

## **Caerphilly County Borough Council - Integrated Impact Assessment**

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles
- Well-being of Future Generations (Wales) Act 2015
- Welsh Language (Wales) Measure 2011

**PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.**

**PLEASE NOTE: Overwrite any grey text, it is there to guide you. Make sure the font colour is converted to black for accessibility reasons.**

## 1. Proposal Details

Lead Officer	Head of Service	Service Area & Department	Date
Kathryn Peters- Project Lead Karen Pugh- Libraries Manager	Sue Richards	Library Services as Hubs	1.8.24

**What is the proposal to be assessed?** *Provide brief details of the proposal and provide a link to any relevant report or documents.*

The proposal is to consider the future of the Library Service in the county borough with a view to securing a modern, innovative and sustainable service into the future. The proposal follows the pilot model of the Rhymney Library Hub, which opened in January 2024, by potentially developing a further 5 hubs in other locations across the area: Bargoed, Ystrad Mynach, Caerphilly, Blackwood and Risca. It also considers the expansion of the LibraryLink, Digital Service and Community Outreach as a mitigation to possible closures of smaller community libraries. To support the vision for town centre libraries as community hubs, a strategic future for the service provided from these locations has been set out in the 'Draft Library Service Strategic Vision 2024-2028'.

To gather views on the future of other library locations by understanding any reasonable options that can be introduced at low to no cost to ensure the overall sustainability of the service being delivered from fewer library buildings. Further to gather views on what any potential disposal of one, or more, venues through community asset transfer, commercial or other disposal may mean for communities.

The aim is to improve the sustainability of the library service and improve the range of services available in town libraries by focussing on fewer, strategically located buildings, and, by considering the future of the other locations, generate savings to contribute towards the overall budget shortfall facing the Council.

This impact assessment is to support the decision to consult on the 'Draft Library Service Strategic Vision 2024-2028' and examine the possible future options for the remaining venues.

## 2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

*(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.*

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<b>Age</b> ( <i>people of all ages</i> )	<p>The proposal has positive and negative benefits for older and younger people.</p> <p>The potential negative benefits are potentially further travelling distances to the nearest library. This may impact on older people who do not have access to their own transport. However, the hub locations are in town centres and better served by public transport than some of the outlying locations that currently host the smaller libraries. Greater travelling distances may impact on younger people, who may rely on parental transport, or won't be able to walk to a more local library.</p> <p>The positive impacts are the better range of services that can be provided from a library operating as a hub with access to other council services and digital support. This</p>	<p>The proposed hub locations have been selected due to their better public transport links. The overall footprint will meet the travelling stipulation in the Welsh Public Library Standards with no settlement greater than 10 minutes travelling time from a static service point.</p> <p>The LibraryLink service provides a delivery and collection service to housebound and vulnerable individuals. The service will remain, and it is not proposed that any budget reduction will be made in this area.</p> <p>The proposed model will examine the feasibility of providing a delivery and collection service to community locations by possible extension of the Library Delivery service and a new Community Outreach Service to smaller towns and villages.</p>	<p>Understanding of the library user profile.</p> <p>Travelling distances across the county borough.</p> <p>Availability of public transport.</p>

	may particularly benefit older people who may be more in need of such support.	Community consultation will help to establish impacts on this group.	
<b>Disability</b> ( <i>people with disabilities/ long term conditions</i> )	<p>The proposal may be a negative effect on disabled people who may prefer to access library services at a more local library. This may apply to people with poor physical and mental health.</p> <p>There will be a negative impact in terms of the availability of public toilets if some of the smaller libraries may close.</p>	<p>The Library Link service provides a delivery and collection service to housebound and vulnerable individuals. The service will remain, and it is not proposed that any budget reduction will be made in this area.</p> <p>The proposed model will examine the feasibility of providing a delivery and collection service to community locations by possible extension of the Library Delivery Service and a new Community Outreach Service to smaller towns and villages.</p> <p>The National Toilet Map includes other nearby buildings</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Understanding of the library user profile.</p> <p>Travelling distances across the county borough.</p> <p>Availability of public transport.</p> <p>National Toilet Map</p>
<b>Gender Reassignment</b> ( <i>anybody who's gender identity or gender expression is different to the sex they were assigned at birth</i> )	Neutral.	<p>No negative impacts anticipated.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Current data suggests that there will be a neutral impact on this user group. This will be updated in the light of any new data and the results of community consultation.</p>

