Enfield Equality Impact Assessment (EqIA)

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	**Consultation on draft Library Strategy**
Team/ Department	**Policy and Performance, Environment and Communities**
Executive Director	**Perry Scott**
Cabinet Member	**Cllr Anyanwu**
Author(s) name(s) and contact details	**Policy and Performance libraries.engagement@enfield.gov.uk**
Committee name and date of decision	**Delegated Authority Report**
Date of EqIA completion	**22/07/2024**

Name of Head of Service responsible for implementing the EqIA actions (if any)	**Lee Shelsher, Head of Customer Solutions**
Name of Director who has approved the EqIA	**Perry Scott, Executive Director of Environment and Communities**

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision
Please summarise briefly:
What is the proposed decision or change? What are the reasons for the decision or change? What outcomes are you hoping to achieve from this change? Who will be impacted by the project or change - staff, service users, or the wider community?
What is the proposed decision or change?

This draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff and volunteers to make a positive impact on people's lives in Enfield.

The draft library strategy is informed by analysis on the use of libraries; the varying needs of communities in different parts of the borough (population and deprivation data); the accessibility of our library buildings by different travel modes; the first phase engagement with stakeholders; and the operating and maintenance costs of library buildings.

Enfield Council's current statutory library provision consists of 16 public libraries, together with the digital library service and a home library service for housebound residents. In addition to these 16 libraries, Angel Raynham library is also classified as a public library. However, it is located inside Raynham Primary School and is not accessible to the general public. It is not staffed by the Council's library service, has its own stock of books and the operating costs of this library are funded by Raynham primary school.

To meet the Council's principles to deliver accessible and responsive services and be financially resilient, we have considered how our library service can be delivered in a more efficient way, while ensuring that it continues to meet people's needs and is comprehensive. Therefore, the draft strategy proposes to:

- Improve and enhance the library service at Ordnance Unity Centre, Edmonton Green, Ponders End, Fore Street, Millfield House, Palmers Green, Enfield Town and Ridge Avenue, by increasing opening hours by 56 hours per week (15%).
- Retain the home library service and digital library service.
- Reduce the number of libraries by closing Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood and John Jackson. This is a reduction of 281 hours per week in available services across the borough.
- Formally declassify Angel Raynham as a public library.

What are the reasons for the decision or change?
The way people use and access our libraries has changed over the past 10 years. There is an increased digitalisation of services and new digital opportunities; there is an increasing need for warm public spaces in winter and cool public spaces in summer; and our libraries have become community hubs, offering a breadth of services and support. We have also maintained one of the highest number of libraries of any London borough, and far higher than the average across the capital.

The Council has also changed over the past 10 years. The way people interact with us and the way we deliver services has changed. We also face budget challenges – we are having to do more with less following over a decade of government underfunding, the impact of the Covid-19 pandemic, historic inflation and interest rate rises, and the ongoing cost of living crisis resulting in more residents needing our support.

There is an urgent need to do things differently so that we can continue to deliver accessible and responsive services for our diverse communities, whilst remaining financially resilient. To design a sustainable future library service, that enables us to deliver on our five priorities, we have three underlying principles which have informed proposed changes to our library estate:

- Focusing resources in areas of greatest need
- Ensuring an accessible library service for everyone
- Delivering a financially resilient library service

1) Focusing resources in areas of greatest need

As part of the development of the draft library strategy we have looked at a series of indicators of need at ward level for each library, to determine the different levels of need in the populations living closest to each library. The combined indicators have been used to rank the 25 wards by level of need.[1]

The ranking includes:
- Population demographics – This includes the number of younger people, older people, the percentage of households where English is no-one's first language and population density. [2]
- Community safety – This includes the number of recorded criminal offences between March 2022 and April 2023.[3]
- Health and disability – This includes the percentage of residents in good health and the percentage of residents with a disability.[4]
- Deprivation – This includes percentage of children in low-income families, the percentage of children eligible for free school meals, the percentage of adults on unemployment benefits and universal credit, the percentage of households in fuel poverty and indices of deprivation. [5]
- Educational attainment – This includes the percentage of children achieving expected literacy and reading standards, the percentage of children achieving grade 9-5 in GCSE English and Maths, and the percentage of adults with no qualifications. [6]
  Broadband coverage - The percentage of premises with broadband coverage above 30Mb/s.[7]

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[1] The indicators we have used are those the Department of Digital, Culture, Media and Sport advises library authorities to use when undertaking a review of their libraries.

[2] The higher the number, the higher the number of younger people and older people, the higher the percentage of households where English is no-one's first language and the higher the population density.

[3] The higher the number, the higher the number of recorded criminal offences.

[4] The higher the number, the greater the level of ill health and disability.

[5] The higher the number, the greater the level of deprivation.

[6] The higher the number, the lower the percentage of children achieving expected literacy and reading standards, the lower the percentage of children achieving grade 9-5 in GCSE English and Maths, and the higher the percentage of adults with no qualifications.

[7] The higher the number, the lower the number of premises with broadband coverage above 30Mb/s (so greatest level of 'digital need').

The combined indicators have been used to rank the 25 wards by level of local need. The highest level of local need on the criteria used is in wards that are in the east of the borough.

2) Ensuring an accessible library service for everyone

As well as focusing on areas of greatest need, we must ensure that our library service is accessible to everyone.

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library, (this was 98% for the 16 library buildings).
- 88% of residents live within a 20-minute public transport journey from their nearest library, (this was 97% for the 16 library buildings).
- 98% of residents live within a 10-minute cycle ride from their nearest library, (this was 99% for the 16 library buildings).
- 100% of residents live within a 10-minute car journey from their nearest library, (this was 100% for the 16 library buildings).

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces (57 spaces overall).

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

For those who would prefer to access the library service online, we have a digital library service, which enables library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at their convenience.

If a resident has a mobility, disability or caring responsibility that would make it difficult to visit a library or access our digital library service, the Royal Volunteer Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Volunteer Service visit our home library users once every two weeks.

3) Delivering a financially resilient library service

The Council is under a duty to set a balanced budget but faces significant budget challenges after 10 years of government cuts and growing pressures. We know we face a budget gap over the next 5 years, so it is inevitable that savings will need to be made now and in years to come to set a balanced budget. In this context, we need to ensure our libraries are delivering accessible and responsive services in the best possible way to meet local need.

We have undertaken a review of our current library offer and developed a proposed approach that intends to deliver a comprehensive library service for all those who live, work and study in the area, with reduced costs, by closing some of our libraries and matching the comparable offer by other London boroughs.

It is estimated that the proposals to close the eight buildings will achieve an annual revenue saving in the range of £0.57 million to £0.63 million once fully implemented. These estimated savings are the operating costs and staffing posts for the buildings that are proposed to close. Additionally, the buildings also require maintenance work and by delivering the library service from fewer buildings, the Council will also be saving an estimated £5.3 million in future upkeep and maintenance costs. It is estimated that the buildings could generate a capital receipt of between £2.43 million and £3.25 million.

What outcomes are you hoping to achieve from this decision or change?
In this consultation, we want to gather feedback from stakeholders to further develop and improve our draft proposals. The phase two consultation will also help us raise awareness of the draft library strategy among stakeholders and explain the Council's rationale for the proposed changes, developments and opportunities arising out of the draft strategy. From the consultation, we want to understand how the proposals will impact respondents and their suggestions on how we can mitigate this impact and establish whether stakeholders have any alternative suggestions which make the same level of savings for the library service.
We will carefully consider stakeholders feedback and will finalise, approve and publish our final strategy in early 2025.

Section 3 – Equality analysis

| Age |
| --- |
| This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds. |
| Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)

 Please provide evidence to explain why this group may be particularly affected. |
| Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

 Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield. |

Data analysis:

Overall, the age of the library users who used the libraries which are proposed to close and the age of the library users who used the library which are proposed to remain open are broadly in line. They are also broadly representative of the age of the borough's population.

The highest proportion of active users are aged 0-19. This is 34% of users in the libraries that are proposed to close and 32% of users in the libraries that are proposed to remain open. This is higher than the proportion of the borough population aged 0-19 (27%).

Figure: Age of the borough population compared to age of active library users[8]

Age of the borough population compared to age of active library users
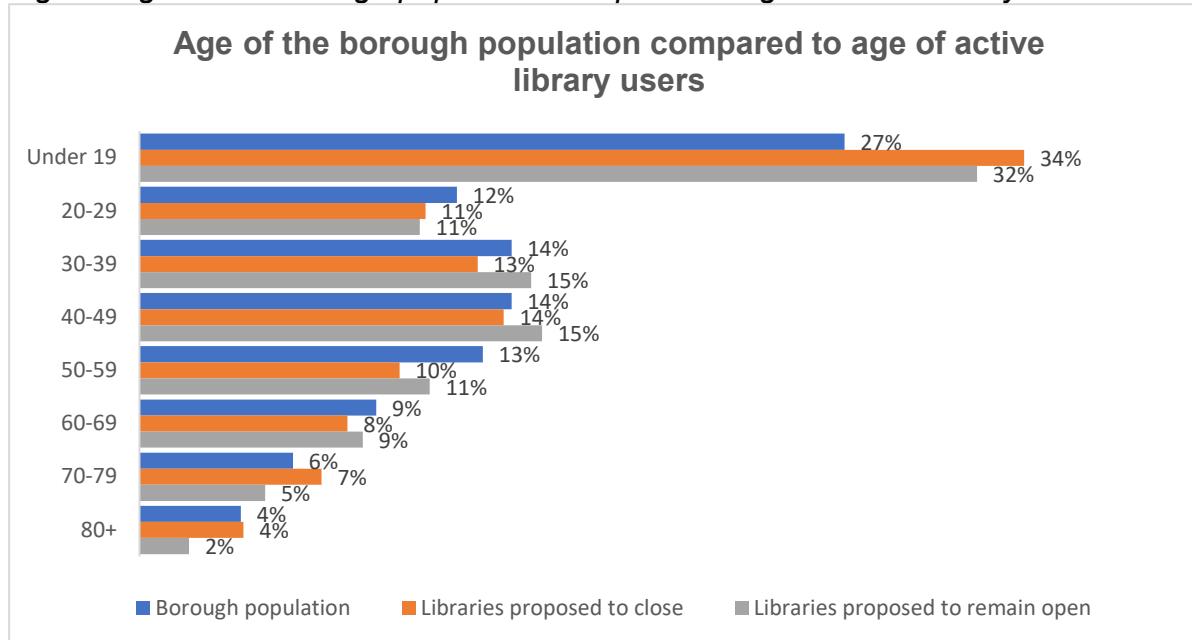
In the phase one engagement, the highest proportion of respondents who declared their age were aged 60-69 (22%), 40-49 (20%), and 70-79 (17%). The highest proportion of respondents who declared their age and used the libraries proposed to close were aged 40-49 (22%), 60-69 (20%), 70-79 (16%) and 30-39 (16%). The highest proportion of respondents who declared their age and used the libraries proposed to remain open were aged 60-69 (22%), 40-49 (21%), and 70-79 (17%).

Figure: Age of respondents to phase one engagement[9]

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[8]Base: 329,984 borough population, 9,699 active library users of libraries proposed to close, 32,000 active library users of libraries proposed to remain open

[9] Base: 587 respondents

Age of respondents to phase one engagement

Age	Respondents overall	Respondents who used libraries proposed to close	Respondents who used libraries proposed to remain open
Under 19	4%	3%	3%
20-29	5%	5%	5%
30-39	14%	16%	13%
40-49	20%	22%	21%
50-59	14%	13%	13%
60-69	22%	20%	22%
70-79	17%	16%	17%
80+	5%	4%	5%

- ■ Respondents overall
- ■ Respondents who used libraries proposed to close
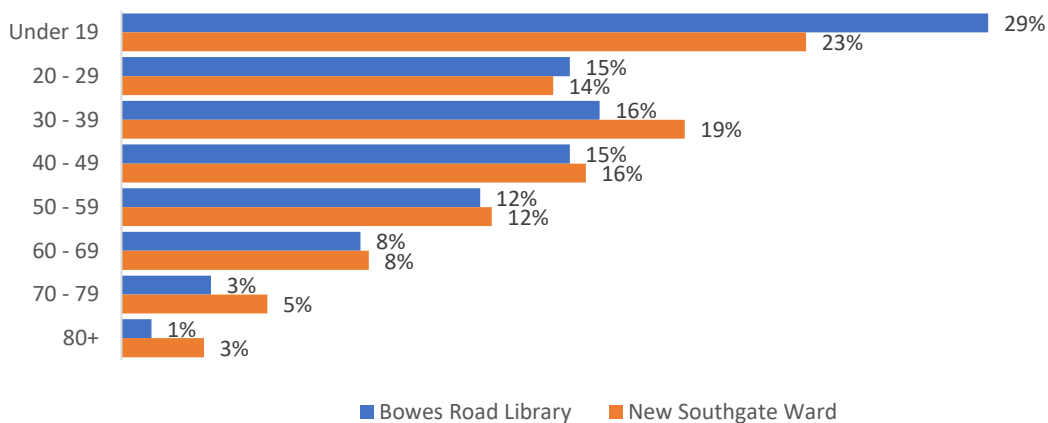- ■ Respondents who used libraries proposed to remain open
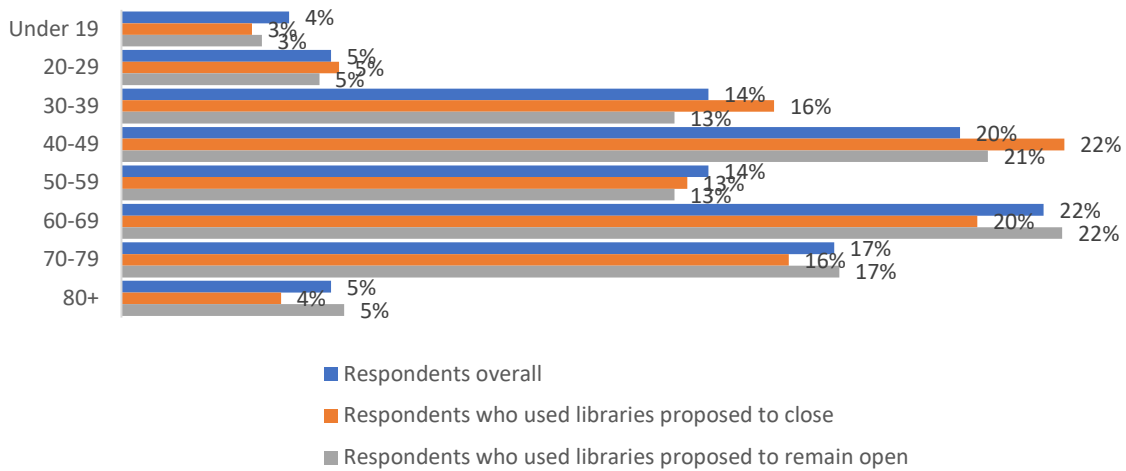
Bowes Road

Overall, 1,581 active users at Bowes Road Library have declared their age, this is 100% of the total number of active users between 2022-2024.

The ward proportionately has significantly more residents aged 25-44 (36%) and relatively fewer children aged 5-14 (12%), compared to the borough population overall (28% and 14% respectively). The highest proportion of active users are aged 30-39 years old (19%). However, there is also a high level of library usage among 0-9 and 10–19-year-olds (18% and 14% respectively), which suggests that the library is effective at engaging this cohort.

Age of active library users compared to the age of the ward population [10]

Age of active library users compared to age of ward population

Age	Bowes Road Library	New Southgate Ward
Under 19	29%	23%
20 - 29	15%	14%
30 - 39	16%	19%
40 - 49	15%	16%
50 - 59	12%	12%
60 - 69	8%	8%
70 - 79	3%	5%
80+	1%	3%

- ■ Bowes Road Library ■ New Southgate Ward

In the phase one engagement, 31 respondents who used Bowes Road library declared their age. This is a small sample and would not enable a meaningful

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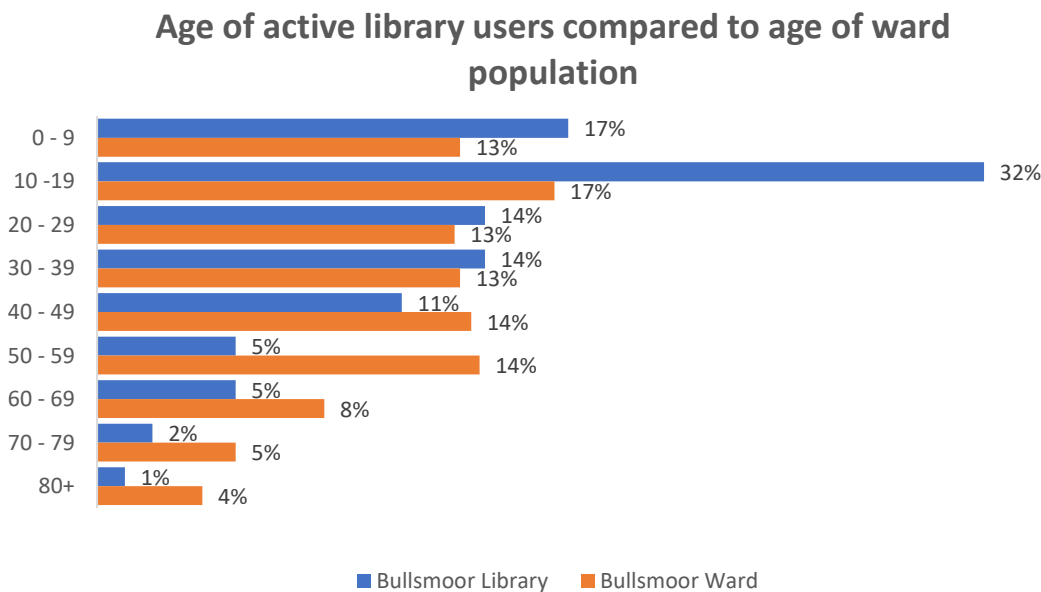[10] Base: 221 active users, 11,454 census

comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 14 respondents who used Bowes Road declared they were parents and carers. This is also small sample.

Bullsmoor
Overall, 221 active users at Bullsmoor library have declared their age, this is 99.5% of the total number of active users between 2022-2024.

The highest percentage of active library users are aged 10-19 years old (32%), which is considerably higher than the percentage of 10–19-year-olds living in the ward (17%). The second highest percentage of active library users are aged 0-9 years old (17%); which is significantly higher than the ward population (13%). The library is being particularly well used by this younger cohort for borrowing books / using the computers, suggesting that the library is being regularly used by families with young children and teenagers and is effective in engaging with this age group.

Figure: *Age of active library users compared to age of ward population* [11]

Age of active library users compared to age of ward population

Age	Bullsmoor Library	Bullsmoor Ward
0 - 9	17%	13%
10 - 19	32%	17%
20 - 29	14%	13%
30 - 39	14%	13%
40 - 49	11%	14%
50 - 59	5%	14%
60 - 69	5%	8%
70 - 79	2%	5%
80+	1%	4%

In the phase one engagement, 19 respondents who used Bullsmoor library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 8 respondents who used Bullsmoor library declared they were parents and carers. This is a small sample.

Edmonton Green
Overall, 7,302 active users at Edmonton Green Library have declared their age, this is 91% of the total number of active users between 2022-2024.
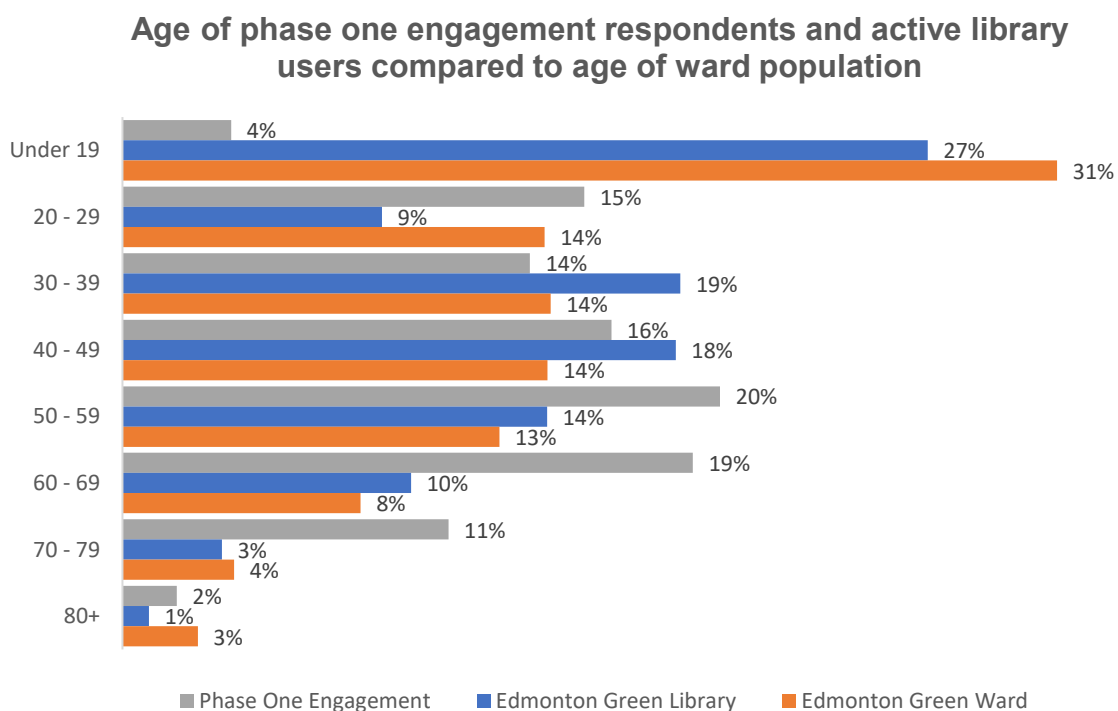
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[11] Base: 221 active users, 11,454 census

The ward has a higher population of children and young adults when compared to the borough population. However, children aged 0-9 are underrepresented as active library users at Edmonton Green when compared to the ward population (10% compared to 15%). The highest percentage of active library users are aged between 30 – 39 (19%), this is higher than the ward population in this age range (14%), suggesting that the library is effective at engaging this age cohort.

Of the respondents to the phase one engagement who used Edmonton Green Library and declared their age, the highest proportion (21%) were aged 50-59 which is significantly higher than the proportion of ward population or active library users in this age group (13% and 14% respectively).

The phase one engagement was under representative of respondents aged under 19, however we know that 17% of respondents who used Edmonton Green library declared they were parents and carers of children and young people aged under 14[12].

Figure: Age of phase one engagement respondents and active library users compared to age of ward population[13]

Age of phase one engagement respondents and active library users compared to age of ward population

	Phase One Engagement	Edmonton Green Library	Edmonton Green Ward
Under 19	4%	27%	31%
20 - 29	15%	9%	14%
30 - 39	14%	19%	14%
40 - 49	16%	18%	14%
50 - 59	20%	14%	13%
60 - 69	19%	10%	8%
70 - 79	11%	3%	4%
80+	2%	1%	3%

Enfield Highway

Overall, 1,069 active users at Enfield Highway library have declared their age, this is 100% of the total number of active users between 2022-2024.
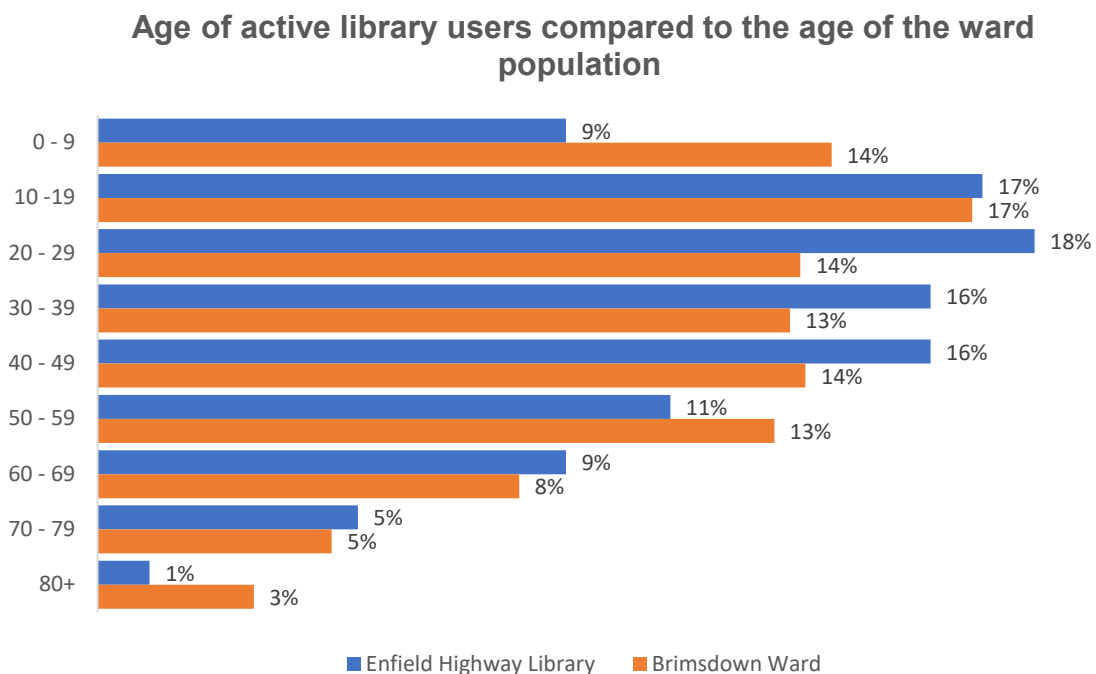
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[12] Base: 169 respondents
[13] Base: 741 respondents, 7,032 active users, 17,126 census

The highest percentage of active library users are aged 20-29-years-old (18%), which is higher than the percentage of 20–29-year-olds living in the ward (14%) and suggests that the library is effectively engaging this cohort. The library had a lower proportion of active users aged 0-9 years old than the ward population, (9% compared to 14%).

In the phase one engagement, 46 respondents who used Enfield Highway library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 18 respondents who used Enfield Highway declared they were parents and carers. This is a small sample.

Figure: Age of active library users compared to the age of the ward population [14]

Age of active library users compared to the age of the ward population

Age	Enfield Highway Library	Brimsdown Ward
0 - 9	9%	14%
10 -19	17%	17%
20 - 29	18%	14%
30 - 39	16%	13%
40 - 49	16%	14%
50 - 59	11%	13%
60 - 69	9%	8%
70 - 79	5%	5%
80+	1%	3%

■ Enfield Highway Library   ■ Brimsdown Ward

Enfield Island Village
Overall, 336 active users at Enfield Island Village library have declared their age, this is 92% of the total number of active users between 2022-2024.

At Enfield Island Village Library, 21% of its active users are aged between 10-19 years old, which is higher than the ward population (16%), suggesting the library is effective at engaging this cohort. The library has a significantly lower proportion of active users aged 70+ when compared to the ward population (1% compared to 9%).
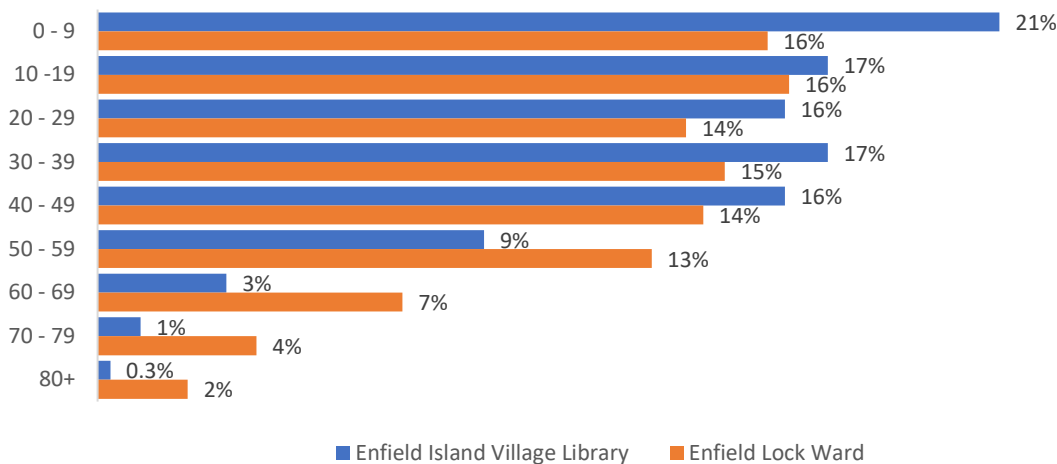
In the phase one engagement, 23 respondents who used Enfield Island Village library declared their age. This is a small sample and would not enable a

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[14] Base: 1,069 active users, 16,249 census

meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 11 respondents who used Enfield Island Village declared they were parents and carers. This is a small sample.

Figure: Age of active library users compared to the age of the ward population [15]

Age of active library users compared to the age of the ward population

Age	Enfield Island Village Library	Enfield Lock Ward
0 - 9	21%	16%
10 -19	17%	16%
20 - 29	16%	14%
30 - 39	17%	15%
40 - 49	16%	14%
50 - 59	9%	13%
60 - 69	3%	7%
70 - 79	1%	4%
80+	0.3%	2%

Enfield Town

Overall, 10,401 active users at Enfield Town library have declared their age, this is 100% of the total number of active users between 2022-2024.

There is a low level of library usage among users aged 60+ (16%) compared to the proportion of the ward population aged 60+ (21%). There is a high level of library usage among 0 to 9-year-olds (20%) compared to the ward population (13%).

Of the respondents to the phase one engagement who used Enfield Town Library and declared their age, the highest proportions were aged 60-69 (23%) this is significantly higher when compared to ward population or active library users in this age group (10% and 7% respectively).

The phase one engagement was under representative of respondents aged under 19, however we know that 20% of respondents declared they were parents and carers of children and young people aged under 14.[16]

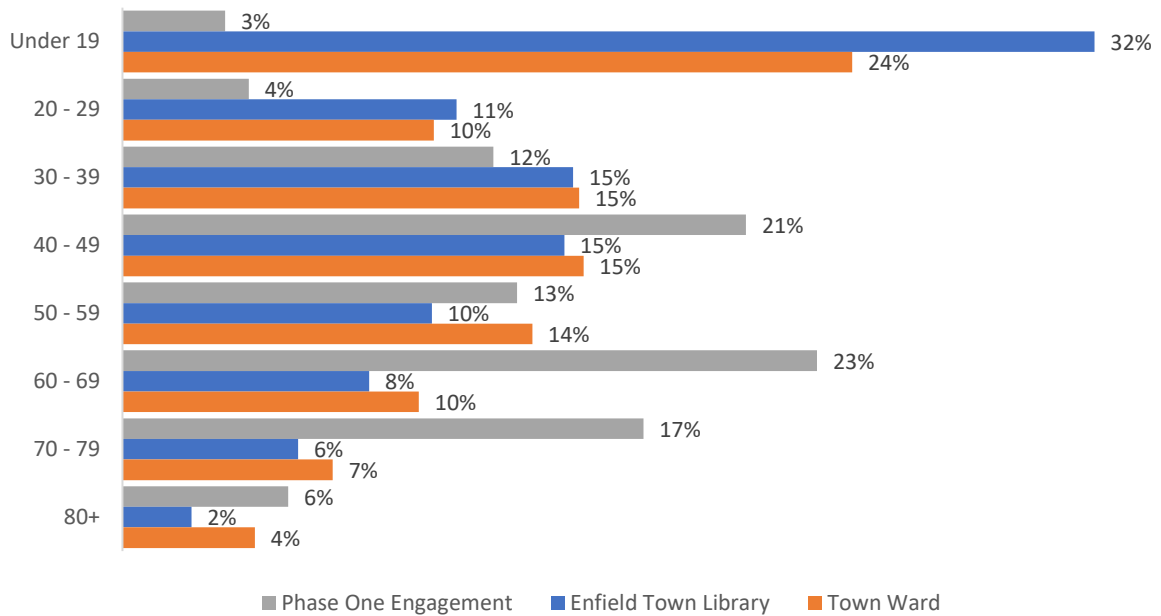*Figure: Age of phase one engagement respondents and active library users compared to age of ward population[17]*

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[15] Base: 336 active users, 17,805 census
[16] Base: 544 respondents
[17] Base: 381 respondents, 10,401 active users, 13,516 census

Figure: Age of phase one engagement respondents and active library users compared to age of ward population

Fore Street

Overall, 1,581 active users at Fore Street library have declared their age, this is 100% of the total number of active users between 2022-2024.

