

### **Committee Name and Date of Committee Meeting**

Cabinet – 19 October 2020

### **Report Title**

The new Library Strategy 2021 – 2026 and Action Plan for the Libraries and Neighbourhood Hubs Service

### **Is this a Key Decision and has it been included on the Forward Plan?**

Yes

### **Strategic Director Approving Submission of the Report**

Paul Woodcock, Strategic Director of Regeneration and Environment

### **Report Author(s)**

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### **Ward(s) Affected**

Borough-Wide

### **Report Summary**

This report sets out the vision and framework contained in the Library Strategy 2021 – 2026. The report also sets out how the Strategy and new service offer will enable the Council to fulfil its statutory duty under the Public Library Act and meet the needs of the community through the delivery of the Libraries and Neighbourhood Hubs Service.

The Strategy and service offer has been finalised following feedback from the last phase of consultation, along with the Equalities Impact Analysis. All future delivery changes would be therefore underpinned by the Strategy.

### **Recommendations**

Cabinet is asked to

1. Endorse the final version of the Library Strategy 2021 – 2026 and associated service offer and recommend it to Council.
2. Note the consultation and engagement undertaken and the findings of the Equalities Impact Analysis.
3. Approve the Action Plan for Rotherham Libraries and Neighbourhood Hubs.

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4. Note the progress made on the development of a new Library for Rotherham town centre.
5. Approve the transfer of Brinsworth Library to Brinsworth Community Trust, supported by Brinsworth Parish Council and Rotherham Metropolitan Borough Council.
6. Approve the relocation of Thurcroft Library from Thurcroft Junior Academy to the Gordon Bennett Memorial Hall site utilising the approved libraries capital allocated.
7. Approve the implementation of self- service technology in order for customers to access library sites independently.

### **List of Appendices Included**

- Appendix 1 Rotherham Library Strategy 2021-2026
- Appendix 2 Public consultation and engagement on the future of Rotherham Libraries and proposed changes to Brinsworth Library analysis report 2020
- Appendix 3 Equality Screening Assessment and Analysis for the Library Strategy
- Appendix 4 Action Plan for Rotherham Libraries and Neighbourhood Hubs 2020 - 2022

### **Background Papers**

Consultation on a New Library Strategy 2020 – 2025 Cabinet Report– 20 May 2019

<https://moderngov.rotherham.gov.uk/documents/s120860/Consultation%20on%20a%20New%20Library%20Strategy%202020%20-%202025.pdf>

Consultation and engagement on a Library Strategy and future service delivery model Cabinet Report – 20 January 2020

<https://moderngov.rotherham.gov.uk/mgConvert2PDF.aspx?ID=124103>

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**  
Council – 11 November 2020

### **Council Approval Required**

Yes

### **Exempt from the Press and Public**

No

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### The new Library Strategy 2021 – 2026 and Action Plan for the Libraries and Neighbourhood Hubs Service

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<b>1.</b>	<b>Background</b>
1.1	Following approval from Cabinet on 20 <sup>th</sup> January, 2020, a final phase of consultation and engagement on the Library Strategy and future service offer took place between 3 <sup>rd</sup> February, 2020 until 26 <sup>th</sup> April, 2020.
1.2	The purpose of this consultation and engagement was to seek the views of Rotherham residents in respect of the draft library strategy and future service delivery model including a proposed community managed model for Brinsworth Library.
1.3	The consultation activity and Equalities Impact Assessment have been used alongside the Assessment of Local Need in order to update the Library Strategy. An Action Plan has also been produced to set out how the Libraries and Neighbourhood Hubs Service will deliver against the new Strategy in 2020 – 2022.
<b>2.</b>	<b>Key Issues</b>
2.1	<p>The final version of the Library Strategy has been informed by the following:</p> <ul style="list-style-type: none"> <li>• Two phases of consultation and engagement which took place over a 13 month period, as set out in section 4. The report on the final phase is attached at Appendix 2.</li> <li>• The libraries Equalities Impact Analysis, as set out in section 10, attached as an Appendix 3.</li> <li>• Reflections from the experience of the Covid-19 pandemic and subsequent lockdown.</li> <li>• Further consideration of the Libraries Needs Assessment.</li> </ul> <p>The key conclusions are as follows:</p>
2.1.1	<p><b>Vision and Mission:</b> The direction of travel is supported by the majority of those consulted, with 83% approving the vision and mission. This has subsequently been moderately refined to provide better alignment with the Council’s work related to customer services and neighbourhood-working.</p>
2.1.2	<p><b>The Core Offer</b> People want libraries to be the social hub of the community, and consider it important that library buildings are modern, clean and welcoming with improved convenient opening hours. 79% supported the proposed core offer and of this, books and reading are the top priority for both adults and children, including audiobooks and e-books. 88% supported retaining all 15</p>

