Cyngor Sir Powys County Council
Impact Assessment (IA)
The integrated approach to support effective decision making

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Please read the accompanying guidance before completing the form.
This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

Service Area	Library Service	**Head of Service**	Stuart Mackintosh	**Director**	Ian Budd	**Portfolio Holder**	Cllr Rachel Powell
Proposal	Closure of 10 branch libraries, 2 mobile libraries and 50% reduction in book/resources fund to achieve savings of £363,000 in 2019/20. As it is not possible to achieve the full saving quickly due to lengthy consultation processes needed, a revised target of £200,000 savings has been set for achievement mid-year.						
Outline Summary / Description of Proposal							
To transfer to community management or close 10 branch libraries To cease delivery of a mobile library service (2 vehicles covering county) To reduce provision of relevant up-to-date library stock by reducing amount spent on resources.							

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
V2 (V1 on previous IA template)	Kay Thomas	Principal Librarian	7 Nov 2018

2. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£363,000 – not achievable due to consultation process, revised to £200,000 to be achieved mid-year	£	£	£	£

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	3 month public consultation anticipated to explore all possibilities and to try to avoid judicial review

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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety, Corporate Parenting and Data Protection?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
Customer services, schools service, Income and Awards, cleaning, children's and adults' services, PAVO and 3rd sector partners, ICT and Data Protection

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy **We will develop a vibrant economy**	The following benefits of branch libraries will be lost: Branch libraries draw people into town centres, which benefit the local shops and businesses. In addition, libraries support job seekers and self-employed/small businesses through the IT and information provision which offers supported access to jobseekers online and government gateways. Libraries will play an important role in the roll out of Universal Credit in Powys. Reduction in the library service provided by the authority will impact on statutory service delivery as reported to Welsh Government under the Welsh Public Library Standards framework, which encompasses core entitlements for residents of Wales	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Health and Care **We will lead the way in effective, integrated rural health and care**	There will be severe impact, with residents having more limited opportunity to access council services, literature and information. The library service is also Dementia Friendly and offers literature in support of this to those living with Dementia and their carers. Libraries are part of the Book Prescription Wales schemes for adults and children, so residents would be unable to collect titles prescribed by health colleagues locally. The library service works closely with Powys Health Promotion unit to widely disseminate campaign information to libraries across the county (e.g. measles vaccinations, or stop smoking campaigns). Public libraries have enabled people to access online cognitive behaviour courses prescribed for them. Activities in branch libraries have a positive impact on health and wellbeing, e.g. rhythm and rhyme sessions for parents and babies encourages bonding as well as a social network for peer support. Dementia reading aloud sessions have proven benefit, and groups such as book groups, knit and natter and poetry groups offer mental stimulus and social interaction to boost overall wellbeing.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners keen to be involved with transformational proposals. (good/very good)	Unknown

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Learning and skills **We will strengthen learning and skills**	The following benefits of branch libraries will be lost: The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library user survey said that the library has helped them to learn something new, and 48% said it helps them with education. Reduction in resources fund will affect variety of learning resources available. Powys already does not meet Welsh Public Library Standards requirements for up-to-date stock. "Access to Research" is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Ancestry.com and FindmyPast local and family history online resources are similarly only freely available from library computers. Volunteer opportunities allow people to learn, practice and share skills locally in their community.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Many online resources e.g. Access to Research do not give access from home computers (poor) Community groups will be sought that may take over running a book lending library only, which will enable at least access to print based learning resources. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Learning and skills partners have shown initial interest. (good)	Unknown

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Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	Staff and volunteers provide sessions such as 1-1 computer support, coding, family learning through storytimes, lego clubs, homework support etc. Literacy is developed for all ages e.g. through rhythm and rhyme and storytimes to book clubs and poetry groups and reading aloud for adults sessions.			
Residents and Communities **We will support our residents and communities**	Library services support residents to live fulfilled lives and to feel part of their community. 90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives. Closure of branch and mobile libraries will have a significant impact on these outcomes. Mobile library customers in particular are the more elderly and vulnerable, living in more isolated areas and frequently without their own transport; 70% of mobile library customers are aged 60+, and 58% of those who have given their gender are female. Reduction in the library service provided by the authority will impact on statutory service delivery as reported to Welsh Government under the Welsh Public Library Standards framework, which encompasses core entitlements for residents of Wales.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction. This will not help mobile library customers. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners keen to be involved with transformational proposals. (good)	Unknown