<p><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	<p>Neutral.</p>	<p>No negative impacts anticipated.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Current data suggests that there will be a neutral impact on this user group. This will be updated in the light of any new data and the results of community consultation.</p>
<p><b>Pregnancy and Maternity</b> <i>(women who are pregnant and/or on maternity leave)</i></p>	<p>The proposal may have a negative impact on carer and toddler groups who may benefit from meeting others living in their local areas.</p>	<p>Toddler sessions such as Rhyme Time run at all of the proposed hub locations which offer more space should demand increase.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Understanding of the library user profile.</p> <p>Travelling distances across the county borough.</p> <p>Availability of public transport.</p>
<p><b>Race</b> <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i></p>	<p>Neutral.</p>	<p>No negative impacts anticipated.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Current data suggests that there will be a neutral impact on this user group. This will be updated in the light of any new data and the results of community consultation.</p>
<p><b>Religion or Belief</b> <i>(people with different religions and beliefs including people with no beliefs)</i></p>	<p>Neutral.</p>	<p>No negative impacts anticipated.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Current data suggests that there will be a neutral impact on this user group. This will be updated in the light of any new data and</p>

			the results of community consultation.
<b>Sex</b> ( <i>women and men, girls and boys and those who self-identify their gender</i> )	Potentially negative.	<p>Period dignity products are available at all public libraries in the current estate.</p> <p>Community consultation will help to establish impacts on women and girls who access these.</p> <p>Options to find alternative points of distribution and placement will need to be explored if the current Welsh Government (WG) grant to provide these products continues.</p>	<p>Understanding of the library user profile.</p> <p>280 requests were made at libraries for period dignity products over a three-week period in the summer of 2024. The stock is regularly replenished using the WG grant.</p>
<b>Sexual Orientation</b> ( <i>lesbian, gay, bisexual, heterosexual, other</i> )	Neutral.	<p>No negative impacts anticipated.</p> <p>Community consultation will help to establish impacts on this group.</p>	<p>Current data suggests that there will be a neutral impact on this user group. This will be updated in the light of any new data and the results of community consultation.</p>

### 3. Socio-economic Duty (Strategic Decisions Only)

*(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)*

**Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:**

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
<p><b>Low Income / Income Poverty</b> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>There are potential negative and positive effects. The need to travel to a community hub location may incur increased cost for people on a low income or in income poverty. Over 60's are entitled to free bus travel and discounted rail travel. However, families on low incomes may need to travel further. Lack of digital access if local libraries close.</p>	<p>The proposed hub locations are considered to be the best locations for public transport access. Smaller libraries are only open for limited hours each week. The proposal is that all hub libraries will be open for 35+ hours per week including evenings and weekends.</p> <p>Trains on the Rhymney line connecting Rhymney,</p>	<p>Evidence from the first six-months operation of the Rhymney Library Hub and the range of customers supported.</p>

	<p>There is a potentially positive effect in that the services that will run from hubs, if they are expanded across the county borough, are focussed on resident well-being e.g. Caerphilly Cares, Citizens Advice, Housing Services, NHS outreach etc.</p>	<p>Pontlottyn, Tir-phil, Brithdir, Bargoed, Gilfach Fargoed, Pengam, Hengoed, Ystrad Mynach, Llanbradach, Energlyn, Aber and Caerphilly run every half hour.</p> <p>There are regular bus services from outlying areas to the locations proposed to be developed as hubs.</p> <p>Digital access to Council services is in place for those unable to travel.</p> <p>Housebound and vulnerable people are able to access the Library Link service.</p>	
<p><b>Low and/or No Wealth</b> (<i>enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future</i>)</p>	As above.	As above.	As above.
<p><b>Material Deprivation</b> (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)</p>	As above.	As above.	As above.