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	<p>libraries, investing in improvements to technology and the buildings (particularly toilets and café facilities). 37% would like to see the Council build on the existing offer. Specifically, this means ensuring books, e-books and materials are updated, that libraries are kept open and opening hours are maintained. There is both a need for more quiet space and providing more groups and activities.</p>
<p>2.1.3</p>	<p>Our Communities and our Customers:  Rotherham's libraries are deeply loved by those who use them. Libraries currently engage with over 600,000 people per year and achieve 99.1% customer satisfaction ratings. People value having an easily accessible local library, close to home or easy to get to on public transport. Libraries are seen as a great benefit to children, with many users seeking a wider range of facilities and services catering to children and families. Based on the evidence of the Equalities Impact Assessment, the service is good at engaging women, and children under the age of 11. For children and young people, a wide range of modern and appealing books is a priority, along with a more vibrant environment, with more activities, events and clubs available. The evidence base also suggests:</p> <ul style="list-style-type: none"> <li>• Although Rotherham compares well with our nearest neighbours, active borrowing is still bottom quartile when compared to the other authorities in the U.K.</li> <li>• Those who do not use libraries report that they would be encouraged to use them if libraries were in more convenient locations.</li> </ul> <p>The Library Service needs to improve in the engagement of men, BAME and young people over the age of 11 years.</p>
<p>2.1.4</p>	<p>Ways of Working: The majority of people approve of recruiting more volunteers in their local library service, though paid staff are viewed as skilled and knowledgeable, and crucial to the service. The consultation highlighted support for moving or sharing buildings with organisations that can help to increase usage and make libraries more sustainable in the community.</p> <p>Library users agree that technology should be used to enhance what is offered by the library, and to reduce costs and offer greater choice. This was borne out by the experience of lockdown. The service has seen a big increase in membership and online usage over the lockdown period with 579 new members joining during lockdown and 904 new users of e-resources. A range of activities and resources for children delivered through social media which has proven to be very popular with excess of 15,000 engagements (likes/comments/retweets) and a reach of over 400,000 on our Facebook and Twitter feeds.</p> <p>The Council needs to continue this online activity even as libraries reopen. There is also a need to continue to build the skills of the library workforce, so that working in partnership, co-production, confidence in working with non-traditional library users and utilising digital media all become part of the</p>

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	<p>new normal. The consultation found that 73% of respondents are supportive of greater community involvement in the running of libraries, with volunteers and partners working alongside library staff.</p>
2.2	<p>Strategic and Policy Context</p> <p>The Rotherham Library Strategy is aligned with the following:</p> <ul style="list-style-type: none"> <li>• “Libraries Deliver 2016 – 2021” (which is the latest guidance on best practice for library authorities by the Government Libraries Taskforce)</li> <li>• Rotherham Cultural Strategy in order to support its key goal: to “enable everyone to get active, get creative and get outdoors, more often”</li> <li>• Rotherham’s Thriving Neighbourhood Strategy</li> <li>• The Rotherham Council Year Ahead Plan</li> <li>• Customer Access Strategy</li> <li>• Rotherham’s Joint Health and Wellbeing Strategy</li> </ul>
2.3	<p>About the Final Strategy</p> <p>The service wants to focus on building the strong community spirit which exists throughout the Borough, particularly post Covid-19 pandemic where it is anticipated that communities will require more support than ever before. It is crucial that Library Services are available to all and are designed around renewed local need. These community hubs will play an essential role in supporting the Thriving Neighbourhoods agenda and will work with partners to ensure the changing community needs are met.</p>
2.3.1	<p>Future Vision and Mission for the Library Service</p> <p>In order to capture the purpose of the Rotherham Library Service along with its goals and values, it is proposed that the following Vision and Mission statements are adopted:</p> <p>Vision:</p> <p>“Libraries are a friendly and welcoming gateway to a world of reading, information, learning and creative activities, at the heart of our neighbourhoods. We seek to build on the strong community spirit that exists throughout the borough, to create access to a wide range of services and to place libraries at the heart of community life. Our libraries and neighbourhood hubs are modern, relevant and innovative facilities that meet the needs of people from all sections of the community”.</p> <p>Mission:</p>