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Source of Outline Evidence to support judgements
Adult library user survey data, Nov 2015 – to be updated once results of survey Oct 2018 are analysed
Results of public consultation, July 2016
List of services provided by branch libraries
Library management system membership and usage data
"Connected and ambitions libraries" Welsh Public Library Standards framework 6, 2017 – 2020
Libraries – bridging the digital divide. Libraries Wales 2016
Analysis of library membership postcodes 2016
Analysis of library usage by road zones 2013

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	Closure of libraries would see the loss of the following contributions to this goal: Branch libraries already provide an efficient use of resources through the same materials and facilities being shared and used over and over by a multitude of users. Contributions to the local economy and learning as outlined above, plus work experience and volunteer opportunities in libraries develop skills for employability.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	The removal of library network from rural communities will have a direct impact on social and economic resilience, as residents will no longer be able to directly interact with the council services in their local community, nor seek advice or information from a member of staff face-to-face.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. **Public Health (Wales) Act, 2017:** Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.	Closure of libraries would see the loss of the following contributions to this goal: • Visits to the library improve the health and wellbeing of residents, and reading boosts mental health, along with social interaction. • Reading for pleasure for 6 minutes per day lowers stress by 68% (Univ of Sussex research) – loss of physical book loans • Social interaction which boosts wellbeing • Wide range of activities supporting wellbeing e.g. dementia singing, poetry, tai chi • Ready access to book prescription schemes and health information. • 69% of respondents to the adult library user survey Nov 15 reported that the library had helped them with information about health matters, and 91% said that going to the library makes them feel better. Loss of mobile libraries in particular will affect a high % of very elderly and disabled customers.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. (Poor) No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Health partners interested in development. (good / very good)	Unknown

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A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.	Closure of libraries would see the loss of the following contributions to this goal: 90% of respondents in the most recent adult library user survey said that their local library makes them feel part of their community, 99% find their library an enjoyable, safe and friendly environment, 91% said it makes them feel better, and 97% said that their library makes a difference to their lives.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. (Poor) No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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| A globally responsible Wales:
A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.
Human Rights - is about being proactive (see guidance)
UN Convention on the Rights of the Child:
The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard. | Libraries act as a Hub of information and communication with the wider world, and loss of any facility could potentially impact knowledge and understanding, and interaction with the wider world.

This would include loss of service to children and young people, and access to information and democratic process (consultations often run through libraries). Closure of some libraries could be considered as unfair to children and young people who live in more rural areas of Powys, compared to those living in larger towns which still maintain the service. | Very Poor | Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)

Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. | Unknown |
| **A Wales of vibrant culture and thriving Welsh language:** A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation. | | | | |

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| Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language | Currently provided through range of stock and resources, including Welsh speaking staff – these benefits were highlighted through the public consultation process. Partners also deliver in libraries as community venues e.g Welsh classes, Welsh medium children's activities, Welsh language book clubs.

In the adult public library user survey Nov 2015, 6% of respondents overall said that their main language is Welsh, compared to 87% English. However, this varies considerably across the county | Very Poor | Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. Very limited online resources available (published) in the Welsh Language (e-books, magazines and audio downloads) (Poor)

Community partners will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. Welsh speaking communities are likely to be able to interact in Welsh. (good)
Partners may continue to deliver activities locally in other community locations. (good)

Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.(good) | Unknown |

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Opportunities to promote the Welsh language	Currently promoted by range of stock and associated activities in the Welsh language e.g. storytimes, Welsh classes, author visits. These opportunities could be lost if branch libraries close. Partners also deliver in libraries as community venues e.g Welsh classes, Welsh medium children's activities, Welsh language book clubs.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. Very limited online resources available (published) in the Welsh Language (e-books, magazines and audio downloads) (Poor) Community partners will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. Welsh speaking communities may have volunteers who will be able to interact in Welsh. Partners may continue to deliver activities locally in other community locations. (Good) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown
Welsh Language impact on staff	If staff are made redundant through this project, this could impact on Welsh speaking staff, and opportunities for the public to speak to staff in their language. (Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 – 19 staff Level 1 – 25 Level 2 – 14 Level 3 – 7 Level 4 – 5 Level 5 – 7	Very Poor	Redeployment opportunities within the library service would be extremely limited, possibly within PCC as a whole. The need to have Welsh speaking staff is more crucial with the new Welsh Language Standards, but distances within Powys make redeployment more problematic.	Very Poor