<p><b>Area Deprivation</b> (<i>where you live (rural areas), where you work (accessibility of public transport) Impact on the environment?</i>)</p>	<p>Closure of libraries in village locations will have a detrimental effect on the availability of facilities in the community.</p>	<p>The proposed hub locations are considered to be the best locations for public transport access, should the option to make savings by closing, or looking at alternative delivery models, for the remaining locations be taken. Smaller libraries are only open for limited hours each week. The proposal is that all hub libraries will be open for 35+ hours per week including evenings and weekends.</p> <p>An expansion of the Library Link service and a new Community Outreach Service would help to mitigate against area deprivation. This may include the use of community buildings in area as delivery points for a Community Outreach Service.</p>	<p>Usage and footfall data for the smaller libraries not currently proposed to be part of the hub offer. Libraries included within this group have footfall ranging from 2,000 to 40,000 people per year.</p> <p>The footfall at the proposed hub libraries ranges from 46,000 to 141,000 people per year (23/24 data).</p>
<p><b>Socio-economic Background</b> (<i>social class i.e. parents education, employment and income</i>)</p>	<p>Neutral in terms of the proposal to be consulted upon. Town centre libraries offer better facilities for digital access, printing/scanning, study support, research support etc.</p>	<p>As above.</p>	<p>Library usage data.</p> <p>Welsh Index of Multiple Deprivation data.</p>

	<p>Less facilities for home schooling groups</p> <p>Less accessible libraries for schools and education settings</p> <p>Employment support services e.g. 'Multiply' run from the main town centre libraries.</p>		
<p><b>Socio-economic Disadvantage</b> <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Closure of libraries in village locations will have a detrimental effect on the availability of facilities in the community.</p> <p>The need to travel to a community hub location may incur increased cost for people on a low income or in income poverty. Over 60's are entitled to free bus travel and discounted rail travel.</p> <p>There is a potentially positive effect in that the services that will run from hubs, if they are expanded across the county borough, are focussed on resident well-being e.g. Caerphilly Cares, Citizens Advice, Housing Services, NHS outreach etc.</p>	<p>Hub services are designed provide a holistic access point for people facing multiple disadvantage. Smaller libraries are only open for limited hours each week. The proposal is that all hub libraries will be open for 35+ hours per week including evenings and weekends.</p> <p>Trains on the Rhymney line connecting Rhymney, Pontlottyn, Tir-phil, Brithdir, Bargoed, Gilfach Fargoed, Pengam, Hengoed, Ystrad Mynach, Llanbradach, Energlyn, Aber and Caerphilly run every half hour.</p> <p>There are regular bus services from outlying areas to the</p>	<p>Library usage data.</p> <p>Welsh Index of Multiple Deprivation data.</p>

		<p>locations proposed to be developed as hubs.</p> <p>An expansion of the Library Link service and a potential new Community Outreach Service would help to mitigate against the cumulative impact of socio-economic disadvantage.</p>	
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#### 4. Corporate Plan – Council’s Well-being Objectives

*(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Corporate Plan](#)*

<p><b>Objective 1 - Enabling our Children to Succeed in Education</b></p>	<p>The relevant aspiration under this objective is that:</p> <ul style="list-style-type: none"> <li>• We will have improved the literacy (English and Welsh), numeracy, digital, physical and wider skills to provide our learners with better life chances.</li> </ul> <p>While most of the steps to be taken under this objective relate to schools, the provision of libraries as places of study and support are integral to achieving the aims. Educational visits by schools and numerous young person’s reading and literacy events are provided by the library service across all age groups. While this proposal suggests that a smaller library footprint may exist those education support services for young people will continue from the remaining hub locations. Hub libraries are better staffed and able to stay open for 35+ hours a week, including evenings and on Saturdays i.e. outside school hours.</p>
<p><b>Objective 2 - Enabling our Residents to Thrive</b></p>	<p>The relevant aspirations under this objective are that:</p> <ul style="list-style-type: none"> <li>• We will have responded to our aging demographic, including creating age friendly communities</li> <li>• We will have enabled the community and voluntary sector to support our residents.</li> </ul> <p>Libraries have a responsibility in the Welsh Public Library Standards to improve digital literacy and we know that many older adults struggle with accessing services in this way. Digital support will remain an integral part of delivery from the proposed model, and the provision of multiple services in one location should help older and more vulnerable adults access the support available from Council services. However, we must acknowledge that less provision could be available in more local communities, the hope is that this will be offset by better services at hub locations available over longer opening hours. Hub libraries are better served by public transport as they are located in town centres. Libraries have been used as ‘warm</p>