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	Our mission is to utilise our libraries to help people to help themselves, to be better informed, and to get active and creative, more often.
2.3.2	<p>Strategic Outcomes</p> <p>There was support from the consultation for the strategic outcomes which reflect both the current national library offer and local strategic priorities. These remain unchanged and are:</p> <ul style="list-style-type: none"> <li>• Increased reading and literacy</li> <li>• Stronger and more resilient communities</li> <li>• Cultural and creative enrichment</li> <li>• Improved digital access and literacy</li> <li>• Helping everyone achieve their full potential</li> <li>• Healthier and happier lives</li> <li>• Greater prosperity</li> </ul>
2.4	Key Improvements
	In summary, the Library Strategy will deliver:
2.4.1	<p>Improvements to Library buildings in Neighbourhoods:</p> <ul style="list-style-type: none"> <li>• <b>Upgrades to ICT:</b> £405k from the Councils Capital Programme has been allocated to improving the Library service I.T provision. All libraries will see improvements to public ICT including new public access PCs across all libraries.</li> <li>• <b>Increased Self-Service:</b> There will be a pilot of technology at Brinsworth and Mowbray Gardens to allow self-service access to the library building. This will promote and encourage ownership and the use of the available space by the community as well as extend opening hours. New self-service library machines will also be installed at sites where this facility is currently available, this allows library users to borrow, return and renew items along with making payments for printing.</li> <li>• <b>Café and Toilet Facilities:</b> Café facilities will be made available at most sites and toilet facilities will be made available at all sites which do not currently house this provision, excluding Kimberworth Library due to the limited size of the space.</li> <li>• <b>Improved décor, furniture and signage:</b> A Capital programme to the value of just over £1m is underway in order to deliver a range of improvements across the 14 locality Libraries and Neighbourhood Hubs during the financial years 2020/21 and 2021/22, this includes replacement of furniture and</li> </ul>

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	<p>signage. Digital screens will also be installed at each site to display consistent corporate messaging along with local information.</p>
2.4.2	<p>More accessible libraries:</p> <ul style="list-style-type: none"> <li>• <b>Co-location of Kiveton Park Library with Children and Young People’s Services:</b> Work is underway in order to redesign the existing space to incorporate both services into one single space. Co-locating the Youth Service brings opportunities for the community to utilise a new facility to improve skills and learning. The library is being modernised with new furniture which will create welcoming flexible space available for the community groups to utilise.</li> <li>• <b>Thurcroft Library relocation to Gordon Bennett Memorial Hall:</b> Due to the limitations of the existing library within the Primary School, it is proposed that the provision is relocated to the Memorial Hall. This will increase opportunities to work more closely with the Parish Council and local community groups along with the potential to increase numbers to the library.</li> <li>• <b>Swinton Library relocation:</b> The redevelopment programme for the Swinton town centre will provide improved community facilities including a refurbished Civic Hall and the existing library being relocated to the former customer service centre. The refreshed community facilities will include a café and meeting spaces. The public realm and accessibility within this area will be improved through a significant landscaping scheme which will open up the site improving visibility of community facilities, safety and accessibility..</li> <li>• <b>Thorpe Hesley Library:</b> The library offer at the current location is restricted based on the library space available. Investigations have been carried out in order to identify an alternative location, however, to date, this has not been successful. As part of the Capital Improvement Programme, monies have been approved in order to support any development works which will be required at a new location. In the short term, the current site will be improved through the replacement of existing furniture and shelving where this is required.</li> </ul>
2.4.3	<p>A new central library:</p> <p>Plans are ongoing to relocate the <b>Central Library</b> from Riverside House to within Rotherham Town Centre as part of the Market’s redevelopment. The development would create a new civic building as part of the redevelopment of the wider Rotherham Markets as outlined in the Town Centre Masterplan along with significantly improving the quality of the built environment in the town centre. The proposal has been included in the Council’s application to Government via the Future High Street Fund with a decision due in November 2020. The project supports the delivery of the Town Centre Masterplan, the Economic Growth Strategy, the Cultural Strategy and the Rotherham Plan – A New Perspective 2025.</p>