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People are encouraged to do sport, art and recreation.	Libraries currently offer a wide range of opportunities for cultural, educational and recreational activities- 16,175 people attended library events in 2015/16. The range of activities and events offered, which meet a wide variety of strategic outcomes such as digital inclusion, literacy, health and wellbeing and support for the Welsh language, has been impressive in the context of reduced opening hours, and has been supported by partner organisations and volunteers. They are also required as core entitlements under the Welsh Public Library Standards and provide the cultural offer under the UK wide Universal Offers provided by library services.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				

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Age	The age breakdown of 68,596 registered library members shows the following in Nov 2018: 0-4 years 1524 5 – 10 years 5510 11-13 years 4209 14-17 years 4466 18-59 years 31218 60+ years 21029 Not given 640 This equates to: Under 18 22% 18 – 59 46% 60 + 31% Not given 1% Responses to service surveys generally show that the most frequent users are the very young, elderly and unemployed people, frequently the most vulnerable in our societies. Impact of library closures and loss of the mobile library service will be heaviest on the very young and older people. ==Information from the adult library survey Oct 2018 to update this section== This is also shown in the responses to the public consultation April – July 2016: Under 45 years: 19% of responses 45-64 years: 39% 65+: 42% and even more markedly in the responses to the adult public library user survey in Nov 2015, which showed 22% of respondents 75 years +, and 32% between 65-74 years. We can therefore conclude that any closure of libraries would impact heavily on older people.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Very Poor) Older people are less likely to want or be able to use online services - opportunity for "get online" type projects to support here – talk to PAVO and others. Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown

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Withdrawal of the mobile library service in particular would impact very badly on the older population; early analysis of user survey results 2018 shows that 59% of users are aged 75+.

A survey of junior library members (7 - 16 years) was carried out in Oct 2016. This will be updated in autumn 2019
94% of respondents aged 7-11 years find their library to be a safe and enjoyable place to visit, and 61% feel it makes a difference to their lives. An overall rating of 9.1 out of 10 was given for the library service with this age group.
With 11-16 year olds, 88% find the library safe and enjoyable, 55% said it makes a difference to their lives, and an overall rating of 8.5 out of 10 was achieved.

Staff data by age (data from Nov 2018):
21 - 30:   3.87%
31 – 40: 12.65%
41 – 50: 15.27%
51 – 60: 45.91%
61 – 65: 18.62%
65+:   3.66%
Redundancies are likely to affect older staff more.

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Disability	Public consultation 2016: 23% of respondents stated that they have a long term disability or condition. Library service surveys frequently receive responses around mobility issues, and the inability of such residents to travel to bigger towns to access libraries. In the adult public library user survey, Nov 2015, 25% of respondents stated that they have a long term disability or condition, with 13% of those citing mobility issues, 9% hearing and 8% problems with stamina, breathing and fatigue. 4% cited each of vision, dexterity, mental health and memory issues. This is to be updated with data from the adult user survey 2018. Early analysis of responses from mobile library users shows a particularly high level of disabled users – 56% living with a long term disability, with mobility most cited difficulty Closure of libraries and mobile libraries is therefore likely to affect people living with disabilities particularly hard	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor) Explore working with disability support groups to provide some mitigation (unknown potential) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown
Gender reassignment		Unknown		Unknown
Marriage or civil partnership		Unknown		Unknown
Race	In the adult library user survey Nov 2015, 89% gave their ethnicity as white, 2% other, and 9% declined to answer. No specific impact identified.	Unknown		Unknown
Religion or belief		Unknown		Unknown