	<p>spaces' during the current cost-of-living crisis and it is hoped that this same welcome can continue to be provided.</p> <p>The Community and Voluntary Sector already has a strong presence in the larger libraries through the use of bookable meeting rooms and spaces to meet their clients. The hub model will continue to support this offer.</p>
<p><b>Objective 3 - Enabling our Communities to Thrive</b></p>	<p>Two of the steps under this objective are:</p> <ul style="list-style-type: none"> <li>• The development of a modernised presence in communities that makes best use of our assets in providing a wider range of services and, at the same time, opening up our spaces for use by communities and partners by developing Community Hubs to provide greater targeted services.</li> <li>• Seeking to improve digital connectivity and skills across our communities.</li> </ul> <p>This proposal is intended to deliver those steps in the Corporate Plan by building on the pilot model in Rhymney.</p>
<p><b>Objective 4 - Enabling our Economy to Grow</b></p>	<p>One of the aspirations under the objective is that:</p> <ul style="list-style-type: none"> <li>• We will have a stronger relationship with our business community through town centre regeneration.</li> </ul> <p>One of the steps is to:</p> <ul style="list-style-type: none"> <li>• Support residents with barriers to employment including economically inactive people, short term unemployed, long term unemployed and young people ages 16-24 not in employment education or training.</li> </ul> <p>The 6 hubs proposed under this model are in our main town centres, the buildings being important for town centre regeneration plans. Employment support services run from our libraries as these are a convenient and suitable environment in which to meet clients that requires support. Focusing on 6 hubs may help focus that support.</p>




<b>Objective 5 - Enabling our Environment to be Greener</b>	No direct impact. Although closing smaller less carbon efficient venues will help towards overall net zero targets.
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<b>4a. Links to any other relevant Council Policy</b> <i>(How does your proposal deliver against any other relevant Council Policy?)</i>	
Pursuing Excellence Together- <a href="#">the Education Strategy 2022-2025</a> Strategic Equality Plan 2024-2028 – Equality Objective 1 - Access to Services and Information, Equality Objective 2 - Education, Skills and Employment	

## 5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

*(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)*

<u>Ways of Working</u>	How have you used the Sustainable Development Principles in forming the proposal?
<p><b>Long Term</b></p> 	The current library estate is not sustainable in the longer term. Our staffing is spread too thinly such that it is difficult to maintain opening hours across all venues. Some libraries are only open for limited hours, some as little as 15 hours per week. Concentrating on fewer better located libraries will help the sustainability of the service in the long term. We are more likely to be able to respond to user requests with greater staffing numbers e.g. Welsh language and BSL.
<p><b>Prevention</b></p> 	Hub services are designed to answer multiple questions for residents from one location by acting as an access point into council services. The Rhymney Hub has been focused on the well-being of residents in the area and the hope is that model can be replicated at other venues across the county borough.

<p><b>Integration</b></p> 	<p>Partner agencies in the public and community sector already make use of our library spaces for meeting clients and delivering courses/surgeries/groups e.g. Gwent Police, Public Health Wales, Aneurin Bevan UHB, GAVO, Menter Iaith. The hope is that this can be strengthened and expanded under a hub model.</p>
<p><b>Collaboration</b></p> 	<p>See Integration.</p>
<p><b>Involvement</b></p> 	<p>This proposal is to consult with communities on the proposed move to 6 Hubs and to understand what the implications may be for communities and the users of Council services.</p>

## 6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p><b>A Prosperous Wales</b>  <i>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</i></p>	<p>Rationalising the library estate to fewer venues will help to meet the Council's zero carbon targets in relation to buildings for 2030. However, this may be offset by more travelling by communities in relation to 2050 targets. Education support and assistance into employment are described above in relation to the Corporate Plan Well-being Objectives, specifically, 'Enabling our Residents to Thrive' and 'Enabling our Children to Succeed in Education'.</p>

