likely to visit i.e. later in the day which can be seen in further detail in section 2.4.

The initial EQIA also noted that libraries are an important space for social connection and that whole days of closure could negatively impact this group. Additionally, where certain disabilities are concerned this may make travel to next nearest open libraries more challenging than for non-disabled visitors. This means that as above, protecting libraries opening hours in the east and central areas of Haringey would help mitigate any negative impacts of whole day closures.

The types of disabilities indicated by respondents is shown below. The top 5 ranked from most frequent are: long term health condition, neurodivergence, Deaf or other hearing issues, mobility issues and not stated.



The Library service does not routinely host any resources or groups linked to this specific characteristic or specific impairments stated by respondents at any individual library. However, it is noted that initial EQIA flagged the importance of the library service for a range of reasons including but not limited to equitably accessing:

- Impartial information.
- Sessions which contribute to mental health and wellbeing, including arts and crafts, mindfulness and music.
- Accessible spaces in central locations, with staff who have received accessibility training.
- Accessible materials for leisure and learning.

Additionally, parents and carers of children with SEND visit the library with their children and this is likely in some cases to include children's core offer activities. This group's visiting preferences are set out in 2.6 – in summary they are more likely to visit on weekdays at any time before 5pm and on Saturdays. This finding is slightly different from all age respondents with disabilities.

Therefore, it is important that a variation in library hours does not reduce accessibility to the service for this group which is diverse, has different needs, and has higher rates of disability in the east and centre of the borough, particularly when one library may be closed, meaning travel to another library is necessitated, due to a variation in hours.

As the initial EQIA stated, 'Disabled people may also find it easier and preferable to attend libraries at a time when they are less crowded.' This may be why respondents to the consultation appear to favour visiting from 5pm onwards, but with a small sample size this is not a conclusive finding. Mitigation would involve maintaining some evening opening hours across the service, and in east and central areas.

Access to physical books is already mitigated for those who are unable to visit the library due to a disability as the home delivery service will deliver to residents' homes. The library also offers an e-book borrowing service to all registered users. However, these measures do not mitigate for the times when disabled people may need to physically be in the library to use a service.

Disabled people are far more likely to be digitally excluded than the general population³² and may rely on the library for digital access to a variety of things. Lesser and/or delayed access to this could have longer-lasting negative impacts for disabled people, such as missed medical appointments and late payment of bills that may ultimately lead to poorer health and financial outcomes. This highlights the need to mitigate any potential negative impact by maintaining access to the library service in areas which face most digital exclusion³³. In Haringey this is in the east with pockets in central Haringey and Fortis Green in the west (for further detail, see page 21 of the accompanying Needs Assessment).

1.4 How Would You Describe Your Religion or Belief?

Category	Atheist	Buddhist	Jewish	Rastafarian	Hindu	Muslim	Sikh	Christian
Alexandra Park	34	0	10	0	4	3	0	30
Coombes Croft	4	0	5	0	0	1	0	6
Highgate	18	0	3	0	0	0	0	17
Hornsey	40	5	5	0	5	1	0	19
Marcus Garvey	22	1	2	0	1	1	0	12
St Ann's	13	1	1	0	0	0	0	5
Stroud Green & Harringay	49	1	5	0	0	1	0	33
Wood Green	18	1	1	0	1	2	0	15
Muswell Hill	12	0	4	0	1	0	1	12

Category	Prefer not to say	No Religion	Other	Unknown
Alexandra Park	5	25	0	112
Coombes Croft	1	5	0	30
Highgate	5	5	1	69
Hornsey	13	33	4	124
Marcus Garvey	2	16	1	52
St Ann's	4	7	2	37
Stroud Green & Harringay	27	22	5	107
Wood Green	5	17	1	53
Muswell Hill	8	8	1	62

Comparing consultation responses with data on registered users, the numbers of respondents in respective categories represented are consistent with existing data except for Muslim

³² <https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is>

³³ ³³ LOTI, London Digital Exclusion Map, <https://loti.london/resources/london-digital-exclusion-map/>

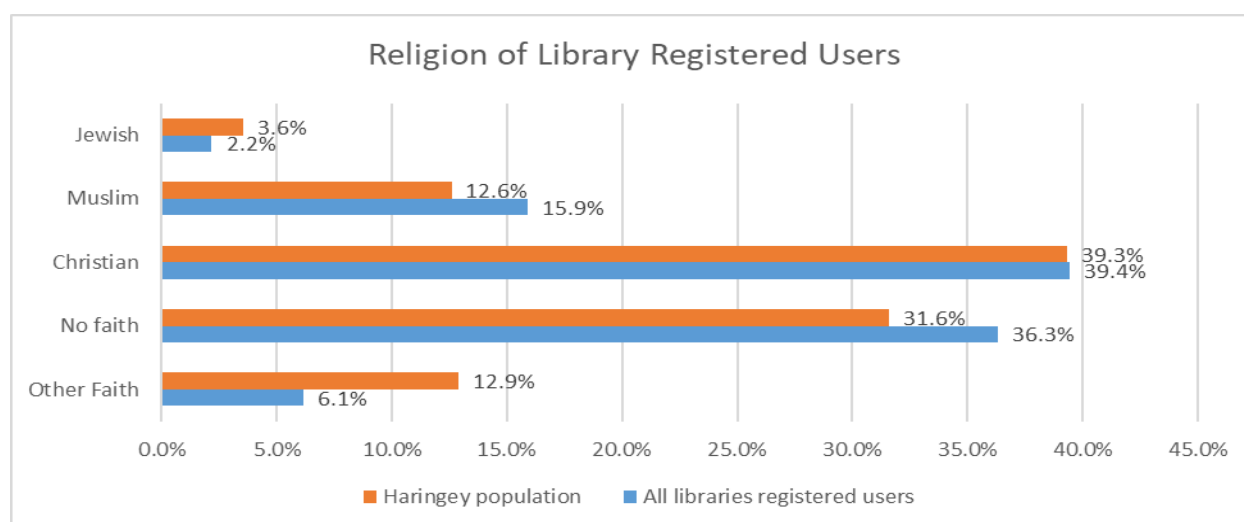
respondents who are under-represented in consultation responses. There appear to be no implications specifically on the basis of this protected characteristic when considering quantitative or qualitative consultation responses.

The initial EQIA indicated there was no evidence that certain residents because of their religion or belief need to access libraries more frequently or at specific times of day. As a result, a reduction of library opening hours should have a very limited impact on those who share other religions or beliefs. However, it is recognised that members of different religions may not be able to go to libraries on certain days due to religious practices, observations and attendance at places of worship. To avoid disproportionate impact on any single group under this characteristic it is advisable to have a library open somewhere in the borough every day of the week and on weekends.

The initial EQIA also flagged the potential needs of the Charedi Jewish community who live in South Tottenham along the border with Hackney at Stamford Hill. Some targeted engagement indicated that this group have concerns about personal safety and are cautious about travelling. Reciprocal arrangements with The Library Consortium and Hackney Library Service membership policy which allows anyone to join, no matter their residence, means that this group are able to access Stamford Hill library on Sunday in the centre of the community.

Whilst further analysis is not presented in section 2 on the visiting times of people identifying as having a religion or belief, the visiting patterns have been reviewed and there is nothing that indicates that this group are out of step with overall patterns of library usage patterns.

]



1.5 Race

All respondents by library, all categories

Category	White English / Welsh / Scottish / Northern Irish / British	White – Irish	Gypsy or Traveller	Roma	Asian / Asian British / Bangladeshi	Asian / Asian British / Chinese	Indian
Alexandra Park	64	4	0	0	0	2	3

Coombes Croft	14	2	0	0	0	0	0
Highgate	38	0	0	1	0	1	0
Hornsey	83	6	0	0	0	5	9
Marcus Garvey	31	1	0	0	1	0	1
St Ann's	22	3	0	0	0	1	0
Stroud Green & Harringay	109	4	0	0	0	5	2
Wood Green	24	7	0	0	1	3	2
Muswell Hill	38	0	0	0	0	0	1

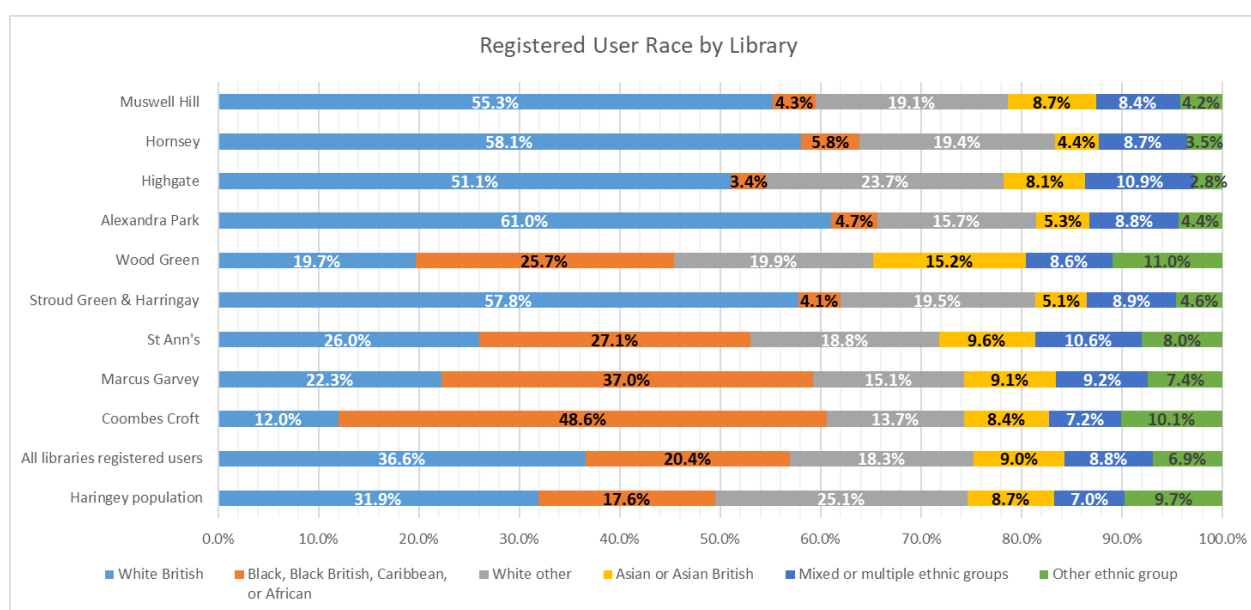
Category	Black, Black British, Caribbean	Black, Black British, African	Mixed - White & Asian	Mixed White Black African	- & White Black Caribbean	- & White Black Caribbean	Oth er - Arab	Oth er - Kurdish	Pref er not to say	un kn o w n
Alexandra Park	5	0	5	1	2	1	0	18	98	
Coombe s Croft	1	2	1	0	0	0	1	4	26	
Highgate	2	0	2	0	0	0	2	6	62	
Hornsey	1	0	3	2	1	0	0	19	100	
Marcus Garvey	4	2	0	2	2	0	0	5	48	
St Ann's	0	1	1	0	0	0	0	4	33	
Stroud Green & Harringay	0	0	1	1	0	0	1	20	93	
Wood Green	4	1	2	0	5	0	1	3	48	
Muswell Hill	0	0	1	0	0	0	0	14	49	

In order to compare the representativeness of consultation responses against the borough profile, the combined categories are set out in the next table.