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Sex	The membership database shows that 25537 registered library members are male (37%), and 39057 are female (57%). Not all of the 68,596 members have given this information. (Nov 2018) The analysis of the public consultation exercise, April – July 2016, also reflects that more females use the library service than males; 69% female 31% male This is confirmed again by the adult library user survey data from 2015: 64% responses female 30% male. Mobile library service data from the adult user survey 2018 shows that 76% of users are female. Library Staff data as at Nov 2018: Male: 8% Female: 92% Library closures would impact more on females in the community and in the workforce.	Very Poor	Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor) Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure. No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor) Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good)	Unknown
Sexual Orientation		Unknown		Unknown

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| *Pregnancy and Maternity* | No data, although anecdotal evidence in comments to surveys state that new parents enjoy coming to the library with their babies whilst on maternity leave. Parents who cannot drive also state that they find the local library or mobile library a lifeline. | Very Poor | Online presence only, however this will only serve a limited number of customers and has severe limitations in terms of variety of outcomes currently supported and delivered. (Poor)

Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.

No mitigation for mobile library customers if unable to use online services (e-books and e-audio downloads) (Poor)

Community and mobile hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. (good) | Unknown |

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Source of Outline Evidence to support judgements
Adult library user survey data, Nov 2015 – to be updated with Oct 18 data.
Mobile library user survey data Oct 2018
Results of public consultation, July 2016
List of services provided by branch libraries
"Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020
Libraries – bridging the digital divide. Libraries Wales 2016
Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014
Book Prescription Wales and Children and Families Book Prescription loan data
Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012
Trent staff data
Welsh Public Library Standards return 2017/18

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: *Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.*	It is important that budgetary pressures do not override the opportunity to develop long term planning and ability to maintain/increase contribution to the wellbeing goals for the future. This is a significant risk. Opportunities to link with other PCC reviews and strategies in the longer term, with opportunities to improve services and outcomes for residents, could be lost through immediate budget pressure to achieve savings targets. Any library closures would impact on the service's ability to contribute to wellbeing goals in the future.	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.	Unknown

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Principle	How does the proposal impact on this principle?	IMPACT **Please select from drop down box below**	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT **AFTER MITIGATION** **Please select from drop down box below**
Collaboration: *Working with others in a collaborative way to find shared sustainable solutions.*	The library service has a long history of working with partners to be able to deliver more, both within PCC and in the 3rd sector. This will be lost with closures. Partnership agreements currently in place e.g. with N Montgomeryshire CIC will have to be broken.	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs. Community groups will be sought that may take over running a book lending library only, which will enable at least some social interaction and access to materials to read for pleasure.	Unknown
Involvement (including Communication and Engagement): *Involving a diversity of the population in the decisions that affect them.*	None has taken place as Cabinet have yet to conclude the budget and how they wish to deal with savings targets for the library service	Unknown	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown
Prevention: *Understanding the root causes of issues to prevent them from occurring.*	The public consistently highlight that public libraries already offer preventative medicine and save the authority and the health service money in that way. It is important that this contribution is recognised by the authority in the decision making process. Library closures will impact this benefit and potentially increase demand on other services.	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: *Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.*	Branch and mobile libraries impact positively for residents under the wellbeing objectives and Vision 2025 priorities – closure would affect this contribution significantly.	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	Branch and mobile libraries impact very positively on this principle, through provision of a free service at the point of delivery, also support for job seekers. Jobseekers who are required to undertake job searches daily and use library facilities to do this with support from staff, would be particularly badly affected by closures	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown

Powys

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	The following benefits of branch and mobile libraries will be lost: The library service supports learners of all ages and abilities through provision of quality resources and help with accessing and using those resources, including independent study space and providing a location for 1-1 tuition and courses. 76% of respondents in the adult library user survey said that the library has helped them to learn something new, and 48% said it helps them with education. "Access to Research" is an online service available through public library computers only, providing access to a huge UK collection of academic articles and papers (the terms of the agreement means that it is not available remotely via the library web pages). This is heavily used by researchers in Powys – usage statistics show that Powys was 5th in May and 3rd in June 2016, for usage, across the whole of the UK. Library users with a carers library card will find it much harder to access the library service.	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector and health partners, particularly in mobile wellbeing hubs.	Unknown
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	All libraries support the vulnerable and those on the fringes of communities – closure would impact on these groups. Safeguarding policies are in place for children and vulnerable adults, for reporting concerns – branch and mobile library staff know their local customers well, and frequently pick up on issues	Very Poor	Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service. Strong interest from range of 3rd sector, social care and health partners, particularly in mobile wellbeing hubs.	Unknown