The highest percentage of users at Fore Street Library are aged 10–19-year-olds (18%) which is broadly representative of the ward population in this age group (16%) and suggests that the library is effectively engaging this cohort.

Figure: Age of active library users compared to the age of the ward population[18]

Age of active library users compared to age of ward population

[18] Base: 1,581active users, 16,726 census

In the phase one engagement, 33 respondents who used Fore Street library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 9 respondents who used Fore Street library declared they were parents and carers. This is a small sample.

John Jackson
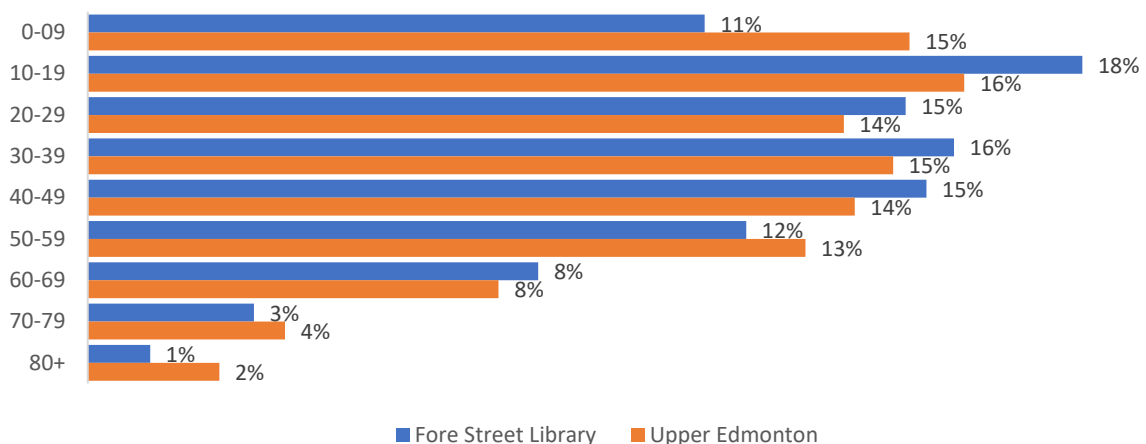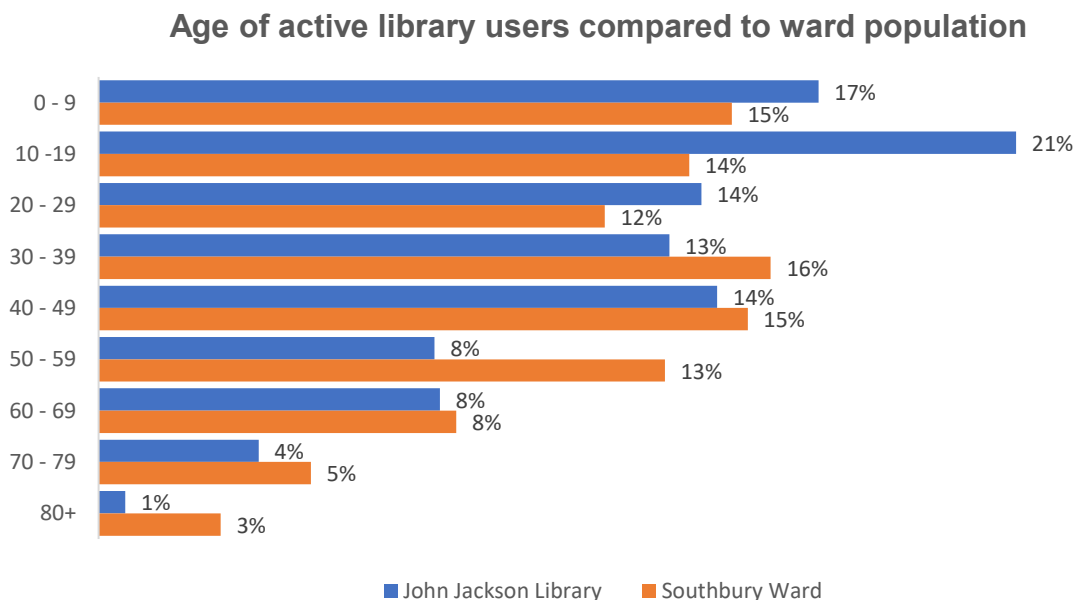
Overall, 808 active users at John Jackson library have declared their age, this is 99.9% of the total number of active users between 2022-2024.

The ward has moderately fewer residents aged 65+ (11%) compared to the borough population overall (14%) and a moderately higher proportion of residents aged 35 to 44 (16%) compared to the borough population overall. Library usage is highest among users aged 10 to 19 (21%), which is significantly higher than the ward population aged 10 to 19 (14%) and suggests the library is effectively engaging this cohort.

In the phase one engagement, 55 respondents who used John Jackson library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 18 respondents who used John Jackson declared they were parents and carers. This is a small sample.

Figure: Age of active library users compared to ward population[19]

Age of active library users compared to ward population

Age	John Jackson Library	Southbury Ward
0 - 9	17%	15%
10 - 19	21%	14%
20 - 29	14%	12%
30 - 39	13%	16%
40 - 49	14%	15%
50 - 59	8%	13%
60 - 69	8%	8%
70 - 79	4%	5%
80+	1%	3%

■ John Jackson Library ■ Southbury Ward

Millfield

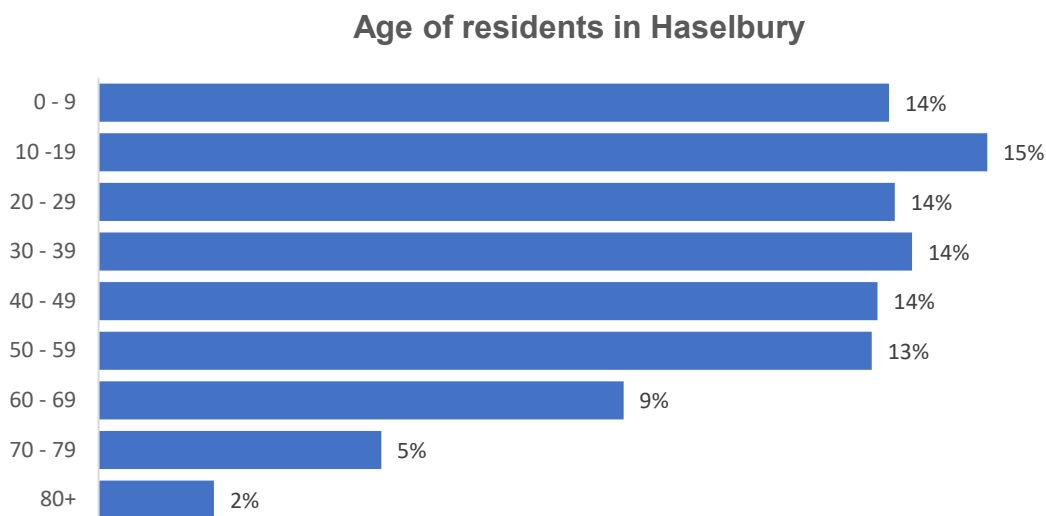[19] Base: 808 active users, 15,910 census

The ward has relatively high levels of children and young people aged 0-9 and 10-19 (14% and 15% respectively) and 16% of the ward are aged over 60.

Overall, 36 active library users registered at Millfield House library and 15 respondents to the phase one engagement who used Millfield House declared their age. These are small samples and would not be proportionate to compare to the ward population. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 5 respondents who used Millfield House declared they were parents and carers. This is a small sample.

Figure: Age of residents in Haselbury [20]

Age of residents in Haselbury

Age	Percentage
0 - 9	14%
10 -19	15%
20 - 29	14%
30 - 39	14%
40 - 49	14%
50 - 59	13%
60 - 69	9%
70 - 79	5%
80+	2%

<u>Oakwood</u>

Overall, 2,408 active users at Oakwood Library have declared their age, this is 100% of the total number of active users between 2022-2024.

The ward has significantly more residents aged 65+ (18%) when compared to the borough population (14%). The library has a high level of users aged 80+ (5%) compared to the average for libraries in Enfield overall (2%). Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.

The ward population has a relatively low proportion of children and young people aged of 0 to 9 years olds (13%). However, there is a high level of library usage among 0 to 9-year-olds (23%).

Of the respondents to the phase one engagement who used Oakwood Library and declared their age, the highest proportions were aged 60-69 (23%) which is higher when compared to ward population or active library users (10% and 8% respectively). The phase one engagement was under representative of

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[20] Base: 18,135 census

respondents aged under 19, however we know that 19% of respondents declared they were parents and carers of children and young people aged under 14.[21]

Figure: Age of phase one engagement respondents and active library users compared to the age of ward population[22]

Age of phase one engagement respondents and active library users compared to the age of ward population

Age	Phase one engagement	Oakwood Library	Oakwood Ward
0-19	3%	37%	25%
20 - 29	6%	8%	9%
30 - 39	15%	11%	14%
40 - 49	18%	12%	15%
50 - 59	15%	10%	14%
60 - 69	23%	8%	10%
70 - 79	18%	9%	8%
80+	4%	5%	6%

■ Phase one engagement ■ Oakwood Library ■ Oakwood Ward
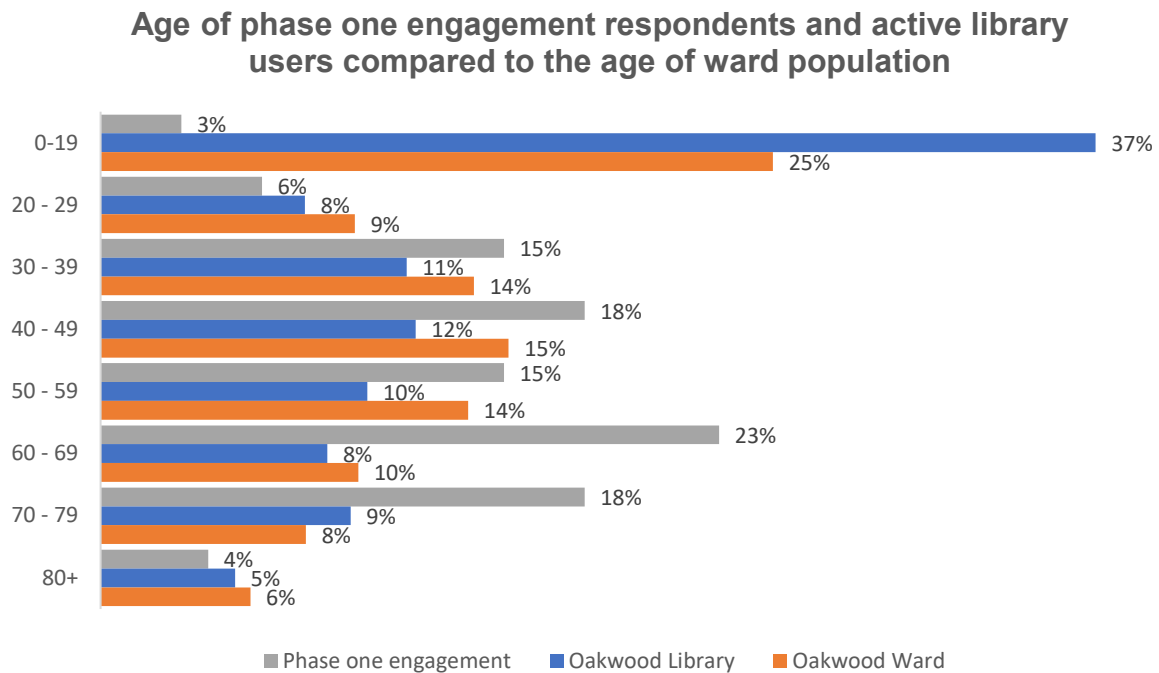
Ordnance Unity Centre
Overall, 3,817 active users at Ordnance Unity Centre Library have declared their age, this is 100% of the total number of active users between 2022-2024.
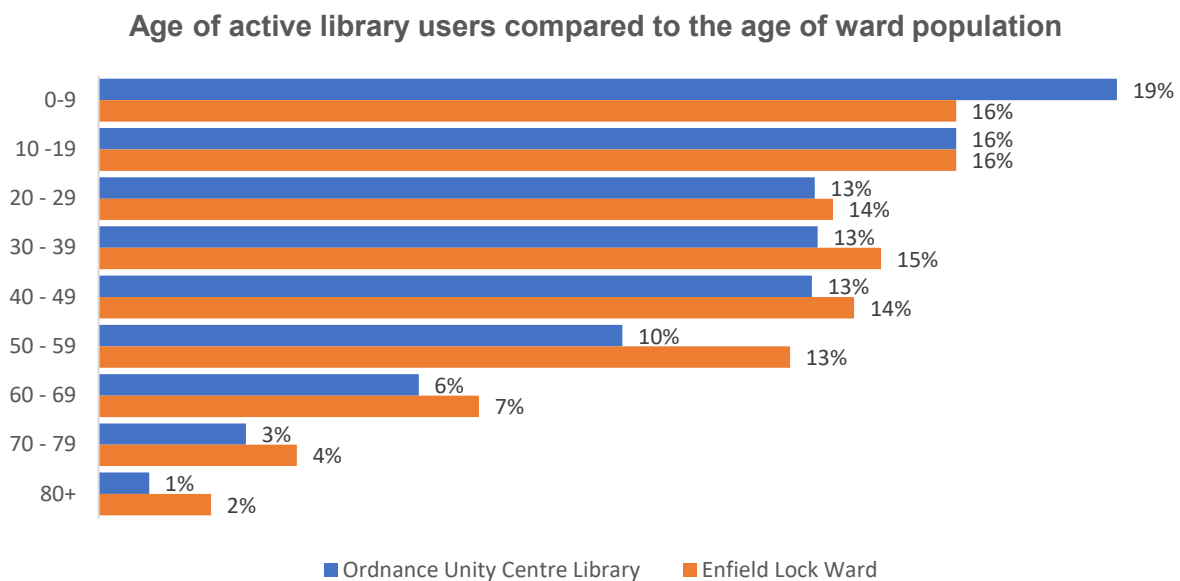
The highest percentage of active library users are aged 10-19 years old (22%), which is higher than the percentage of 10–19-year-olds living in the ward (16%) and suggests that the library is effectively engaging this cohort. The lowest percentage of active users are aged over 70 years old (4%) which is lower than the ward's population aged 70+ (6%). It should be further considered how the library can further engage older people in its services.

In the phase one engagement, 67 respondents who used Ordnance Unity Centre library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 24 respondents who used Ordnance Unity Centre declared they were parents and carers. This is a small sample.

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[21] Base: 154 respondents
[22] Base: 108 respondents, 2408 active users, 8,756 census

Figure: Age of active library users compared to the age of ward population[23]

Age of active library users compared to the age of ward population

Age	Ordnance Unity Centre Library	Enfield Lock Ward
0-9	19%	16%
10 -19	16%	16%
20 - 29	13%	14%
30 - 39	13%	15%
40 - 49	13%	14%
50 - 59	10%	13%
60 - 69	6%	7%
70 - 79	3%	4%
80+	1%	2%

■ Ordnance Unity Centre Library   ■ Enfield Lock Ward

Palmers Green

Overall, 5,052 active users at Palmers Green library have declared their age, this is 100% of the total number of active users between 2022-2024.

Palmers Green ward has higher proportions of 25 to 44-year-olds and relatively few school-aged children and young adults compared to the borough population overall. However, there is a high level of library usage among 0–19-year-olds (34%) compared to the ward population (21%) which suggests the library is effectively engaging this cohort.

Of the respondents to the phase one engagement who used Palmers Green Library and declared their age,[24] the highest proportion (26%) were aged 60-69. This is significantly higher when compared to ward population or active library users (10% for both).

The phase one engagement was under representative of respondents aged under 19, however we know that 24% of respondents declared they were parents or carers of children and young people aged under 14.[25]

Figure: Age of phase one engagement respondents and active library users compared to the age of ward population[26]
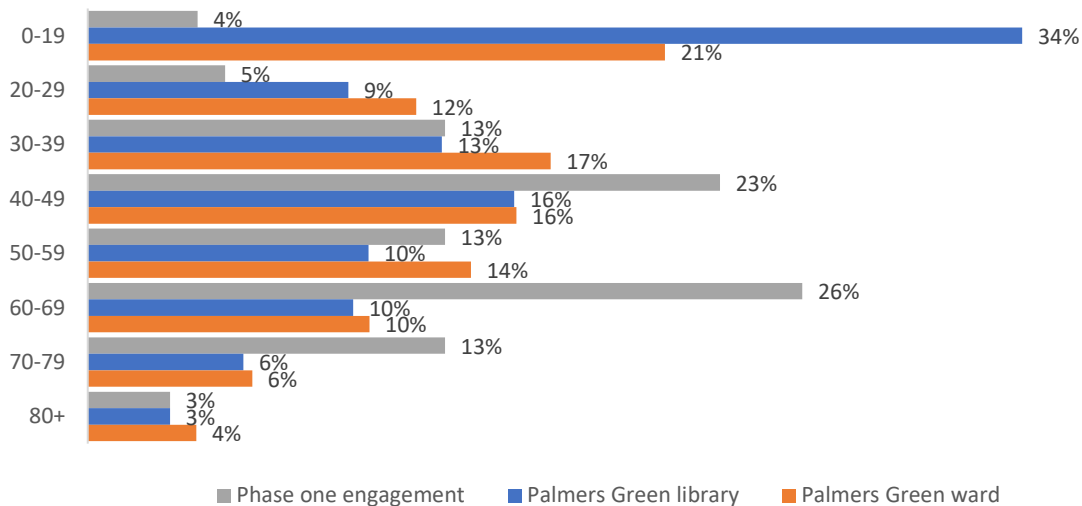
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[23] Base: 3,817 active users, 17,805 census

[24] Base: 175 respondents
[25] Base: 259 respondents
[26] Base: 175 respondents, 5,052 active users, 11,017 census

Age of phase one engagement respondents and active library users compared to the age of ward population

Legend: Phase one engagement | Palmers Green library | Palmers Green ward

Age group	Phase one engagement	Palmers Green library	Palmers Green ward
0-19	4%	34%	21%
20-29	5%	9%	12%
30-39	13%	13%	17%
40-49	23%	16%	16%
50-59	13%	10%	14%
60-69	26%	10%	10%
70-79	13%	6%	6%
80+	3%	3%	4%

Ponders End

Overall, 1,367 active users at Ponders End library have declared their age, this is 100% of the total number of active users between 2022-2024.
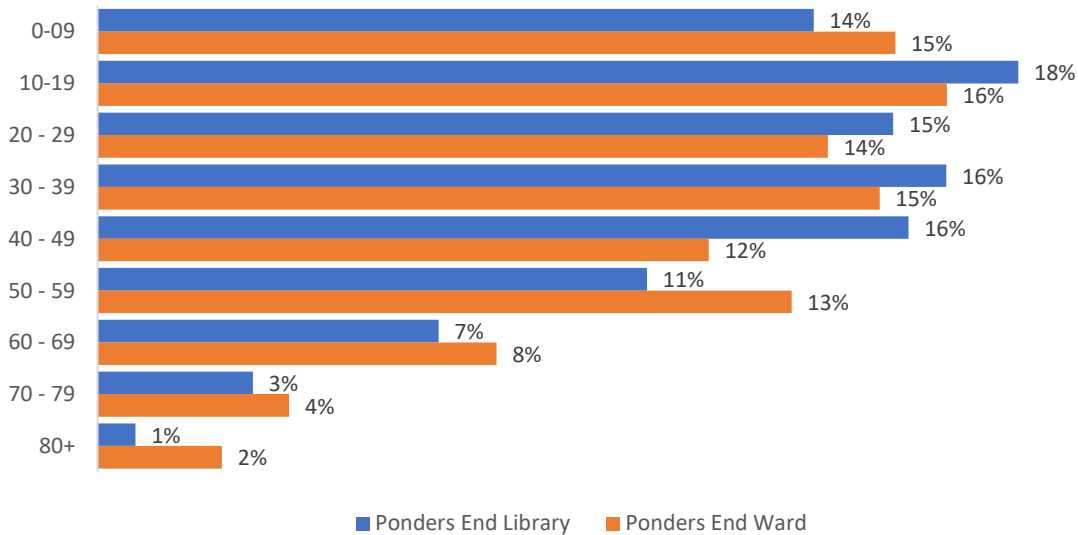
Ponders End ward has the highest percentage of children and young people aged 0-15 in the borough. The highest percentage of active users at Ponders End Library are 10-19 years old (18%) which is higher than the ward population in this age group (16%) and suggests that the library is effectively engaging this cohort. There is relatively low percentage of active users aged 60+ (11%), which is lower than the ward population (14%).

Only 38 respondents to the phase one engagement who used Ponders End library declared their age. This is a small sample and would not be proportionate to compare to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 13 respondents who used Ponders End library declared they were parents and carers. This is a small sample.

Figure: Age of phase one engagement respondents and active library users compared to the age of ward population[27]

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[27] Base: 1,367 active users, 13,684 census

Age of phase one engagement respondents and active library users compared to the age of ward population

Age	Ponders End Library	Ponders End Ward
0-09	14%	15%
10-19	18%	16%
20 - 29	15%	14%
30 - 39	16%	15%
40 - 49	16%	12%
50 - 59	11%	13%
60 - 69	7%	8%
70 - 79	3%	4%
80+	1%	2%

Ridge Avenue

Overall, 2,444 active users at Ridge Avenue library have declared their age, this is 100% of the total number of active users between 2022-2024.

Bush Hill Park ward has a high proportion of residents aged 65+ (22%) compared to borough population overall (14%). However, there is a moderately low level of library usage among users aged 60+ (24%) compared to the ward population (29%). The ward has relatively few children and young people. However, the library has high proportions of active users aged 0 to 9 years-old (20%) and 10 to 19 years old (13%), compared to the ward population (11% and 10% respectively).
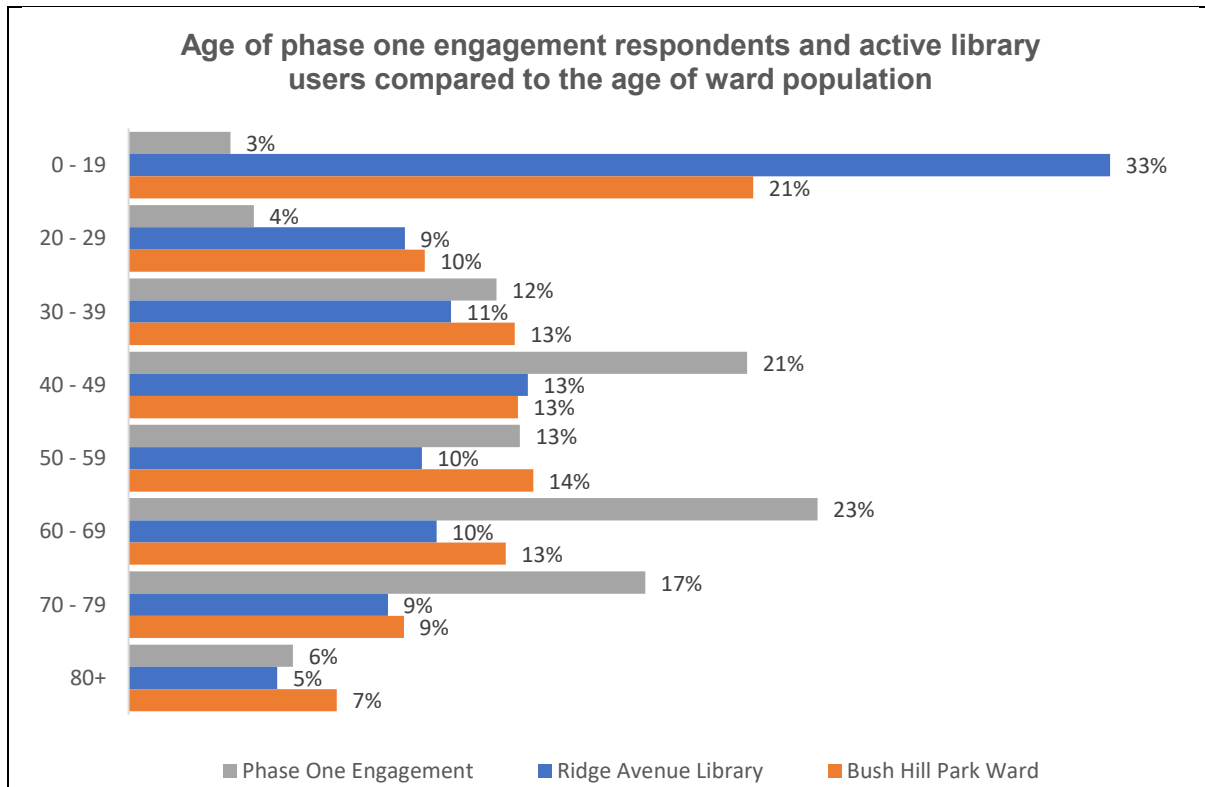
Of the respondents to the phase one engagement who used Ridge Avenue Library and declared their age, the highest proportions were aged 60-69 (22%) this is higher when compared to ward population and active library users (13% and 10% respectively).

The phase one engagement was under representative of respondents aged under 19, however we know that 21% of respondents declared they were parents and carers of children and young people aged under 14.[28]

Figure: Age of phase one engagement respondents and active library users compared to the age of ward population[29]

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[28] Base: 206 respondents
[29] Base: 147 respondents, 2,444 active users, 12,709 census

Age of phase one engagement respondents and active library users compared to the age of ward population

Age	Phase One Engagement	Ridge Avenue Library	Bush Hill Park Ward
0 - 19	3%	33%	21%
20 - 29	4%	9%	10%
30 - 39	12%	11%	13%
40 - 49	21%	13%	13%
50 - 59	13%	10%	14%
60 - 69	23%	10%	13%
70 - 79	17%	9%	9%
80+	6%	5%	7%

■ Phase One Engagement ■ Ridge Avenue Library ■ Bush Hill Park Ward
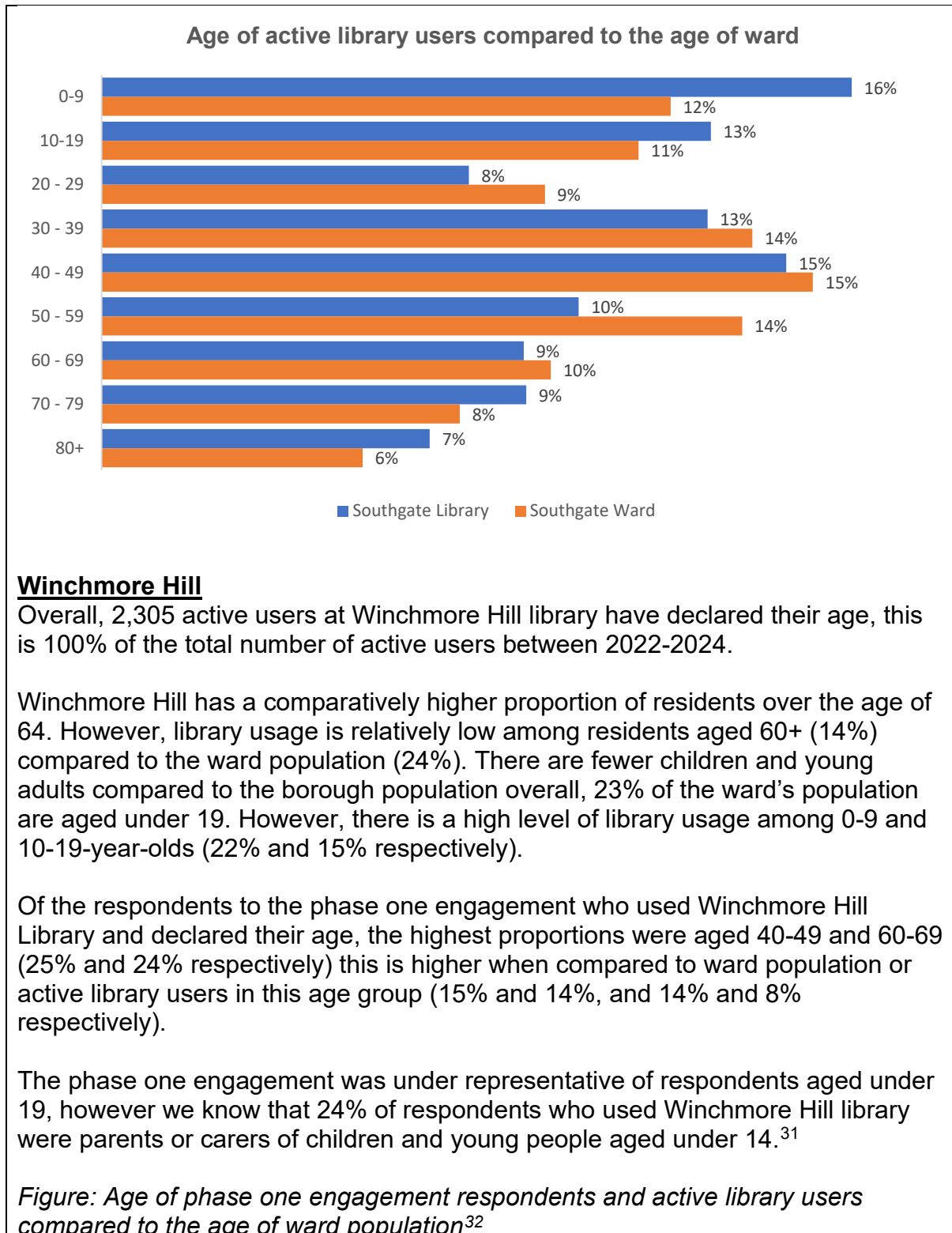
Southgate

Overall, 1,965 active users at Southgate library have declared their age, this is 100% of the total number of active users between 2022-2024.

There is a high level of library usage among residents aged 70+ (16%) compared to the ward (14%). The library also has a relatively high level of library active users aged 0-9 compared to the ward population (16% compared to 12%). The library is being particularly well used by these younger and older cohorts for borrowing books, suggesting that the library is being regularly used by older and younger residents, and is effective in engaging with these age groups.

In the phase one engagement, 80 respondents who used Southgate library declared their age. This is a small sample and would not enable a meaningful comparison to the ward population or active library users. We also asked respondents whether they were parents and carers of children and young people aged under 14. Only 26 respondents who used Southgate library declared they were parents and carers. This is a small sample.