<p><b>A Resilient Wales</b>  <i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Not directly relevant</p>
<p><b>A Healthier Wales</b>  <i>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</i></p>	<p>Health promotion activities run from library venues. Larger libraries are better able to accommodate partners such as Aneurin Bevan UHB, Public Health Wales, Stop Smoking Wales, MIND and the Integrated Well-being Network, who already use our larger venues to meet clients and deliver services.</p>
<p><b><u>Well-being Goals</u></b></p>	<p><b>Does the proposal maximise our contribution to the Well-being Goal and how?</b></p>
<p><b>A More Equal Wales</b>  <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>As described under the Corporate Plan Well-being Objectives above. Specifically, 'Enabling our Residents to Thrive'.</p>
<p><b>A Wales of Cohesive Communities</b>  <i>Attractive, viable, safe and well-connected communities</i></p>	<p>As described under the Corporate Plan Well-being Objectives above. Specifically, 'Enabling our Communities to Thrive'.</p>
<p><b>A Wales of Vibrant Culture and Thriving Welsh Language</b>  <i>A society that promotes and protects culture, heritage and the Welsh language, and which</i></p>	<p>Please see specific Welsh Language Assessment at section 7 of this Impact Assessment.</p>



<i>encourages people to participate in the arts, and sports and recreation</i>	
<b>A Globally Responsible Wales</b> <i>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</i>	Maintaining less library venues will assist with the Council's net zero by 2030 targets. However, this must be considered against the fact that more people may travel to hub libraries negatively affecting the community 2050 target which the Council has a duty to promote.

## 7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

*(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) [Policy Making Standards - Good Practice Advice Document](#)*



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census
<b>Links with Welsh Government's <a href="#">Cymraeg 2050 Strategy</a> and CCBC's <a href="#">Five Year Welsh Language Strategy 2022-2027</a> and the <a href="#">Language Profile</a></b>	Neutral. Welsh language support will continue to be provided at hub locations. The Idris Davies Community Learning Hub (Rhymney Hub) was specifically funded to be a centre to hold the Welsh language collection and book stock. We are more likely to have Welsh speaking staff in hub locations.	None envisaged. The consultation on the proposals will help to establish whether there are any unintended consequences that may affect the Welsh language and the Council's own targets through its 5-year Welsh language strategy.	Caerphilly CBC Welsh Language Strategy 2022- 2027.

	Partners such as Menter Iaith will be able to provide support through activities such as chat clubs at hub locations.		
<b>Compliance with the <a href="#">Welsh Language Standards</a>.</b> <i>Specifically Standards 88 - 93</i>	No impact. The 6 hubs proposed in the model coincide with the libraries that are required to provide bilingual reception services under the Council's Compliance Notice- Standard 64. We are more likely to have Welsh speaking staff in hub locations.	None	Standard 64 and standards 88-93 in the Compliance Notice.
<b>Opportunities to promote the Welsh language</b> <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i>	No impact. The Caerphilly Library service actively promotes access to Welsh language resources including through its digital collection.	None.	
<b>Requirement</b>	<b>Does the proposal have any positive, negative or neutral impacts on the following and how?</b>	<b>If there are negative impacts how will these be mitigated?</b>	<b>What evidence has been used to support this view? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census</b>
<b>Opportunities for persons to use the Welsh language</b> <i>e.g. staff, residents and visitors</i>	No impact. The 6 library venues proposed under the hub model already provide bilingual reception services.	None.	Standard 64 in the Council's Compliance Notice.

<p><b>Treating the Welsh language no less favourably than the English language</b></p>	<p>All services which are required to be provided bilingually will be maintained.</p>	<p>None.</p>	<p>The Council's Compliance Notice.</p>
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**7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.**

There is not believed to be any potential negative impact on the use of Welsh, sustainability of Welsh speaking communities, numbers and/or percentages of Welsh speakers, fluency and confidence of Welsh speakers and learners to use Welsh, transmission of Welsh at home/from one generation to the next, using Welsh in the workplace, decrease in Welsh language digital media infrastructure and/or media, or promoting Welsh in everyday life and its status. Should there be any staffing changes as a result of rationalising to fewer locations the appointment process for any new or vacant posts will ensure that Welsh language skills are considered. We are more likely to have Welsh speaking staff at hub locations. We need to ensure that partners using our spaces are providing bilingual information where at all possible. Directly commissioned providers will need to ensure a bilingual offer.