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2.4.4	<p>More community involvement in the delivery of Library Services:</p> <ul style="list-style-type: none"> <li>• <b>A pilot community-managed library at Brinsworth:</b> The consultation results showed that 49% of respondents felt that this proposal would have a positive impact with 24% feeling that it will have a negative impact, whilst 27% don't know what impact it would have. If the proposal is accepted, this pilot will start from April 2021. To provide greater reassurance, the library will continue to form part of the Council's statutory provision and the Council will continue to provide support services including supply and maintenance of stock, access to the Library Management System, specialist library staff support including the training of volunteers.</li> <li>• <b>More volunteering opportunities:</b> although library staff are highly-valued there was recognition that volunteers can bring new skills and ideas to libraries as well as reap the positive benefits that volunteering brings (such as improving mental health and reducing social isolation). The service will continue to seek to increase the number of volunteers working alongside professional staff.</li> <li>• <b>More partnership-working:</b> the library service will continue to build on the number of partners and community groups that it currently works with. This supports a key principle of the Thriving Neighbourhood's agenda which sees frontline services as enablers and not simply providers.</li> </ul>
2.4.5	<p>Increased Library Usage by residents:</p> <ul style="list-style-type: none"> <li>• <b>More use, more often:</b> the Council will increase library usage by residents through a combination of an improved offer, better marketing of the work of libraries, use of co-production and targeted services.</li> <li>• <b>Engage non-users,</b> particularly those with protected characteristics: This will be undertaken by directly targeting customers particularly those that are unrepresented within Rotherham libraries. This will be achieved by continuing to work with voluntary organisations, community groups, charities and public health.</li> <li>• <b>More readers,</b> to improve literacy: One in six people struggle to read and research shows that when inspired to read for pleasure, they benefit from the greater opportunities in everyday life, education and employment. Rotherham libraries will provide a yearly programme of stimulating events and activities to promote to enjoyment of reading for all.</li> <li>• <b>Increased digital inclusion:</b> in addition to providing free access to the internet in order to help people get online and assisted digital support, the service will work with partners in order to offer digital training to service users.</li> </ul>
2.4.6	A Wider Offer:

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	<p>Libraries will continue to deliver an improved and diversified activities and events programme, working closely with a range of partners:</p> <ul style="list-style-type: none"> <li>• <b>A ‘Libraries First’ approach:</b> Council departments and voluntary sector partners are being encouraged to consider how libraries can deliver their services in neighbourhoods, ensuring that communities see libraries as a ‘one-stop-shop’ for a range of different services beyond their traditional role. Examples include: <ul style="list-style-type: none"> <li>- <b>Customer Services:</b> Aligned to the Customer Access Strategy, the provision of assisted access for customers needing face to face support which will be available at Aston, Maltby, Rawmarsh, Dinnington and Swinton and at Riverside House.</li> <li>- <b>Advice Services:</b> libraries will continue to build their partnership with Citizens Advice Bureau and other partners to provide advice on matters including welfare benefits and money advice.</li> <li>- <b>Youth Services (Early Help):</b> the new library at Kiveton Park will provide a new co-located service. As well as continue to deliver an active service to children, there will be a range of projects developed to increase usage by young people.</li> <li>- <b>Public Health:</b> libraries will build on their work to support health and wellbeing through working with Public Health, Places Leisure and other partners. For example, the delivery of “Get Healthy Rotherham” project within libraries.</li> <li>- <b>Support to Find Employment:</b> through the delivery of work clubs in conjunction with partners.</li> <li>- <b>Creative and cultural activities:</b> through partnership with Clifton Park Museum, the Civic Theatre, Rotherham Music, Grimm and Co, Flux (a new project supported by Arts Council England) and through bespoke co-commissioning of artists with key target groups.</li> </ul> </li> </ul>
2.5	<p>The Action Plan:</p> <p>The Libraries Action Plan is attached at Appendix 4. Although the Strategy takes the service to 2026, the plan is initially for 2 years in order to provide sufficient detail. This is a working document and it will be updated on a regular basis.</p>
3.	<p><b>Options considered and recommended proposal</b></p>
3.1	<p>The final phase of consultation and engagement reaffirmed the content of the Library Strategy for the period 2021-2026 which can be found in Appendix 1, which supports the findings from the previous phase of consultation. The overall analysis identified that most respondents were in agreement with the Rotherham Vision and the proposal to implement the new 5 year Library Strategy. The strategy supports the Local Authority</p>