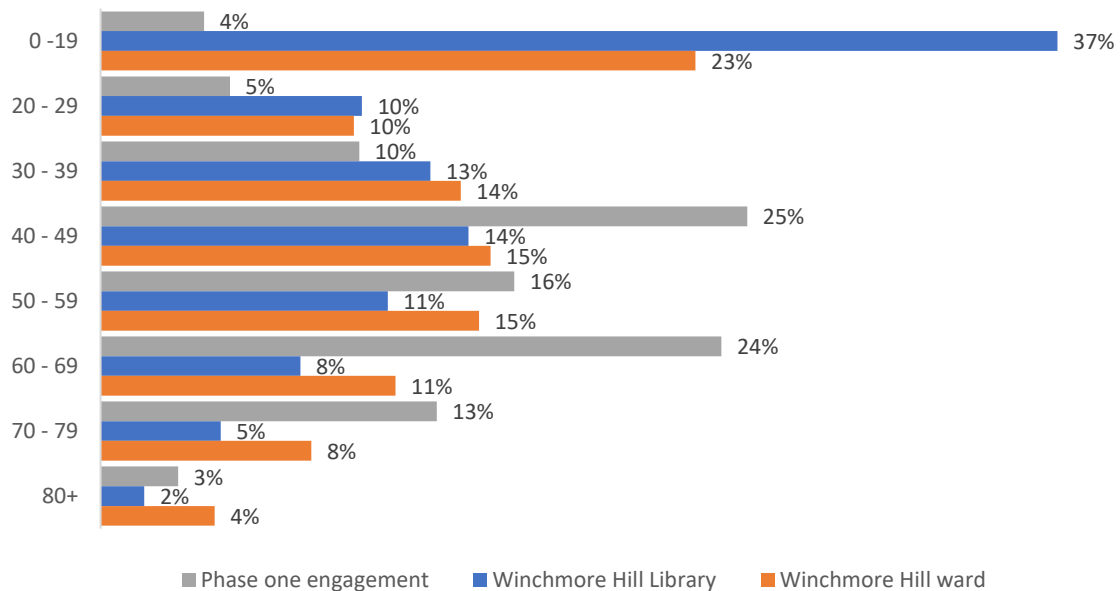*Figure: Age of active library users compared to the age of ward[30]*

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[30] Base: 1,965 active users, 14,514 census

Age of active library users compared to the age of ward

Age	Southgate Library	Southgate Ward
0-9	16%	12%
10-19	13%	11%
20 - 29	8%	9%
30 - 39	13%	14%
40 - 49	15%	15%
50 - 59	10%	14%
60 - 69	9%	10%
70 - 79	9%	8%
80+	7%	6%

■ Southgate Library   ■ Southgate Ward

Winchmore Hill

Overall, 2,305 active users at Winchmore Hill library have declared their age, this is 100% of the total number of active users between 2022-2024.

Winchmore Hill has a comparatively higher proportion of residents over the age of 64. However, library usage is relatively low among residents aged 60+ (14%) compared to the ward population (24%). There are fewer children and young adults compared to the borough population overall, 23% of the ward's population are aged under 19. However, there is a high level of library usage among 0-9 and 10-19-year-olds (22% and 15% respectively).

Of the respondents to the phase one engagement who used Winchmore Hill Library and declared their age, the highest proportions were aged 40-49 and 60-69 (25% and 24% respectively) this is higher when compared to ward population or active library users in this age group (15% and 14%, and 14% and 8% respectively).

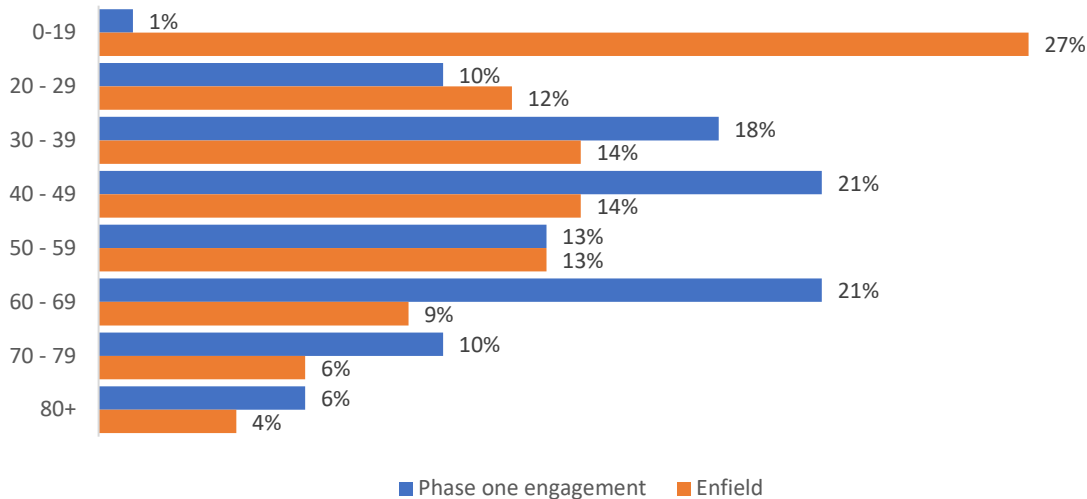The phase one engagement was under representative of respondents aged under 19, however we know that 24% of respondents who used Winchmore Hill library were parents or carers of children and young people aged under 14.[31]

Figure: Age of phase one engagement respondents and active library users compared to the age of ward population[32]

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[31] Base: 163 respondents
[32] Base: 114 respondents, 2,305 active users, 10,400 census

Age of phase one engagement respondents and active library users compared to the age of ward population

Age	Phase one engagement	Winchmore Hill Library	Winchmore Hill ward
0 -19	4%	37%	23%
20 - 29	5%	10%	10%
30 - 39	10%	13%	14%
40 - 49	25%	14%	15%
50 - 59	16%	11%	15%
60 - 69	24%	8%	11%
70 - 79	13%	5%	8%
80+	3%	2%	4%

■ Phase one engagement ■ Winchmore Hill Library ■ Winchmore Hill ward

Digital Library

The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

In the phase one engagement, the highest percentage of users of the digital library service were those aged 40-49 and 60-69 (21% for both). This is considerably higher than the percentage of residents within the same age ranges in the borough (14% and 9%) respectively. This shows that the digital library service is engaging these groups effectively.

The phase one engagement was under representative of respondents aged under 19, however we know that 24% of respondents declared they were parents or carers of children and young people aged under 14.[33]

Figure: Age of phase one engagement respondents compared to age of borough population[34]

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[33] Base: 135 respondents
[34] Base: 104 respondents, 329,986 census

Age of phase one engagement respondents compared to age of borough population

Age	Phase one engagement	Enfield
0-19	1%	27%
20 - 29	10%	12%
30 - 39	18%	14%
40 - 49	21%	14%
50 - 59	13%	13%
60 - 69	21%	9%
70 - 79	10%	6%
80+	6%	4%

■ Phase one engagement ■ Enfield

Nationally, we know that some groups are more likely to be digitally excluded[35], this includes older people. This may mean that older people are less likely to use the digital library service or may need assistance in doing so.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people of different ages.

We will use a range of media to promote the consultation, in a way which is accessible to different age groups, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues.

We will also engage with voluntary and community organisations and forums working with or representing different groups. This includes:
- Promotion of the consultation to early years providers, schools, colleges via the Enfield school hub and headteachers forum
- Attendance at meetings with Enfield's Youth Council (0-19 age groups) to promote the questionnaire.

35 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

- Attendance at Enfield Voluntary Services Strategy Group meeting and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include those working with children, young people and families; with working age adults and with older people
- Attendance at Enfield's Older People's Partnership Board to promote the questionnaire.

Nationally, we know that some groups are more likely to be digitally excluded[36], this includes older people. Librarians will be able to help respondents who attend the library to complete the online questionnaire if they need it. Paper copies of the questionnaire will also be available on request in our libraries. We will therefore be providing support to people who may not be confident completing questionnaires online, including older people who may be more likely to be digitally excluded.[37]

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running an online drop in-session to discuss the consultation with people who would prefer to attend online.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the Young Professionals Network to ask them to promote the engagement to their members.

We will ask respondents to the questionnaire to provide their age so that we can analyse the results by different age groups. We will also ask if they are a parent or carer of a child under 14 so that we can analyse the results by parents/carers of young children (as we do not expect children under the age of 14 to complete the questionnaire themselves). This will also allow us to track the number of respondents from different age groups and tailor communication during the engagement period if needed to increase the number of responses from age groups where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:

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36 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

[37] NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their age.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their age. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[38]

Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[39]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [40].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

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[38] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[39] Base: 815 responses

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

The proposed closure of the 8 libraries may have a specific negative impact on children and young people who are unable to travel to an alternative library, as they may not be able to travel independently, and the cost of travel may also affect them disproportionately. Older people will also be disproportionately impacted if they have to travel to other libraries. Some older people may find it difficult to travel to other libraries if they are required to walk or take a journey that requires them to change bus or train to get to a library.

Proposal to retain the digital library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material. However, we recognise that the proposed closure of 8 libraries may have a negative impact on some older people, who may need assistance accessing the digital library service or are digitally excluded.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their age.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people of a specific age. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

Alternative Libraries
There will be a network of 8 libraries across the borough that are available for everyone to access.

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

People aged over 60 and children under 10 are eligible for a free travel with an Oyster photocard, this enables them to travel for free on TFL services (for people aged 60+ this is from 09:00 weekdays and anytime on weekends or bank holidays). This will mitigate against the cost of travelling to alternative libraries for children and older people who are able to travel.

The library service will offer familiarisation visits to other libraries for older people and families with young children who may feel anxious about visiting new libraries. This could help them to feel welcome visiting other libraries, encourage them to attend groups and activities and to help with the adjustment to the loss of their familiar library space.

Digital Library Service
We have a digital library service, which enable library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home.

Some individuals with this protected characteristic may need assistance to be able to access e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their own devices. This support can be provided through the libraries and through partnerships working to direct people to the provision.

This will mitigate the impact of the closure of the 8 libraries on users who are able to access the digital library service at home.

Library Consortium
Enfield library users can use their library cards at 22 local authorities' libraries, including neighbouring authorities: Waltham Forest, Haringey and Essex. This means that residents will be able to access a wide variety of libraries at their convenience.

Home Library Service
If a resident has a mobility, disability or caring responsibility that would make it difficult to visit an alternative library, the Royal Volunteer Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Volunteer Service visit our home library users once every two weeks.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
At the 2021 Census, 44,876 Enfield residents (13.6%) reported a long-term health problem or disability, this is significantly higher than the proportion of library users who declared they were disabled.

A slightly higher proportion of users who have declared they are disabled (3.7%) use the libraries that are proposed to close, compared to the libraries which are proposed to remain open (3.5%).

Figure: Percentage of active users who declared they have a disability compared to percentage of the borough population with a declared disability[41]

Percentage of active users who declared they have a disability compared to percentage of the borough population with a declared disability

Libraries proposed to remain open	3.5%
Libraries proposed to close	3.7%
Borough Population	13.6%

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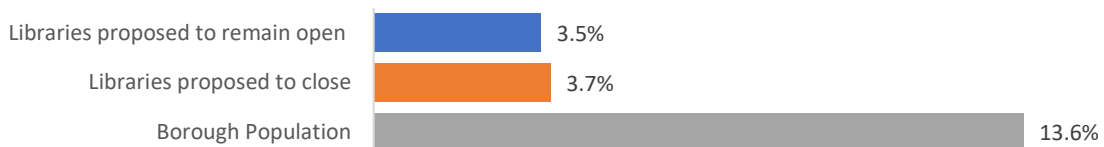
[41] Base: 329,984 borough population, 361 active library users of libraries proposed to close, 1,139 active library users of libraries proposed to remain open
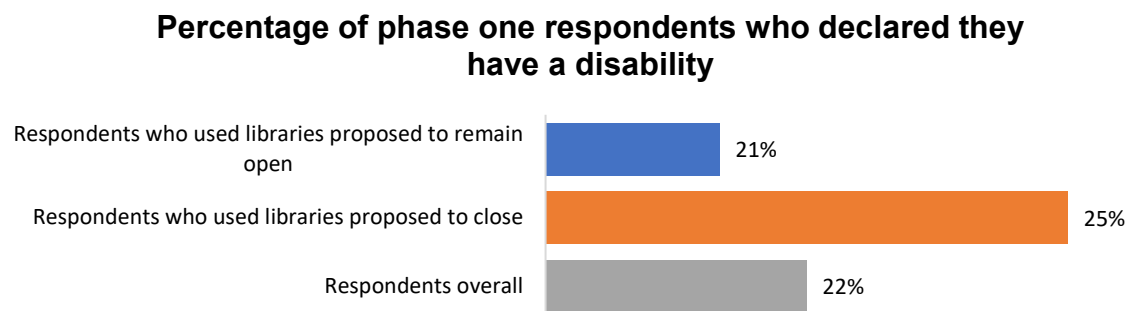
Around 83.9% of residents in Enfield report that they are in good or very good health. While this is higher compared to England overall (81.7%) it is lower than the average across London (85.6). Over two thirds of our wards have a lower percentage of adults in good or very good health compared with London overall.

Additional heath data[42] tells is that residents in Enfield are particularly affected by the following health conditions:

- In 2021/22, 8.4% of adults aged 17 and over) were recorded as having diabetes in Enfield, the eighth highest in London. It is higher than both the London average of 6.7% and the England average of 7.3%.
- One of the most common long-term conditions is hypertension, which often presents no symptoms but is a major risk factor for stroke, cardiovascular disease, kidney disease and dementia. In 2021/22, 12.8% people in Enfield were recorded as having hypertension, the sixth highest in London. It is higher than the London average of 10.6%.
- As of 2020, 5% of adults over 65 have been diagnosed with dementia – the highest prevalence in London, and higher than the rate for England.

In our phase one engagement, 22% of respondents declared they have a physical or health condition lasting or expected to last for 12 months or more. Of those respondents who used the libraries that we are proposing to close, 25% declared they have a physical or health condition lasting or expected to last for 12 months or more, this is higher than the proportion of respondents who declared they have a disability and used the libraries that we are proposing remain open (21%).

Figure: Percentage of phase one respondents who declared they have a disability[43]

Percentage of phase one respondents who declared they have a disability

Category	Percentage
Respondents who used libraries proposed to remain open	21%
Respondents who used libraries proposed to close	25%
Respondents overall	22%

Bowes Road
The ward has average levels of disability (13%), but the library has a low level of active users with a declared disability (4%). However, this is high compared to the average for other libraries in Enfield (3.5%). Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.
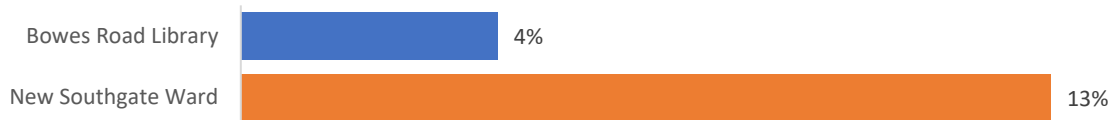
[42] Enfield Borough Profile, 2023
[43] Base: 559 respondents

In the phase one engagement, 28 respondents who used Bowes Road library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[44]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

Bowes Road Library	4%
New Southgate Ward	13%

Bullsmoor

Using 2021 Census data, it is estimated that 16% of residents in Bullsmoor have a disability. Bullsmoor has the highest disability rate for the borough. However, Bullsmoor library has low levels of active users with a declared disability (1%) in comparison to other libraries in Enfield. It may be that additional library users have a disability but that this has not been declared to the library service.

In the phase one engagement, 18 respondents who used Bullsmoor library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[45]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

Bullsmoor Library	1%
Bullsmoor Ward	16%

Edmonton Green

There is a relatively high number of disabled residents in the ward (15%), but low levels of library users with a declared disability (2%). It may be that additional library users have a disability but have not declared this to the library service.

Of the respondents to the phase one engagement who used Edmonton Green Library and declared their protected characteristics, 28% declared they had a

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[44] Base: 587 active users, 11,902 census
[45] 222 active users, 11,454 census

disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability[46]

Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability

Phase One Engagement	28%
Edmonton Green Library	2%
Edmonton Green Ward	15%

Enfield Highway

Using 2021 Census data, it is estimated that 14% of residents in Brimsdown have a disability. However, Enfield Highway has low levels of active users with a declared disability (2%). It may be that additional library users have a disability but that this has not been declared to the library service.

In the phase one engagement, 45 respondents who used Enfield Highway Library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[47]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

Enfield Highway Library	2%
Brimsdown Ward	14%

Enfield Island Village

Using 2021 Census data, it is estimated that 14% of residents in Enfield Lock have a disability. However, Enfield Island Village has very low levels of active users with a declared disability (0.3%). It may be that additional library users have a disability but that this has not been declared to the library service.

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[46] Base: 109 respondents, 7,909 active users, 17,126 census
[47] 1,069 active users, 16,429 census

In the phase one engagement, 23 respondents who used Enfield Island Village library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[48]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

|	
Enfield Island Village Library	0.3%
Enfield Lock Ward	14%

Enfield Town
The ward has average levels of disability (13%), but the library has a low level of active users with a declared disability (5%). However, this is high compared to the average for other libraries in Enfield (3.5%).

Of the respondents to the phase one engagement who used Enfield Town Library and declared their protected characteristics, 22% declared they had a disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability [49]

Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability

Phase One Engagement	22%
Enfield Town Library	5%
Town Ward	13%
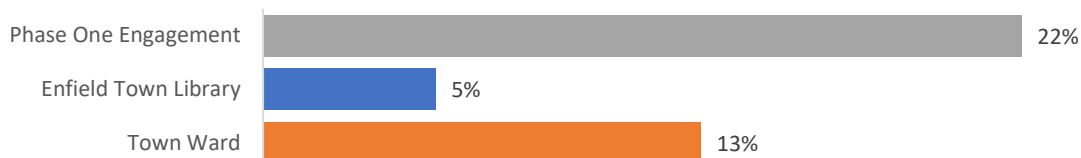
Fore Street
Upper Edmonton has average rates of disability (13%), and the library has very low levels of active users with a declared disability (2%). It may be that additional library users have a disability but have not declared this to the library service.

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[48] Base: 362 active users, 17,805 census
[49] Base: 2305 active users, 10,400 census

In the phase one engagement, 31 respondents who used Fore Street library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to percentage of the ward population with a declared disability [50]

Percentage of active library users with a declared disability compared to percentage of the ward population with a declared disability

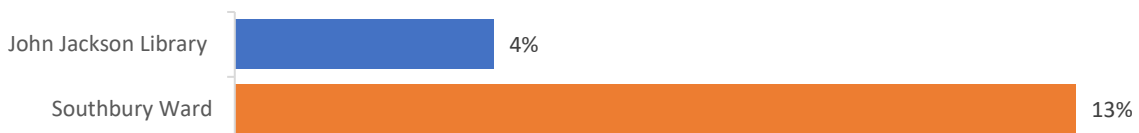|	
Fore Street Library	2%
Upper Edmonton	13%

John Jackson

The ward has average levels of disability (13%), but the library has a low level of active users with a declared disability (4%). However, this is high compared to the average for other libraries in Enfield (3.5%). Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.

In the phase one engagement, 52 respondents who used John Jackson library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[51]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

John Jackson Library	4%
Southbury Ward	13%

Millfield House

Haselbury has average rates of disability (14%), when compared to other wards. Overall, 36 active library users and 14 respondents to the phase one engagement who used Millfield House Library declared whether they had a disability. These are small samples and would not be proportionate to compare to the ward population.

[50] Base: 1,581 active users, 16,726 census
[51] 809 active users, 15,910 census

Oakwood

The ward has average levels of disability (12%), but the library has a low level of active users with a declared disability (5%). However, this is high compared to the average for other libraries in Enfield (3.5%). Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.

Of the respondents to the phase one engagement who used Oakwood Library and declared their protected characteristics, [52] 28% declared they had a disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of phase one engagement respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability[53]

Percentage of phase one engagement respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability

Phase one engagement	28%
Oakwood Library	5%
Oakwood Ward	12%
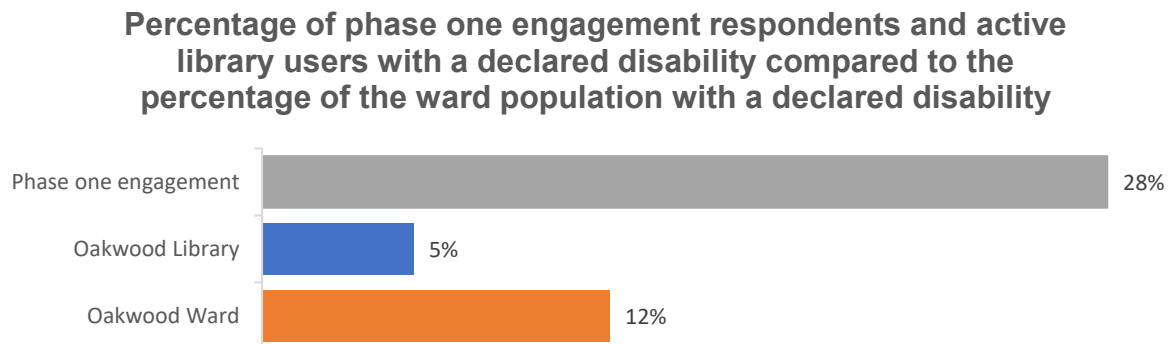
Ordnance Unity Centre

Using 2021 Census data, it is estimated that 14% of residents in Enfield Lock have a disability. Ordnance Unity Centre has low levels of active users with a declared disability (2%). It may be that additional library users have a disability but have not declared it to the library service.

In the phase one engagement, 64 respondents who used Ordnance Unity Centre library declared whether they had a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.
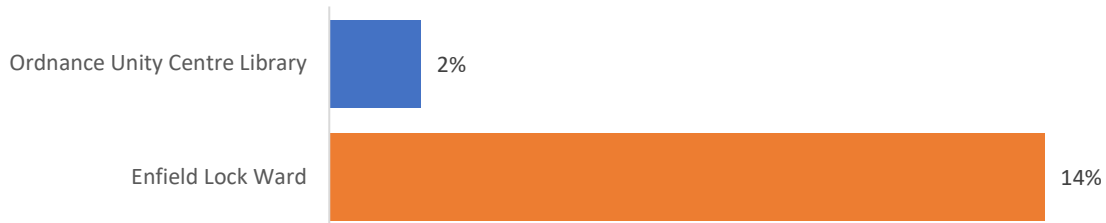
Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[54]

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[52] Base: 101 respondents
[53] Base: 101 respondents, 2,408 active users, 8,756 census
[54] Base: 3,817 active users, 17,805 census

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

Ordnance Unity Centre Library — 2%

Enfield Lock Ward — 14%

Palmers Green

The ward has average levels of disability (11%), but the library has a low level of active users with a declared disability (4%). However, this is high compared to the average for other libraries in Enfield (3.5%).

Of the respondents to the phase one engagement who used Palmers Green Library and declared their protected characteristics, [55] 24% declared they had a disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability [56]

Percentage of phase one respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability

Phase one engagement — 24%

Palmers Green library — 4%

Palmers Green ward — 11%
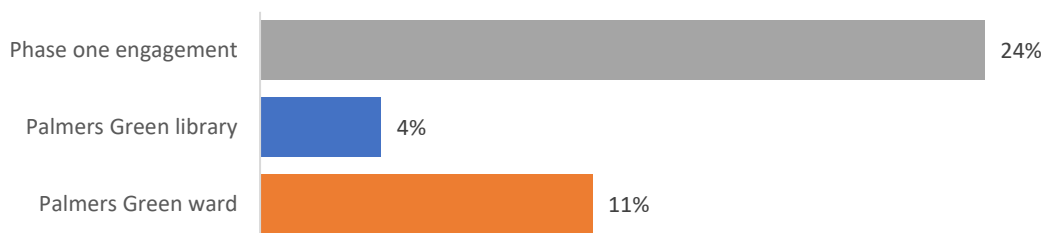
Ponders End

At Ponders End Library, 2% of active users declared having a disability, which is low in comparison to the ward population (13%) and other libraries in Enfield. Only 36 respondents to the phase one engagement who use Ponders End library declared a disability. This is a small sample and would not be proportionate to compare to the ward population.

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[55] Base: 170 respondents
[56] Base: 5,052 active users, 11,017 census

Figure: Percentage of active library users with a declared disability compared to percentage of ward population with a declared disability [57]

Percentage of active library users with a declared disability compared to percentage of ward population with a declared disability

|	
Ponders End Library	2%
Ponders End Ward	13%

Ridge Avenue

The ward has average levels of disability (13%), but the library has a low level of active users who declared their disability (7%). However, this is high compared to the average for other libraries in Enfield (3.5%).

Of the respondents to the phase one engagement who used Ridge Avenue Library and declared their protected characteristics, 19% declared they had a disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[58]

Percentage of active library users with a declared disability compared to percentage of ward population with a declared disability

Phase one Engagement	19%
Ridge Avenue Library	7%
Bush Hill Park Ward	13%
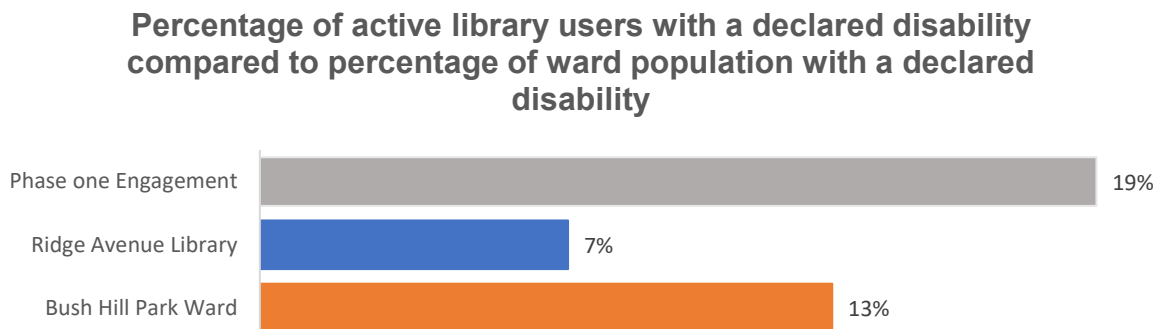
Southgate

Using 2021 Census data, it is estimated that 12% of residents in Southgate ward have a disability. Southgate library has relatively high levels of disabled users with a declared disability (4%) in comparison to the other libraries in Enfield. Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.

In the phase one engagement, 78 respondents who used Southgate library declared having a disability. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability[59]

Percentage of active library users with a declared disability compared to the percentage of the ward population with a declared disability

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Southgate Library	4%
Southgate Ward	12%
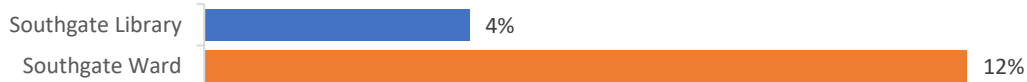
Winchmore Hill

The ward has low levels of disability (11%) in comparison to the other wards. Similarly, the library has low levels of active users with a declared disability (4%), however, this is a high level of disabled users compared to the other libraries in Enfield. Therefore, in the phase two consultation we need to understand how the closure of this library would impact this group and how we could mitigate against this.

Of the respondents to the phase one engagement who used Winchmore Hill Library and declared their protected characteristics, 24% declared they had a disability. This is significantly higher than the proportion of the ward population and active library users who have a declared disability.

Figure: Percentage of phase one engagement respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability[60]

Percentage of phase one engagement respondents and active library users with a declared disability compared to the percentage of the ward population with a declared disability

Phase one engagement	24%
Winchmore Hill Library	4%
Winchmore Hill ward	11%
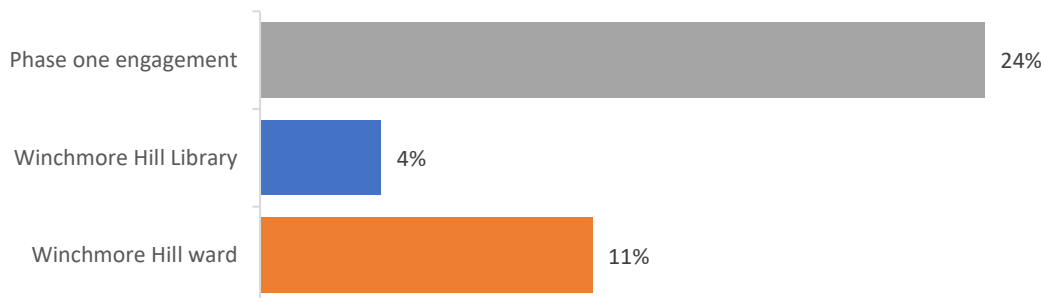
Digital Library

The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

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[59] Base: 1,964 active users, 14,514 census
[60] Base: 108 respondents, 2305 active users, 10,400 census

In Enfield, 13.6% of residents declared themselves as having a disability.[61] Of the respondents to the phase one engagement who used the digital library service, only 96 declared whether or not they had a disability. This is a small sample and would not enable a meaningful comparison to the borough population.

Nationally, we know that some groups are more likely to be digitally excluded[62], this includes disabled people. This may mean that disabled people are less likely to use the digital library service or may need assistance in doing so.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of disabled people and non-disabled people.

We will publish an easy read questionnaire using photo symbols to effectively communicate our questions with people with learning disabilities.

We will use a range of media to promote the consultation a way which is accessible to disabled people and non-disabled people, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues. We will provide an easy read version of the questionnaire as well as the standard version. We will also engage with voluntary and community organisations and forums working with or representing different groups. This includes:
- Promotion of the consultation to special schools via the schools hub and headteachers forum
- Attendance at Enfield's Learning Disabilities Partnership Board and Mental Health Partnership to promote the questionnaire.
- Attendance at Enfield's Voluntary Services Strategy Group meeting and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include those working with disabled people.

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[61] Enfield Council: Enfield Borough Profile 2023
62 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

Nationally, we know that some groups are more likely to be digitally excluded[63], this includes disabled people. Librarians will be able to help respondents who attend the library to complete the online questionnaire if they need it. Paper copies of the questionnaire will also be available on request in our libraries. We will therefore be providing support to people who may not be confident completing questionnaires online, including disabled people who may be more likely to be digitally excluded.[64]

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the Disability Working Group and Mental Health and Wellbeing Network to ask them to promote the engagement to their members.

It should be noted that two libraries do not have step free access (Bowes Road and Enfield Highway) and three libraries do not have an accessible toilet (Bowes Road, Millfield House and Southgate). Officers will be available at every library in the borough at designated times during the engagement so disabled people will have a choice of which library to attend for support with the engagement should they need it.

We will ask respondents of the questionnaire to declare if they have a disability so that we can analyse the results for disabled and non-disabled people. This will also allow us to track the number of respondents who are disabled and non-disabled and tailor communication during the 12 weeks if needed to increase the number of responses.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive

63 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups
[64] NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

impact on all users at these libraries and is not expected to have a differential impact on people because of whether they have a disability.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of whether they have a disability. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[65] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[66]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [67].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to

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[65] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[66] Base: 815 responses

visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

People with learning disabilities and people who are neuro-diverse or have dementia may be disproportionately impacted by the proposed closure of the 8 libraries if they rely on these libraries as a safe, familiar place in which they feel comfortable.