## 8. Data and Information

*(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)*

<b>Data/evidence</b> <i>(Please provide link to report if appropriate)</i>	<b>Key relevant findings</b>	<b>How has the data/evidence informed this proposal?</b>
<p>Library usage data</p> <p>Library opening times</p> <p>Travel distance between venues</p> <p>National Toilet Map</p> <p>Welsh Index of Multiple Deprivation data</p> <p>Benchmarking with other similar services</p> <p>Welsh Public Library Standards</p> <p>Staffing data- hours of unscheduled cover needed</p> <p>Numbers of Welsh speakers in the service.</p> <p>Evidence from the first 6-months operation at the Rhymney Hub</p>	<p>The data tends to support the proposal in terms of:</p> <ul style="list-style-type: none"> <li>• the size of the library estate in comparison to other similarly sized local authorities</li> <li>• the number of single-staffed locations with limited opening hours</li> <li>• the successes of the first six month's operation of the Rhymney Hub</li> </ul>	<p>The data suggests that it is appropriate to conduct a community consultation on the proposed model to understand any unintended consequences of the proposals and whether these can be reasonably mitigated against.</p>

**Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?** *Details of further consultation can be included in Section 9.*

We may have some gaps in understanding how these proposals will impact on individuals and communities, in particular those with protected characteristics, those who are less digitally able and those with poorer socio-economic circumstances. The community consultation may suggest that further data gathering is needed to understand any aspects that have not been covered above.

## 9. Consultation

*(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. [Consider the Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.*

**Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.**

The proposal in this IIA is to conduct a community consultation on the proposed model for 6 Council Hubs as set out in the strategic future vision for libraries as hubs on the 'Draft Library Service Strategic Vision 2024-2028'. The results of the consultation will be considered by Council elected members and Cabinet in determining the future of library services in the county borough.

## 10. *Monitoring and Review*

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?	This proposal will be monitored through the Mobilising Team Caerphilly programme.
What are the practical arrangements for monitoring?	See above.
How will the results of the monitoring be used to develop future proposals?	This proposal may be developed further once the outcome of the consultation is known.
When is the proposal due to be reviewed?	To be confirmed.
Who is responsible for ensuring this happens?	Sue Richards- Head of Education Strategy and Planning and project sponsor.

## 11. *Recommendation and Reasoning*

<b>X</b>	Implement proposal with no amendments
••	Implement proposal taking account of the mitigating actions outlined
••	Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

**Have you contacted relevant officers for advice and guidance?**

**Yes**

## 12. Reason(s) for Recommendation

*(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the “Summary of Integrated Impact Assessment” section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).*

The proposal is to conduct a community consultation on the development of 5 Community Hubs at the library locations in Bargoed, Ystrad Mynach. Caerphilly. Blackwood and Risca, following the pilot model in Rhymney.

Further to understand, from the results of that consultation and available data, how to manage the future of the remaining library locations. The options for these may include closure, community asset transfer or some other alternative delivery model. The proposal includes the possible expansion of the Library Link Service and a new Community Outreach Service.

## 13. Version Control

*(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)*

Version No.	Author	Brief description of the amendments/update	Revision Date
1	Kathryn Peters	Initial Draft	2.8.24
2	Kathryn Peters	Revised Draft	12.9.24
3	Kathryn Peters	Final Draft	25.9.24

## ***Integrated Impact Assessment Author***

<b>Name:</b>	Kathryn Peters
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<b>Job Title:</b>	<b>Service Improvement and Partnerships Manager</b>
<b>Date:</b>	<b>2.8.24</b>

*Head of Service Approval*

<b>Name:</b>	<b>Sue Richards</b>
<b>Job Title:</b>	<b>Head of Education Strategy and Planning</b>
<b>Date:</b>	<b>2.10.24</b>
<b>Signature</b>	<b>S Richards</b>