All respondents as a percentage by library, combined categories, excluding prefer not to say and unknown

	Asian or Asian British	Black, British, Caribbean or African	Black or mixed multiple ethnic groups	Other ethnic group	White
Alexandra Park	25%	10%	22%	25%	15%
Coombes Croft	0%	19%	4%	6%	3%
Highgate	3%	10%	7%	19%	9%
Hornsey	19%	5%	26%	25%	20%
Marcus Garvey	8%	29%	15%	0%	8%
Muswell Hill	6%	0%	4%	6%	9%
St Ann's	6%	5%	4%	0%	5%
Stroud Green & Harringay	14%	0%	7%	6%	23%
Wood Green	19%	24%	11%	13%	8%

The above data from consultation responses can be compared with the registered user data for the same characteristic from the initial EQIA (shown below)



Compared with the Borough Profile there is respondent over-representation in the groups (as highlighted above) for every library except Highgate, Muswell Hill and St Ann's.

This overrepresentation has been examined by the library service and is likely to be due to a combination of extrinsic factors including local communities' composition; not only those that live locally, but also library visitors who work and study locally, or visit the area for other reasons. There are no targeted activities run by the library service that could lead to

overrepresentation of these groups, therefore attention will need to be paid to external lets. However, In the case of Wood Green and Marcus Garvey the fact that Haringey Council customer services are co-located in the libraries may also be a contributory factor since people living locally, and needing assistance in person may have also taken the opportunity to complete a consultation response.

Borough Profile Data for Reference

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

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

Black: 17.6%

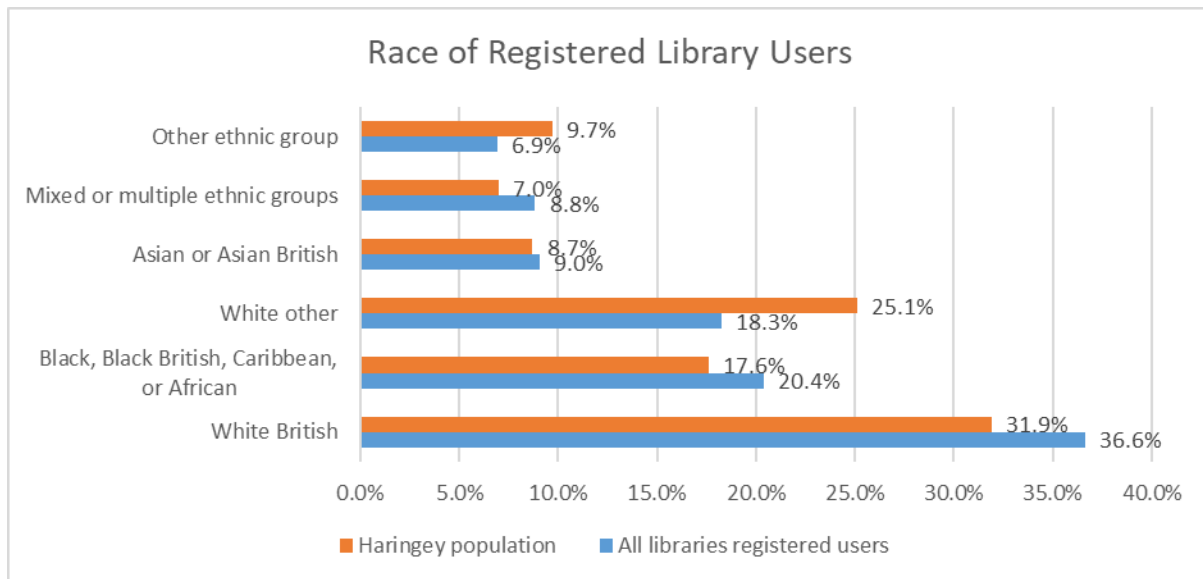
- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

Mixed: 7.0%

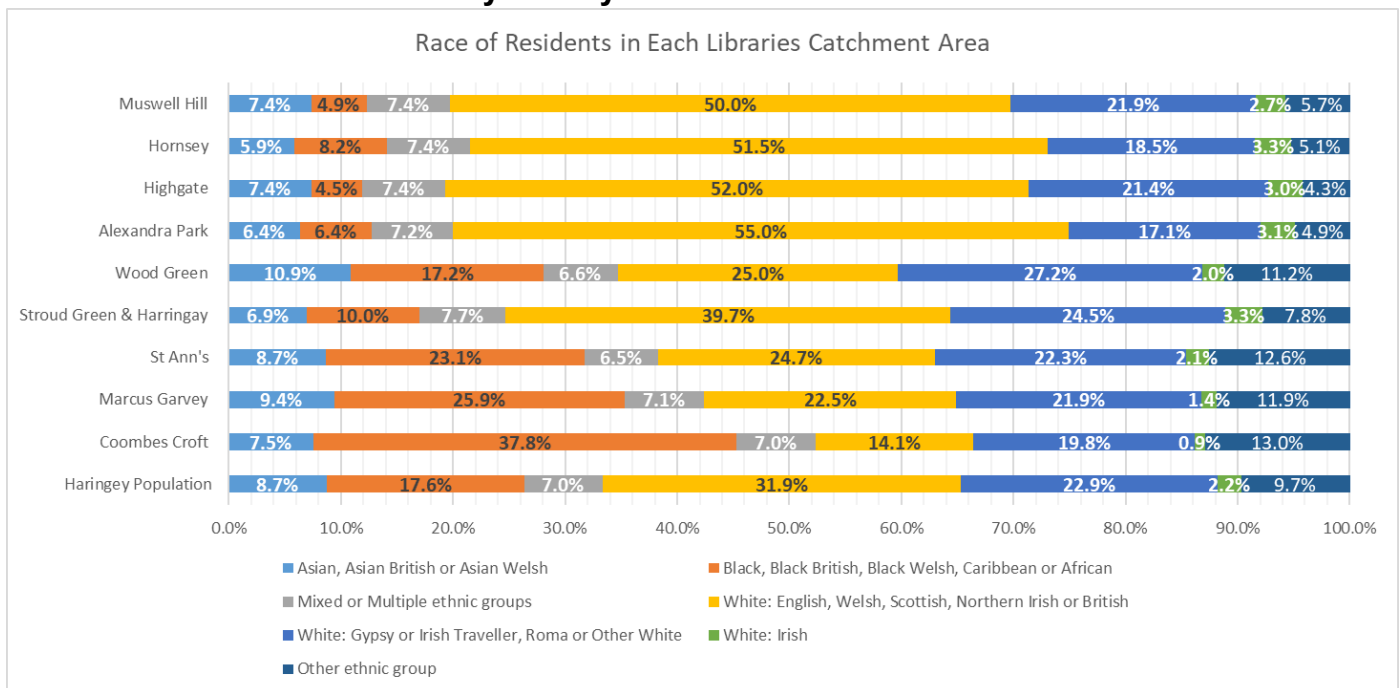
- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

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



Catchment Area Profile by Library



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

Lower levels of English proficiency, and higher levels of digital exclusion are known to be present in certain races and ethnic groups in Haringey particularly in the east of the borough: Black residents for digital exclusion and among Turkish speakers for English proficiency³⁴. Access to computers and support from community groups and Haringey services that operate in libraries can be essential to ensuring positive financial, social and health outcomes. Therefore, any reduction in hours should aim to ensure that the impact on access to these services and computers and WiFi is mitigated as much as possible. If access to these services is limited, people from certain races or ethnic groups may suffer significant long-term impacts and poor financial, social and health outcomes. This is likely to be felt most in the east of the borough where a higher proportion of residents are Black and from a low socioeconomic background (a key indicator of digital exclusion). A reduction in hours in libraries in the east could have a disproportionate negative effect on digital exclusion of Black residents.

There is insufficient evidence coming through from consultation responses that would invalidate this previous assessment.

1.6 Sexual Orientation

Category	Bisexual	Gay/ Lesbian	Heterosexual /Straight	Bisexual	Gay/ Lesbian	Heterosexual /Straight
Alexandra Park	1	1	99	1%	1%	98%
Coombes Croft	0	0	23	0%	0%	100%
Highgate	4	2	35	10%	5%	85%
Hornsey	8	1	100	7%	1%	92%
Marcus Garvey	4	2	44	8%	4%	88%
St Ann's	0	9	15	0%	38%	63%
Stroud Green & Harringay	6	7	111	5%	6%	90%
Wood Green	3	5	37	7%	11%	82%
Muswell Hill	2	0	37	5%	0%	95%

As compared with the Borough Profile, (Straight or heterosexual: 83.4%, Gay or Lesbian: 2.7%, Bisexual: 2.1%) overrepresentation appears in responses for the following groups of protected characteristics and libraries:

Highgate, Hornsey, Marcus Garvey, Stroud Green and Harringay, Wood Green and Muswell Hill – bisexual protected characteristic.

Highgate, Marcus Garvey, St Ann's, Stroud Green and Harringay and Wood Green – gay/lesbian protected characteristic.

Alexandra Park, Coombes Croft, Highgate, Hornsey, Marcus Garvey, Stroud Green and Harringay, Muswell Hill – heterosexual/straight protected characteristic.

There is no library registration data to compare with on sexual orientation and the picture the data presents is hard to analyse, with over-representation in all libraries across one or more group within this protected characteristic.

³⁴ London Borough of Haringey, [Translation and Interpretation Policy](#), 2023

It is also noted that in some cases, more respondents preferred not to say or did not respond than did respond to this question, meaning that the data has limitations in terms of generalisability. This data is set out below.

Category	Prefer not to say	Did not respond
Alexandra Park	21	100
Coombes Croft	1	27
Highgate	12	65
Hornsey	32	105
Marcus Garvey	11	47
St Ann's	13	33
Stroud Green & Harringay	30	96
Wood Green	13	55
Muswell Hill	17	53

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

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

1.7 Have you had a baby in the last 12 months?

Category	Yes	No	Prefer not to say	Did not respond	Total	% characteristic (all)	% with characteristic Yes/No
Alexandra Park	2	113	6	102	223	0.9%	2%
Coombes Croft	1	25	0	26	52	1.9%	4%
Highgate	4	46	1	67	118	3.4%	8%
Hornsey	7	111	14	115	247	2.8%	6%
Marcus Garvey	2	59	0	49	110	1.8%	3%
St Ann's	3	27	5	35	70	4.3%	10%
Stroud Green & Harringay	12	123	17	99	251	4.8%	9%
Wood Green	3	58	2	50	113	2.7%	5%
Muswell Hill	0	50	9	51	110	0.0%	0%

DCMS are clear about the importance of the contribution that libraries make to early years development in children aged 0-5.³⁵ Whilst the library service does not collect data on this characteristic, as stated in the pre-consultation Equality Impact Assessment, the Borough Profile for live births in Haringey is 3376 (2021). Because the population aged 18-34 and 35-49 in Haringey totals approximately 135,590³⁶ people, it can be estimated that approximately 2.5% of this cohort of the population are pregnant or in maternity. As such, there is a possibility that any proportion of library users with this characteristic exceeding 2.5% is an over-representation. However, this estimate should be treated with a high level of caution because the live births figure does not account for adoptions, fostering and births which occurred outside of the borough. Additionally, the small sample sizes for each library, along with the high non-response rate, prevent the drawing of reliable conclusions.