Carers may also be disproportionately impacted if they rely on their time at this library as a form of respite. If the 8 libraries were to close this may disproportionately impact disabled people and their carers who use this library for respite and social interaction, as they will lose this social experience and could feel isolated,

Some disabled people may find it difficult to travel to alternative libraries if they are required to walk, travel longer distances or take a journey that requires them to change bus or train to get to a library.

Proposal to retain the digital library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material. However, we recognise that the closure of some physical libraries may have a negative impact on some disabled library users, who may need assistance accessing the digital library service or are digitally excluded.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of whether they have a disability.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people with disabilities. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

Alternative Libraries
There will be a network of 8 libraries across the borough that are available for everyone to access.

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

Disabled people are eligible for a Freedom Pass which enable them to travel for free on TFL service and on national rail services in London (after 9.00 am on weekdays). This will mitigate against the cost of travelling to alternative libraries for disabled people who are able to travel.

The library service will offer familiarisation visits to other libraries for disabled people and their carers who may feel anxious about visiting new libraries. This could help them to feel welcome visiting other libraries, encourage them to attend groups and activities and to help with the adjustment to the loss of their familiar library space.

Should staff become aware that a disabled person is feeling vulnerable, anxious or socially isolation, they will be referred to relevant agencies and support.

Digital Library Service
We have a digital library service, which enable library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home.

Some individuals with this protected characteristic may need assistance to be able to access e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their own devices. This support can be provided through the libraries and through partnerships working to direct people to the provision.

This will mitigate the impact of the closure of the 8 libraries on users who are able to access the digital library service at home.

Library Consortium
Enfield library users can use their library cards at 22 local authorities' libraries, including neighbouring authorities: Waltham Forest, Haringey and Essex. This means that residents will be able to access a wide variety of libraries at their convenience.

Home Library Service
If a resident has a mobility, disability or caring responsibility that would make it difficult to visit an alternative library, the Royal Volunteer Service can deliver

services on our behalf to their home. There is no charge for this service and the Royal Volunteer Service visit our home library users once every two weeks.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
The 2021 census was the first time the population aged 16+ had been asked about their gender identity. Enfield had slightly higher proportion (1.2%) than London and England and Wales averages of residents declaring their gender as different than that registered at birth (1.0% and 0.6% respectively).[68] This is significantly higher than the proportion of active library users at the libraries proposed to close and the libraries proposed to remain open, who declared their gender identity is different from birth registration (0.1% respectively).

In the phase one engagement, 2% of respondents who used the libraries proposed to close and 2% of respondents who used the libraries proposed to remain open declared their gender identity as different from birth registration.

Bowes Road
At Bowes Road Library, 0.3% of active users have declared that their gender identity is different from birth registration, this is disproportionate when compared to the borough population.[69]

In the phase one engagement, 24 respondents who used Bowes Road library declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

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[68] Enfield Council: Enfield Borough Profile 2023
[69] Base: 1,545 active users, 235,117 Census

Bullsmoor

At Bullsmoor Library, 0.5% of active users have declared that they are non-binary, this is broadly in line with the proportion of residents in the 2021 census who declared they are non-binary.[70]

In the phase one engagement, 6 respondents who used Bullsmoor Library declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

Edmonton Green

0.1% of active library users at Edmonton Green declared their gender identity as different to their birth registration.[71] This is disproportionate when compared to the borough population.

In the phase one engagement, 73 respondents declared whether or not their gender identity is different from birth registration. This is a small sample and would not be proportionate to compare to the borough population and active library users.

Enfield Highway

At Enfield Highway, 0.6% of active users have declared that their gender identity is different than that registered at birth, this slightly lower than the proportion of residents who declared their gender identity is different than that registered at birth.[72]

In the phase one engagement, 21 respondents who used Enfield Highway library declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Island Village

At Enfield Island Village, no active users have declared that their gender identity is different than that registered at birth.[73]

In the phase one engagement, 13 respondents who used Enfield Island Village library declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Town

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[70] Base: 219 active users, 235,117 Census
[71] Base: 7,039 active users.
[72] Base: 1,061 active users, 235,117 Census
[73] Base: 1,061 active users, 235,117 Census

In the phase one engagement, 1.6% of respondents who used Enfield Town Library declared their gender identity as different from birth registration, which is higher than the borough population. However, 0.01% of active library users at Enfield Town also declared their gender identity as different to their birth registration,[74] which is disproportionate when compared to the borough population.

Fore Street
0.3% of active library users at Fore Street declared their gender identity as different to their birth registration.[75] This is disproportionate when compared to the borough population.

In the phase on engagement, 21 respondents declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to active library users or the ward population.

John Jackson
At John Jackson, no active users have declared that their gender identity is different than that registered at birth.[76]

In the phase one engagement, only 35 respondents who used John Jackson Library declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

Millfield House
Overall, 36 active library users and 9 respondents to the phase one engagement who used Millfield House Library declared whether or not their gender identity is different from birth registration. These are small samples and would not be proportionate to compare to the borough population.

Oakwood
At Oakwood, no active users have declared that their gender identity is different than that registered at birth.[77]

In the phase one engagement, 63 respondents declared whether or not their gender identity is different from birth registration. This is a small sample and would not enable a meaningful comparison to the borough population.

Ordnance Unity Centre
0.1% of active library users at Ordnance Unity Centre declared their gender identity as different to their birth registration.[78] This is disproportionate when compared to the borough population.

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[74] Base: 248 respondents and 10,269 active users.
[75] Base: 10,269 active users.
[76] Base: 798 active users
[77] Base: 2,392 active users
[78] Base: 3,776 active users.

In the phase one engagement, 36 respondents declared whether or not their gender identity is different from birth registration. This is a small sample and would not be proportionate to compare to the borough population and active library users.

Palmers Green
In the phase one engagement, 2.3% of respondents who used Palmers Green declared their gender identity as different from birth registration, which is higher than the borough population. Furthermore, 0.1% of active library users at Palmers Green also declared their gender identity as different to their birth registration, which is disproportionate when compared to the borough population.

Ponders End
At Ponders End, no active users have declared that their gender identity is different than that registered at birth.[79]

In the phase one engagement, 21 respondents declared whether or not their gender is different than that registered at birth. This is a small sample and would not enable a meaningful comparison to the borough population.

Ridge Avenue
0.1% of active library users at Ridge Avenue declared their gender identity as different to their birth registration.[80] This is disproportionate when compared to the borough population.

In the phase one engagement, 97 respondents declared whether or not their gender is different than that registered at birth. This is a small sample and would not enable a meaningful comparison to active library users or the borough population.

Southgate
At Southgate, no active users have declared that their gender identity is different than that registered at birth.[81]

In the phase one engagement, 61 respondents who used Southgate Library declared whether or not their gender is different than that registered at birth. This is a small sample and would not enable a meaningful comparison to the borough population.

Winchmore Hill
At Winchmore Hill, one active user has declared that their gender identity is different than that registered at birth.[82]

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[79] Base: 1,367 active users
[80] Base: 96 respondents and 2,417 active users.
[81] Base: 1,944 active users
[82] Base: 2,292 active users

In the phase one engagement, 88 respondents who used Winchmore Hill Library declared whether or not their gender is different than that registered at birth. These are small samples and would not enable a meaningful comparison to the borough population.

Digital Library
The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

In the phase one engagement, only 79 respondents who used the digital library declared whether or not their gender identity is different from birth registration. This a small sample and would not enable a meaningful comparison to the borough population.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the different perspectives and experiences of people's whose gender identity is different from birth registration.

We will use a range of media to promote the consultation in a way which is accessible, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues and targeted communication to organisations working with or representing different groups. This includes attendance at Enfield's Voluntary Services Strategy Group meeting and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include those working with trans people.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the LGBTQ+ Staff Network to ask them to promote the consultation to their members.

We will ask respondents of the questionnaire to declare their gender identity so that we can analyse the results by gender identity. This will also allow us to track the number of respondents by gender identity and tailor communication during the engagement period if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because their gender identity is different from birth registration.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their gender identity is different from birth registration. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[83] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[84]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [85].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library

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[83] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[84] Base: 815 responses

- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their gender identity. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their gender identity.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their gender identity.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their gender identity. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken
N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
In Enfield, 43% of residents are married or in a civil partnership[86]. The library service does not collect data on marital and civil partnership status when signing up for a library card and, therefore, there is no active library user data to compare with the borough population.

In the phase one engagement, 54% of respondents who declared their marital status were married and 31% were single. This is broadly representative of respondents who used the libraries that are proposed to close and respondents who used the libraries that are proposed to remain open.

Figure: Marital status of respondents to phase one engagement[87]

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[86] Base: 257,182 census
[87] Base: 556 respondents

Marital status of respondents to phase one engagement
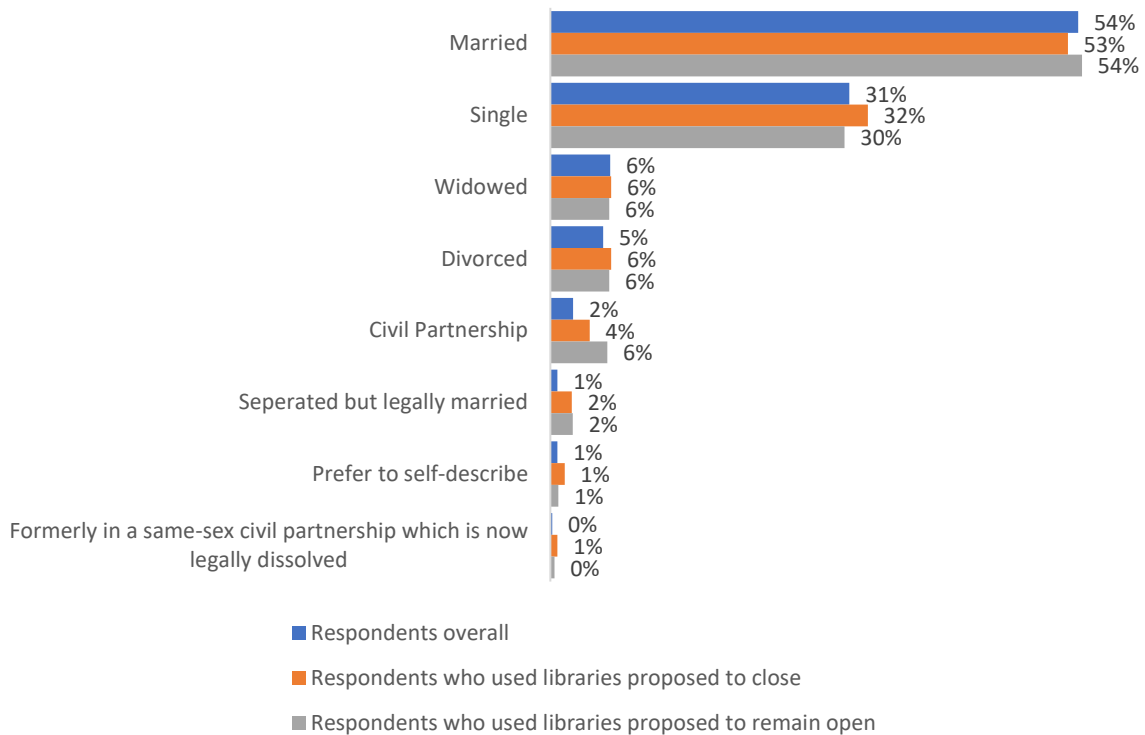
Married
54%
53%
54%

Single
31%
32%
30%

Widowed
6%
6%
6%

Divorced
5%
6%
6%

Civil Partnership
2%
4%
6%

Seperated but legally married
1%
2%
2%

Prefer to self-describe
1%
1%
1%

Formerly in a same-sex civil partnership which is now legally dissolved
0%
1%
0%

■ Respondents overall
■ Respondents who used libraries proposed to close
■ Respondents who used libraries proposed to remain open

Bowes Road
In the phase one engagement, 29 respondents who used Bowes Road library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population.

Bullsmoor
In the phase one engagement, 18 respondents who used Bullsmoor library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population.

Edmonton Green
In the phase one engagement, 31% of respondents who used Edmonton Green were never married or never in a registered civil partnership, which is higher than the borough population.

Figure: Marital status of respondents to the phase one engagement who used Edmonton Green Library compared to the borough population[88]

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[88] Base: 104 respondents, census 257,182

Marital status of respondents to the phase one engagement who used Edmonton Green Library compared to the borough population

	Phase one engagement	Enfield
Married or in a registered civil partnership	31%	41%
Never married or never in a registered civil partnership	46%	43%
Seperated but still legally married or still legally in same-sex partnership	1%	3%
Divorced or civil partnership divorced	9%	8%
Widowed or surviving civil partnership partner	6%	5%

■ Phase one engagement   ■ Enfield

Enfield Highway
In the phase one engagement, 40 respondents who used Enfield Highway Library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Island Village
In the phase one engagement, 22 respondents who used Enfield Island Village library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population

Enfield Town
In the phase one engagement, 52% of respondents were married or in a civil partnership, which is higher than the borough population.

Figure: Marital status of phase one engagement respondents who used Enfield Town Library compared to borough population[89]

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[89] Base: 361 respondents, census 257,182

Marital status of phase one engagement respondents who used Enfield Town Library compared to borough population

	Phase one engagement	Enfield
Never married and never registered a civil partnership	32%	41%
Married or in a registered civil partnership	60%	43%
Separated, but still legally married or still legally in a civil partnership	2%	3%
Divorced or civil partnership dissolved	1%	8%
Widowed or surviving civil partnership partner	5%	5%

■ Phase one engagement ■ Enfield

Fore Street

In the phase one engagement, 29 respondents who used Fore Street library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population.

John Jackson

In the phase one engagement, 52 respondents who used John Jackson library declared their marital status. This is a small sample and would not enable a meaningful comparison to the ward population.

Millfield House

In the phase one engagement, 15 respondents who used Millfield House library declared their marital status. This is a small sample and would not enable a meaningful comparison to the borough population.
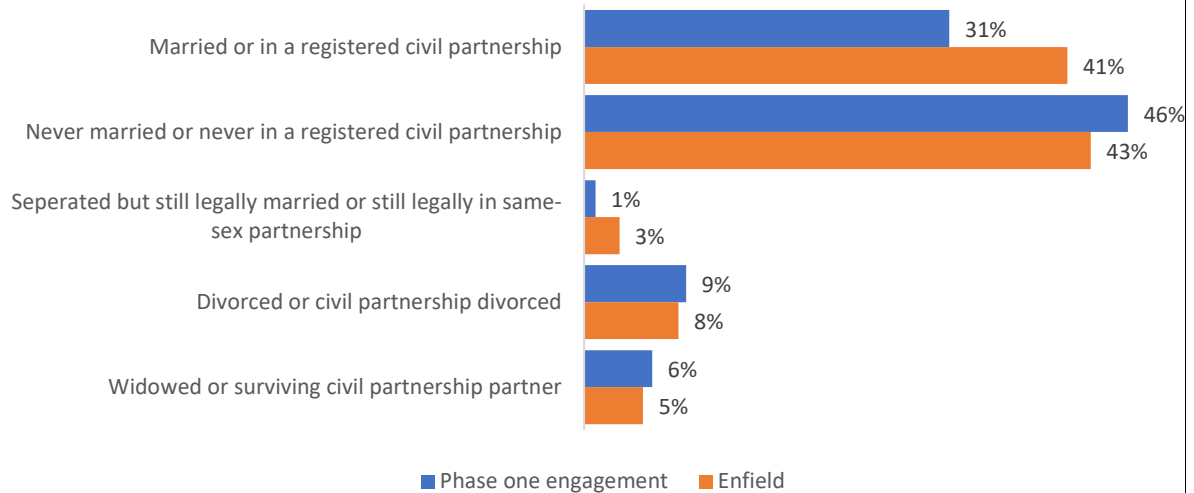
Oakwood

In the phase one engagement, 50% of respondents are married or in a registered civil partnership, this is higher than the population of Enfield (43%).

Figure: Marital status of phase one engagement respondents who used Oakwood Library compared to borough population[90]

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[90] Base: 104 respondents, 257,182 census

Marital status of phase one engagement respondents who used Oakwood Library compared to borough population

Never married and never registered a civil partnership — 33% / 41%
Married or in a registered civil partnership — 50% / 43%
Separated, but still legally married or still legally in a... — 2% / 3%
Divorced or civil partnership dissolved — 7% / 8%
Widowed or surviving civil partnership partner — 7% / 5%
Other — 2% / 0%

■ Phase one engagement ■ Enfield

Ordnance Unity Centre

In the phase one engagement, 59 respondents declared their marital status. This is a small sample and would not be proportionate to compare to the borough population.

Palmers Green
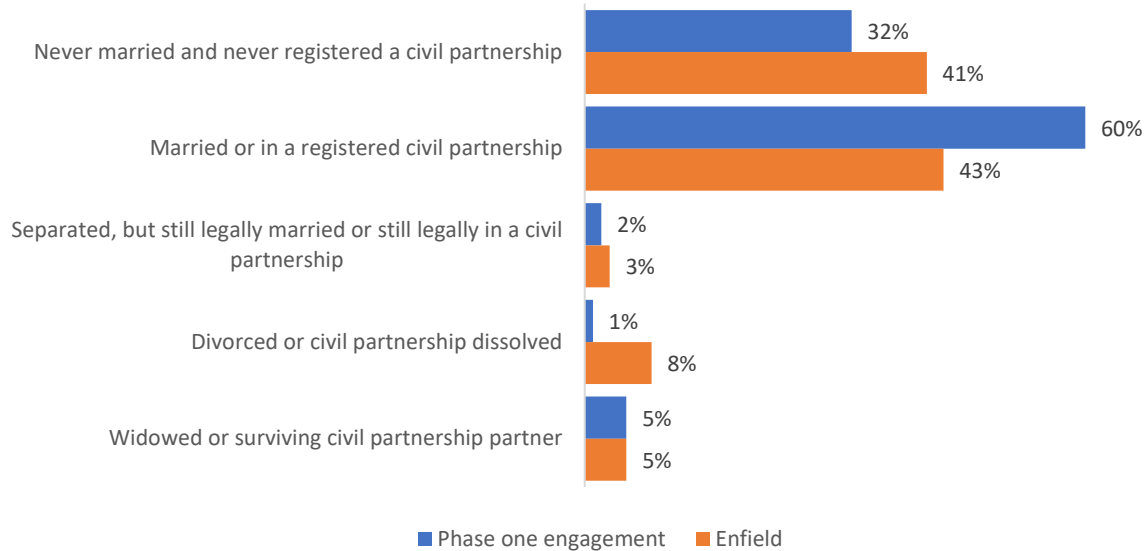
In the phase one engagement, 58% of respondents were married or in a civil partnership, which is higher than the borough population.

Figure: Marital status of phase one engagement respondents who used Palmers Green Library compared to borough population[91]

Marital status of phase one engagement respondents who used Palmers Green Library compared to borough population

Never married and never registered a civil partnership — 34% / 41%
Married or in a registered civil partnership — 58% / 43%
Separated, but still legally married or still legally in a civil partnership — 1% / 3%
Divorced or civil partnership dissolved — 5% / 8%
Widowed or surviving civil partnership partner — 3% / 5%

■ Phase one engagement ■ Enfield

Ponders End

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[91] Base: 170 respondents, census 257,182

In the phase one engagement, 36 respondents declared their marital status. This is a small sample and would not be proportionate to compare to the borough population.

Ridge Avenue

In the phase one engagement, 60% of respondents were married or in a civil partnership, which is higher than the borough population.

Figure: Marital status of phase one engagement respondents who used Ridge Avenue Library compared to borough population[92]

Marital status of phase one engagement respondents who used Ridge Avenue Library compared to borough population

Married or in a registered civil partnership — Phase one engagement: 61%, Enfield: 43%
Never married or in a registered civil partnership — Phase one engagement: 39%, Enfield: 41%
Seperated but still legally married or civil partnership — Phase one engagement: 1%, Enfield: 3%
Divorced or civil patnership dissolved — Phase one engagement: 2%, Enfield: 8%
Widowed or surviving civil partnership partner — Phase one engagement: 10%, Enfield: 5%

■ Phase one engagement ■ Enfield

Southgate

In the phase one engagement, 78 respondents who used Southgate library declared their marital status. This is a small sample and would not enable a meaningful comparison to the ward population.
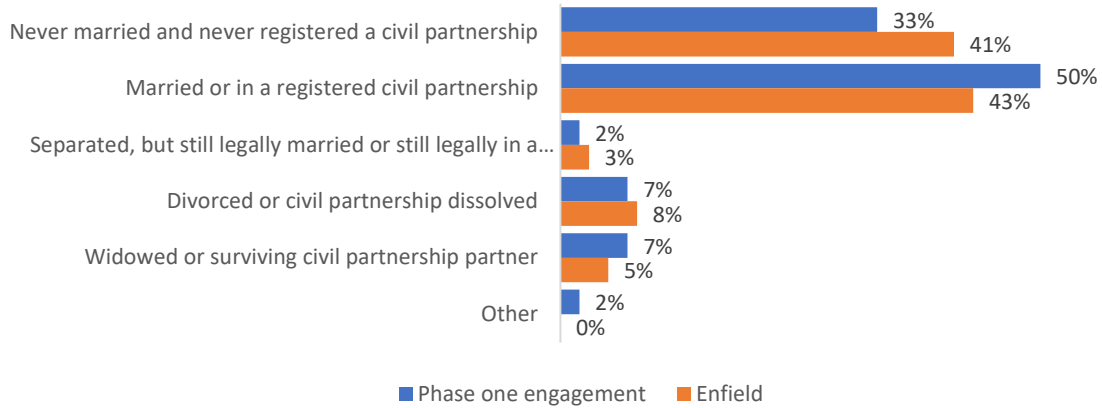
Winchmore Hill

In the phase one engagement, 60% of respondents were married or in a civil partnership, which is higher than the borough population.

Figure: Marital status of phase one engagement respondents who used Winchmore Hill Library compared to borough population[93]

Marital status of phase one engagement respondents who used Winchmore Hill Library compared to borough population

Never married and never registered a civil partnership
- Phase one engagement: 32%
- Enfield: 41%

Married or in a registered civil partnership
- Phase one engagement: 60%
- Enfield: 43%

Separated, but still legally married or still legally in a civil partnership
- Phase one engagement: 2%
- Enfield: 3%

Divorced or civil partnership dissolved
- Phase one engagement: 1%
- Enfield: 8%

Widowed or surviving civil partnership partner
- Phase one engagement: 5%
- Enfield: 5%
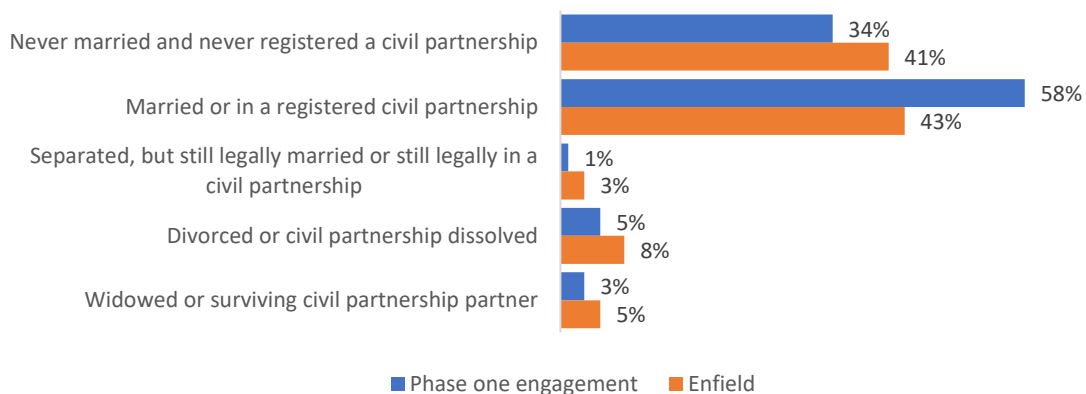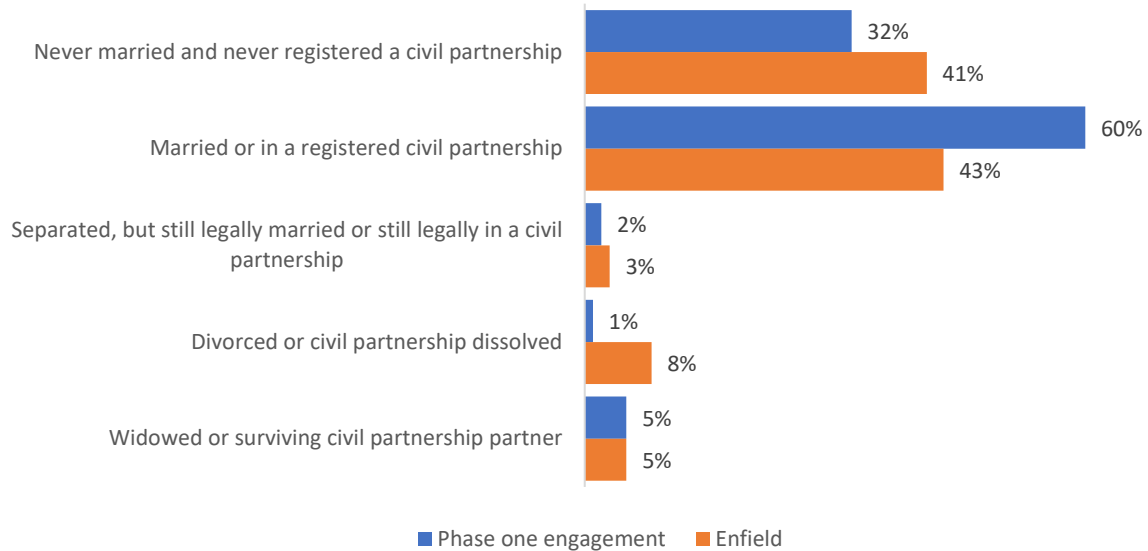
■ Phase one engagement ■ Enfield

Digital Library
In the phase one engagement, 97 respondents declared their marital status. This a small sample and would not enable a meaningful comparison to the borough population.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people with different marital and civil partnership statuses.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will ask respondents of the questionnaire to declare their marital and civil partnership status so that we can analyse the results by marital and civil partnership status. This will also allow us to track the number of respondents by marital and civil partnership status and tailor communication during the 12 weeks if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:

We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their marital status.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their marital status. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[94] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[95]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [96].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

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[94] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[95] Base: 815 responses

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their marital status. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their marital status.

Proposal to retain the digital library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their marital status.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their marital status. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken
N/A

Pregnancy and maternity

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

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
The ONS recorded 3,921 live births in 2022, where the mother's usual residence was Enfield.[97] The library service does not collect data on pregnancy and maternity when signing up for a library card and therefore there is no active user data regarding to pregnancy or maternity.

In the phase one engagement, 15 respondents declared that they were pregnant or recently had a baby.[98] All 15 respondents who declared that they were pregnant or recently had a baby used the libraries that are proposed to remain open and 8 of the respondents used the libraries that are proposed to close.

Bowes Road
In the phase one engagement, two users of Bowes Road library declared that they were pregnant or recently had a baby.

Bullsmoor
In the phase one engagement, no users of Bullsmoor library declared that they were pregnant or recently had a baby.

Edmonton Green
In the phase one engagement, three users of Edmonton Green Library declared that they were pregnant or recently had a baby.

Enfield Highway

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[97] ONS – Live Births by UK area of parent -
https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths
[98] Base: 564 respondents

In the phase one engagement, 43 users of Enfield Highway Library declared that whether they were pregnant or recently had a baby.

Enfield Island Village
In the phase one engagement, 23 users of Enfield Island Village library declared whether they were pregnant or recently had a baby. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Town
In the phase one engagement, 9 users of Enfield Town library declared that they were pregnant or recently had a baby.

Fore Street
In the phase one engagement, only one user of Fore Street library declared that they were pregnant or recently had a baby.

John Jackson
In the phase one engagement, one user of John Jackson library declared that they were pregnant or recently had a baby.

Millfield House
In the phase one engagement, two users of Millfield House library declared that they were pregnant or recently had a baby.

Oakwood
In the phase one engagement, four users of Oakwood Library declared that they were pregnant or recently had a baby.

Ordnance Unity Centre
In the phase one engagement, one user of Ordnance Unity Centre Library declared that they were pregnant or recently had a baby.

Palmers Green
In the phase one engagement, 8 users of Palmers Green library declared that they were pregnant or recently had a baby.

Ponders End
In the phase one engagement, only one user of Ponders End Library declared that they were pregnant or recently had a baby.

Ridge Avenue
In the phase one engagement, four users of Ridge Avenue library declared that they were pregnant or recently had a baby.

Southgate
In the phase one engagement, four users of Southgate library declared that they were pregnant or recently had a baby.

Winchmore Hill
In the phase one engagement, four users of Winchmore Hill library declared that they were pregnant or recently had a baby.

Digital Library
The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

In the phase one engagement, five users of the digital library declared that they were pregnant or recently had a baby.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people who are pregnant or recently had a baby.

We will use a range of media to promote the consultation in a way which is accessible, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues and targeted communication to organisations working with or representing different groups. This includes attendance at Enfield's Voluntary Services Strategy Group meeting and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include those working with pregnant women and people who have recently had a baby.

It should be noted that two libraries does not have step free access for prams (Bowes Road and Enfield Highway). Officers will be available at every library in the borough at designated times during the engagement exercise so parents/ carers with prams will have a choice of which library to attend for support with the engagement should they need it. All libraries are part of the Breastfeeding Welcome Scheme.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will ask respondents of the questionnaire if they are pregnant or on maternity so that we can analyse the results for any differences in responses. This will also allow us to track the number of respondents who are parents and carers of children and young people and tailor communication during the 12 weeks if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:

We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because they are pregnant or recently had a baby.

We are proposing to retain the digital library service with no changes to the offer.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:

The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of whether they are pregnant or recently had a baby. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[99] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[100]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [101].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library

[99] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[100] Base: 815 responses

- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

The closure of eight libraries may have a disproportionate impact on some pregnant women may find it difficult to travel to other libraries if they are required to walk certain distances, travel lengthy distances, or take a journey which requires them to change bus or train to get to a library.

Proposal to retain the Digital library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because they are pregnant or have recently had a baby.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because they are pregnant or have recently had a baby. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

Alternative Libraries
There will be a network of 8 libraries across the borough that are available for everyone to access.

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

The library service will offer familiarisation visits to read and rhyme time events in other libraries for pregnant women and parents of young children may feel anxious about visiting new libraries. This could help them to feel welcome visiting other libraries, encourage them to attend groups and activities and to help with the adjustment to the loss of their familiar library space.

Digital Library Service
We have a digital library service, which enable library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home.

Some individuals with this protected characteristic may need assistance to be able to access e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their own devices. This support can be provided through the libraries and through partnerships working to direct people to the provision.

This will mitigate the impact of the closure of the 8 libraries on users who are able to access the digital library service at home.

Library Consortium
Enfield library users can use their library cards at 22 local authorities' libraries, including neighbouring authorities: Waltham Forest, Haringey and Essex. This means that residents will be able to access a wide variety of libraries at their convenience.

Race
This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?   Please provide evidence to explain why this group may be particularly affected.
Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
In Enfield, 13% of households contain no members with English as a main language. In Enfield, the top eight main languages (other than English) are Turkish (5.9%), Romanian (1.8%), Bulgarian (1.8%), Greek (1.6%), Polish (1.5%), Albanian (1.1%), Somali (0.8%) and Bengali (with Sylheti and Chatgaya) (0.7%).