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	requirements to deliver a comprehensive and efficient Library service in line with the Public Libraries and Museums Act 1964.
3.2	<p>The Council could choose;</p> <ul style="list-style-type: none"> <li>a. Not to endorse the Strategy and/or any of the proposed improvements.</li> <li>b. To approve the attached Library Strategy and the key proposals set out in section two of this report.</li> </ul>
3.3	It is recommended that option b. is taken forward: namely, that the Library Strategy 2021-2026 is approved, and the key proposals detailed in section two are taken forward.
4.	<b>Consultation on proposal</b>
4.1	Extensive public consultation and engagement has been undertaken over two phases. The service received 1507 responses overall from public, partners and stakeholders.
4.2	The initial engagement was carried out in Spring/Summer 2019. Feedback from this was combined with a comprehensive local assessment of need and equality analysis, to create the proposals contained within a draft library strategy and associated service offer. These proposals formed a second phase of the engagement and consultation over a twelve week period which was carried out from 3 <sup>rd</sup> February 2020 until 26 <sup>th</sup> April, 2020.
4.3	This phase allowed the Service to explore with members of the public, partners and stakeholders, their thoughts on the proposed Library Strategy and associated service offer including the range of proposed improvements. Separate targeted consultation and engagement was also carried out in relation to the Brinsworth Community Managed model. In doing so, this allowed the Council to understand resident and stakeholder views in relation to this approach, and whether there would be collective support from the community to get involved in the delivery of library services. The findings have informed the future proposals to adopt a community-managed model at this site.
4.4	Key findings and a detailed analysis of the consultation and engagement can be found in Appendix 2: Public consultation and engagement on the future of Rotherham Libraries and proposed changes to Brinsworth Library analysis report 2020.
5.	<b>Timetable and Accountability for Implementing this Decision</b>

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5.1	Feedback from the last phase of engagement has informed the final version of the Library Strategy, which is now being presented back to Cabinet and then Council for consideration.																				
5.2	<p>The key milestone dates for the library strategy and final service offer are detailed below:</p> <table border="1" data-bbox="300 533 1310 1574"> <thead> <tr> <th data-bbox="300 533 758 589">Milestone</th> <th data-bbox="758 533 1310 589">Date</th> </tr> </thead> <tbody> <tr> <td data-bbox="300 589 758 779">Roll out of improvements to neighbourhood sites including furniture, signage and digital screens displaying Council information</td> <td data-bbox="758 589 1310 779">To start October 2020</td> </tr> <tr> <td data-bbox="300 779 758 864">Approval of the Library Strategy by Council</td> <td data-bbox="758 779 1310 864">November 2020</td> </tr> <tr> <td data-bbox="300 864 758 949">Mobilisation of new Libraries Action Plan</td> <td data-bbox="758 864 1310 949">To start November 2020</td> </tr> <tr> <td data-bbox="300 949 758 1066">Roll out of Public I.T. improvements including PC's and self service machines</td> <td data-bbox="758 949 1310 1066">To start November 2020</td> </tr> <tr> <td data-bbox="300 1066 758 1182">Co-location of Kiveton Park Library with Children and Young People's Services</td> <td data-bbox="758 1066 1310 1182">Completion November / December 2020</td> </tr> <tr> <td data-bbox="300 1182 758 1267">Thurcroft Library co-location with Thurcroft Parish Council</td> <td data-bbox="758 1182 1310 1267">To start January 2021</td> </tr> <tr> <td data-bbox="300 1267 758 1352">Swinton Library relocation</td> <td data-bbox="758 1267 1310 1352">To start January 2021</td> </tr> <tr> <td data-bbox="300 1352 758 1491">Roll out of technology to access a library outside staffing opening hours (Mowbray Gardens and Brinsworth)</td> <td data-bbox="758 1352 1310 1491">To start April 2021</td> </tr> <tr> <td data-bbox="300 1491 758 1574">Brinsworth Library transfer to Community Managed delivery</td> <td data-bbox="758 1491 1310 1574">Completion April 2021</td> </tr> </tbody> </table>	Milestone	Date	Roll out of improvements to neighbourhood sites including furniture, signage and digital screens displaying Council information	To start October 2020	Approval of the Library Strategy by Council	November 2020	Mobilisation of new Libraries Action Plan	To start November 2020	Roll out of Public I.T. improvements including PC's and self service machines	To start November 2020	Co-location of Kiveton Park Library with Children and Young People's Services	Completion November / December 2020	Thurcroft Library co-location with Thurcroft Parish Council	To start January 2021	Swinton Library relocation	To start January 2021	Roll out of technology to access a library outside staffing opening hours (Mowbray Gardens and Brinsworth)	To start April 2021	Brinsworth Library transfer to Community Managed delivery	Completion April 2021
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6.	<b>Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of s151 Officer)</b>																				
6.1	Capital investment has been approved for the existing 14 neighbourhood sites to a value of £1.4m and in a new site for the Central Library currently anticipated to require investment to a value of £5.7m. The town centre proposal is part of the Town Centre Master Plan implementation which itself																				