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Powys

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	Staff data by age (data from Nov 2018): 21 - 30: 3.87% 31 – 40: 12.65% 41 – 50: 15.27% 51 – 60: 45.91% 61 – 65: 18.62% 65+: 3.66% Redundancies are likely to affect older staff more. The majority of staff are female and work part time: Full time: 12% Part time: 88% Staff gender (Nov 2018): Male: 8% Female: 92% Redundancies could impact on Welsh speaking staff, and opportunities for the public to speak to staff in their language. (Welsh speaking levels of staff as at 12 Nov 2018, not all staff have given this information): Level 0 – 19 staff Level 1 – 25 Level 2 – 14 Level 3 – 7 Level 4 – 5 Level 5 – 7 Wholescale closures and redundancies would impact on protected characteristics	Very Poor	Redeployment opportunities non-existent within library service, and very limited within PCC Distances also prohibitive to redeployment opportunities	Very Poor

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
	Also cleaning service staff			
Source of Outline Evidence to support judgements				
Adult library user survey data, Nov 2015 – to be updated with Oct 18 data. Mobile library user survey data Oct 2018 Results of public consultation, July 2016 List of services provided by branch libraries "Connected and Ambitious Libraries" Welsh Public Library Standards framework 6 2017-2020 Libraries – bridging the digital divide. Libraries Wales 2016 Impact of public libraries on the lives of older people. Society of Chief Librarians (Wales) 2014 Book Prescription Wales and Children and Families Book Prescription loan data Public Libraries: health, wellbeing and social benefits report. Society of Chief Librarians Wales, 2012 Trent staff data Welsh Public Library Standards return 2017/18				

8. What is the impact of this proposal on our communities?

Severity of Impact on Communities	Scale of impact	Overall Impact
High	High	High
Mitigation		
Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.		

9. How likely are you to successfully implement the proposed change?

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Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
High	High	High

Mitigation
Community hub strategy could provide means to maintain local service delivery in small communities across Powys, but is strongly dependent on willingness and priorities of both internal and external services to achieve this, and to offset current costs of library service.

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Public opposition to library closures, leading to legal challenge of decisions and judicial review process, loss of PCC reputation, and inability to achieve savings as required under MTFS whilst legal challenge is undertaken (likely to be a lengthy process)	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High
Significant impact on statutory service delivery to the customer/community, under the Welsh Public Library Standards framework – potential for WG intervention and loss of library authority status	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High
Significant missed opportunities for larger PCC financial savings together with improved customer service and wellbeing outcomes, through joint working in a community hub setting e.g. on Social care hubs, small business hubs, customer services review, office accommodation and agile working initiatives	Very High	None other than to secure commitment from internal and external partners to offset savings target for the library service	Very High

Overall judgement (to be included in project risk register)			
Very High Risk	**High Risk**	**Medium Risk**	**Low Risk**
	X		

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
Closure of 10 libraries and 2 mobile library services is required to meet the savings target of £363,000 in 2019/20. This is very high risk, and cannot be achieved due to the consultation process. A revised target of £200,000 has been set for 2019/20, to be achieved mid-year. If the mitigation measure of pursuing community hubs alongside other PCC and external service providers is accepted, and savings targets commuted, this would require immediate action to create a project board and project team to vigorously pursue the creation of local hubs in the current library locations. This also gives the opportunity to develop the mobile facility in the same way, for outreach provision in even smaller communities.		

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11. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?
Results of adult library user survey 2018 to be analysed and added into assessment

12. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
Should the decision be to close the branch and mobile library facilities, the impact can be in part monitored in terms of additional uptake of digital resources, but this will not give any true evidence of impact on protected characteristics nor social or economic impacts in local communities.
Please state when this Impact Assessment will be reviewed.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Kay Thomas		09/11/18
Head of Service:	Stuart Mackintosh		
Director:	Ian Budd		
Portfolio Holder:	Cllr Rachel Powell		

14. Governance

Decision to be made by	Cabinet	Date required	2018

FORM ENDS