Overall, the ethnicity of the library users who used the libraries which are proposed to close and the ethnicity of the library users who used the library which are proposed to remain open are broadly in line. This is also broadly representative of the ethnicity of the borough's population.

A higher proportion of active library users who used the libraries proposed to close declared they are from White British (36%), White Other (21%) and Asian (17%) ethnic backgrounds in comparison to the proportions who used the libraries proposed to remain open (28%, 18% and 15% respectively).

A significantly higher proportion of active library users in the libraries proposed to remain open declared they are from Black ethnic backgrounds (30%), compared to the borough population (18%) and proportion of active users from Black ethnic backgrounds in the libraries proposed to close (18%).

The proportion of library users in the libraries proposed to remain open and libraries proposed to close from Asian ethnic backgrounds (15% and 17% respectively) is lower than the proportion of the borough population from Asian ethnic backgrounds.

Figure: Ethnicity of the borough population compared to ethnicity of active library users[102]

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[102]Base: 329,989 borough population, 3,750 active library users of libraries proposed to close, 17,120 active library users of libraries proposed to remain open

Ethnicity of the borough population compared to ethnicity of active library users

White British	Borough population: 31% / Libraries proposed to close: 36% / Libraries proposed to remain open: 28%
White Other	Borough population: 21% / Libraries proposed to close: 21% / Libraries proposed to remain open: 18%
Black	Borough population: 18% / Libraries proposed to close: 18% / Libraries proposed to remain open: 30%
Asian	Borough population: 12% / Libraries proposed to close: 17% / Libraries proposed to remain open: 15%
Mixed / Multiple Ethnic Groups	Borough population: 6% / Libraries proposed to close: 6% / Libraries proposed to remain open: 6%
Other	Borough population: 12% / Libraries proposed to close: 2% / Libraries proposed to remain open: 3%

■ Borough population   ■ Libraries proposed to close   ■ Libraries proposed to remain open

In the phase one engagement, 63% of respondents who declared their ethnicity were from White British backgrounds, which is disproportionate when compared to active library users and the ward population.

Figure: Ethnicity of phase one engagement respondents[103]

Ethnicity of phase one engagement respondents

White British	Respondents overall: 63% / Used libraries proposed to close: 66% / Used libraries proposed to remain open: 69%
White Other	Respondents overall: 16% / Used libraries proposed to close: 21% / Used libraries proposed to remain open: 16%
Black	Respondents overall: 9% / Used libraries proposed to close: 9% / Used libraries proposed to remain open: 9%
Asian	Respondents overall: 6% / Used libraries proposed to close: 2% / Used libraries proposed to remain open: 2%
Mixed / Multiple Ethnic Groups	Respondents overall: 3% / Used libraries proposed to close: 2% / Used libraries proposed to remain open: 2%
Other	Respondents overall: 2% / Used libraries proposed to close: 0% / Used libraries proposed to remain open: 2%

■ Respondents overall

■ Respondents who used libraries proposed to close

■ Respondents who used libraries proposed to remain open

Bowes Road

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[103] Base: 570 respondents

New Southgate ward has a high proportion of residents from White Other ethnic backgrounds (32%) who are underrepresented in the proportion of active library users (22%). People from Other ethnic backgrounds are significantly underrepresented in the proportion of active library users (0.4%) when compared to the ward population (4%). The proportion of library users from Asian ethnic backgrounds (19%) is higher than the proportion of the ward population (15%).

In the phase one engagement, 31 respondents who used Bowes Road library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to ethnicity of ward population[104]

Ethnicity of active library users compared to ethnicity of ward population

	Bowes Road	New Southgate Ward
White British	39%	32%
White Other	22%	33%
Mixed	19%	6%
Asian	14%	15%
Black	5%	10%
Other	0.4%	4%
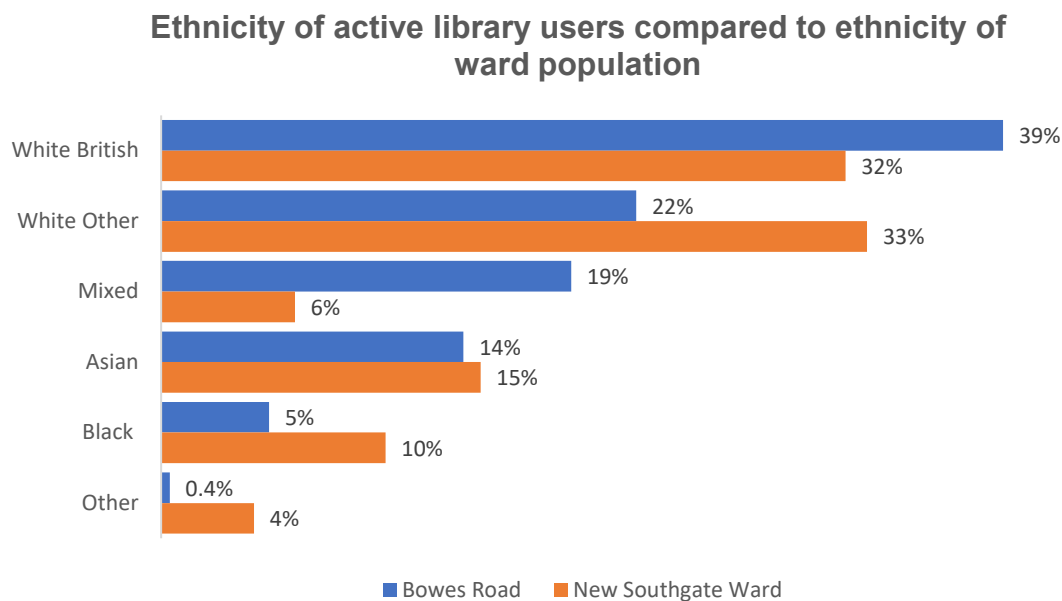
Bullsmoor

Using the 2021 Census data, 33% of residents in Bullsmoor ward are White British, 26% are from White Other ethnic backgrounds and 23% are from Black ethnic backgrounds.[105]

Overall, 90 active users and 17 respondents to the phase one engagement who used Bullsmoor Library declared their ethnicity. These are small samples which would not enable a meaningful comparison to the ward population.

Figure: Ethnicity of residents in Bullsmoor Ward

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[104] Base: 242 active users, 11,902 census
[105] Base: 11,454 census

Ethnicity of residents in Bullsmoor ward

Ethnicity	Percentage
White British	33%
White Other	26%
Mixed	7%
Asian	7%
Black	23%
Other	3%

Edmonton Green

The highest proportion of active library users who declared their ethnicity were from Black ethnic backgrounds, (50%), this is significantly higher when compared to the proportion of the ward population (34%) and suggests that the library is effectively engaging this cohort. Users from White British (12%) and White Other (15%) backgrounds are underrepresented as active users, when compared to the ward population (16% and 28% respectively).

Of the respondents to the phase one engagement who used Edmonton Green Library and declared their ethnicity, the highest proportion (48%) were White British. This is significantly higher when compared to proportion of the ward population or active library users who are White British. The proportion of respondents who were from Black ethnic backgrounds (27%) is lower when compared to the proportion of the ward population and active library users.

Figure: Ethnicity of phase one engagement respondents and active library users compared to ward population [106]

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[106] Base: 339 respondents, 10,401 active users, 13,516 census

Ethnicity of phase one engagement respondents and active library users compared to ward population

Ethnicity	Phase One Engagement	Edmonton Green Library	Edmonton Green Ward
White British	48%	12%	16%
White Other	18%	15%	28%
Mixed	2%	5%	5%
Asian	2%	15%	12%
Black	27%	50%	34%
Other	4%	4%	5%

Enfield Highway

Overall, 579 active users at Enfield Highway library have declared their ethnicity, this is 54% of the total number of active users between 2022-2024.

The highest proportion of active library users who declared their ethnicity were from Black ethnic backgrounds (43%). This is significantly higher than the percentage of the ward population who are from Black ethnic backgrounds (24%) and suggests the library is effective at engaging with this cohort. Users from White British (19%) and White Other (20%) ethnic backgrounds are underrepresented when compared to the ward population (26% and 29% respectively).

In the phase one engagement, 44 respondents who used Enfield Highway Library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

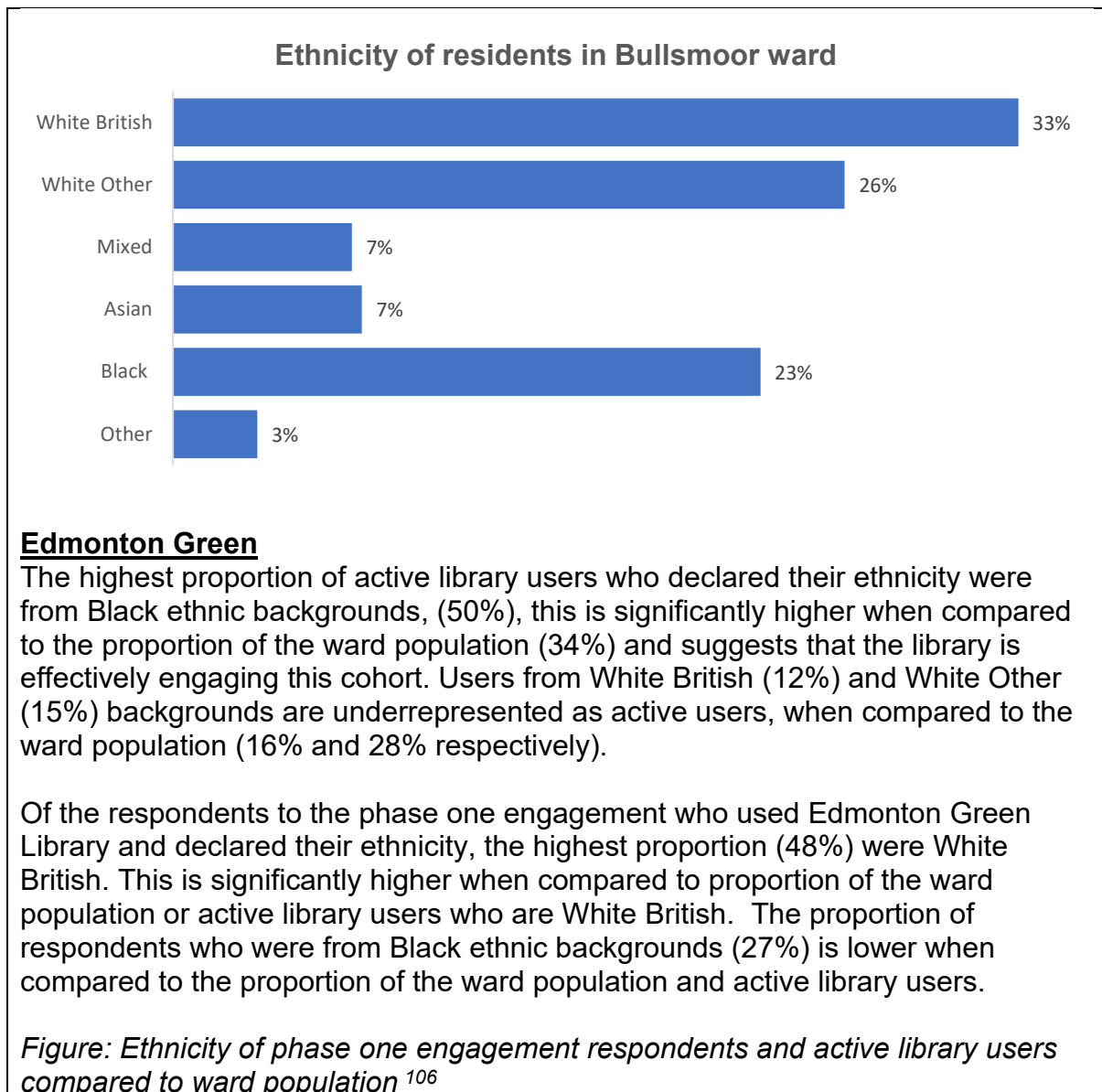*Figure: Ethnicity of active library users compared to the ethnicity of the ward population[107]*

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[107] Base: 579 active users, 16,249 census

Ethnicity of active library users compared to the ethnicity of the ward population

Ethnicity	Enfield Highway Library	Brimsdown Ward
White British	19%	26%
White Other	20%	29%
Mixed	5%	6%
Asian	10%	11%
Black	43%	24%
Other	2%	4%

■ Enfield Highway Library ■ Brimsdown Ward

Enfield Island Village

Overall, 205 active users at Enfield Island Village library have declared their ethnicity, this is 57% of the total number of active users between 2022-2024.
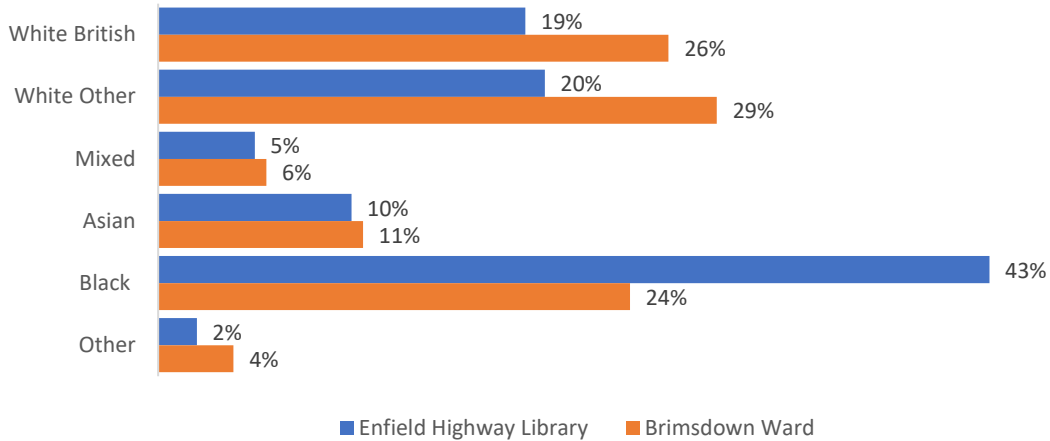
The highest proportion of active library users who declared their ethnicity were from Black ethnic backgrounds (37%), this is higher than proportion of the ward population (30%). People from White British and White Other ethnic backgrounds are underrepresented amongst active library users when compared to the ward population (20% and 22% compared to 26% and 26% respectively). The proportion of active users from Asian ethnic backgrounds was slightly higher when compared to the ward population (9% compared to 7%).

In the phase one engagement, 23 respondents who used Enfield Island Village library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to the ethnicity of the ward population[108]

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[108] Base: 205 active users, 17,805 census

Ethnicity of active library users compared to the ethnicity of the ward population

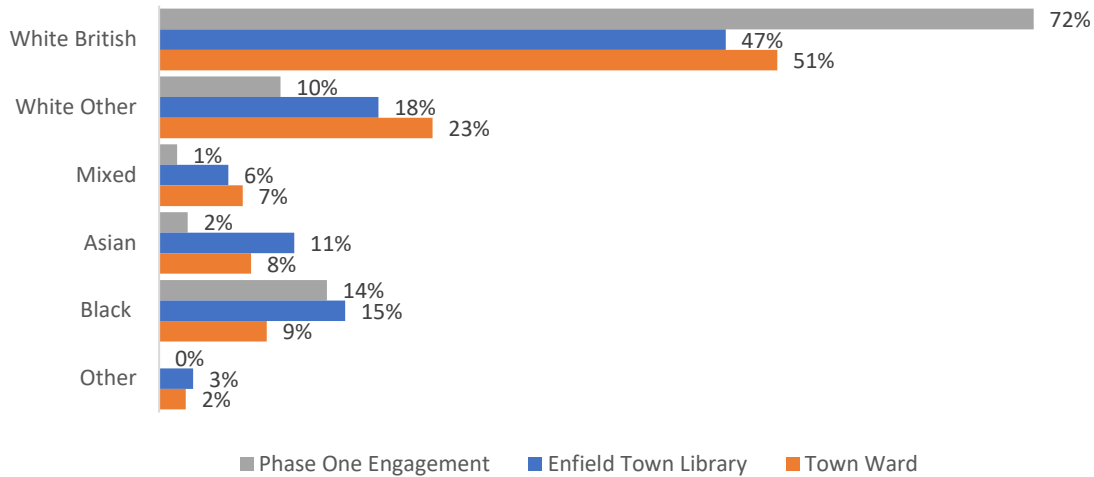White British — Enfield Island Village Library: 20%, Enfield Lock Ward: 26%
White Other — Enfield Island Village Library: 22%, Enfield Lock Ward: 26%
Mixed — Enfield Island Village Library: 9%, Enfield Lock Ward: 7%
Asian — Enfield Island Village Library: 9%, Enfield Lock Ward: 7%
Black — Enfield Island Village Library: 37%, Enfield Lock Ward: 30%
Other — Enfield Island Village Library: 4%, Enfield Lock Ward: 4%

■ Enfield Island Village Library   ■ Enfield Lock Ward

Enfield Town

The highest proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (47%). This is lower than the proportion of the ward population who are from White British ethnic backgrounds (51%). However, the proportion of active library users from Black (15%) and Asian (11%) ethnic backgrounds is higher than the ward population (9% and 8% respectively).

Of the respondents to the phase one engagement who used Enfield Town Library and declared their ethnicity, 72% were White British which is significantly higher than the proportion of the ward population (51%) or active library users (47%) who are White British.

Figure: Ethnicity of phase one engagement respondents and active library users compared to the ward population [109]

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[109] Base: 339 respondents, 10,401 active users, 13,516 census

Ethnicity of of phase one engagement respondents and active library users compared to the ward population

White British
- 72%
- 47%
- 51%

White Other
- 10%
- 18%
- 23%

Mixed
- 1%
- 6%
- 7%

Asian
- 2%
- 11%
- 8%

Black
- 14%
- 15%
- 9%

Other
- 0%
- 3%
- 2%

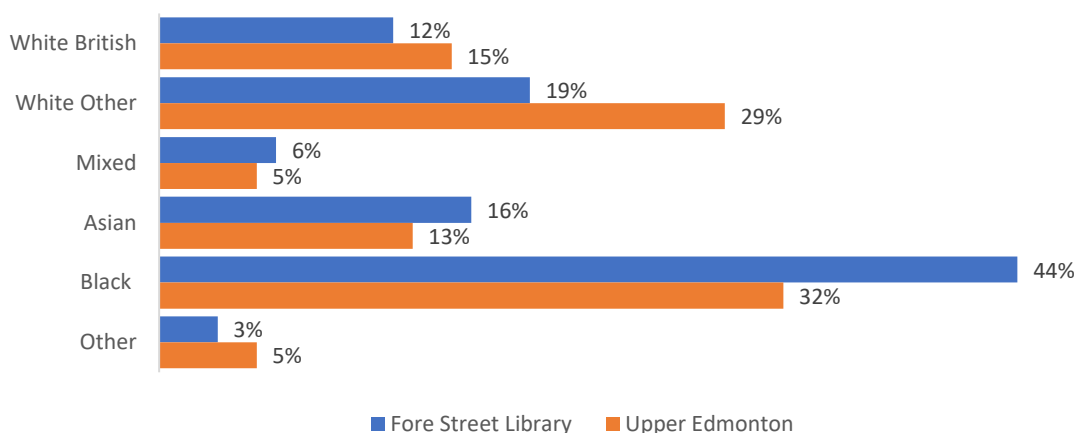Phase One Engagement ■ Enfield Town Library ■ Town Ward

Fore Street

The highest proportion of active users are from Black ethnic backgrounds (44%) which is significantly higher than the proportion of the ward population (32%). This suggests the library is effective at engaging this cohort. Those from White Other ethnic backgrounds are considerably underrepresented (19%), when compared to the ward population (29%).

In the phase one engagement, 29 respondents who used Fore Street library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to ethnicity of ward population [110]

Ethnicity of active library users compared to ethnicity of ward population

White British
- 12%
- 15%

White Other
- 19%
- 29%

Mixed
- 6%
- 5%

Asian
- 16%
- 13%

Black
- 44%
- 32%

Other
- 3%
- 5%

■ Fore Street Library ■ Upper Edmonton
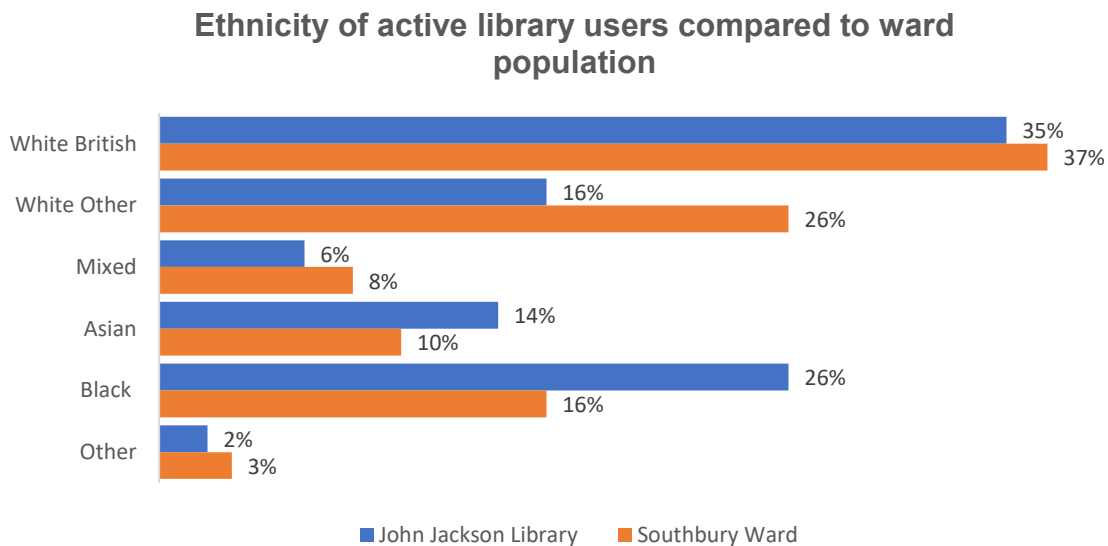
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[110] Base: 675 active users, 16,726 census

John Jackson
The highest proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (35%), this is slightly lower than the proportion of ward population (37%). The second highest proportion of active users were from Black ethnic backgrounds (26%), this is significantly higher than the proportion of the ward population (16%). Active library users from White Other ethnic backgrounds and Mixed ethnic backgrounds (16% and 2% respectively) were underrepresented compared to the proportions of the ward population (26% and 8% respectively).

In the phase one engagement, 53 respondents who used John Jackson library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to the ward population[111]

Ethnicity of active library users compared to ward population

| Ethnicity	John Jackson Library	Southbury Ward
White British	35%	37%
White Other	16%	26%
Mixed	6%	8%
Asian	14%	10%
Black	26%	16%
Other	2%	3%

Millfield House
The highest proportion of residents in Haselbury are from White Other ethnic backgrounds (33%) and the second highest proportion are residents from Black ethnic backgrounds (26%). Overall, 14 active library users and 13 respondents to the phase one engagement who used Millfield House Library declared their ethnicity. These are small samples and would not be proportionate to compare to the ward population.

Figure: Ethnicity of residents in Haselbury ward[112]

Ethnicity of residents in Haselbury ward

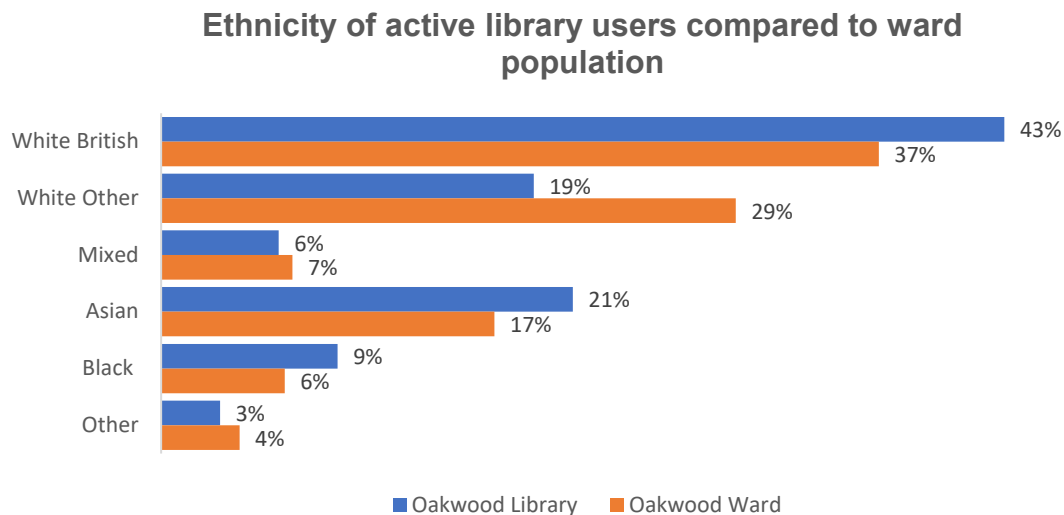| Ethnicity	Percentage
White British	18%
White Other	33%
Mixed	5%
Asian	14%
Black	26%
Other	5%
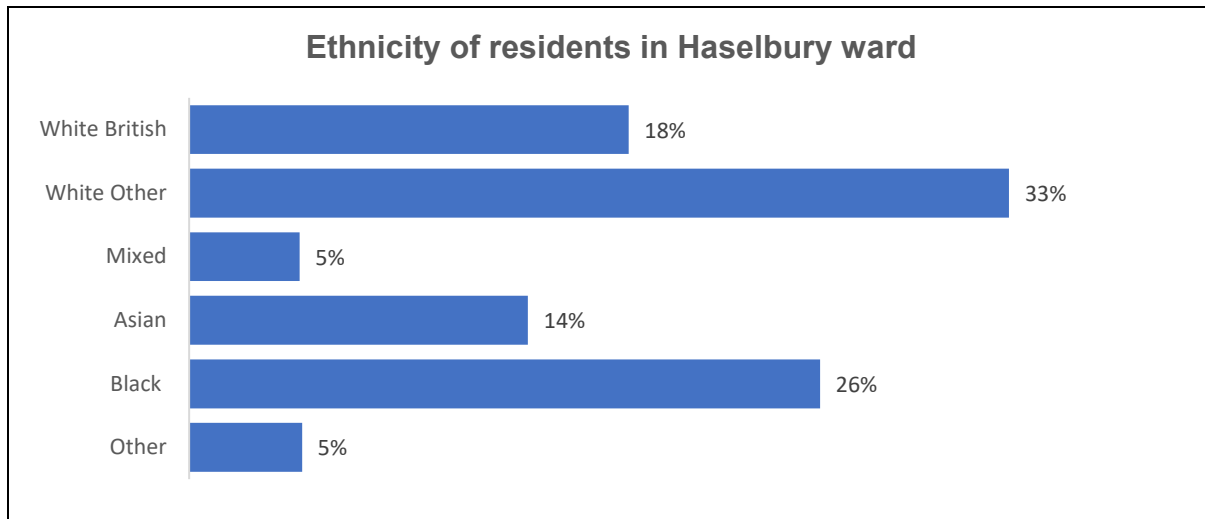
Oakwood

The highest proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (43%) which is higher than that of the ward population (37%). The proportion of active library users from Asian ethnic backgrounds (21%) is higher than the ward population (17%).

In the phase one engagement, 99 respondents who used Oakwood declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to the ward population[113]

Ethnicity of active library users compared to ward population

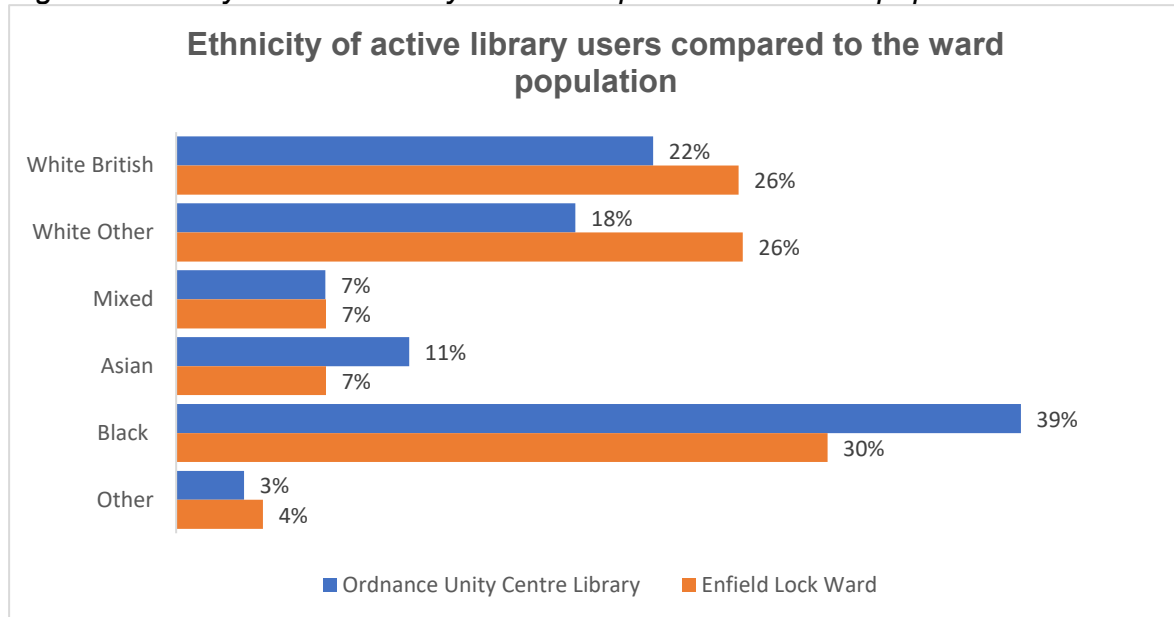| Ethnicity	Oakwood Library	Oakwood Ward
White British	43%	37%
White Other	19%	29%
Mixed	6%	7%
Asian	21%	17%
Black	9%	6%
Other	3%	4%

Ordnance Unity Centre

The highest proportion of active library users who declared their ethnicity were from Black ethnic backgrounds (39%), this is significantly higher compared to the ward population (30%). Similarly, the proportion of active users who they were

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[113]Base: 758 active users, 8,756 census

from an Asian ethnic background (11%) is higher compared to the ward population (7%).