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	<p>is aligned to the forthcoming central government funding opportunity, known as the 'Future High Streets Fund' (FHSF). The outcome of the Council's full submission to the fund will not be known until November 2020, at this point the funding available will become clearer.</p> <p>Subject to the outcome of the FHSF submission, it is anticipated that the capital financing costs of the Council's direct capital investment in a new library and the proposed capital investment to improve library provision across the estate, can be met from the revenue savings generated from the move of the Library from Riverside House to the new site.</p>
6.2	<p>In relation to the improvement and modernisation works, the procurement of any third-party Contractor to supply/deliver this must be undertaken in line with the Public Contracts Regulations 2015 and the Council's own Financial and Procurement and Procedure Rules.</p>
7.	<p><b>Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)</b></p>
7.1	<p>The Council has a statutory responsibility to provide "a comprehensive and efficient" public library service "for all persons desiring to make use thereof" (Public Libraries and Museums Act, 1964). The Act states that the local authority has a duty to provide facilities for borrowing books and other materials and that it should encourage both adults and children to make full use of the service. The Act does not try to define what a 'comprehensive and efficient Library service' is, but when considering how best to deliver the statutory duty, each library authority is responsible for determining, through consultation, the local needs and to deliver a modern and efficient library service that meets the requirements of their communities within available resources.</p>
7.2	<p>Should the Secretary of State receive a complaint that the library authority has failed to carry out its duties relating to the public library service imposed on it by the Act they can instigate an investigation as to whether such a failure has occurred. If the outcome of that investigation is that the library authority has failed in its duties, then an order can be made declaring the library authority to be in default and setting out directions for the purpose of removing the fault. Should there be a failure to comply with such an order the functions of the library authority can be transferred to the Secretary of State.</p>
7.3	<p>The Council also has to ensure it complies with its duties under the Equality Act 2010. Under section 1 of that Act, the Council must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. In addition, under section 149 of the Act, the Council must</p>

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	<p>comply with the public sector equality duty which requires it to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act</li> <li>• Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and</li> <li>• Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul> <p>In dealing with this duty, the Council must have due regard in particular, to the need to:</p> <ul style="list-style-type: none"> <li>• Remove or minimise disadvantages suffered by persons who share a relevant characteristic that are connected to that characteristic</li> <li>• Take steps to meet the needs of people who share a relevant protected characteristic that are different to the needs of persons who do not share it; and</li> <li>• Encourage persons who share a relevant characteristic to participate in public life or any other activities where their participation is disproportionately low. Protected characteristics include disability, age, race, sex, religion or belief, gender reassignment, marriage and civil partnership, pregnancy/maternity and sexual orientation.</li> </ul>
7.4	Legal Services have prepared a concession agreement under which Brinsworth Community Trust is granted the opportunity (on a concession basis) to operate Brinsworth Library.
8.	<b>Human Resources Advice and Implications</b>
8.1	The transfer of Brinsworth Library to the Community Trust will have implications for Council Library staff currently working at this site. As part of their current Job Profile these staff are required to work at various locations across the borough and therefore all staff will be reallocated to other sites. This means that no job losses are anticipated as a consequence of this proposal. Early discussions have taken place with staff and Trade Unions.
9.	<b>Implications for Children and Young People and Vulnerable Adults</b>
9.1	The proposed library strategy offers a rich core service provision for children and young people with a wide range of initiatives.

