

**Appendix 4 to Paper No. 17-286**

**Initial Equality Impact Assessment (Service Delivery)**

<b>Department</b>	Housing and Regeneration
<b>Service</b>	Property Services
<b>People involved</b>	Clare O'Connor , Marcia Gillings
<b>1. What are the aims of the proposals?</b>	
The aim is to provide a brand-new, modern and fully accessible Northcote Library, together with a new community hall. This redevelopment seeks to replace the current library, where the premises are outdated and require updating to provide a library fit for the 21st century.	
<b>2. What is the rationale behind these changes?</b>	
The council has a long-standing policy to maintain and invest in its libraries which are amongst the best performing in London. In contrast with many areas elsewhere where the overall numbers of libraries are in decline, Wandsworth council is working to replace nearly half of the borough's libraries with new modern premises	
<b>3. What information do you have on the service and the potential impact of your service change in relation to the following?</b>	
	<p><b>Information</b></p> <p>A public consultation was carried out on the proposals between 19<sup>th</sup> January and 11<sup>th</sup> March 2017. This involved face to face meetings, leaflets to over 5,000 local residents, community groups, and users, an exhibition held in Northcote library and a dedicated website. 87% of respondents were local residents.</p> <p>There was majority support for a new library and community centre. However, on the question of support for the overall development responses were mixed. Reasons were wide-ranging from not wanting the disturbance of building work, the existing library is fine, to not wanting disruption to the users of Chatham Hall. The question about overall support was analysed in relation to the groups below as the proposed development across the two sites would impact on all local residents.</p>

Race	<p>Of library users who provided their ethnicity 12% were BME. This is below the average for the ward of 14.9% (This information was not from the consultation but collected previously by the library service. Data was not collected on the race of the users of Chatham Hall)</p> <p>From the consultation, 477 responses were received to the question to describe their ethnic group. 396, (83%) described themselves as White, 30 (6%) from a BME group and 51 (11%) preferred not to say.</p> <p>When asked about support for the overall development, of those that stated their ethnic group the results were:</p> <ul style="list-style-type: none"> <li>• All responses: against 50%, support 36%, neutral 14%</li> <li>• White : against 47%, support 38% neutral 15%</li> <li>• BME : against 53%, support 33% neutral 13%</li> </ul>
Gender	<p>63 % of library users who recorded their gender are female. This is above the ward average of 51%. (This information was not from the consultation but collected previously by the library service. Data is not collected on the gender of the users of Chatham Hall)</p> <p>From the consultation, of 468 responses to the question on gender, 36% were male and 64% female.</p> <p>When asked about support for the overall development, of those that stated their gender the results were:</p> <ul style="list-style-type: none"> <li>• All responses: against 50%, support 36%, neutral 14%</li> <li>• Female : against 55%, support 31% neutral 15%</li> <li>• Male : against 39%, support 48% neutral 13%</li> </ul>
Disability	<p>Very few library users provided details in relation to disability. (This information was not from the consultation but collected previously by the library service. Data is not collected regarding disability of the users of Chatham Hall)</p> <p>From the consultation of 479 responses, 5% considered themselves to have a disability.</p> <p>When asked about support for the overall development, of those that stated their disability the results were:</p> <ul style="list-style-type: none"> <li>• All groups: against 50%, support 36%, neutral 14%</li> <li>• Disability : against 54%, support 39%, neutral 8%</li> </ul>

Age	<p>47% of library users are aged 17 or under. (This information was not from the consultation but collected previously by the library service. Data is not collected on the age of the users of Chatham Hall))</p> <p>From the consultation 443 respondents were willing to state their age band.</p> <p>When asked about support for the overall development, of those that stated their age band the results were:</p> <ul style="list-style-type: none"> <li>• All age groups: against 50%, support 36%, neutral 14%</li> <li>• Under-24 : against 0%, support 100% neutral 0% (5 respondents but the largest category of library users)</li> <li>• 25-44 : against 56%, support 31% neutral 13% (202 respondents). This group most likely included parents influenced by the prospect of the temporary loss of the nursery.</li> <li>• 45-64 : against 40%, support 46% neutral 14% (173 respondents)</li> <li>• 65-75+ against 49%, support 33% neutral 17% (63 respondents)</li> <li>•</li> </ul> <p>Currently Alphabet Nursey, a privately-run pre-school nursery, operates from Chatham Hall and caters for around 55 children, who mostly attend in the morning.</p>
Faith	This data is not currently collected
Sexual Orientation	This data is not currently collected