In the phase one engagement, 64 respondents who used Ordnance Unity Centre library declared their ethnicity. This a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to the ward population [114]

Ethnicity of active library users compared to the ward population

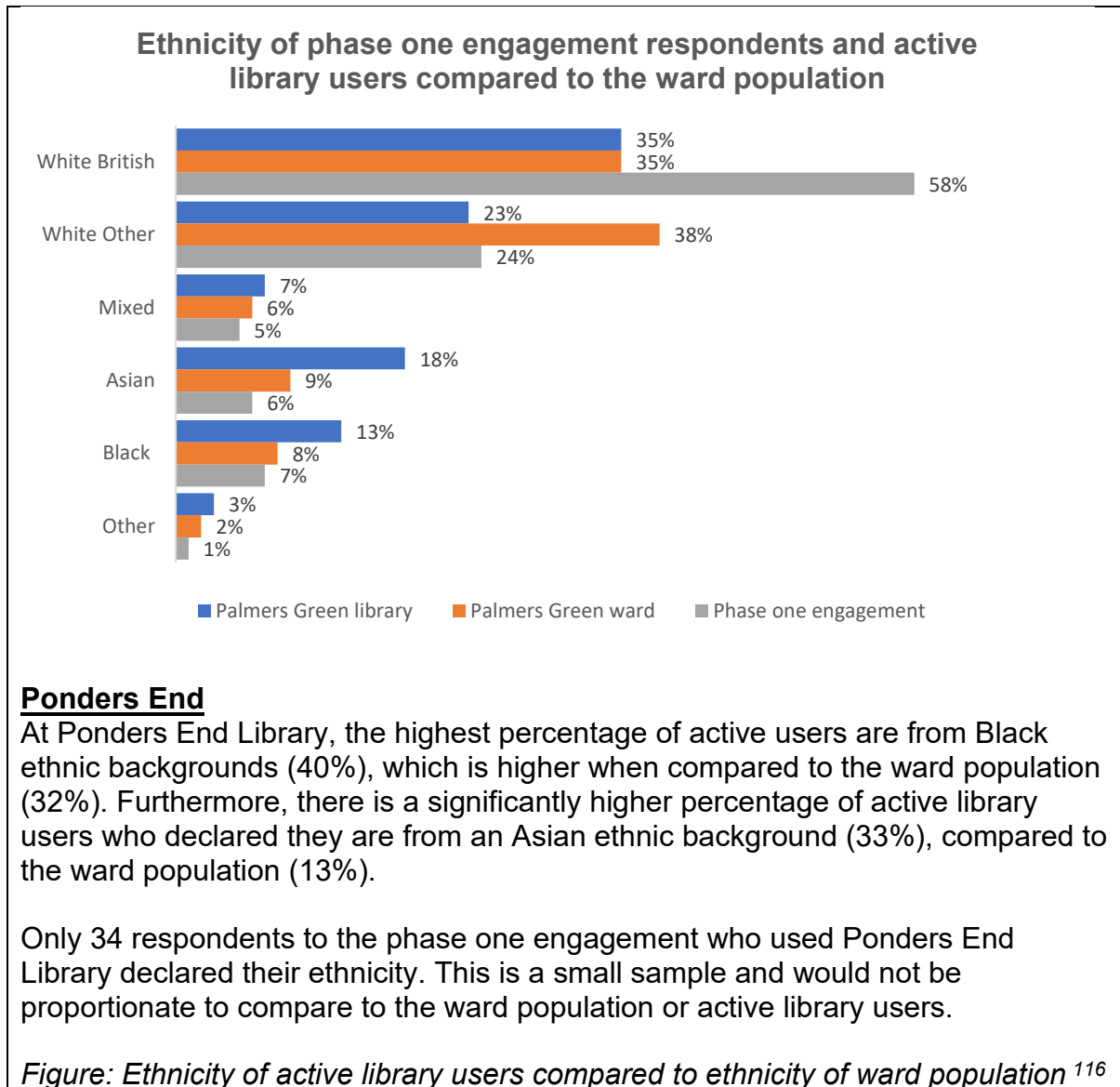| Ethnicity	Ordnance Unity Centre Library	Enfield Lock Ward
White British	22%	26%
White Other	18%	26%
Mixed	7%	7%
Asian	11%	7%
Black	39%	30%
Other	3%	4%

Palmers Green
A high proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (35%). A high proportion of active library users declared they are from a White Other ethnic background (23%), however, this is considerably lower than the proportion of the ward population (38%). The proportion of active library users from Asian (18%) and Black (13%) ethnic backgrounds is considerably higher than ward population (9% and 8% respectively).

Of the respondents to the phase one engagement who used Palmers Green Library and declared their ethnicity, 58% were White British which is significantly higher than the proportion of the ward population or active library users who are White British.

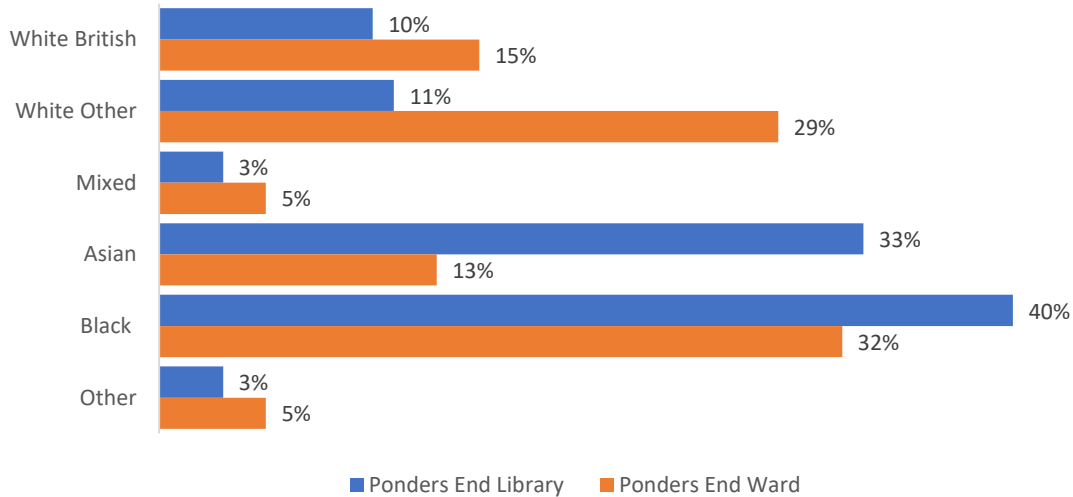*Figure: Ethnicity of phase one engagement respondents and active library users compared to the ward population [115]*

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[114] Base: 1,789 active users, 17,805 census
[115] Base: 172 respondents, 2,128 active users, 11,017 census

Ethnicity of phase one engagement respondents and active library users compared to the ward population

White British: 35%, 35%, 58%
White Other: 23%, 38%, 24%
Mixed: 7%, 6%, 5%
Asian: 18%, 9%, 6%
Black: 13%, 8%, 7%
Other: 3%, 2%, 1%

■ Palmers Green library   ■ Palmers Green ward   ■ Phase one engagement

Ponders End

At Ponders End Library, the highest percentage of active users are from Black ethnic backgrounds (40%), which is higher when compared to the ward population (32%). Furthermore, there is a significantly higher percentage of active library users who declared they are from an Asian ethnic background (33%), compared to the ward population (13%).

Only 34 respondents to the phase one engagement who used Ponders End Library declared their ethnicity. This is a small sample and would not be proportionate to compare to the ward population or active library users.

Figure: Ethnicity of active library users compared to ethnicity of ward population [116]

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[116] Base: 687 active users, 13,684 census

Ethnicity of active library users compared to ethnicity of ward population

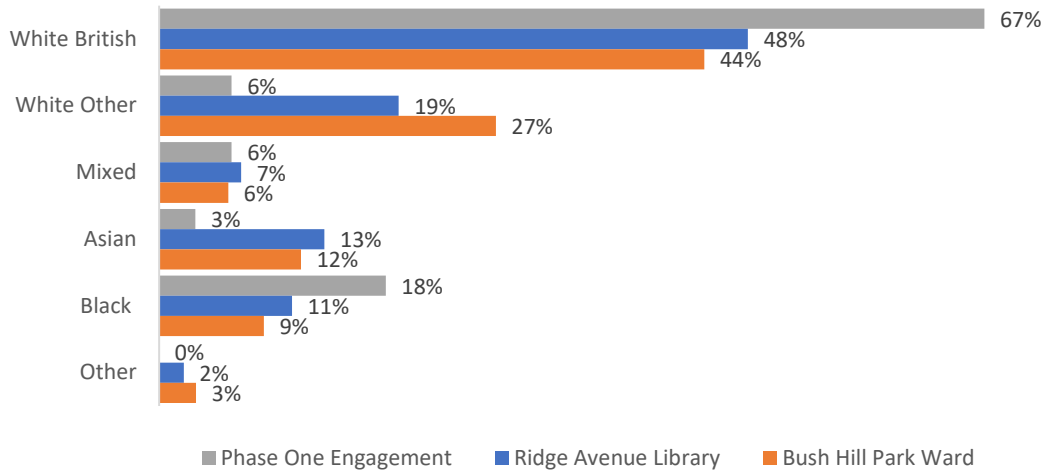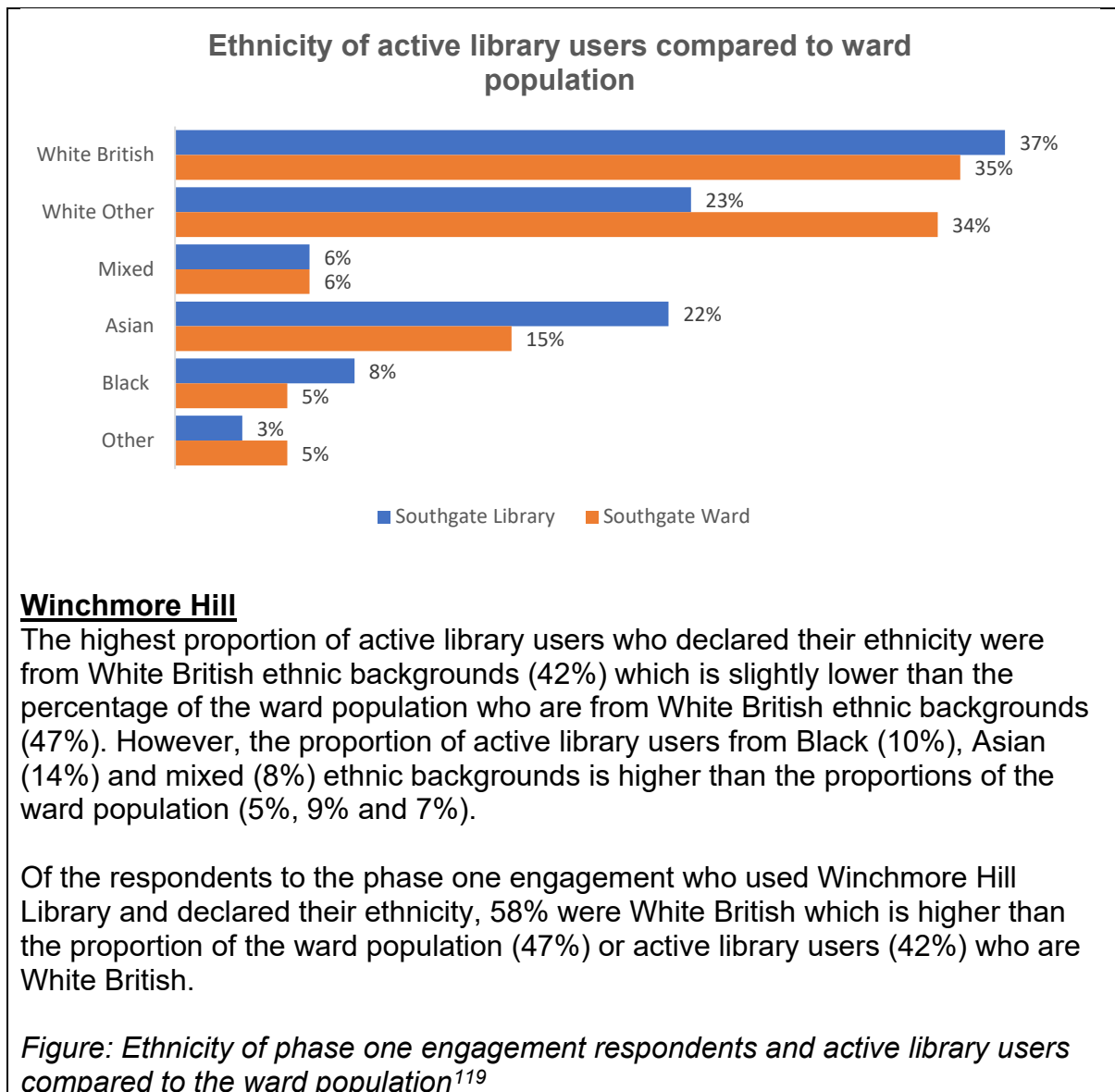| Ethnicity	Ponders End Library	Ponders End Ward
White British	10%	15%
White Other	11%	29%
Mixed	3%	5%
Asian	33%	13%
Black	40%	32%
Other	3%	5%

Ridge Avenue

The highest proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (48%). This is higher than the ward population who are from White British ethnic backgrounds (44%). The percentage of active library users from White Other ethnic backgrounds (19%) is lower than the ward population (27%)

Of the respondents to the phase one engagement who used Ridge Avenue Library and declared their ethnicity, 67% were White British which is significantly higher than the proportion of the ward population or active library users who are White British.

Figure: Ethnicity of active library users compared to the ward population[117]

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[117] Base: 136 respondents, 798 active users, 12,709 census

Ethnicity of active library users compared to ward population

Ethnicity	Phase One Engagement	Ridge Avenue Library	Bush Hill Park Ward
White British	67%	48%	44%
White Other	6%	19%	27%
Mixed	6%	7%	6%
Asian	3%	13%	12%
Black	18%	11%	9%
Other	0%	2%	3%

Southgate

The highest proportion of active library users who declared their ethnicity were from a White British ethnic background (37%), which is higher than the proportion of the ward population who are from White British ethnic backgrounds (35%). The proportion of active library users from Other ethnic backgrounds (3%) is relatively low compared to ward population (5%). Active library usage among individuals from Asian ethnic backgrounds was significantly higher than the ward population (22% compared to 15%).
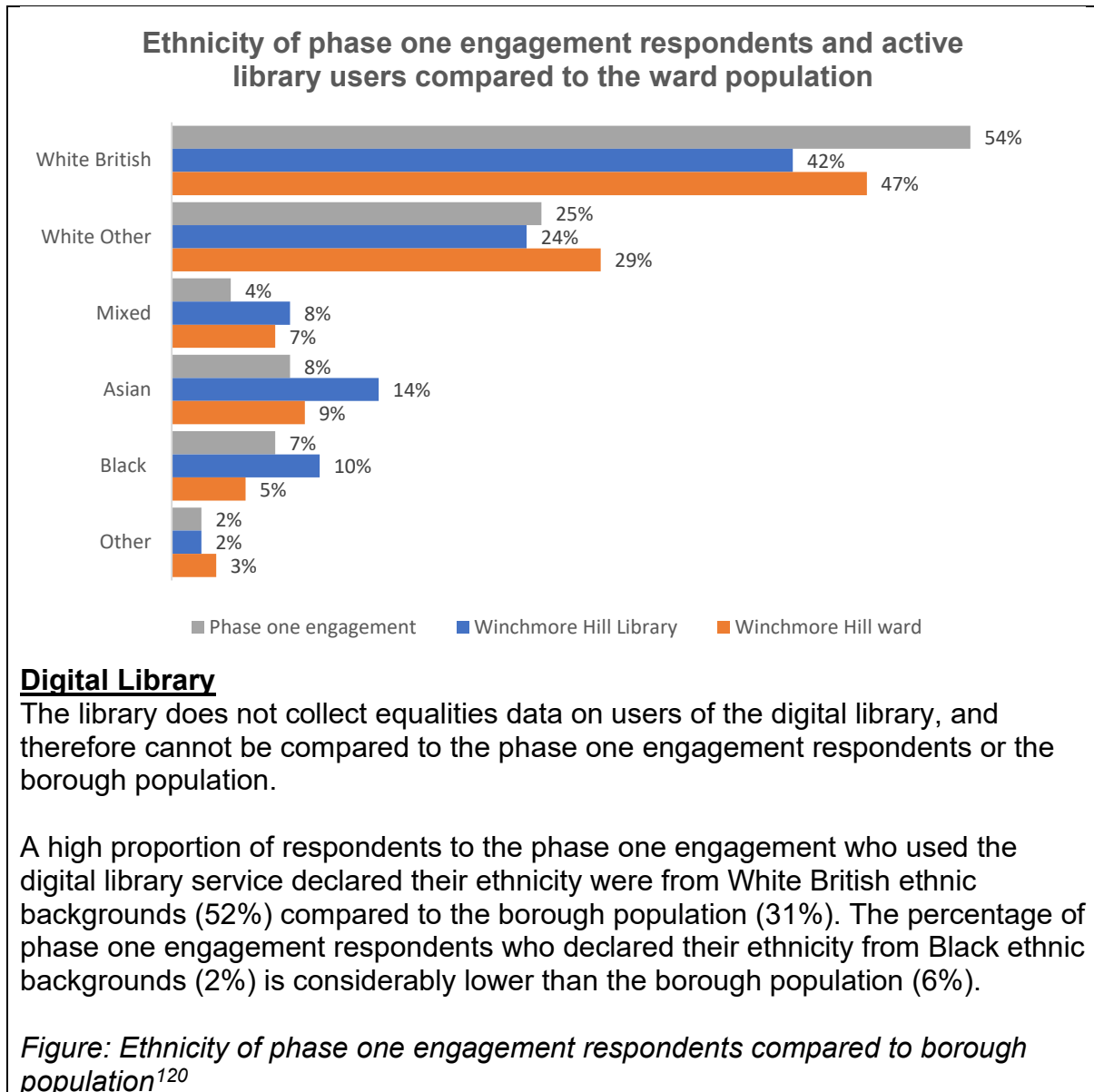
In the phase one engagement, 72 respondents who used Southgate library declared their ethnicity. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Ethnicity of active library users compared to the ward population[118]

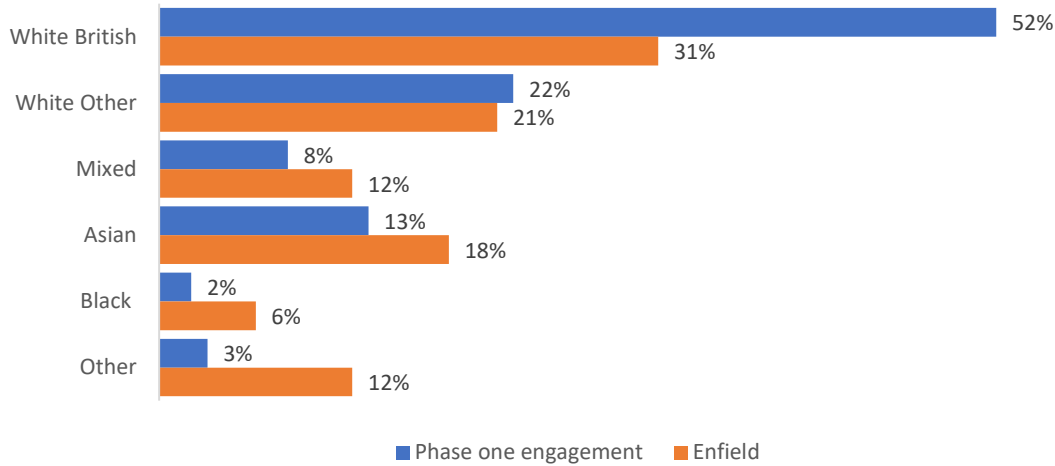---

[118]Base: 728 active users, 14,514 census

Ethnicity of active library users compared to ward population

	Southgate Library	Southgate Ward
White British	37%	35%
White Other	23%	34%
Mixed	6%	6%
Asian	22%	15%
Black	8%	5%
Other	3%	5%

■ Southgate Library   ■ Southgate Ward

<u>Winchmore Hill</u>

The highest proportion of active library users who declared their ethnicity were from White British ethnic backgrounds (42%) which is slightly lower than the percentage of the ward population who are from White British ethnic backgrounds (47%). However, the proportion of active library users from Black (10%), Asian (14%) and mixed (8%) ethnic backgrounds is higher than the proportions of the ward population (5%, 9% and 7%).

Of the respondents to the phase one engagement who used Winchmore Hill Library and declared their ethnicity, 58% were White British which is higher than the proportion of the ward population (47%) or active library users (42%) who are White British.

Figure: Ethnicity of phase one engagement respondents and active library users compared to the ward population[119]

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[119]Base: 106 respondents, 903 active users, 10,400 census

Ethnicity of phase one engagement respondents and active library users compared to the ward population

White British	54% (Phase one engagement), 42% (Winchmore Hill Library), 47% (Winchmore Hill ward)	
White Other	25%, 24%, 29%	
Mixed	4%, 8%, 7%	
Asian	8%, 14%, 9%	
Black	7%, 10%, 5%	
Other	2%, 2%, 3%	

■ Phase one engagement   ■ Winchmore Hill Library   ■ Winchmore Hill ward

Digital Library

The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

A high proportion of respondents to the phase one engagement who used the digital library service declared their ethnicity were from White British ethnic backgrounds (52%) compared to the borough population (31%). The percentage of phase one engagement respondents who declared their ethnicity from Black ethnic backgrounds (2%) is considerably lower than the borough population (6%).

Figure: Ethnicity of phase one engagement respondents compared to borough population[120]

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[120] Base: 101 respondents, 329,985 census

Ethnicity of phase one engagement respondents compared to ethnicity of the borough popuation

Ethnicity	Phase one engagement	Enfield
White British	52%	31%
White Other	22%	21%
Mixed	8%	12%
Asian	13%	18%
Black	2%	6%
Other	3%	12%

■ Phase one engagement ■ Enfield

Nationally, we know that some groups are more likely to be digitally excluded[121], this includes people whose first language is not English. This may mean that people whose first language is not English are less likely to use the digital library service or may need assistance in doing so.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people from different ethnic backgrounds.

We will use a range of media to promote the consultation in a way which is accessible to different ethnic groups, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues. The local printed press includes the local Greek (Parikiaki) and Turkish (Avrupa) papers. Posters will be translated into community languages to promote the engagement to non-English speakers, these posters will be sent to community groups and displayed in foreign language sections of the library.

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121 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

Nationally, we know that some groups are more likely to be digitally excluded[122], this includes people whose first language is not English. An email address and phone number will also be provided should people want to request a translation of the questionnaire. People can also request translations of the questionnaire at their local library at any point during the consultation period. If needed, the translated questionnaire will be posted to the respondent, who will then be given a free post envelope to respond the questionnaire. We will also ask community groups to support attendees who do not speak English to complete the questionnaire.

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes:

- Attendance at an Enfield Voluntary Services Strategy Group meeting and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include those working with people of different ethnic groups, including those who may not speak English.
- Attendance at the Enfield Black Heritage Forum to promote the questionnaire.
- Direct engagement with Enfield Racial Equality Forum to promote the questionnaire.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the Ethnic Minority Network to ask them to promote the engagement to their members.

- We will ask respondents of the questionnaire to declare their ethnicity so that we can analyse the results for different ethnic groups. This will also allow us to track the number of respondents from different protected groups and tailor communication during the engagement period if needed to increase the number of responses where numbers are lower.
- Direct engagement with Enfield Racial Equality Forum to promote the questionnaire.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-sessions to discuss the consultation with people who would prefer to attend online.

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122 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the Ethnic Minority Network to ask them to promote the engagement to their members.

We will ask respondents of the questionnaire to declare their ethnicity so that we can analyse the results for different ethnic groups. This will also allow us to track the number of respondents from different protected groups and tailor communication during the engagement period if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their ethnicity.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these library, regardless of their ethnicity. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[123] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[124]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417

[123] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[124] Base: 815 responses

respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train.[125]

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their ethnicity. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their ethnicity.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

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[125] Base: 154 respondents

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their ethnicity.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their ethnicity. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

N/A

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.
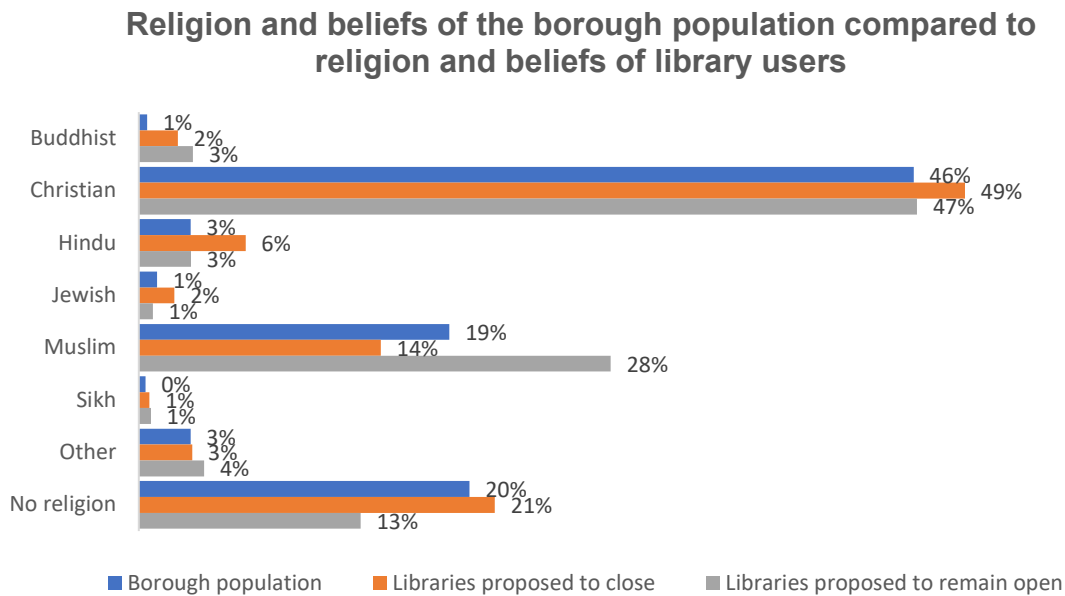
Data analysis:
For the 8 libraries proposed to close, 21% of active users declared that they have no religion or belief. This is representative of the proportion of borough population who have no religion or belief but is higher than the proportion of active users of the 8 libraries proposed to remain open who have no religion or belief (13%).

The proportion of active users of the 8 libraries proposed to close who declared they are Hindu (6%) is higher than the proportion of active users of the 8 libraries proposed to remain open and the proportion of the borough population who declared they are Hindu (3% respectively).

The proportion of active users of the 8 libraries proposed to remain open who declared they are Muslim (28%) is higher than the proportion of active users of the 8 libraries proposed to close and the proportion of the borough population who declared they are Muslim (14% and 19% respectively).

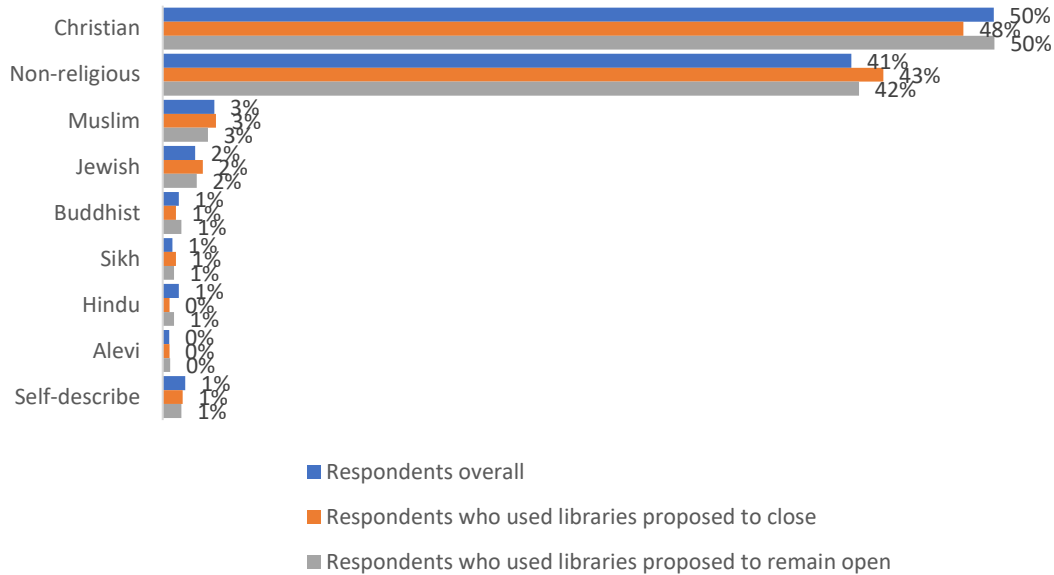*Figure: Religion and beliefs of the borough population compared to religion and beliefs of library users[126]*

Religion and beliefs of the borough population compared to religion and beliefs of library users

Buddhist: 1%, 2%, 3%
Christian: 46%, 49%, 47%
Hindu: 3%, 6%, 3%
Jewish: 1%, 2%, 1%
Muslim: 19%, 14%, 28%
Sikh: 0%, 1%, 1%
Other: 3%, 3%, 4%
No religion: 20%, 21%, 13%

■ Borough population ■ Libraries proposed to close ■ Libraries proposed to remain open

In the phase one engagement, the proportion of respondents who declared they were Muslim and Hindu (3% and 1% respectively) is lower when compared to the borough population and active library users. The proportion of the respondents who declared they are non-religious (41%) is significantly higher when compared to the borough population and active library users.

Figure: Religions and beliefs of respondents to the phase one engagement[127]

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[126] Base: 329,984 borough population, 728 active library users of libraries proposed to close, 2,395 active library users of libraries proposed to remain open

[127] Base: 518 respondents

Religions and beliefs of respondents to the phase one engagement

- Christian: 50%, 48%, 50%
- Non-religious: 41%, 43%, 42%
- Muslim: 3%, 3%, 3%
- Jewish: 2%, 2%, 2%
- Buddhist: 1%, 1%, 1%
- Sikh: 1%, 1%, 1%
- Hindu: 1%, 0%, 1%
- Alevi: 0%, 0%, 0%
- Self-describe: 1%, 1%, 1%

■ Respondents overall
■ Respondents who used libraries proposed to close
■ Respondents who used libraries proposed to remain open

Bowes Road

In New Southgate of those residents who declare their religion, 47% are Christian, 31% declared to have no religion and 14% declared they were Muslim. Overall, 42 active users and 28 respondents in the phase one engagement who used Bowes Road library declared their religion or belief. These are small samples and would not enable meaningful comparison to the ward population.