Attention should be paid to any proposed opening hours for effects on targeted provision for early years, since parents/carers sharing this characteristic are more likely to attend such provision – most frequently these activities are run during school hours and on Saturdays. This will mitigate any potential disproportionate impacts on this group for all libraries. Given the transient nature of this characteristic, and low numbers of respondents in this group no further analysis was conducted on visiting patterns, instead reference should be paid to visiting patterns for parents and carers of under 5s set out in section 2.6.

1.8 Are you a parent or carer of a SEND child or young person aged 0-25?

Category	Yes	No	Prefer not to say	Unknown	Total	Percentage in group
Alexandra Park	13	97	9	104	223	5.8%
Coombes Croft	0	26	0	26	52	0.0%
Highgate	12	36	2	68	118	10.2%
Hornsey	4	114	13	118	249	1.6%
Marcus Garvey	6	55	1	48	110	5.5%
St Ann's	0	29	4	37	70	0.0%
Stroud Green & Harringay	17	112	17	104	250	6.8%
Wood Green	3	57	3	51	114	2.6%
Muswell Hill	8	42	8	51	109	7.3%

Whilst there is no protected characteristic category relating to being the parent or carer of a child or young person with SEND, and this was not covered in the initial EQIA, it is noted that this group are represented in the responses shown above. Furthermore, it is extremely important to consider the needs of the children and young people with SEND which are often expressed through the responses provided by parents and carers.

For reference, the percentage of pupils in England with an Educational Health Care plan in place related to SEND has increased to 4.8%, from 4.3% in 2023 and the percentage of pupils

³⁵ <https://dcmslibraries.blog.gov.uk/2018/10/11/contribution-libraries-make-to-early-years/>

³⁶ 71,660: 18-34 (27%); 63,930: 35-49 (24%) Borough Profile

with SEND support needs but no EHC plan has increased to 13.6%, from 13.0% in 2023³⁷ (DfE, 2024). These figures combined infer a rate of around 18.4% for SEND in the population.

It should be noted that the children and young people themselves are protected under the Equality Act by their age characteristics, often intersecting with disability which is also a protected characteristic. Therefore, to avoid any potentially disproportionate impacts on this group of children and young people accessing the library service, it will be important to ensure that any targeted provision is not disproportionately affected by proposals for varying library hours at the individual libraries. Additionally, individual libraries should review the data and consider if and how their existing provision could be adapted to be as inclusive as possible of this group of library users.

1.9 Are you a parent or carer of a 5 year old or under?

Category	Yes	No	Prefer not to say	Unknown	Total	Percentage in group
Alexandra Park	30	86	6	101	223	13.5%
Coombes Croft	12	14	0	26	52	23.1%
Highgate	9	42	1	66	118	7.6%
Hornsey	25	97	13	114	249	10.0%
Marcus Garvey	7	52	1	49	109	6.4%
St Ann's	11	22	2	35	70	15.7%
Stroud Green & Harringay	53	84	15	99	251	21.1%
Wood Green	12	50	2	49	113	10.6%
Muswell Hill	12	39	9	50	110	10.9%

Whilst there is no protected characteristic category relating to being the parent or carer of a child aged under 5, and this was not covered in the initial EQIA, it is noted that this group are well-represented in the responses shown above when taking all responses into account, and more so when taking only those that answered yes or no into account.

Both Coombes Croft and Stroud Green and Harringay library users in this group form over 20% of respondents to this question. For St Ann's, Alexandra Park, Muswell Hill, Hornsey and Wood Green, this group represent at least 10% of respondents.

To avoid any potentially disproportionate impacts on this group, who it may be reasonably inferred facilitate children and young people accessing the library service, it will be important to ensure that the group are not disproportionately affected by proposals for varying library hours at the individual libraries. Mitigations may include preserving daytime hours and weekend access. This usage aspect is explored further below.

1.10 Which benefits do you receive, if any?

Split into two tables below

Category	Universal Credit	Income Support	Income-related Employment and Support Allowance (ESA)	Child Tax Credit	Pension Credit
----------	------------------	----------------	---	------------------	----------------

³⁷ <https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england>

Alexandra Park	1	1	1	1	0
Coombes Croft	0	0	0	0	0
Highgate	1	0	0	0	0
Hornsey	2	1	0	1	0
Marcus Garvey	6	0	0	0	0
St Ann's	1	0	0	0	0
Stroud Green & Harringay	2	1	0	4	0
Wood Green	2	0	3	5	2
Muswell Hill	1	0	0	0	1

Category	Housing Benefit	Working Tax Credit	Council Tax Reduction Support	None of the above	Prefer not to say	Not known
Alexandra Park	0	0	0	92	15	112
Coombes Croft	0	0	0	17	5	30
Highgate	0	0	1	38	9	69
Hornsey	0	0	1	100	23	121
Marcus Garvey	1	4	0	39	7	53
St Ann's	0	0	0	25	6	38
Stroud Green & Harringay	0	0	1	109	26	108
Wood Green	1	0	0	42	4	55
Muswell Hill	0	0	1	39	12	56

From the responses provided to this question, there is no evidence of potentially disproportionate impacts related to socio-economic status. However, respondents to consultations are disproportionately likely not to be in receipt of welfare benefits and so the consultees recorded here cannot be reliably assumed to represent the totality of library users. Furthermore, the high rate of non-respondents to this question means the data should be treated with caution. In the initial EQIA, the Borough Profile data showed that 6.9% of the population of Haringey were claiming unemployment benefits as of April 2023 and 19.6% of residents were claiming Universal Credit as of March 2023. These claimant rates are not seen in the responses (excluding non-respondents), therefore impact cannot be reliably assessed based on consultation responses and the original EQIA analysis stands. The original analysis can be summarised as changes to library operating hours will need to maintain consistent access to digital infrastructure for our residents, particularly in the central and eastern part of the borough, ensuring awareness of the times of day when residents need to access this infrastructure most.

1.11 Education – Which Qualifications Do You Hold?

Category	No formal quals	Level 1 e.g. 1-4 GCSEs	Level 2 - e.g. 5 or more GCSEs	Level 3 - e.g. 2 or more A-Levels	Level 4 or above - e.g. first or higher degree, professional qualifications	Other - e.g. other vocational/ work-related qualifications	Prefer not to say	Not known	% of question respondents with no or Level 1 quals only
----------	-----------------	------------------------	--------------------------------	-----------------------------------	---	--	-------------------	-----------	---

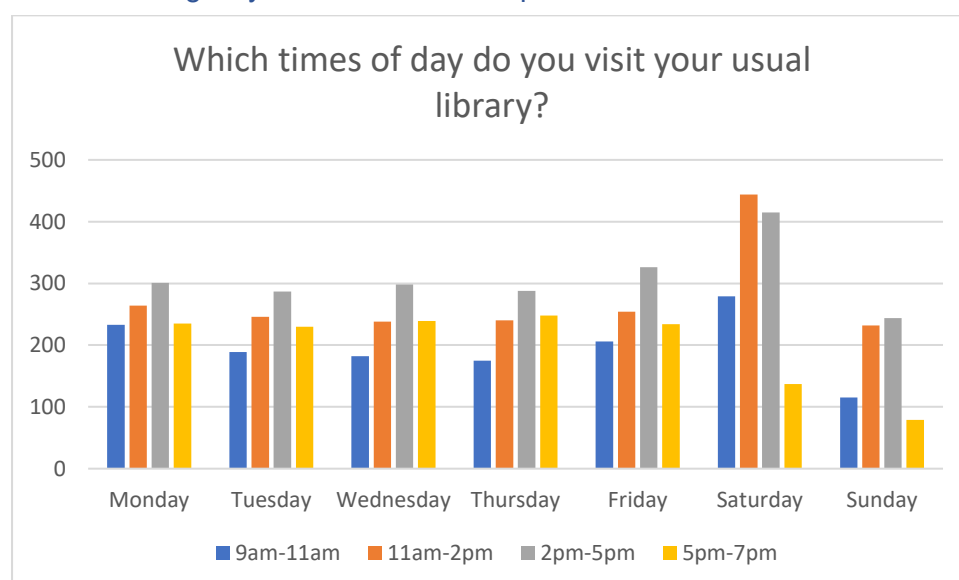
/ non-UK qualifications									
Alexandra Park	1	2	2	1	99	8	6	104	1.3%
Coombes Croft	3	3	0	3	15	0	0	27	11.8%
Highgate	1	0	2	1	45	3	2	64	0.8%
Hornsey	0	1	0	3	116	3	13	113	0.4%
Marcus Garvey	2	5	2	3	43	2	6	47	6.4%
St Ann's	0	0	0	1	26	3	4	36	0.0%
Stroud Green & Harringay	0	0	0	7	124	1	19	100	0.0%
Wood Green	4	0	1	7	44	3	5	50	3.5%
Muswell Hill	2	0	2	0	46	0	9	51	1.8%

The Borough Profile states that 3.7% of Haringey's working-age population had no qualifications as of 2021 and that 5.0% were qualified to Level 1 only. From the responses provided to this question, the percentage of respondents with no qualifications or Level 1 only has been calculated. This shows that library users from Coombes Croft and Marcus Garvey are overrepresented in this respect. This supports the need to protect access to library resources in these libraries' catchment areas.

1.12 Preferred Language

Preferred Language: vast majority cited English; too few other languages spoken to be statistically significant in the context of individual libraries.