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9.2	The service is currently well used by children up to the age of 11 years. Support for literacy is very strong for pre-school and Early Years children and their families through Bookstart, Story Times, Rhymetimes, Chatterbooks reading groups, class visits and the Summer Reading Challenge. This support has been tailored during the closure of Libraries due to COVID-19 and transferred, where possible, online.
9.3	The service is aware that the number of young people aged between 11 and 18 accessing their library provision is low. Building on the information already collated throughout all phases of engagement, the service will be looking to improve the offer for this age group with the development of programmes including code clubs, young readers groups, makerspaces and volunteering in libraries.
9.4	The Library Service will be a key player in supporting young people in their ambition to create a programme of events and activities to "make all of Rotherham's cultural destinations, libraries, leisure centres and green spaces child-focused, family-friendly and safe for everyone, young and old." in order to deliver against the Children's Capital of Culture initiative.
9.5	Co-location of Kiveton Park Library with Children and Young People's Services brings opportunities for the community to utilise a new facility to improve skills and learning for example using the new catering kitchen to deliver food hygiene courses in order to equip Children with essential life skills.
9.6	The Schools' Loan Service, which offers resources to support reading, literacy and the wider curriculum in schools will continue to be delivered by the Library Service.
9.7	Increased volunteering opportunities will be available to both young people and adults including those who are older, vulnerable or disabled. Evidence suggests that volunteering benefits people by helping to alleviate social isolation and loneliness.
9.8	As part of a commitment to widening access, the library service will continue to provide vehicle-based services, mainly to older people who might otherwise be unable to get to a library.
10.	<b>Equalities and Human Rights Advice and Implications</b>
10.1	Equality Analysis and Screening Assessment for the Library Strategy is attached at Appendix 3. The Equalities Analysis has been used to inform the Assessment of Local Need, as a way of embedding equalities in the core planning activity for the service.

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10.2	<p>The key findings of the Equalities Impact analysis have identified both strengths and weaknesses of engagement within the library service whereby the service can seek to maintain and develop as the service evolves. In addition to having an exceptional high rate of customer satisfaction it is evident from this analysis that libraries are engaging well with; Females borough wide, White British people, those who do not declare themselves as disabled, age groups of 4-11, 26-40, 41-65 and 65 and over. It is proposed that the Service will work with the wider Council and community/voluntary partners to focus on this utilising cross cutting agendas including Thriving Neighbourhoods, Health and Wellbeing agenda, Building Stronger Communities vision and the Creative Recovery Programme in order to target those areas where engagement is falling short which includes, males of all ages, BAME individuals, those who self-declare as disabled and ages 0-3, 12-17 and 18-25.</p>
10.3	<p>To this end, the Action Plan includes commitments and milestones to proactively address barriers to engagement, through, for example:</p> <ul style="list-style-type: none"> <li>• Establishing targets for engagement and positive action as part of service monitoring</li> <li>• Working with partners such as Voluntary Action Rotherham (VAR), Rotherham Ethnic Minority Alliance (REMA), Early Help and Rotherham School Improvement Partnership (RoSIS) in order to devise new engagement activities</li> <li>• Further consultation with disabled users/non-users to understand if there are any barriers to accessing services and carry out a review of all library sites to ensure they are easily accessible and DDA compliant</li> <li>• A review of stock and ensure all stock is inclusive to meet the needs and interests of those with protected characteristics where engagement is low</li> <li>• Review the demographics against services at each location to ensure it is the right fit for the surrounding community.</li> </ul>
11.	<p><b>Implications for Ward Priorities</b></p>
11.1	<p>The Rotherham Library Strategy and action plan supports the outcomes which are set out in 'Thriving Neighbourhoods', our neighbourhood strategy for 2018/2025.</p> <p>Thriving Neighbourhoods is about the Council and residents working together to achieve better outcomes and improve quality of life. Libraries will assist in bringing communities together to make a positive difference, by contributing to the following:</p> <ul style="list-style-type: none"> <li>• <b><i>People getting involved in their neighbourhood and help each other out</i></b></li> </ul>