Figure: Religions and beliefs of residents in New Southgate ward[128]

Religions and beliefs of residents in New Southgate ward

- Buddhist: 1%
- Christian: 47%
- Hindu: 4%
- Jewish: 1%
- Muslim: 14%
- Sikh: 0%
- No religion: 31%
- Other religion: 3%
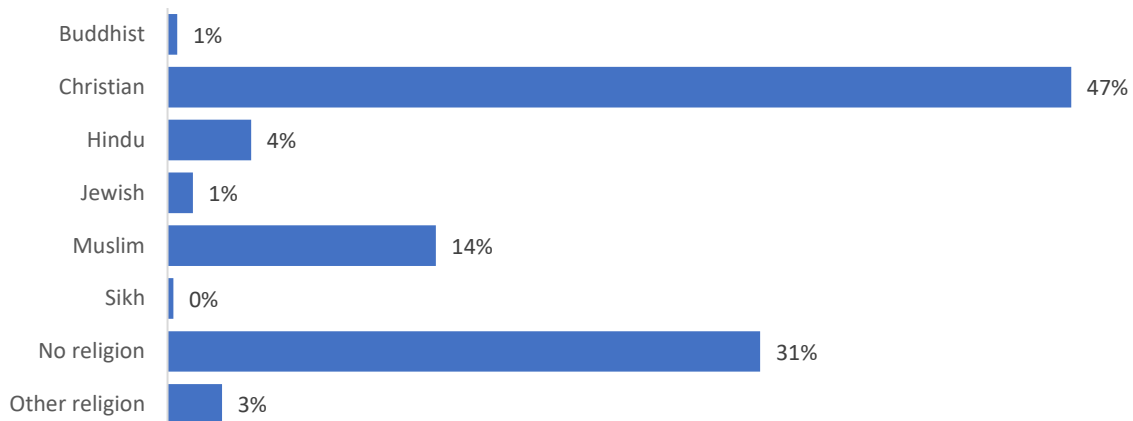
Bullsmoor

Using the 2021 Census data, 50% of residents in Bullsmoor ward are Christian, 21% are non-religious and 20% are Muslim. Overall, one active library user and 17 respondents the phase one engagement who used Bullsmoor Library have declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

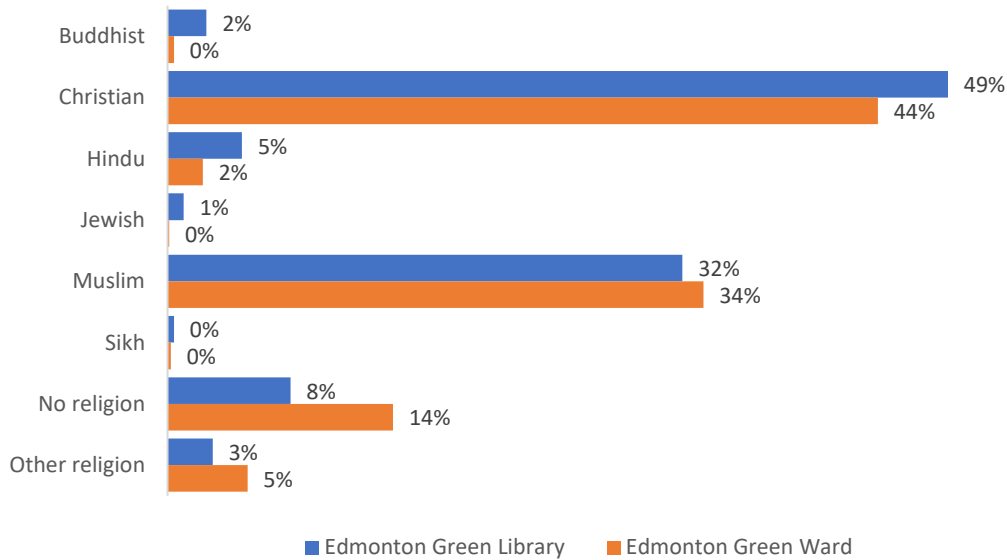*Figure: Religions and beliefs of residents in Bullsmoor ward*

Religions and beliefs of residents in Bullsmoor ward

Religion	Percentage
Christian	50%
Buddhist	0.5%
Hindu	2%
Jewish	0.3%
Muslim	20%
Sikh	0.3%
No religion	21%
Other	6%
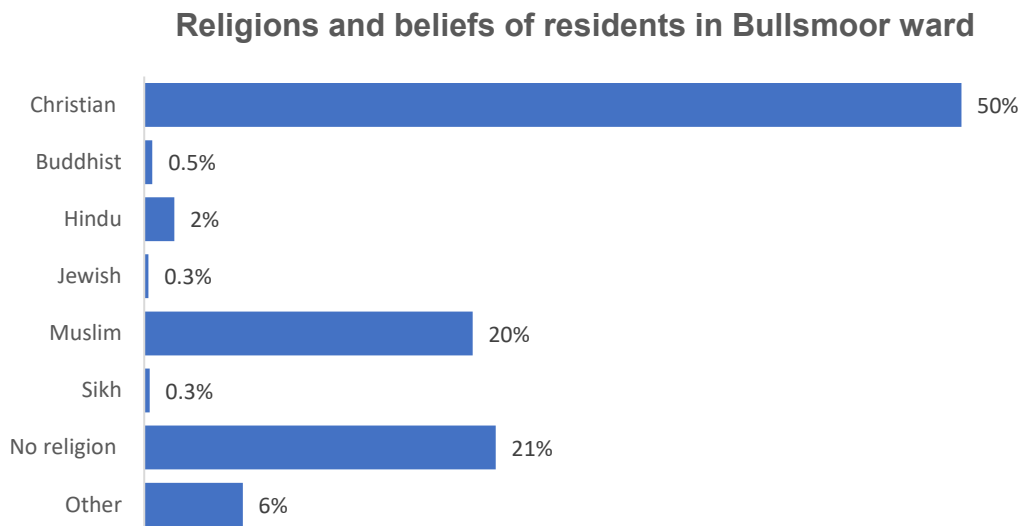
Edmonton Green
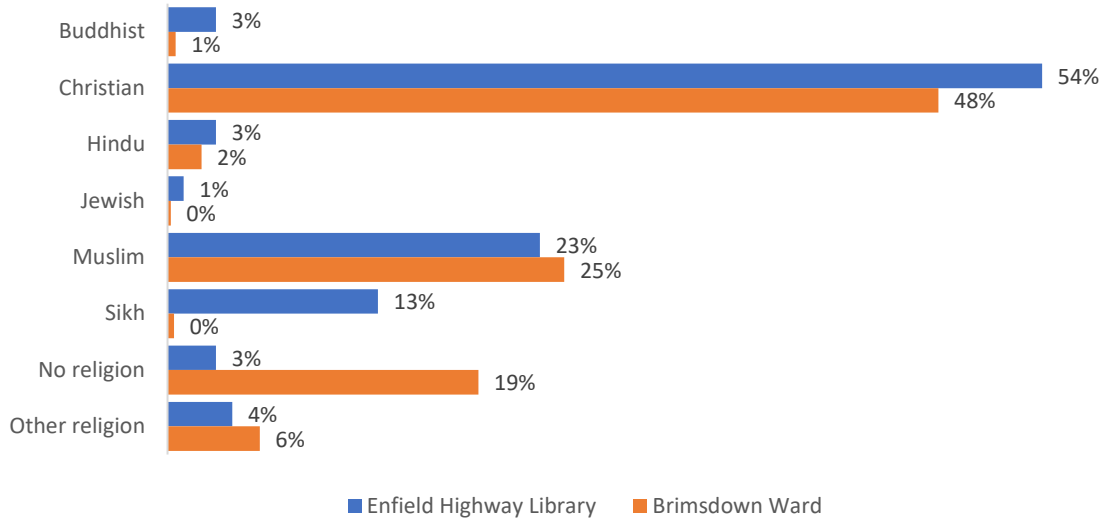
Of the active library users who declared their religion, the proportions of active library users who are Christian and Buddhist is higher (49% and 2% respectively) when compared to the proportions of the ward population (44% and 0.4% respectively).

In the phase one engagement, 97 respondents who used Edmonton Green library declared their religion or belief. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Religions and beliefs of active library users compared to ward population[129]

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[129] Base: 494 active users, 17,126 census

Religions and beliefs of active library users compared to ward population

Buddhist
- Edmonton Green Library: 2%
- Edmonton Green Ward: 0%

Christian
- Edmonton Green Library: 49%
- Edmonton Green Ward: 44%

Hindu
- Edmonton Green Library: 5%
- Edmonton Green Ward: 2%

Jewish
- Edmonton Green Library: 1%
- Edmonton Green Ward: 0%

Muslim
- Edmonton Green Library: 32%
- Edmonton Green Ward: 34%

Sikh
- Edmonton Green Library: 0%
- Edmonton Green Ward: 0%

No religion
- Edmonton Green Library: 8%
- Edmonton Green Ward: 14%

Other religion
- Edmonton Green Library: 3%
- Edmonton Green Ward: 5%

■ Edmonton Green Library   ■ Edmonton Green Ward

Enfield Highway
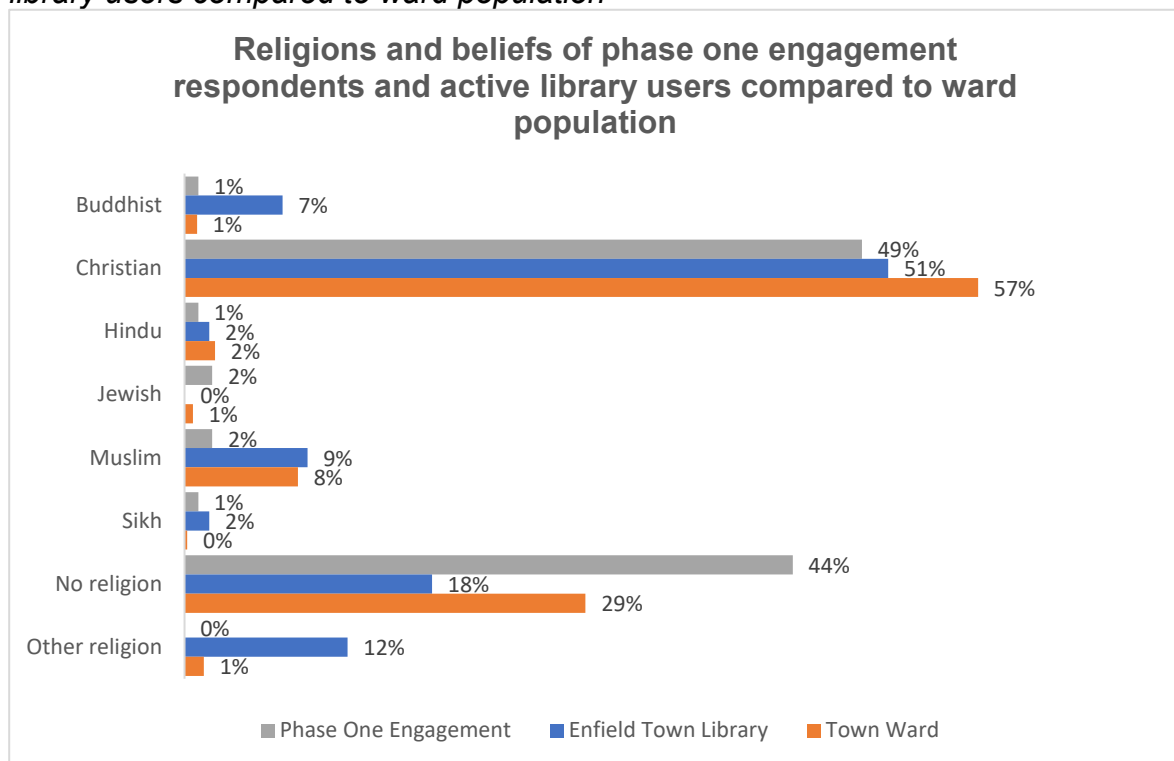
Of the active library users who declared their religion, the proportion of library users who are Christian and Buddhist is higher (54% and 2% respectively) when compared to the ward population (48% and 0.5% respectively). The proportion of library users who are Muslim is broadly representative of the ward population (23% compared to 25%).

In the phase one engagement, 38 respondents who used Enfield Highway library declared their religion or belief. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Religions and beliefs of active library users compared to religion and beliefs of ward population

Religions and beliefs of active library users compared to religion and beliefs of ward population

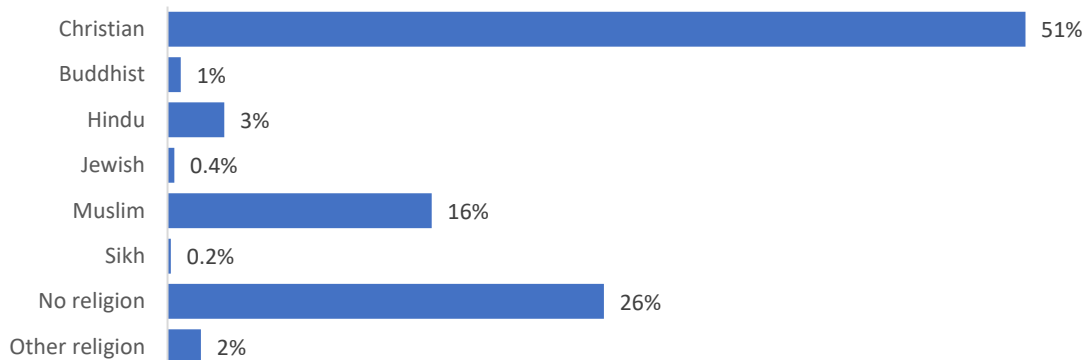| Religion	Enfield Highway Library	Brimsdown Ward
Buddhist	3%	1%
Christian	54%	48%
Hindu	3%	2%
Jewish	1%	0%
Muslim	23%	25%
Sikh	13%	0%
No religion	3%	19%
Other religion	4%	6%

■ Enfield Highway Library ■ Brimsdown Ward

Enfield Island Village

Using the 2021 Census, 51% of residents in Enfield Lock ward are Christian, 21% are non-religious and 20% are Muslim. Overall, 23 active library users and 21 respondents to the phase one engagement who used Enfield Island Village declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

Figure: Religions and beliefs of residents in Enfield Lock ward[130]

Religions and beliefs of residents in Enfield Lock ward

Religion	Percentage
Christian	51%
Buddhist	0.4%
Hindu	2%
Jewish	0.2%
Muslim	20%
Sikh	0.3%
No religion	21%
Other religion	5%
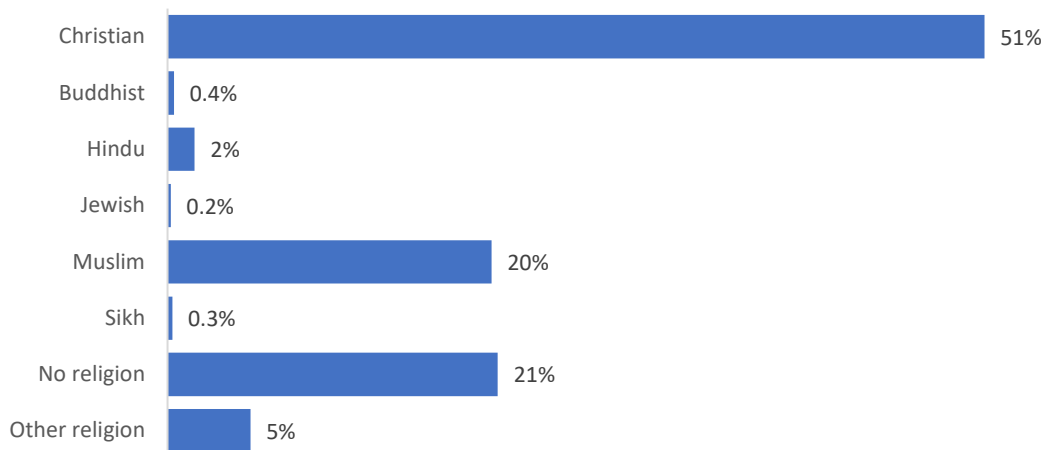
Enfield Town

Of the active library users who declared their religion, the proportion of library users who are Buddhist, Sikh, and of other religions is higher (7%, 3% and 12%

[130] Base: 17,805 census

respectively) when compared to the ward population (1%, 0.2% and 1% respectively).

Of the respondents to the phase one engagement who used Enfield Town Library and declared their religion or belief, 49% declared they were Christian. This is lower than the proportion of ward population and active library users who are Christian (57% and 51% respectively).

Figure: Religions and beliefs of phase one engagement respondents and active library users compared to ward population[131]

Fore Street
Of the active library users who declared their religion, the proportion of library users who are Christian and Muslim are broadly representative (41% and 36% respectively), when compared to the ward population, (44% and 32% respectively). The proportion of active library users who are Buddhist is significantly higher when compared to the proportion of the ward population (7% compared to 0.8%).

In the phase one engagement, 29 respondents who used Fore Street library declared their religion. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Religions and beliefs of active library users compared to ward population[132]

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[131] Base: 332 respondents, 10,269 active users, 13,516 census

[132] Base: 107 active users, 16,726 census

Religions and beliefs of active library users compared to ward population

Religion	Fore Street Library	Upper Edmonton
Christian	41%	44%
Buddhist	7%	0.8%
Hindu	1%	4%
Jewish	0%	0.1%
Muslim	36%	32%
Sikh	0%	0.3%
No religion	10%	14%
Other religion	4%	4%

■ Fore Street Library   ■ Upper Edmonton
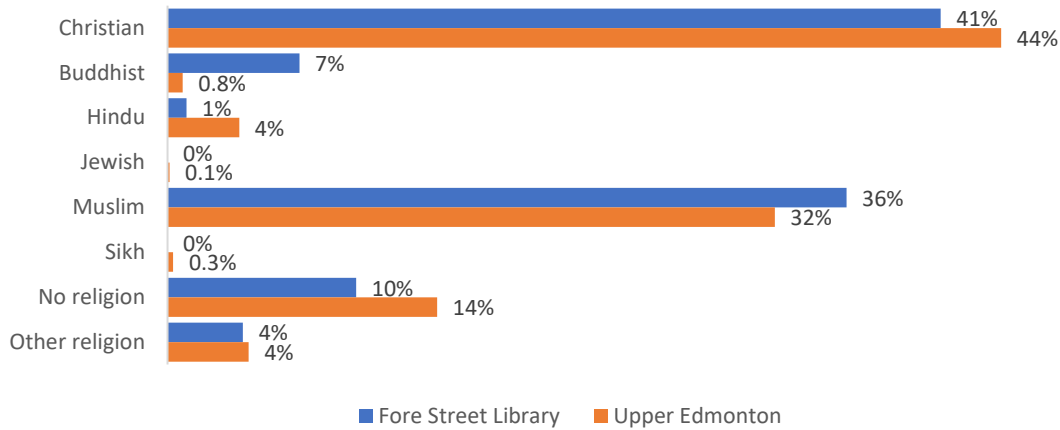
John Jackson

Using the 2021 Census, 51% of residents in John Jackson ward are Christian, 26% are non-religious and 16% are Muslim. Overall, 13 active library users and 50 respondents to the phase one engagement who used John Jackson Library declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

Figure: Religions and beliefs of residents in Southbury ward[133]

Religions and beliefs of residents in Southbury ward

Religion	Percentage
Christian	51%
Buddhist	1%
Hindu	3%
Jewish	0.4%
Muslim	16%
Sikh	0.2%
No religion	26%
Other religion	2%

Millfield House

In Haselbury, 50% of residents in are Christian, 27% are Muslim and 13% are non-religious. Of the active library users, none have yet declared their religion or belief and therefore we are unable to compare this to the ward population. In the phase one engagement, 12 respondents who visited Millfield House library declared their religion or belief. This is a small sample and would not be proportionate to compare to the ward population.
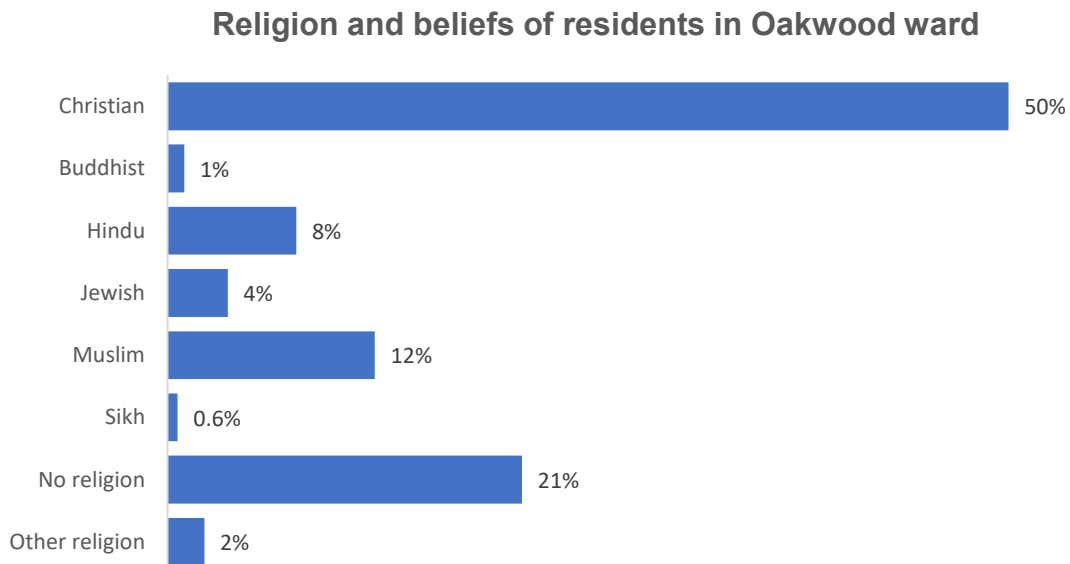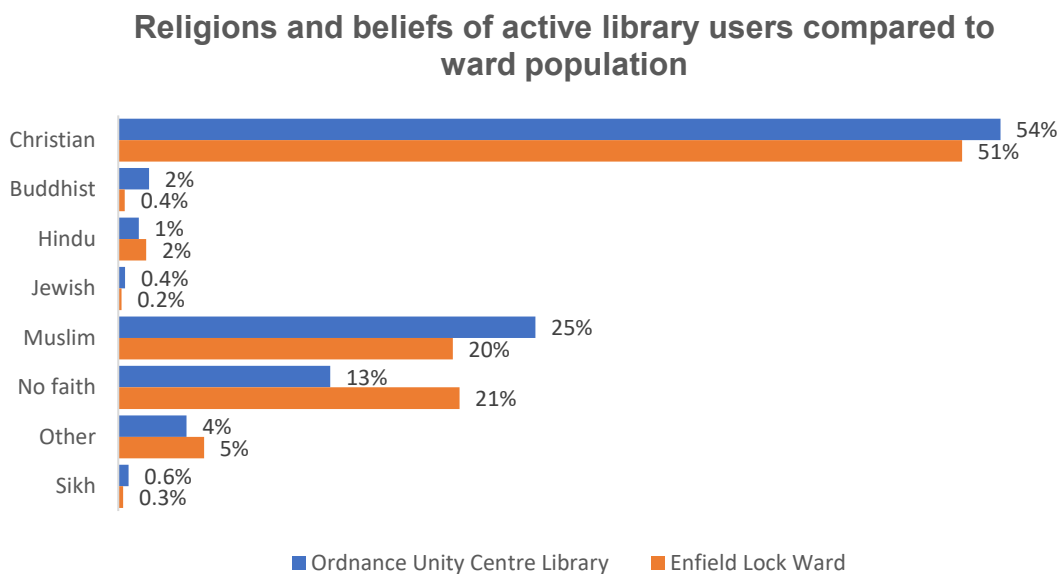
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[133] Base: 15,910 census

Figure: Religions and beliefs of residents in Haselbury ward[134]

Religions and beliefs of residents in Haselbury ward

Religion	Percentage
Christian	50%
Buddhist	0.6%
Hindu	4%
Jewish	0.6%
Muslim	27%
Sikh	0.5%
No religion	13%
Other religion	4%
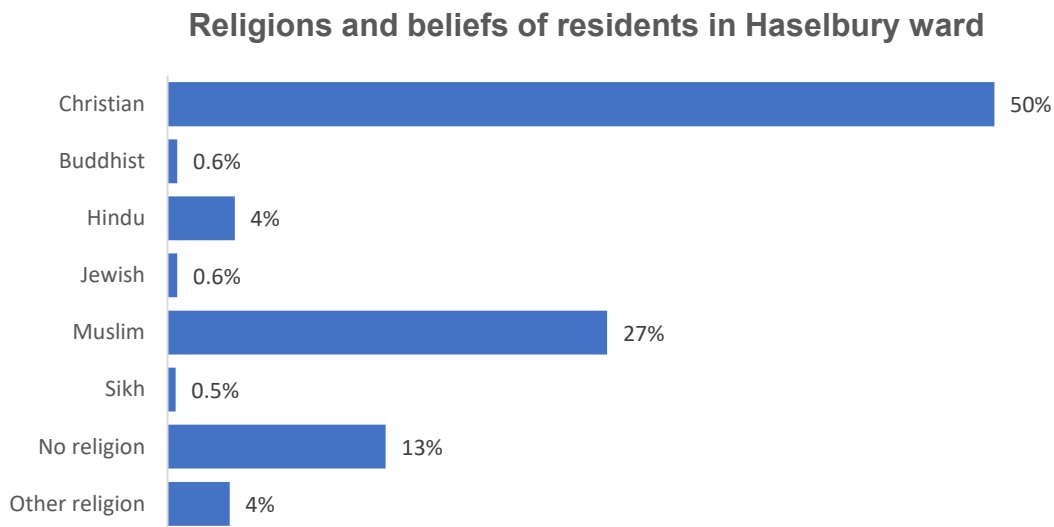
Oakwood

Using the 2021 Census data, 50% of residents in Oakwood ward are Christian, 21% are non-religious and 12% are Muslim. Overall, 98 active library users and 92 respondents to the phase one engagement who used Oakwood Library declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

Figure: Religions and beliefs of residents in Oakwood ward[135]

Religion and beliefs of residents in Oakwood ward

Religion	Percentage
Christian	50%
Buddhist	1%
Hindu	8%
Jewish	4%
Muslim	12%
Sikh	0.6%
No religion	21%
Other religion	2%

Ordnance Unity Centre

Of the active library users who declared their religion, the proportions of library users who are Muslim and Buddhist is significantly higher (25% and 2% respectively) when compared to the proportions of the ward population (20% and 0.4% respectively). The proportion of active library users who declared they have no religion is significantly lower at Ordnance Unity Centre when compared to the ward population (13% compared to 21%).

In the phase one engagement, 55 respondents who used Ordnance Unity Centre library declared their religion or belief. This a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure 4: Religions and beliefs of active library users compared to ward population

Religions and beliefs of active library users compared to ward population

Christian — Ordnance Unity Centre Library: 54%, Enfield Lock Ward: 51%
Buddhist — Ordnance Unity Centre Library: 2%, Enfield Lock Ward: 0.4%
Hindu — Ordnance Unity Centre Library: 1%, Enfield Lock Ward: 2%
Jewish — Ordnance Unity Centre Library: 0.4%, Enfield Lock Ward: 0.2%
Muslim — Ordnance Unity Centre Library: 25%, Enfield Lock Ward: 20%
No faith — Ordnance Unity Centre Library: 13%, Enfield Lock Ward: 21%
Other — Ordnance Unity Centre Library: 4%, Enfield Lock Ward: 5%
Sikh — Ordnance Unity Centre Library: 0.6%, Enfield Lock Ward: 0.3%

■ Ordnance Unity Centre Library   ■ Enfield Lock Ward

Palmers Green
Of the active library users who declared their religion, the highest percentage were Christian (41%), however this is lower than the percentage of the ward population (53%). Furthermore, the percentage of active library users who are Muslim (20%) is significantly higher than the ward population (12%). The percentage of active library users who declared themselves as having no religion (24%) is lower than the percentage of the ward population (29%).

Of the respondents to the phase one engagement who used Palmers Green Library and declared their religion or belief, 49% declared they were Christian.[136] This is slightly lower than the proportion of the ward population and higher than the proportion of active library users who are Christian.

Figure: Religions and beliefs of phase one engagement respondents and active library users compared to religions and beliefs of ward population[137]

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[136] Base: 157 respondents
[137] Base: 157 respondents, 289 active users, 11,017 census

Religions and beliefs of phase one engagement respondents and active library users compared to religions and beliefs of ward population
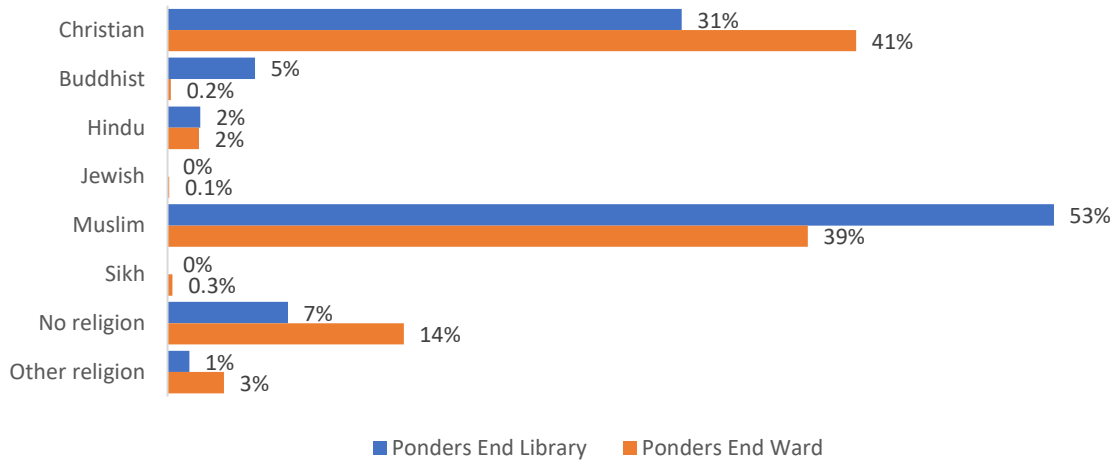
Religion	Phase one engagement	Palmers Green library	Palmers Green ward
Christian	49%	41%	53%
Buddhist	0%	3%	0.6%
Hindu	1%	6%	2%
Jewish	3%	2%	2%
Muslim	2%	20%	12%
Sikh	1%	1%	0.3%
No religion	43%	24%	29%
Other religion	1%	3%	2%
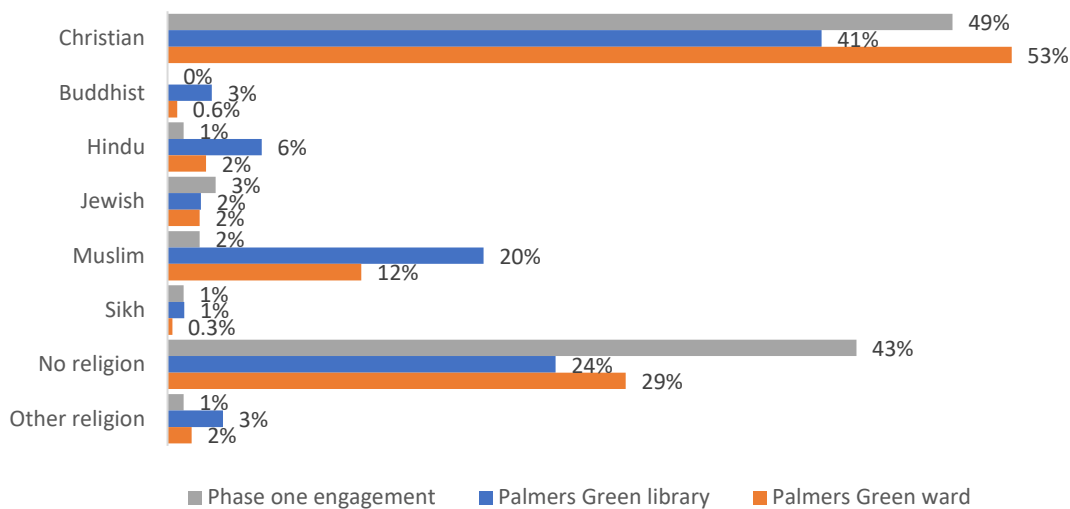
Ponders End

The highest proportion of active library users are Muslim (53%), this is higher than the proportion of the ward population (39%). There are also a higher proportion of active library users who are Buddhist (5%) compared to the ward population (0.2%). Furthermore, there are a lower proportion of active library users who are Christian (31%) compared to the ward population (41%).

Only 34 respondents to the phase one engagement who used Ponders End library declared their religion or belief. This is a small sample and would not be proportionate to compare to the ward population or active library users.

Figure: Religions and beliefs of active library users compared to ward population[138]

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[138] Base: 152 active users, 13,684 census

Religions and beliefs of active library users compared to ward population

	Ponders End Library	Ponders End Ward
Christian	31%	41%
Buddhist	5%	0.2%
Hindu	2%	2%
Jewish	0%	0.1%
Muslim	53%	39%
Sikh	0%	0.3%
No religion	7%	14%
Other religion	1%	3%

Ridge Avenue

Using the 2021 Census data, 58% of residents in Bush Hill Park ward are Christian, 22% are non-religious and 13% are Muslim. Only 26 active library users registered at Ridge Avenue library declared their religion or belief. This is a small sample and would not be proportionate to compare to the ward population.