2. Visiting Days and Times All Respondents



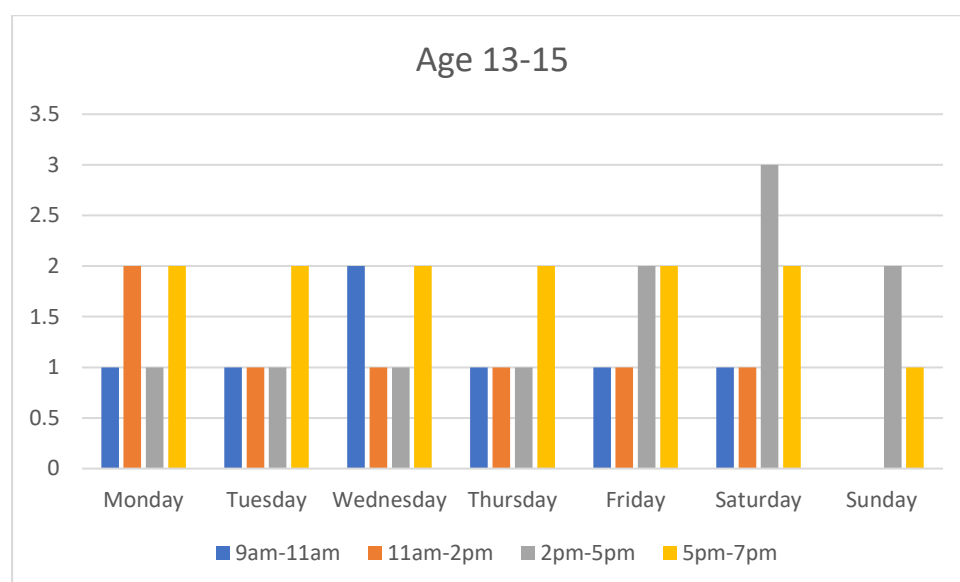
Taking all responses into consideration, respondents indicated that they are most likely to visit the libraries on Saturdays between 11am-2pm followed by 2-5pm. Across all weekdays 2-5pm is the most frequently visited time slot. The 9-11am slot is less visited on most days than any other slot and is followed by the 5-7pm slot. On Saturdays, Haringey libraries currently close

at 5pm and on Sundays the three libraries that are open close at 4pm, suggesting that some consultees have not accurately recorded their usage on these days.

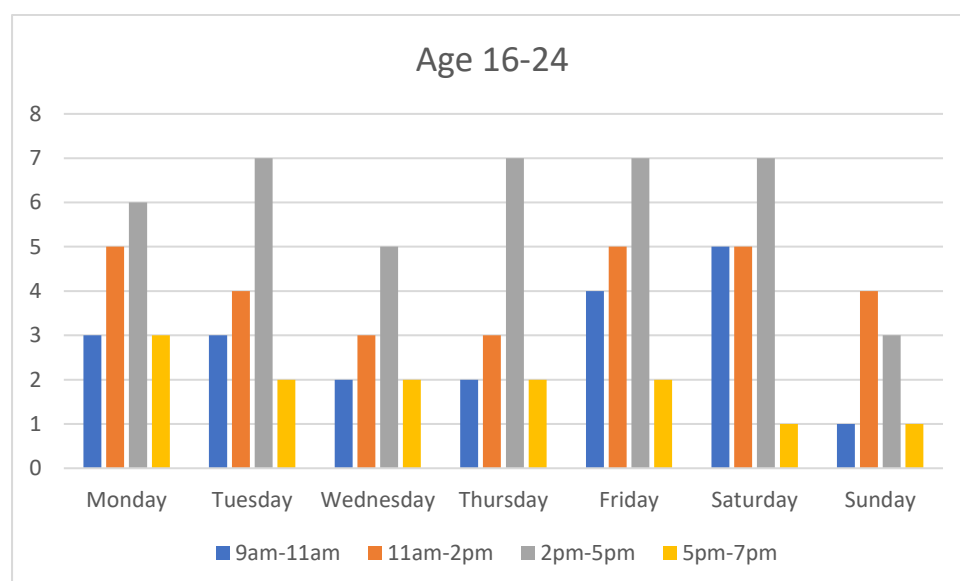
Usage of libraries by groups with different characteristics is set out below.

2.1 Visiting Days and Times by Characteristic or Grouping

2.2 Age

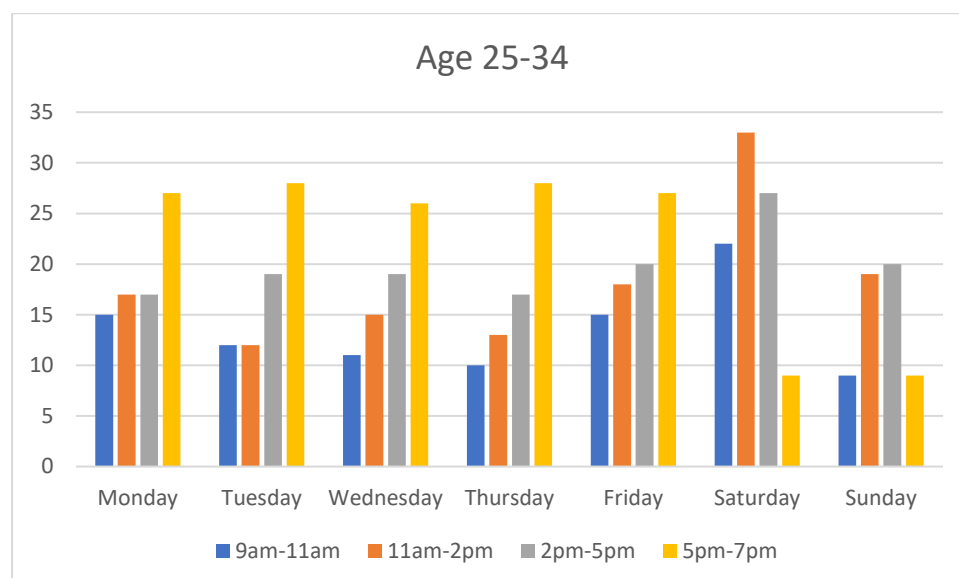


This age range reflects a small number of respondents and should be treated with caution. However, evening usage is higher than that seen in overall usage patterns and 2-5pm is more frequently seen between Friday and Sunday. Wednesday morning usage is an outlier in this age range. It should be noted that libraries in Haringey do not open on Wednesdays until 10am.

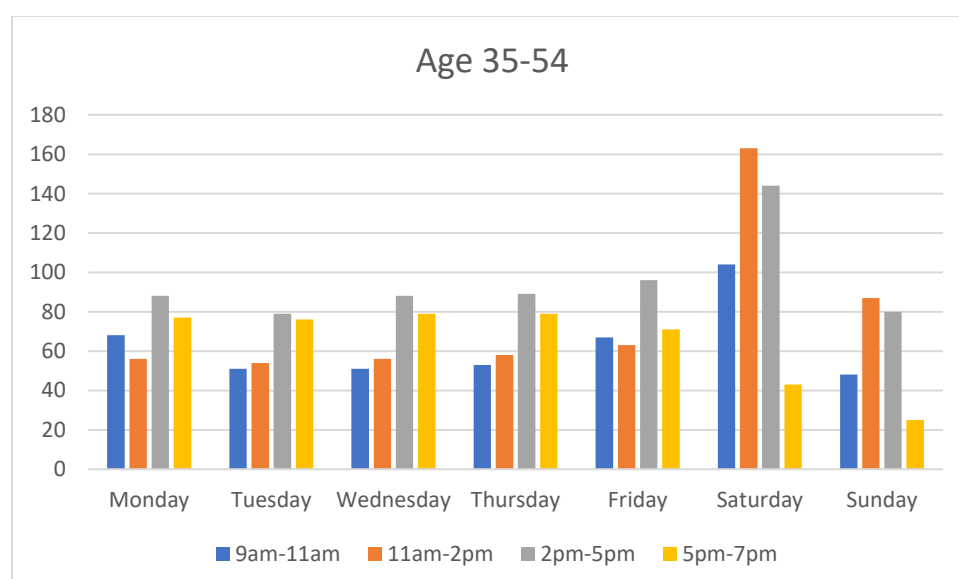


In line with Saturday usage patterns for all groups but more likely to use across the weekdays between 2-5pm than all groups. This age range covers those studying at school and college for GCSEs, A Levels and other qualifications. Again, this is based on a relatively small number

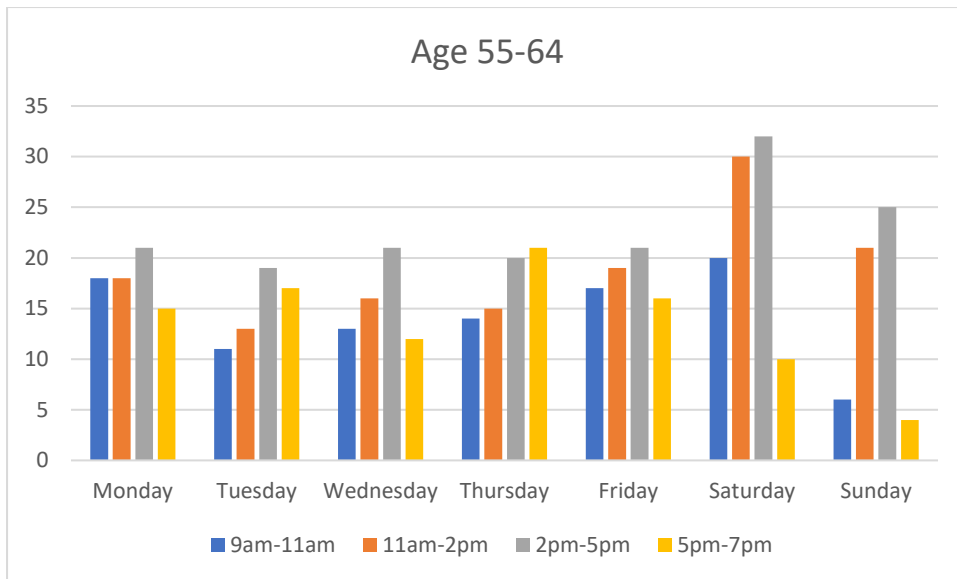
of respondents within the relevant age range although there is a clear trend on weekdays within this limited sample.



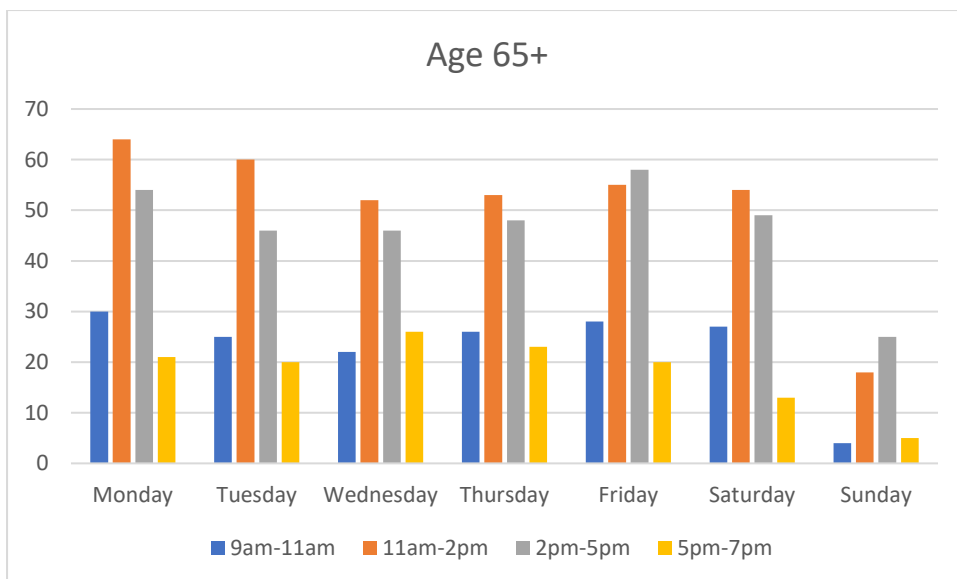
Saturday usage in line with overall trends except that 11am-2pm is more frequently occurring than Saturday 2-5pm. What is notable about this age group is that the weekday evening usage is higher than at any other time of day. This may reflect working age groups' needs. This points towards preserving some evening opening hours in any timetable to mitigate any disproportionate impact on this age group.