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	<p>Libraries will improve communication about library activities, especially those which are free and low cost and promote cohesion and community spirit.</p> <ul style="list-style-type: none"> <li>• <b>People from different backgrounds have the chance to interact</b> Delivery of Fun Palaces and other events in libraries, working with colleagues in the wider service to co-ordinate and grow.</li> <li>• <b>Vulnerable people are protected</b> Offer a safe space for the most vulnerable residents and ensure they feel welcome and part of the community.</li> <li>• <b>People feeling less lonely and isolated</b> Individual sites to work closely with local community groups and partners to ensure that the service offer meets the needs of each community, reaching out to those who are lonely and isolated.</li> <li>• <b>Local assets being harnessed for the benefit of the community</b> All library sites will remain open and accessible to all, offering groups and activities to benefit the community.</li> </ul>				
11.2	In reviewing the ward plans for Rotherham, both the strategy and action plan supports priorities within these plans.				
12.	<b>Implications for Partners</b>				
12.1	A wide range of partners and Council services are working with the Library service. This has resulted in co-location and joint delivery of services. Future opportunities will continue to be explored.				
12.2	Consultation and engagement is ongoing between the Library Service and Asset Management in order to identify opportunities in relation to relocation or colocation of services and in regard to One Public Estate.				
13.	<b>Risks and Mitigation</b>				
13.1.	<table border="1"> <thead> <tr> <th>Risks</th> <th>Mitigation</th> </tr> </thead> <tbody> <tr> <td> <p>Failure to meet statutory duty under the 1964 Public Libraries &amp; Museums Act</p> <p>Failure to meet statutory duty under the Equalities Act 2010</p> <p>Reputational damage</p> </td> <td> <p>The Council has completed extensive engagement before implementing the final Library strategy and associated service offer.</p> <p>The Council is not proposing the closure of any libraries or to reduce the number of service hours each site is operational, however due to the Covid-19 global pandemic, a temporary service offer is currently in place which subsequently affects the hours of operation.</p> <p>The Council has consulted fully on the proposed new library strategy and the proposed new community managed model for Brinsworth.</p> <p>A peer review of the Library service has also been undertaken and all recommendations are being implemented.</p> <p>DCMS continues has been fully informed throughout the public engagement process on the proposed new Library strategy and associated service offer.</p> </td> </tr> </tbody> </table>	Risks	Mitigation	<p>Failure to meet statutory duty under the 1964 Public Libraries &amp; Museums Act</p> <p>Failure to meet statutory duty under the Equalities Act 2010</p> <p>Reputational damage</p>	<p>The Council has completed extensive engagement before implementing the final Library strategy and associated service offer.</p> <p>The Council is not proposing the closure of any libraries or to reduce the number of service hours each site is operational, however due to the Covid-19 global pandemic, a temporary service offer is currently in place which subsequently affects the hours of operation.</p> <p>The Council has consulted fully on the proposed new library strategy and the proposed new community managed model for Brinsworth.</p> <p>A peer review of the Library service has also been undertaken and all recommendations are being implemented.</p> <p>DCMS continues has been fully informed throughout the public engagement process on the proposed new Library strategy and associated service offer.</p>
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	<p>Decline of performance of Library Service if the central library does not relocate.</p> <p>A second-round application for FHSF has been submitted as part of the Town Centre Masterplan and Markets Redevelopment in order to attempt to secure funding to deliver a new town centre library.</p> <p>Regular opportunities for capital funding from external sources do occur and the requirement for 'shovel-ready' projects is key. The service will continue to develop the offer at Riverside in order to sustain improvements to performance. In the meantime, work to develop the town centre scheme as part of the markets development will continue in readiness for available funding.</p>
	<p>Failure of community-managed model at Brinsworth</p> <p>Brinsworth Parish Council is the sole trustee of Brinsworth Community Trust. A comprehensive support package will be provided by the Council. Self service will be made available for the library to be accessed without the need for staff/volunteers to be present.</p>
	<p>Covid-19 long term impact on Libraries</p> <p>Current service provision has been adapted to the Government Guidelines, following recommendations from Public and DCMS. Long term planning is required to ensure that the service continues with relevant safety measures in place to safeguard staff and customers.</p>
	<p>Decline in performance of Libraries</p> <p>Capital investment into buildings and facilities. Provision of a diverse range of activities and events programme which is well promoted. Targeted marketing campaigns. Benchmarking with other Authorities and learning from best practice. Adequately trained staff and volunteers.</p>
<b>14.</b>	<b>Accountable Officers</b>
	Polly Hamilton, Assistant Director of Culture, Sport and Tourism Zoe Oxley, Head of Operations and Business Transformation

Approvals obtained on behalf of Statutory Officers:-

	<b>Named Officer</b>	<b>Date</b>
Chief Executive	Sharon Kemp	Click here to enter a date.
Strategic Director of Finance & Customer Services	Judith Badger	05/10/20

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(S.151 Officer)		
Head of Legal Services (Monitoring Officer)	Bal Nahal	05/10/20

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