<b>4. Thinking about each group below please list the impact that the service change will have.</b>		
	Positive impacts	Possible negative impacts
Disability	Due to its age and design the existing library cannot meet the requirements of a modern library or meet acceptable accessibility standards, even if significant investment were made. Under the proposals there will be an improved physical layout and the up-to-date IT equipment, which will be of benefit to all users and particularly those with disabilities. The library will function as a	<p>Respondents to the consultation identified the disruptive impacts of building work generally. This feedback will be taken into account during all stages of the process going forwards</p> <p>The consultation identified a household with a disabled child living in a house adjoining the site who will be adversely impacted by the proposed building works. Relocation is recommended before work starts. If the project is to proceed, the Property Services department will liaise with the Housing department regarding arrangements for</p>

	<p>community meeting place and can potentially address isolation and promote community cohesion.</p> <p>New improved facilities will provide greater accessibility of information for all users – i.e. assisting with finding employment.</p> <p>There will be no impact on current users of the library as continuity of library provision will be maintained on site during the construction of the new building which would be approximately 25 metres from the existing one</p> <p>The council is investing in a modern library which will benefit local residents.</p>	<p>the relocation and the Housing Manager will liaise with the family.</p>
Race	As above	<p>53% of BME respondents were against the overall development. Respondents to the consultation identified the disruptive impacts of building work generally. This feedback will be taken into account during all stages of the process going forwards</p>
Gender	<p>As above</p> <p>Any changes to the library service will impact more on female residents than men given the higher number of female users; however, the changes should be positive with the new improved facilities in place. In addition, there will be no impact on current users of the library as continuity of library provision will be maintained on site during the construction of the new building which would be approximately 25 metres from the existing one</p>	<p>55% of female respondents were against the overall development. Respondents to the consultation identified the disruptive impacts of building work generally. This feedback will be taken into account during all stages of the process going forwards</p>
Age	Data shows that currently 47% of library users are aged 17 or under. Any changes to	Temporary loss of Chatham Hall will adversely affect children and

	<p>the library will therefore impact more on younger residents; however, the changes should be positive with the new improved facilities in place. In addition, there will be no impact on current users of the library as continuity of library provision will be maintained on site during the construction of the new building which would be approximately 25 metres from the existing one</p> <p>It is currently proposed that there will be an improved children's library with a dedicated area for parking buggies. There may also be teenage library and study space.</p> <p>The amended proposals include a larger improved community hall which will benefit younger and older age groups who are the predominant users of Chatham Hall.</p>	<p>their parents. The most popular use is for children's parties according to the consultation responses (53% out of 267). 28% of respondents said they used the nursery.</p> <p>The consultation also identified that a significant proportion of local residents/thought the temporary relocation of Alphabet nursery and the loss of the related use of its car park as a play area would be an adverse impact and a petition with over 700 signatures, opposing the proposal was presented to the Council. To mitigate the impact of this officers have examined both council and other premises in the local area to identify potential options for the nursery. The closest option is St Michael's Church, which has been keen to engage in the process. There are limitations with this site in that works are required to adapt toilet facilities and to bring the electrical installation up to current standards. However, this work is likely to be relatively low cost. Also, there is only room for about 40 children in the mornings only. Officers have discussed this with both parties and Council officers will help facilitate further meetings to determine how this alternative arrangement could work.</p> <p>For older residents, the temporary loss of classes with health benefits such as Yoga and Pilates may have a negative impact unless they can go elsewhere. 35% of respondents used the hall for Yoga and Pilates classes. There has been a search for possible alternative venues and it was found that there was local availability in church halls, school halls and other Council Community Centres. Work to secure hirers of the Hall with alternative options will take place closer to the time of redevelopment/</p>
Faith	As above	Faith groups were included in the consultation but no specific concerns were noted. Faith groups are not listed among the users of Chatham Hall.
Sexual orientation	As above	Specific data was not collected, but no specific issues were raised as part of the consultation.
<b>5. Is a full EIA required? No.</b>		

<ul style="list-style-type: none"> <li>• Is the service a frontline service? Yes</li> </ul>
<ul style="list-style-type: none"> <li>• Is it clear what impact the service change will have on all the equality groups? Yes a positive impact generally, although the temporary closure of the community hall will have a negative impact on their users, which include children and young people. This will be mitigated by the Property Services department assisting users with identifying suitable alternative accommodation should the development proceed. The detail of this support is set out above and in the committee paper set before Members. -</li> </ul>
<ul style="list-style-type: none"> <li>• Overall will the change have a negative impact on any of the equality groups? No.</li> </ul>
<p><b>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</b></p>
<p>Where the provision of accommodation at Chatham Hall will be temporarily lost, alternative accommodation has been identified to offer to the nursery. For other users, work to secure hirers of the Hall with alternative options will take place closer to the time of redevelopment.</p>

Date: 11 September 2017