This usage is broadly aligned with overall trends, except that Saturday usage peaks between 11am-2pm and evening usage is higher than the overall trend. As with the age group 24-34, this may reflect usage by people visiting libraries after work if their job requires working hours of 9am-5pm (which, it should be noted, is not the case for all workers).



This age group uses libraries in similar ways to overall trends with the following differences: Monday 9-11am is used more frequently, and evening usage peaks on Thursday. Saturday trends are similar to the overall trend except that 11am-2pm is slightly more popular for visiting than the 2-5pm slot.



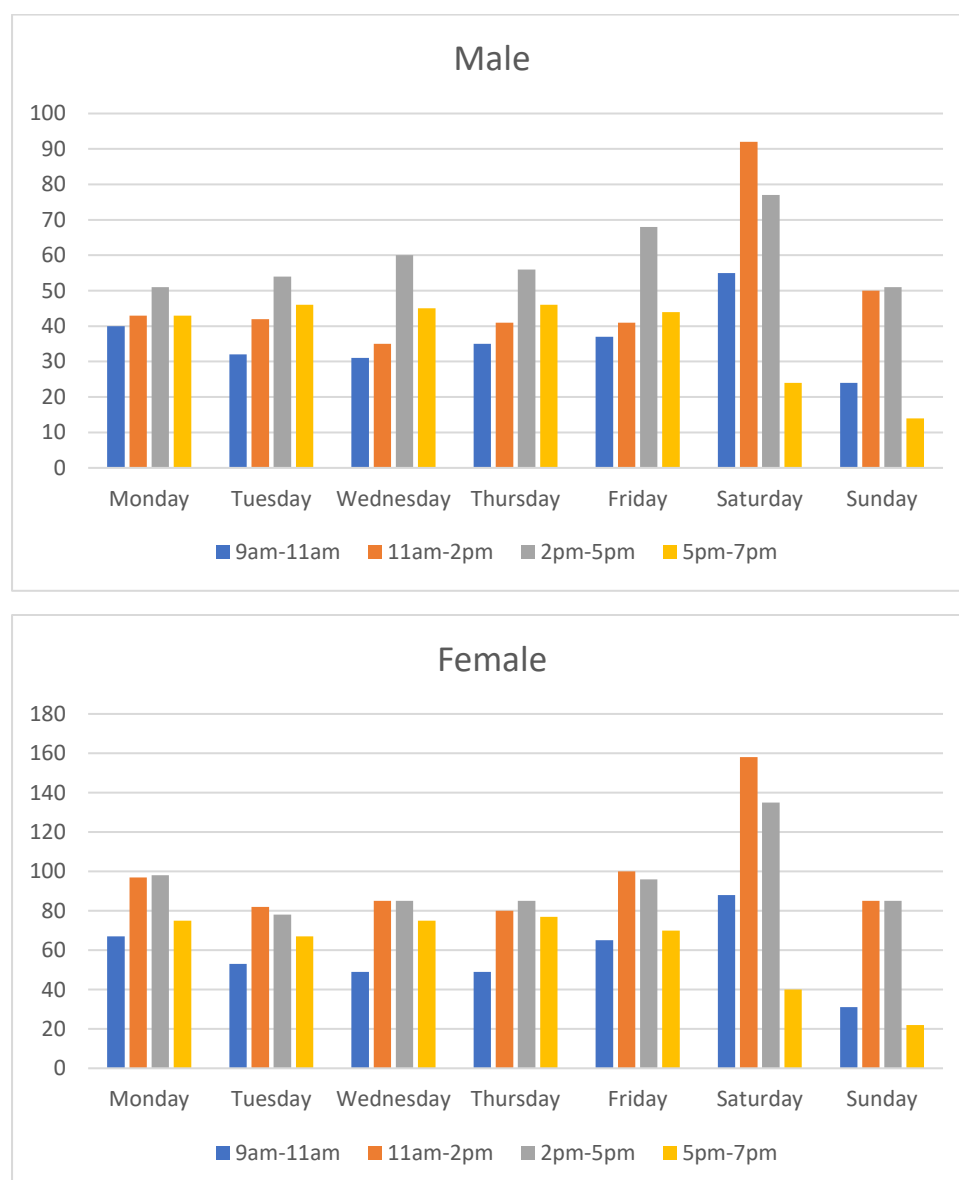
This group's reported usage is the most different from the overall trend, in that Monday is the most visited day and not Saturday. Overall visits are distributed quite evenly across the week, with a preference for 11am-2pm and a significant drop off in visits on Sunday. 9-11am is the second least frequent time for visiting and 5-7pm is the least frequent time for this age group to visit. This is reflective of a group that are likely to be mainly retired and therefore not reliant on a single day or time to visit the library.

2.2.1 Summary: Age

Despite the small sample size, based on respondents stated library usage, preserving some evening library hours is likely to mitigate a disproportionate impact on people aged under 25 and those aged 25-34. Additionally, maintaining lunchtime opening hours would also mitigate potential negative impacts on those of a working age, particularly on Saturdays, since most

age groups indicate their most frequently visited hours are between 11am-2pm on that day. Peak weekday usage hours vary depending on age group. Younger age groups and working age groups favour afternoon and evening hours. Older age groups favour late morning and early afternoon hours. These findings present somewhat conflicting needs within this protected characteristic.

2.3 Sex



Male and female library users' visits follow a similar trend with the exception that male visits peak sharply during 2pm-5pm on weekdays in comparison to females. The male usage trend in the 2-5pm slot is more closely aligned with the overall trend. Female usage is greater overall but their trend during the weekdays is to use the 11am-2pm and 2pm-5pm slots most frequently.

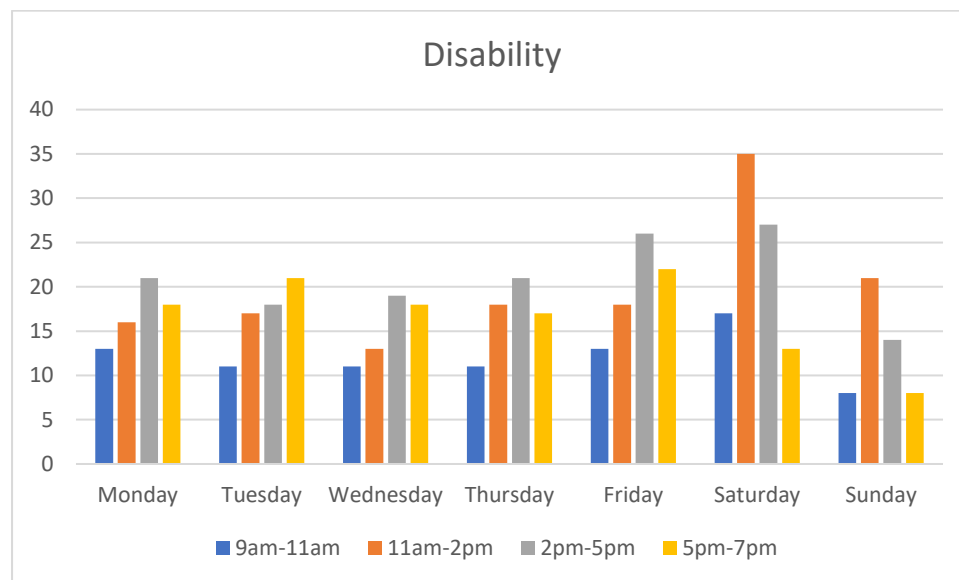
Both groups visit the libraries most frequently on Saturdays between 11am-2pm and 2pm-5pm which is consistent with overall usage trends.

No potentially disproportionate impacts between male and female groups are identifiable from respondents who stated their visiting times. However, recognising there was a high proportion

of non-respondents to this question as stated in section 1.2, the data should be treated with caution.

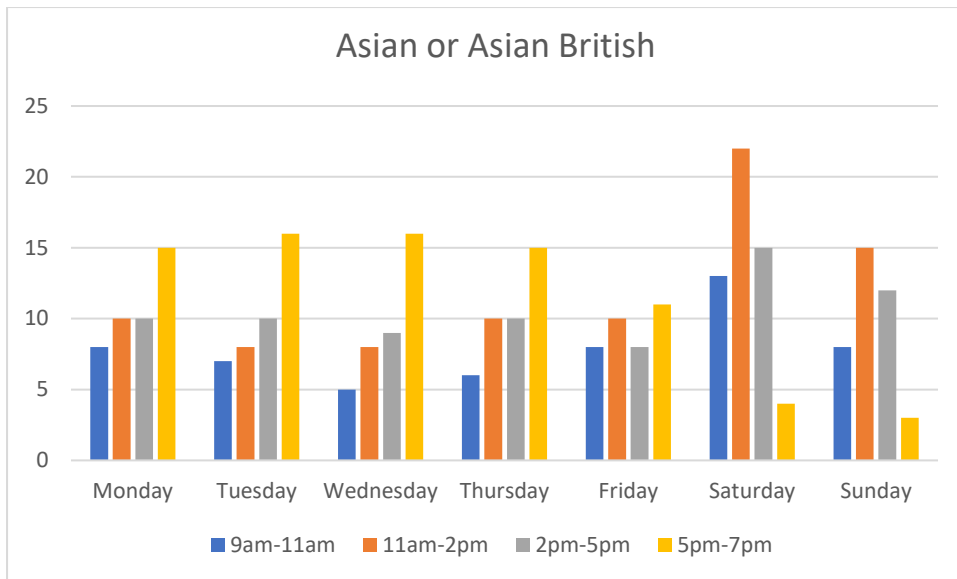
Any potential impacts on both sexes should be mitigated by ensuring library operating hours offer broad coverage and a range of opening times to ensure both men and women, and boys and girls are not unduly affected by proposals.

2.4 Disability

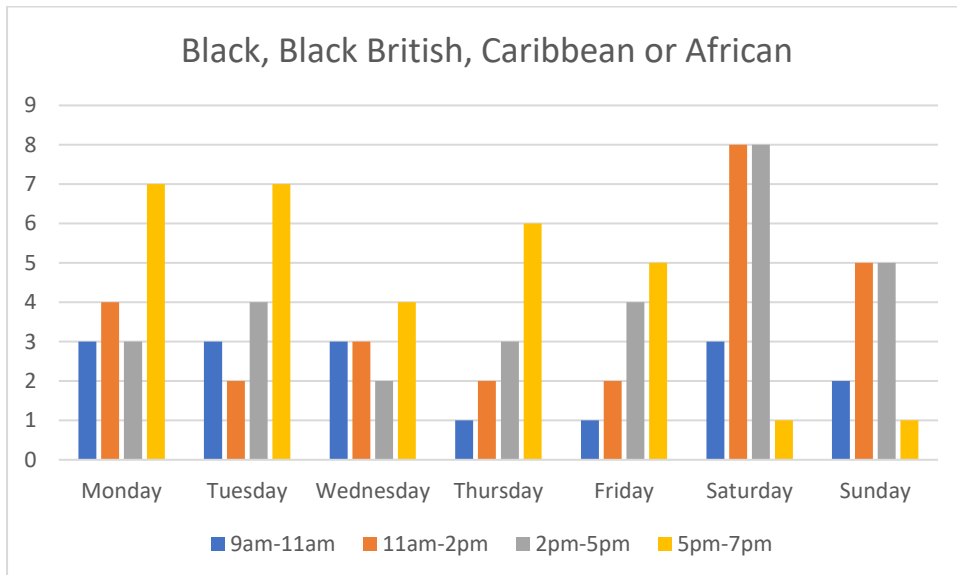


This group of respondents indicating they are disabled under the Equality Act 2010 are broadly aligned with overall usage trends, except that 5-7pm evening usage on every day is more frequent than 9-11am usage on weekdays. It is a small sample size, so should be treated with caution in terms of generalisability, but it would be sensible to maintain some open after 5pm during weekdays to meet the preferred visiting times of this group.

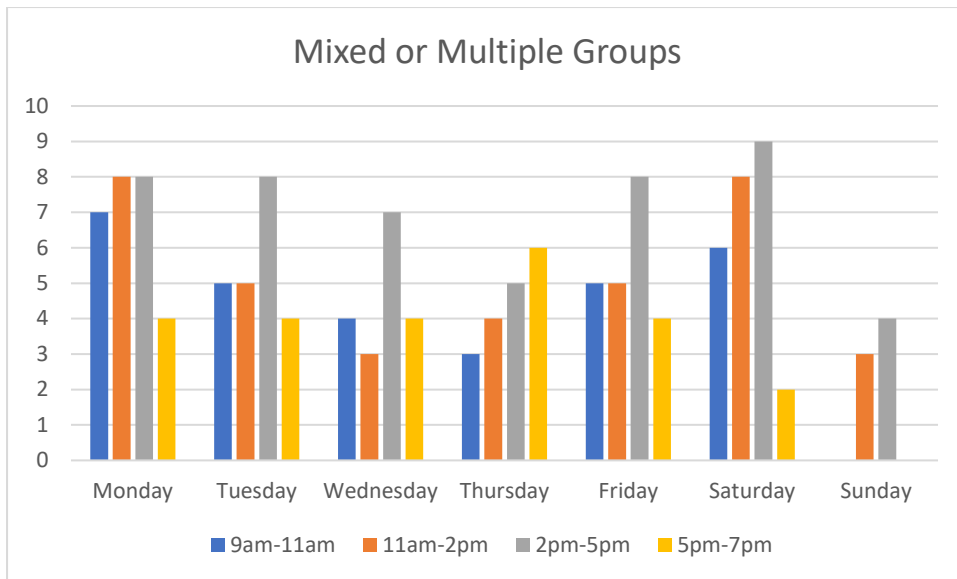
2.5 Race



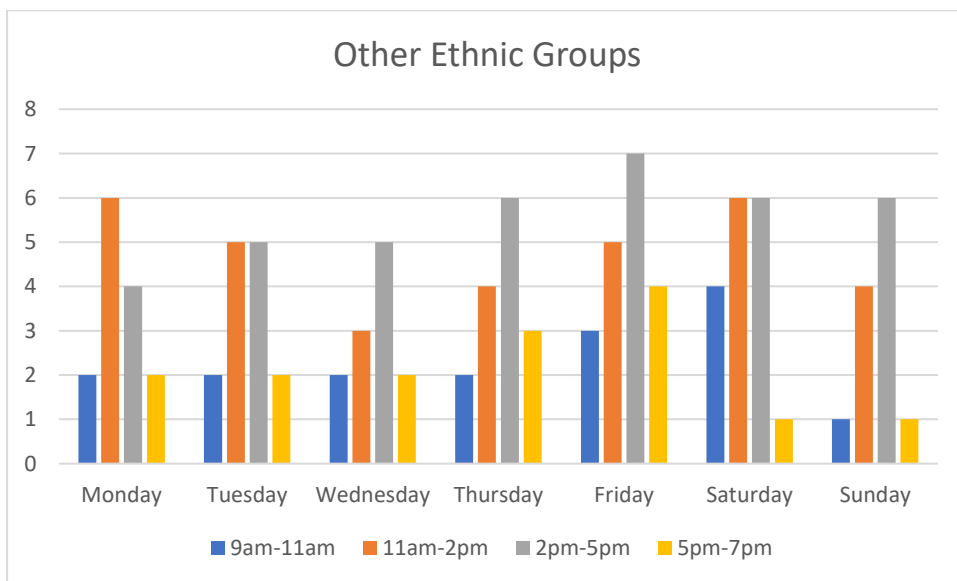
The Asian or Asian British group follow the overall trend for the weekend, but evening usage between 5-7pm is more frequent and pronounced than the overall trend.



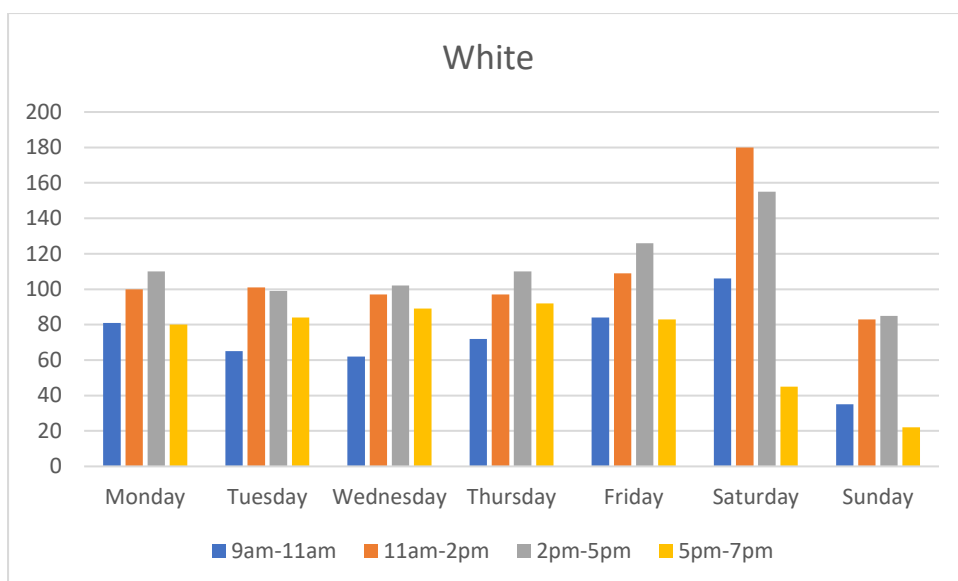
The Black, Black British, Caribbean or African group follow the overall trend for the weekend, but weekday evening usage between 5-7pm is more frequent and pronounced than the overall trend.



For the cohort of Mixed or Multiple groups, 2-5pm is the most frequently visited time across the whole week. 9-11am usage is relatively higher to other times within this group during the weekdays, as compared to other groups. Sunday morning is not reported as a time to visit libraries.



Other Ethnic Groups libraries visits are busiest on Friday overall, however the Saturday usage trend is aligned with the overall usage trend. 5-7pm visits are aligned with overall usage trends, but busier than 9-11am on Thursdays and Fridays.



The White cohort are the most prevalent in the respondent sample and therefore match, and indeed set, the overall trend shown for all library users.

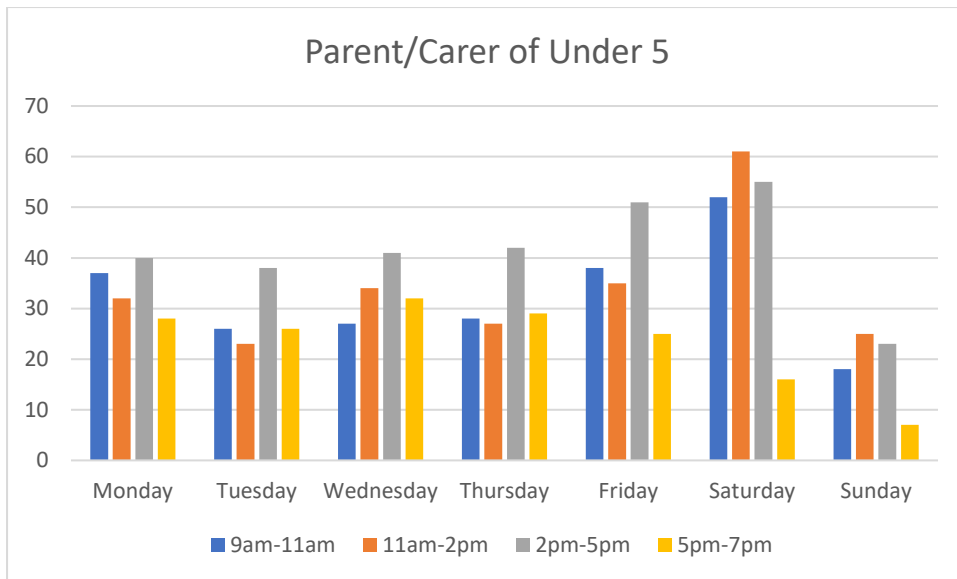
2.5.1 Summary: Race

Since the white category group are most prevalent in the respondent sample, the overall trend is set by their usage patterns. To avoid a disproportionate impact on other groups it is important to pay attention to the usage patterns of other groups. These can be broadly characterised by greater evening use as compared to the overall trend. The graphs above show how each combined group under the characteristic visit the library and the table below shows the detail of how this compares across all combined groups in percentage form. However, even looking at the visiting data in this detail, it is difficult to draw any other firm conclusions from this data provided by respondents. This emphasises the need to target engagement, and design consultations with different groups in mind.

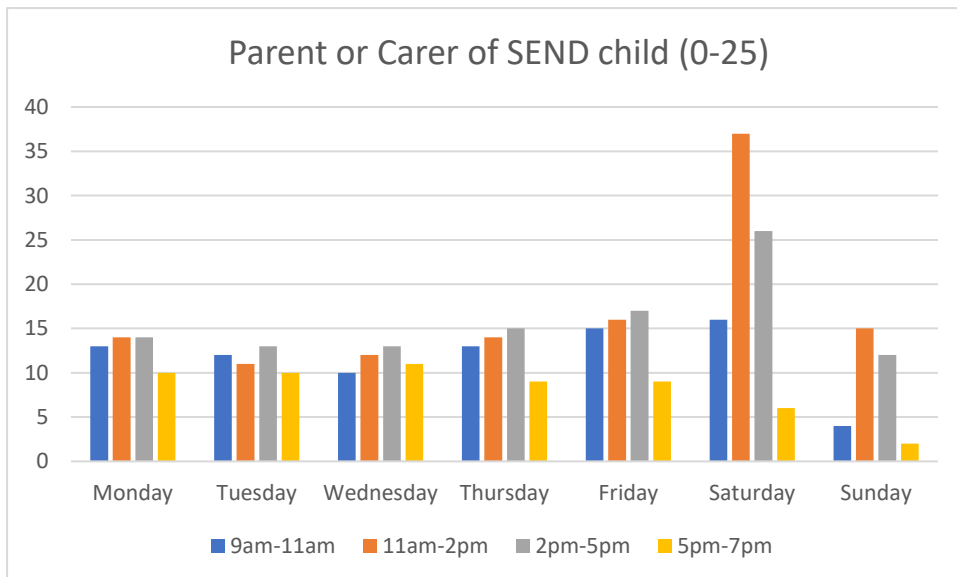
	Asian or Asian British	Black, British, Caribbean or African	Black or Mixed multiple ethnic groups	or Other ethnic group	White
Monday					
9am-11am	8%	3%	7%	2%	80%
Monday					
11am-2pm	8%	3%	6%	5%	78%
Monday					
2pm-5pm	7%	2%	6%	3%	81%
Monday					
5pm-7pm	14%	6%	4%	2%	74%
Tuesday					
9am-11am	9%	4%	6%	2%	79%
Tuesday					
11am-2pm	7%	2%	4%	4%	83%
Tuesday					
2pm-5pm	8%	3%	6%	4%	79%

Tuesday					
5pm-7pm	14%	6%	4%	2%	74%
Wednesday					
9am-11am	7%	4%	5%	3%	82%
Wednesday					
11am-2pm	7%	3%	3%	3%	85%
Wednesday					
2pm-5pm	7%	2%	6%	4%	82%
Wednesday					
5pm-7pm	14%	3%	3%	2%	77%
Thursday					
9am-11am	7%	1%	4%	2%	86%
Thursday					
11am-2pm	9%	2%	3%	3%	83%
Thursday					
2pm-5pm	7%	2%	4%	4%	82%
Thursday					
5pm-7pm	12%	5%	5%	2%	75%
Friday 9am-11am	8%	1%	5%	3%	83%
Friday					
11am-2pm	8%	2%	4%	4%	83%
Friday 2pm-5pm	5%	3%	5%	5%	82%
Friday 5pm-7pm	10%	5%	4%	4%	78%
Saturday					
9am-11am	10%	2%	5%	3%	80%
Saturday					
11am-2pm	10%	4%	4%	3%	80%
Saturday					
2pm-5pm	8%	4%	5%	3%	80%
Saturday					
5pm-7pm	8%	2%	4%	2%	85%
Sunday					
9am-11am	17%	4%	0%	2%	76%
Sunday					
11am-2pm	14%	5%	3%	4%	75%
Sunday					
2pm-5pm	11%	4%	4%	5%	76%
Sunday					
5pm-7pm	11%	4%	0%	4%	81%

2.6 Parents / Carers

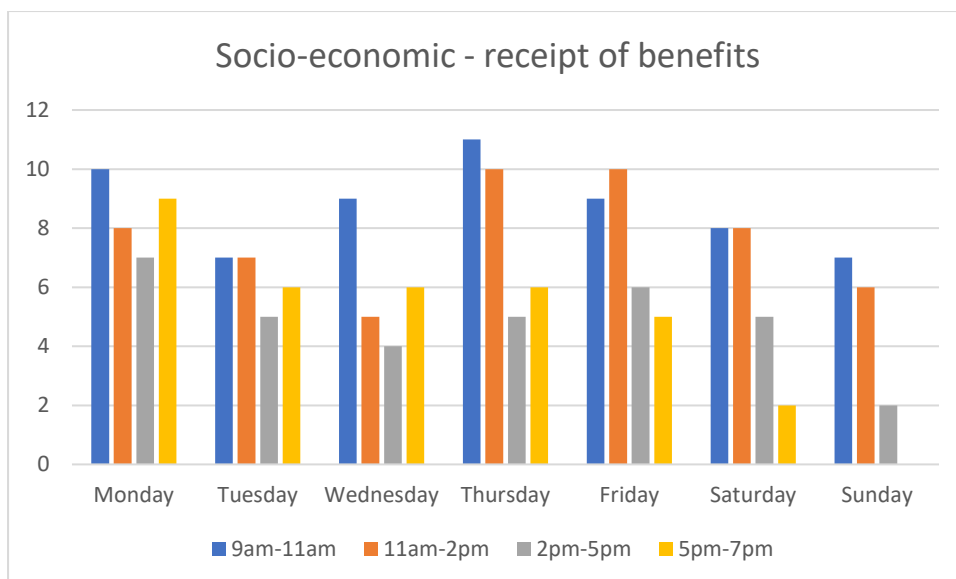


Parents and carers of under 5s are broadly aligned with overall usage trends.



Parents and carers of SEND children are broadly aligned with weekend usage trends. During weekdays they are more likely to visit the library in daytime hours i.e. before 5pm. However, some visits are made in the evening and these are more frequently seen between Monday to Wednesday.

2.7 Socioeconomic



The group of library users under the Haringey local protected characteristic of socio-economic status has a different pattern of usage to other groups. Notably, this group is most likely to visit libraries in the mornings both during the weekday and weekends, with only Friday morning less frequently used than the 11am-2pm time. Evening usage is relatively high within this group on Mondays, declining as the week progresses but still busier than the 2-5pm slot on every day except Friday and Saturday. Mitigations for any negative impact on this group's usage would include maintaining morning opening between 9-11am and remaining open during lunchtimes.

3. Narrative Summary Consultation Responses (Equalities Considerations)

The previous sections in this updated EQIA have sought to analyse responses quantitatively through the lens of consultation respondent's protected characteristics, where these have been given. However, there are two points to consider regarding this approach. The first is that not all respondents elected to share their equalities data in their responses, as is their right. This can lead to inconclusive findings, based on limited data, when paying due regard to certain protected characteristics. Where this is the case, this is flagged in relevant sections.

The second point is that most people do not, in their qualitative responses, explicitly refer to the impact of proposals because of their protected characteristics, not least because such characteristics intersect and each respondent is responding as a unique individual.

However, some responses more clearly draw a link between the impact of proposals on either themselves because of certain protected characteristics, or concerns are expressed about the impact on others.

A summary of the potential impacts raised are set out below. Not all protected characteristics are necessarily mentioned to reflect the framing of the qualitative responses themselves. For example, respondents were significantly less likely to mention specific impacts relating to the protected characteristics of Sex, Trans and Gender Reassignment or Sexual Orientation, for themselves or others.

To read the verbatim responses, a large number are reproduced in the accompanying Consultation Report, alternatively they can be viewed on the consultation project page <https://haringeylibraries.commonplace.is/en-GB/contributions>

Age: Concerns are raised that reduced hours may disproportionately affect older people who rely on libraries for social interaction, computer access, and community engagement.

School children and young people may also find it difficult to access services after school with reduced hours. Few young people responded, but those that did expressed concerns ranging from not having a quiet place to study after school for exams (which was important for some young respondents due to their home context) to needing access to a PC to check their educational timetable for the day.

Grandparents expressed concerns that they may not be able to access the library with their grandchildren on certain days or times. Concerns were expressed about working age people not being able to visit in the evening or on the weekends under reduced hours.

Whilst the impact on individuals protected under the pregnancy and maternity characteristic was not cited frequently, the need to visit the library with younger children and those with SEND was raised in the context of visits during the day, for activities, and during quieter periods.

Disability: Concerns were raised that limited access could impact people with disabilities who rely on library resources and accessible facilities. Reduced staffing may also limit the support available for those needing assistance.

Race: Concerns were expressed that reduced hours may impact diverse communities with higher proportions of people who may rely on libraries for cultural resources and language support.

Socioeconomic Status: Libraries provide free access to books, computers and the internet, which are vital resources for families who may not have these amenities at home. Concerns were raised that reduced access could exacerbate digital and educational inequalities.

Libraries offer essential resources for job seekers, including internet access, printing facilities and career advice. Concerns were raised that reduced hours may hinder job search efforts and employment opportunities.

Libraries provide a safe and welcoming space for homeless individuals, offering shelter from the elements and access to vital resources. Concerns were raised that reduced hours could leave them with fewer options for support.

4. Updated EQIA Summary Post Consultation

When considering the relevant characteristics of the consultee responses against a) the borough profile and b) the library service's internal data on registered users, it is not always clear from the smaller datasets gathered via consultation responses if the proposals would disproportionately impact groups with protected characteristics when compared against the wider population.

However, the initial EQIA pointed out a range of potential disproportionate negative impacts of reducing library hours which have been examined in light of consultation responses (notwithstanding that the original proposal was at that time considered to be robust). What can be more clearly evidenced from consultation responses, when examined at the level of individual libraries, is that aspects of the initial proposals potentially disadvantage some groups compared to others. However, some of the needs of different groups are divergent both within protected characteristics and between protected characteristics, meaning that the service must balance new proposals between those needs, as well as other operating constraints.

The groups are set out below by protected characteristic, with a summary of any potential impacts on groups by varying hours as set out in the consultation proposals, along with possible mitigations.

4.1 Age

Children and young people: whilst there were few responses from under 25s, a clear preference emerged for access to libraries to be maintained for younger people during weekday evenings after school and weekends. Any potential negative impact would be mitigated by wherever possible maintaining opening until 7pm, maintaining Saturday opening and maintaining Sunday opening – ideally in a large and well-resourced library with access to study space.

Older people aged 65 plus indicated a preference to use libraries on weekdays in the 11am-2pm and 2pm-5pm slots. Therefore, any potential negative impact on this group could be mitigated by maintaining lunchtime opening on weekdays.

People of working age may be disproportionately affected by weekday lunchtime closures. This potential negative impact would be mitigated by maintaining lunchtime hours.

Parents and carers visiting patterns necessarily stand in for the needs of children in early years. Preferred visiting hours for this group are Saturdays, 2-5pm on weekdays, followed by 9-11am on Mondays and Fridays. Maintaining coverage on Saturdays and mid-afternoon which coincides with school pick up times will be the most impactful mitigations for this group.

4.2 Disability

Libraries in the centre and east of the borough saw over-representation of disabled people replying to the consultation. Because the service does not collect data on this protected characteristic, it is unclear whether this over-representation is only seen in consultee responses for certain libraries or is generalisable to those libraries registered users and the whole service.

However, a potential negative impact should be anticipated, particularly in the over-represented areas of the borough (east and central Haringey) and where digital exclusion rates are highest. All age disability respondents showed a slight preference for visiting between 5-7pm on weekdays. Therefore, any negative impact on this group could be mitigated by maintaining evening opening hours.

It is recognised that more data is needed to understand the needs of people covered by this protected characteristic since it intersects with all other protected characteristics. Therefore, the library service may wish to consider collecting this data in future, to not only better understand this group's usage and needs but also monitor any unintended impacts. Monitoring will particularly be important to understand the potential impact of the 9-10am unstaffed opening at Marcus Garvey and Wood Green on people covered by this protected characteristic, in case this limits access for those requiring assistance.

Parents/carers SEND: this group showed preference for library visits on Saturdays, a slight preference for 2-5pm on weekdays but broadly weekday visits are evenly distributed between 9am-5pm. Impact on this group would be mitigated by maintaining lunchtime hours opening, some opening between 9-11am and maintaining Saturday opening.

4.3 Gender Reassignment

The initial EQIA stated that the analysis showed there is currently no evidence that trans people need to access library services more frequently than the general population or at specific hours of the day. The sample size of consultation responses from this group were too few to draw any reliable conclusions.

Therefore, provided access to any annual targeted activities such as LGBTQ+ History Month and organisations such as Wise Thoughts based in Wood Green library are maintained, the impact of reduced opening hours on this protected characteristic should be neutral.

4.4 Marriage and Civil Partnership:

The initial EQIA did not identify any evidence to suggest that reducing library hours will have any specific impacts on individuals with the protected characteristic of marriage and civil partnership.

4.5 Pregnancy and Maternity

Although this group were few in number overall, at the individual library level there may be some over-representation. It is hard to be definitive since it is not clear how many people share this characteristic at any one time and estimates must be used. Any negative impacts on this group can be mitigated by maintaining the children's core offer during school hours, Saturday hours and the slot between 2-5pm on weekdays which is most popular for those parents and carers of 5s and under. This will mitigate any potential disproportionate impacts on this group for all libraries, even given the transient nature of this characteristic and variables in the data used to inform the assessment.

4.6 Race

As would be anticipated in a highly diverse London borough, potential disproportionate impacts in most libraries for at least some groups under this characteristic are identified. However, due to the predominance of white respondents in the survey sample, the data on other respondents under this characteristic is limited in comparison. What can be said is that the emerging data suggest that any groups other than 'white' are likely to wish to visit libraries later in the day, therefore maintaining some evening hours is likely to mitigate any negative impact of varying library hours. Further, that the composition of the borough means that protecting the hours in the centre and the east of the borough where there is more frequency in over-representation of groups other than 'white' at the individual library level is important to continue working to reduce a range of significant inequalities between groups under this characteristic.

4.7 Religion and Belief

Neutral impact identified under this characteristic providing there is a library available in the borough between Monday – Sunday, ensuring all people with this characteristic are able to visit a library on a day and time other than those precluded by religious observances.

4.8 Sex

The initial EQIA's analysis of stated potential impacts of library service hours variations on both sexes, proposed mitigations ensuring that any changes to library operating hours maintain broad coverage and a range of opening times to ensure both men and women and boys and girls are not unduly affected by proposals. Evidence from consultation responses suggests there is the potential for females to be disproportionately affected by a variation in library service hours, due to over-representation in library service usage, within this protected characteristic

Female visitors report using weekday 11am-2pm and 2pm-5pm slots more frequently than male. This is, at least in part, likely reflective of women spending more time³⁸ being caregivers for children than men, and therefore more likely to take children to the library for children's core activities and after school visits.

Mitigations for this potential impact are therefore to ensure broad coverage of library opening hours between 11am-5pm and maintaining the children's core offer.

4.9 Sexual Orientation

Despite over-representation in all the groups under this characteristic in all the libraries, a neutral impact was identified under this characteristic providing any third-party targeted activities or initiatives hosted in libraries are not affected by a variation in hours.

4.10 Socioeconomic

The initial EQIA stated that any potential impacts could be mitigated by ensuring that changes to library operating hours maintain consistent access to digital infrastructure for residents, particularly in the central and eastern part of the borough, stressing the need for awareness of the times of day when residents need to access this infrastructure most.

However, since those consultation responses falling under this characteristic were under-representative of the borough profile and the sample size was small, it is hard to draw generalisable conclusions about the data. Nevertheless, those that did respond under this characteristic showed a preference slightly different from overall usage trends i.e. visiting libraries in the first part of the day. Mitigations for what can only be said cautiously about any negative impact on this group's usage would include maintaining morning opening between 9-11am and remaining open during lunchtimes. It is not possible to comment reliably on geographical locations where respondents under this characteristic were most likely to visit a library due to low sample sizes.

It is noted however on another indicator of socioeconomic need, the proportion of consultation respondents with no qualifications or Level one showed overrepresentation in library users from Coombes Croft and Marcus Garvey. Although the sample is small, this aligns with wider borough data on deprivation and points to the need to protect access to library resources in these areas.

Preferred language was the final indicator under the socioeconomic characteristic. However, too few other languages were preferred by consultation respondents to draw any conclusions.

Finally, consideration should be given to existing targeted provision; how any further proposed changes as a result of this consultation might affect activities programmed for specific groups within the community, including external lets.

5. Revised Proposal to Vary Hours Post Consultation

This section was completed when the revised post consultation proposal to vary library hours was developed post consultation. The revised proposal was informed by public consultation feedback on initial proposals.

Revised Proposed Library Opening Hours

³⁸ Time Use Survey ONS

<https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/timeuseintheuk/23septemberto1october2023>

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hours per week
Wood Green*	9am - 6pm	9am - 6pm	10am - 7pm	9am - 6pm	9am - 6pm	10am - 5pm	closed	52
Alexandra Park	9.30am - 6pm	9.30am - 6pm	closed	9.30am - 6pm	closed	10am - 5pm	closed	32.5
Muswell Hill	9.30am - 6pm	9.30am - 6pm	9.30am - 6pm	closed	9.30am - 6pm	10am - 5pm	closed	41

Marcus Garvey*	9am - 6pm	9am - 6pm	10am - 6pm	9am - 7pm	9am - 6pm	10am - 5pm	12pm - 4pm	56
Coombes Croft	9.30am - 6pm	9.30am - 6pm	9.30am - 6pm	9.30am - 6pm	9.30am - 6pm	10am - 5pm	closed	49.5
St Ann's	9.30am - 6pm	closed	9.30am - 6pm	9.30am - 6pm	9.30am - 6pm	10am - 5pm	closed	41

Hornsey	10am - 6pm	10am - 7pm	10am - 6pm	10am - 6pm	10am - 6pm	10am - 5pm	12pm - 4pm	52
Stroud Green & Harringay	9.30am - 6pm	closed	9.30am - 6pm	closed	9.30am - 6pm	10am - 5pm	closed	32.5
Highgate	9.30am - 6pm	9.30am - 6pm	closed	9.30am - 6pm	closed	10am - 5pm	closed	32.5

Affected days and hours are listed below by library grouping:

Central

Wood Green Library: Mon, Tue, Thur, Fri 6-7pm and Sun all day

Alexandra Park Library: Mon, Tue, Thur, Fri 6-7pm and Wed all day

Muswell Hill Library: no affected hours and days as library currently closed

East

Marcus Garvey Library: Mon, Tue, Wed, Fri 6-7pm

Coombes Croft Library: Mon, Tue, Wed, Thur, Fri 6-7pm

St Ann's Library: Mon, Wed, Thur, Fri 6-7pm and Tue all day

West

Hornsey Library: Mon, Wed, Thur, Fri 6-7pm

Stroud Green and Harringay Library: Mon, Wed, Fri 6-7pm and Tue/Thur all day

Highgate Library: Mon, Tue, Thur 6-7pm and Wed/Fri all day

Consideration of Equality Impacts and Mitigations under Post Consultation Proposal

The adapted post consultation proposal has been assessed against the findings from the public consultation along with the current schedules for groups and activities in all libraries for any potentially disproportionate impacts.

Where the design of the revised proposal itself mitigates potential impacts flagged post consultation in section 4, these are set out along with any further mitigations proposed. Where any disproportionate impacts remain, the Council considers these are objectively justified in light of the proposal's aims.

Age

Maintaining lunch time openings to avoid potentially disproportionate impacts on older people and working age people.

Maintaining at least one evening opening until 7pm weekly in each grouping's large library to avoid potentially disproportionate impact on younger people visiting libraries after school.

Disability

Maintaining some evening opening hours and until 7pm weekly in each grouping's large library to avoid potentially disproportionate impact on disabled people, some of whom may prefer to visit from 5pm onwards.

For SEND children visiting with parents or carers, any potentially disproportionate impacts are mitigated in the new proposal by maintaining lunch time opening and maintaining early opening from 9am through a self-service hour in most large libraries and opening at 9.30 a.m. in branch libraries. Where libraries run targeted groups and activities on days proposed for closure under the post-consultation option, mitigations include maintaining capacity to reschedule groups and activities to a different day and offering out of hours lets. In future, these mitigations could be expanded to include partnerships with other services, meaning the building could remain open on days when the library service is closed.

Gender Reassignment

The initial EQIA analysis stated that provided access to any bespoke or targeted provision through groups or was maintained, the impact would be neutral on this characteristic. A review of any such provision was conducted in consideration of the post consultation option and no impact was identified.

Marriage and Civil Partnership

No impact identified in the initial EQIA, the updated EQIA, or under the proposed post-consultation option.

Pregnancy and Maternity

Maintaining the children's core offer during school hours, between 2-5pm weekly and on Saturdays mitigates any potentially disproportionate impact on this group. Where libraries run targeted groups and activities on days proposed for closure under the post-consultation option, mitigations include maintaining capacity to reschedule groups and activities to a different day and offering out of hours lets. In future, these mitigations could be expanded to include

partnerships with other services, meaning the building could remain open on days when the library service is closed.

Race

Protecting hours in the centre and east of the borough, including Sunday opening at Marcus Garvey, alongside maintaining some evening opening hours e.g. until 7pm once weekly at Marcus Garvey and Wood Green, mitigates any potentially disproportionate impact under this protected characteristic. No specific events have been identified in current groups or activities scheduled under the post consultation option that would create a potentially disproportionate impact under this protected characteristic.

Religion and Belief

Neutral impact identified, with a seven day opening pattern of the library service across the borough maintained under the post consultation option.

Sex

With the potential for women to be disproportionately impacted by a variation in hours, the new proposal maintains library hours across lunchtime, broad coverage across weekday hours, and maintains the children's core offer. No specific events have been identified in current groups or activities scheduled under the post consultation option that would create a potentially disproportionate impact under this protected characteristic. However, it is recognised that female parents and carers frequently attend children's activities and this may give rise to indirect discriminatory impacts. Therefore, where libraries run any targeted groups and activities on days proposed for closure under the post-consultation option, mitigations include maintaining capacity to reschedule groups and activities to a different day and offering out of hours lets. In future, these mitigations could be expanded to include partnerships with other services, meaning the building could remain open on days when the library service is closed.

Sexual Orientation

The EQIA identified neutral impact under this protected characteristic providing any targeted activities were unaffected by proposals. No potential impact has been identified in this regard under the post consultation proposal.

Socio Economic

Under this protected characteristic, mitigations have been made to protect hours in the centre and the east of the borough, as well as maintaining opening hours in the morning and at lunchtimes, all of which are features of the new proposal. Any disproportionate impact that remains is objectively justified in light of the proposal's aims.