Of the respondents to the phase one engagement who used Ridge Avenue Library and declared their religion or belief, 52% declared they were Christian. This is significantly lower than the proportion of the ward population.

Figure: Religions and beliefs of phase one engagement respondents compared and ward population[139]

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[139] Base: 130 respondents, 12,709 census

Religions and beliefs of phase one engagement respondents compared to the ward population

Religion	Phase One Engagement	Bush Hill Park Ward
Buddhist	1%	0.3%
Christian	49%	58%
Hindu	1%	4%
Jewish	2%	1%
Muslim	2%	13%
Sikh	1%	1%
No religion	44%	22%
Other religion		2%

■ Phase One Engagement ■ Bush Hill Park Ward
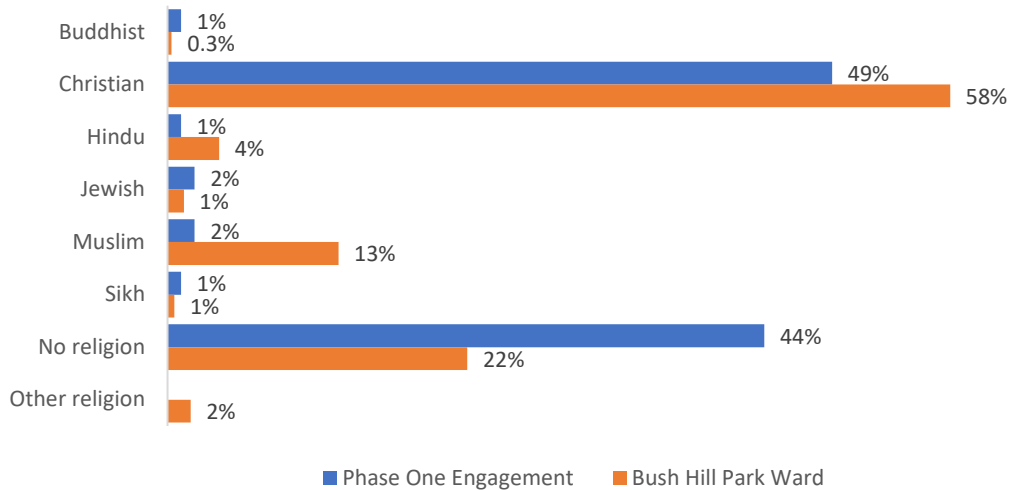
Southgate

Using the 2021 Census data, 49% of residents in Southgate ward are Christian, 26% are non-religious and 13% are Muslim. Overall, 90 active library users and 68 respondents to the phase one engagement who used Southgate library declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

Figure: Religions and beliefs of residents in Southgate ward[140]

Religions and beliefs of residents in Southgate ward

Religion	Percentage
Christian	49%
Buddhist	0.8%
Hindu	5%
Jewish	3%
Muslim	13%
Sikh	0.7%
No religion	26%
Other religion	2%
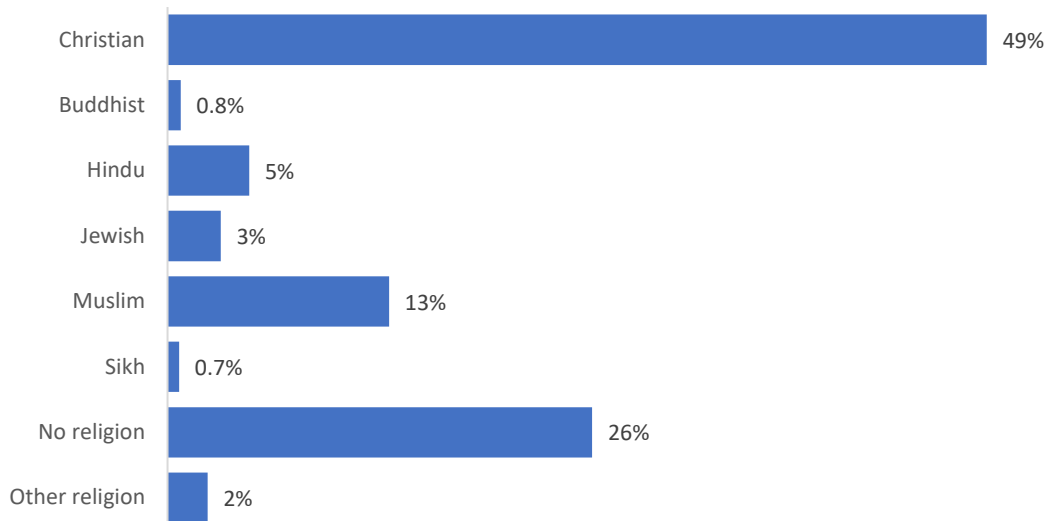
Winchmore Hill

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[140] Base: 14,514 census

Using the 2021 Census data, 58% of residents in Winchmore Hill ward are Christian, 26% are non-religious and 9% are Muslim. Overall, 92 active library users and 99 respondents to the phase one engagement who used Winchmore Hill Library declared their religion or belief. These are small samples and would not be proportionate to compare to the ward population.

Figure: Religions and beliefs of residents in Winchmore Hill ward[141]
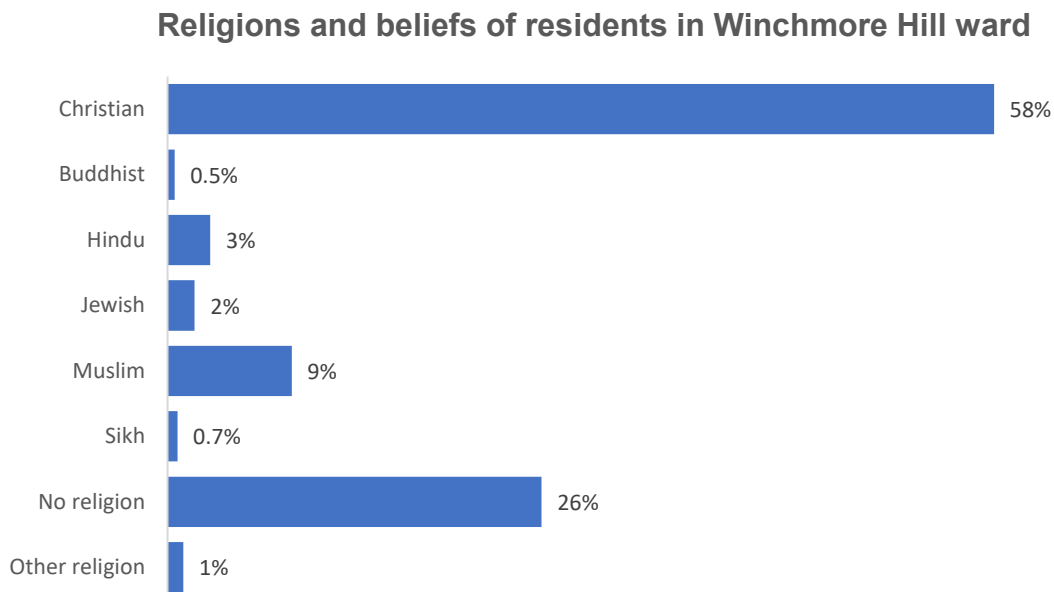
Religions and beliefs of residents in Winchmore Hill ward

Religion	Percentage
Christian	58%
Buddhist	0.5%
Hindu	3%
Jewish	2%
Muslim	9%
Sikh	0.7%
No religion	26%
Other religion	1%

<u>Digital Library</u>
The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

Of the respondents to the phase one engagement, 91 declared their religion or belief. This a small sample and would not enable a meaningful comparison to the ward population or active library users.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people with different religions and beliefs.

We will use a range of media to promote the engagement in a way which is accessible, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues.

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[141] Base: 10,400 census

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes:

- Attendance at a meeting of the Enfield Faith Forum to promote the questionnaire.
- Attendance at a meeting of Enfield Voluntary Services Strategy Group and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include faith groups and other organisations working with people of different religions and beliefs.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will ask respondents of the questionnaire to declare their religions and beliefs so that we can analyse the results for different religions and beliefs. This will also allow us to track the number of respondents from different protected groups and tailor communication during the consultation if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their religions or beliefs.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their religions or beliefs. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[142] Furthermore, the libraries most used by

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[142] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)

organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[143]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [144].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their religions or beliefs. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their religions or beliefs.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

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[143] Base: 815 responses

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their religions or beliefs.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their religions or beliefs. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken
N/A

Sex
Sex refers to whether you are a female or male.
Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males? Please provide evidence to explain why this group may be particularly affected.
Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026. Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield. **Data analysis:** Females make up 52% of Enfield's overall population. Of the 8 libraries we are proposing to remain open, 59% of active users are female and 41% are male. Of the 8 libraries we are proposing to close, 62% of users are female and 38% are male.

Figure: Gender of active library users compared to the sex of the borough population [145]

Gender of active library users compared to the sex of the borough population

Female
- Libraries proposed to remain open: 59%
- Libraries proposed to close: 62%
- Borough population: 52%

Male
- Libraries proposed to remain open: 41%
- Libraries proposed to close: 38%
- Borough population: 48%

■ Libraries proposed to remain open   ■ Libraries proposed to close   ■ Borough population
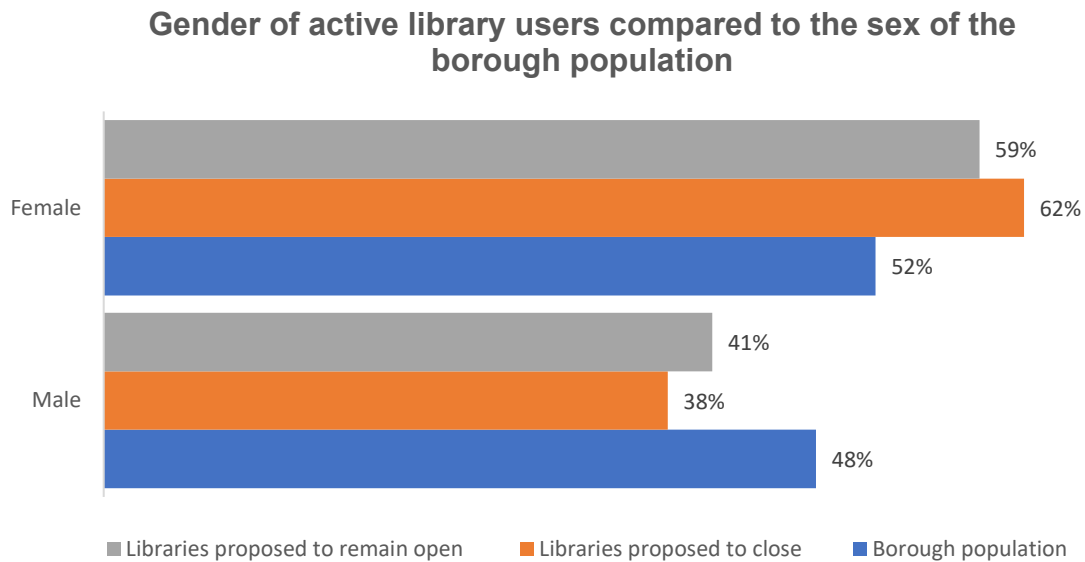
In the phase one engagement, 71% of respondents were female and 28% were male. This is disproportionate when compared to the borough population and active library users.

29% of respondents to the phase one engagement who used libraries proposed to close are male, which is slightly higher than the proportion of male respondents overall and male respondents who used libraries proposed to remain open (both 28%).

Figure: Gender of respondents to the phase one engagement[146]

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[145] Base: 329,984 borough population, 9,618 active library users of libraries proposed to close, 32,335 active library users of libraries proposed to remain open
[146] Base: 578 respondents

Gender of respondents to the phase one engagement

Female	71% / 70% / 71%
Male	28% / 29% / 28%

- ■ Respondents who used libraries proposed to remain open
- ■ Respondents who used libraries proposed to close
- ■ Respondents overall
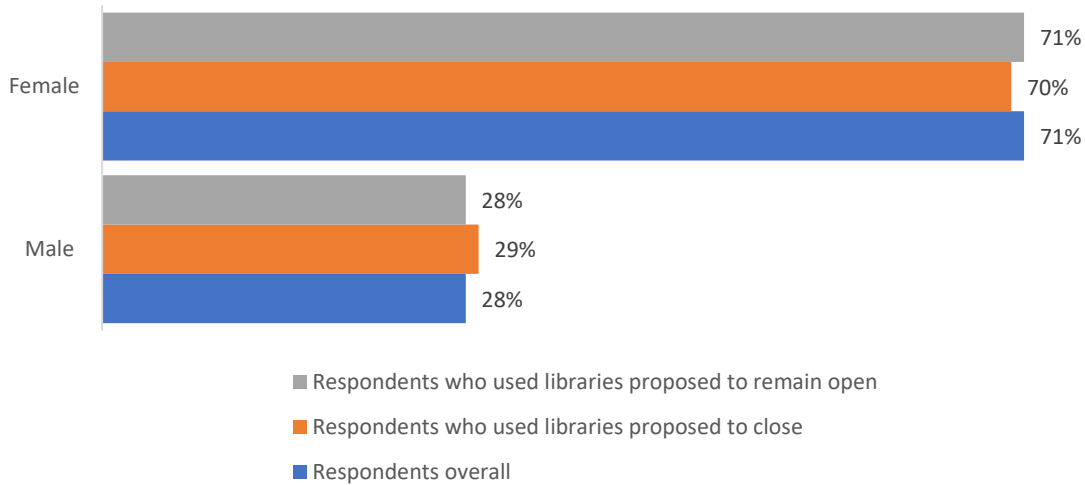
Bowes Road

Overall, 1,545 active users at Bowes Road Library have declared their sex, this is 98% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (58% compared to 42%). This is disproportionate when compared to the ward population.

In the phase one engagement, 30 respondents who used Bowes Road library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[147]

Gender of active library users compared to the sex of the ward population

Female	58% / 51%
Male	42% / 49%

- ■ Bowes Road Library
- ■ New Southgate Ward

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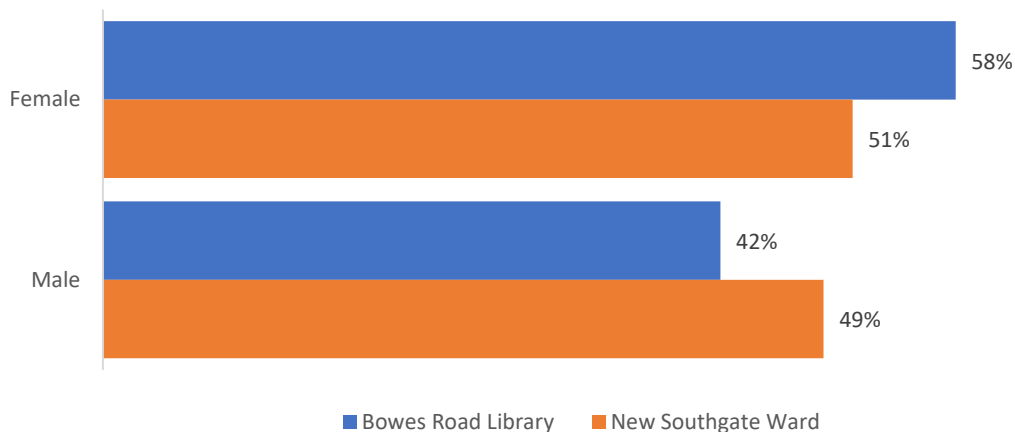
[147] Base: 219 active users, 11,454 census

Bullsmoor

Overall, 219 active users at Bullsmoor library have declared their sex, this is 98.6% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (57% compared to 42%). This is disproportionate when compared to the ward population (53% and 47% respectively).
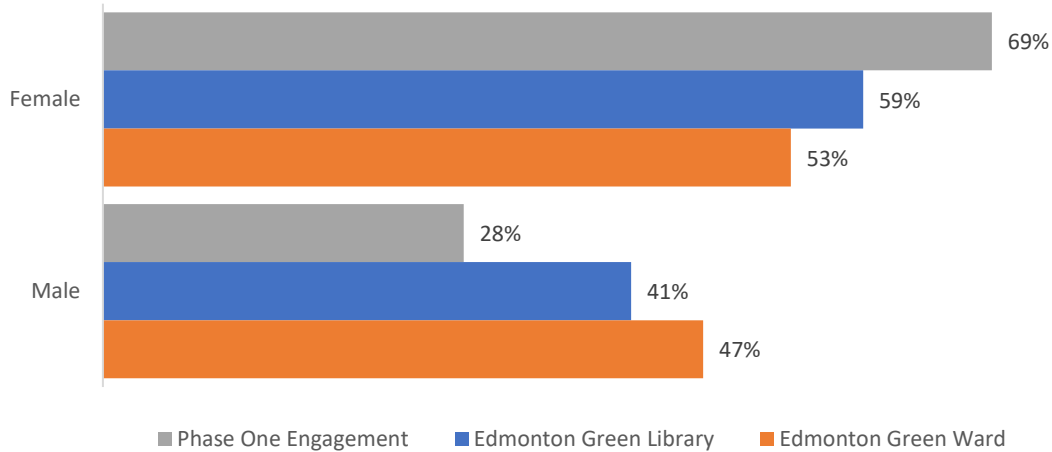
In the phase one engagement, 18 respondents who used Bullsmoor library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[148]

Gender of active library users compared to the sex of the ward population
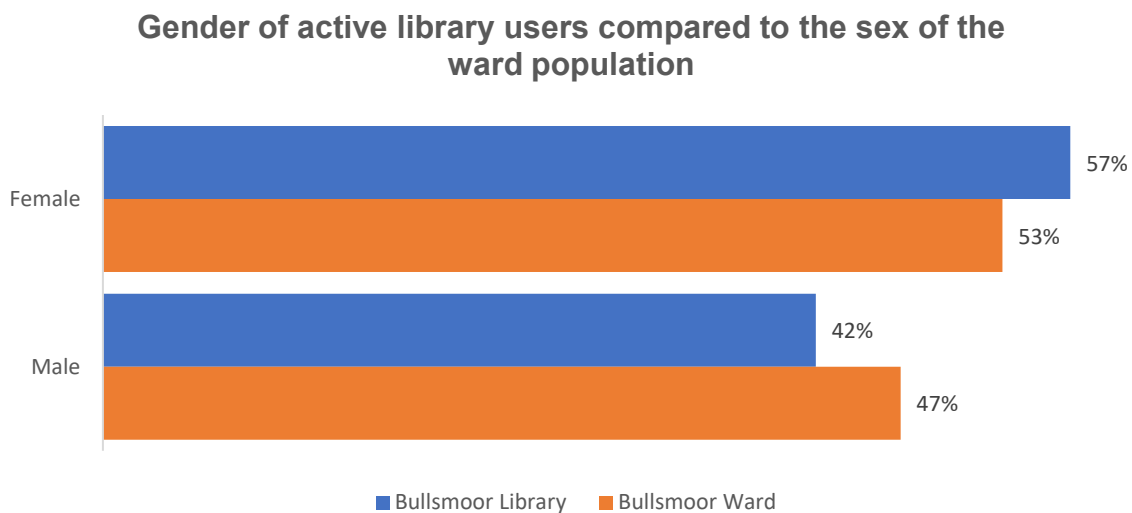
Edmonton Green

Overall, 7,939 active users at Edmonton Green Library have declared their gender, this is 98% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (59% compared to 41%). This is disproportionate when compared to the ward population (53% and 47%, respectively).

Of the respondents to the phase one engagement who used Edmonton Green Library and declared their gender, 69% said they were female and 28% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[149]

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[148] Base: 219 active users, 11,454 census
[149] Base: 105 respondents, 10,361 active users, 17,126 census

Gender of phase one engagement respondents and active library users compared to the sex of ward population

Female
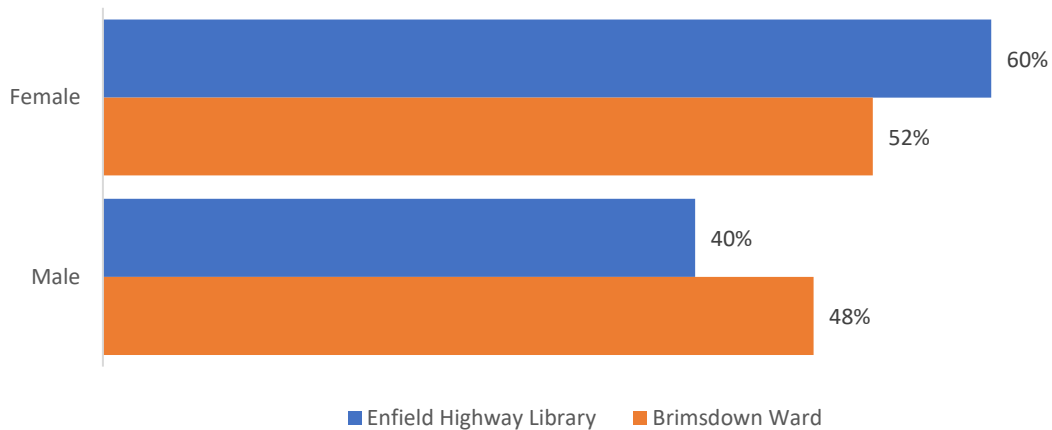- Phase One Engagement: 69%
- Edmonton Green Library: 59%
- Edmonton Green Ward: 53%

Male
- Phase One Engagement: 28%
- Edmonton Green Library: 41%
- Edmonton Green Ward: 47%

Legend: ■ Phase One Engagement ■ Edmonton Green Library ■ Edmonton Green Ward

Enfield Highway

Overall, 1,061 active users at Enfield Highway library have declared their gender, this is 99.3% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (60% compared to 40%). This is disproportionate when compared to the ward population (52% and 48% respectively).

In the phase one engagement, 43 respondents who used Enfield Highway library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[150]

Gender of active library users compared to the sex of the ward population

Female
- Enfield Highway Library: 60%
- Brimsdown Ward: 52%

Male
- Enfield Highway Library: 40%
- Brimsdown Ward: 48%

Legend: ■ Enfield Highway Library ■ Brimsdown Ward

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[150] Base: 1,061 active users, 16,249 census

Enfield Island Village

Overall, 336 active users at Enfield Island Village library have declared their gender, this is 93% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (65% compared to 35%). This is disproportionate when compared to the ward population (53% and 47% respectively).
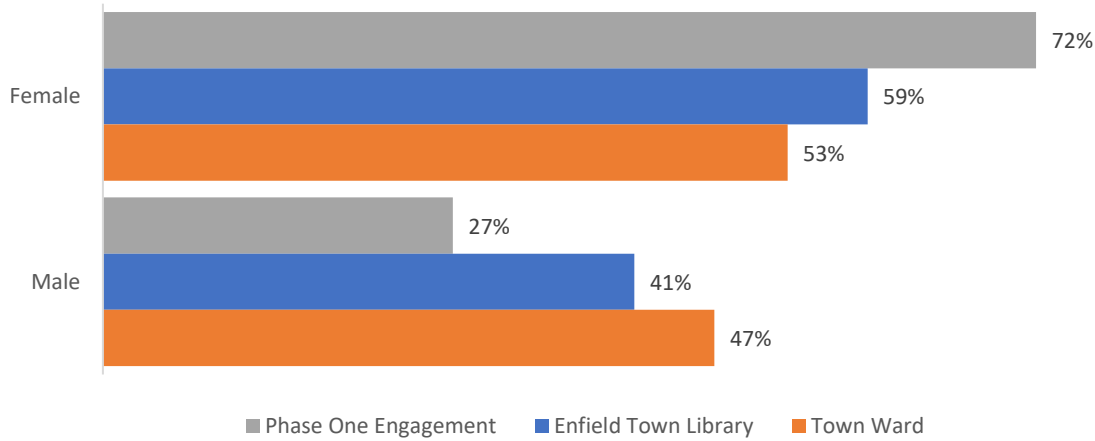
In the phase one engagement, 23 respondents who used Enfield Island Village library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[151]

Gender of active library users compared to the sex of the ward population

	Enfield Island Village Library	Enfield Lock Ward
Female	65%	53%
Male	35%	47%
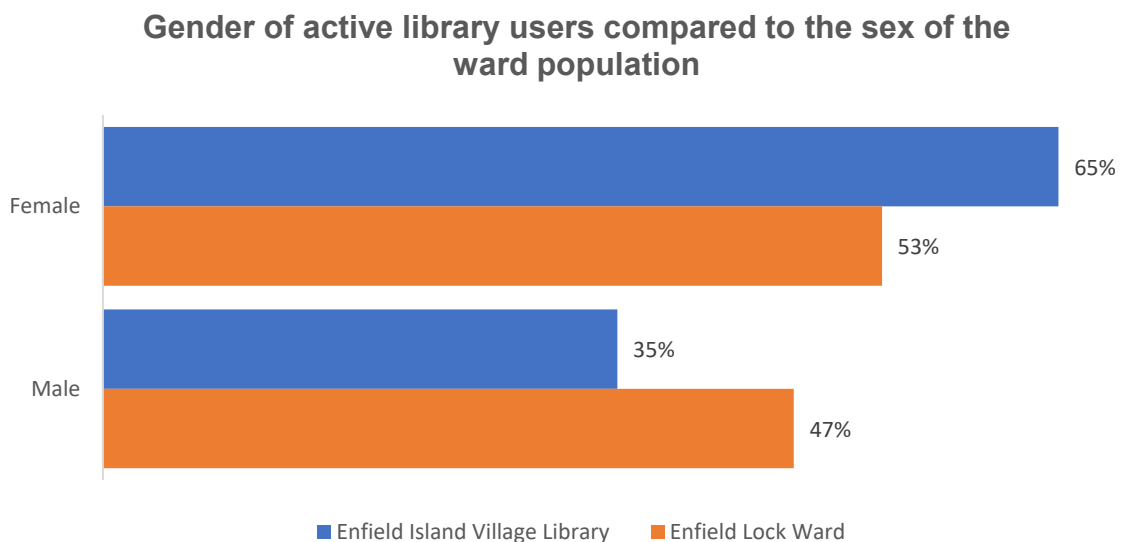
Enfield Town

Overall, 10,269 active users at Enfield Town library have declared their gender, this is 99% of the total number of active users between 2022-2024.
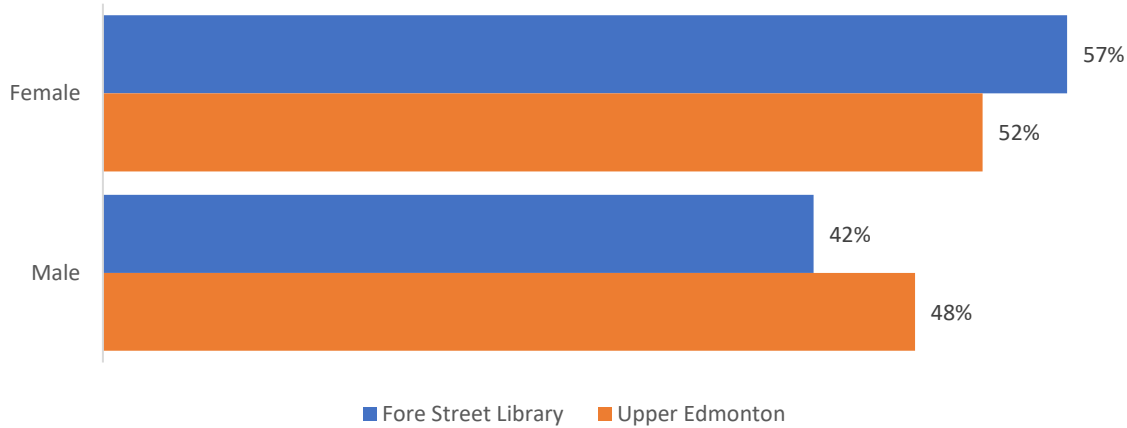
The library has a considerably higher proportion of female active library users than male active library users (59% compared to 41%). This is disproportionate when compared to the ward population (53% and 47% respectively).

Of the respondents to the phase one engagement who used Enfield Town Library and declared their gender, 72% said they were female and 27% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[152]

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[151] Base: 1,061 active users, 16,249 census
[152] Base: 332 respondents, 10,269 active users, 13,516 census

Gender of phase one engagement respondents and active library users compared to the sex of the ward population

Female
- Phase One Engagement: 72%
- Enfield Town Library: 59%
- Town Ward: 53%

Male
- Phase One Engagement: 27%
- Enfield Town Library: 41%
- Town Ward: 47%

■ Phase One Engagement ■ Enfield Town Library ■ Town Ward

Fore Street

Overall, 1,545 active users at Fore Street library have declared their gender, this is 97.7% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (57% compared to 42%). This is disproportionate when compared to the ward population (52% compared to 48%).

In the phase one engagement, 32 respondents who used Fore Street library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[153]

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[153] Base: 1,545 active users, 16,726 census

Gender of active library users compared to the sex of the ward population

- Female: Fore Street Library 57%, Upper Edmonton 52%
- Male: Fore Street Library 42%, Upper Edmonton 48%

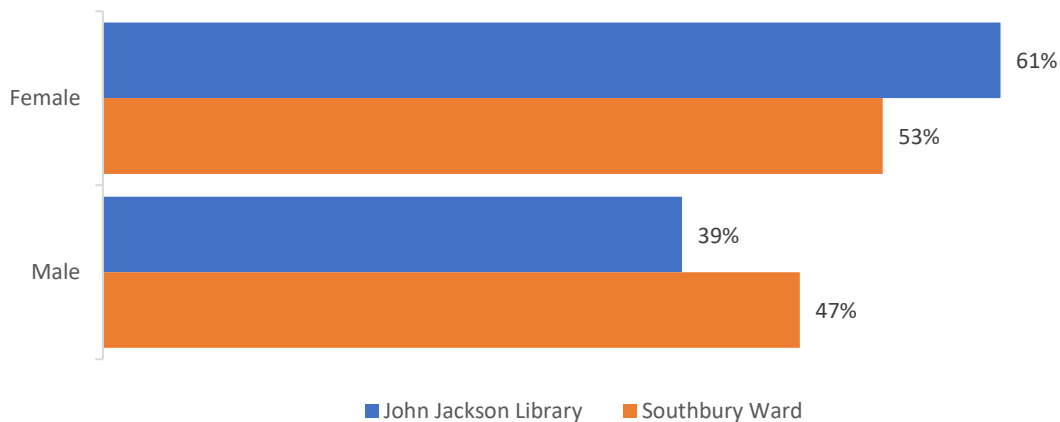Legend: ■ Fore Street Library ■ Upper Edmonton

John Jackson

Overall, 798 active users at John Jackson library have declared their gender, this is 98.6% of the total number of active users between 2022-2024

The library has a considerably higher proportion of female active library users than male active library users (61% compared to 39%). This is disproportionate when compared to the ward population, (53% and 47%, respectively).

In the phase one engagement, 54 respondents who used John Jackson library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[154]

Gender of active library users compared to the sex of the ward population

- Female: John Jackson Library 61%, Southbury Ward 53%
- Male: John Jackson Library 39%, Southbury Ward 47%

Legend: ■ John Jackson Library ■ Southbury Ward

Millfield House

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[154] Base: 798 active users, 15,910 census

In Haselbury, 52% of the ward population are female and 48% are male. Overall, 36 active library users and 14 respondents to the phase one engagement who used Millfield House Library declared their gender. These are small samples and would not be proportionate to compare to the ward population.
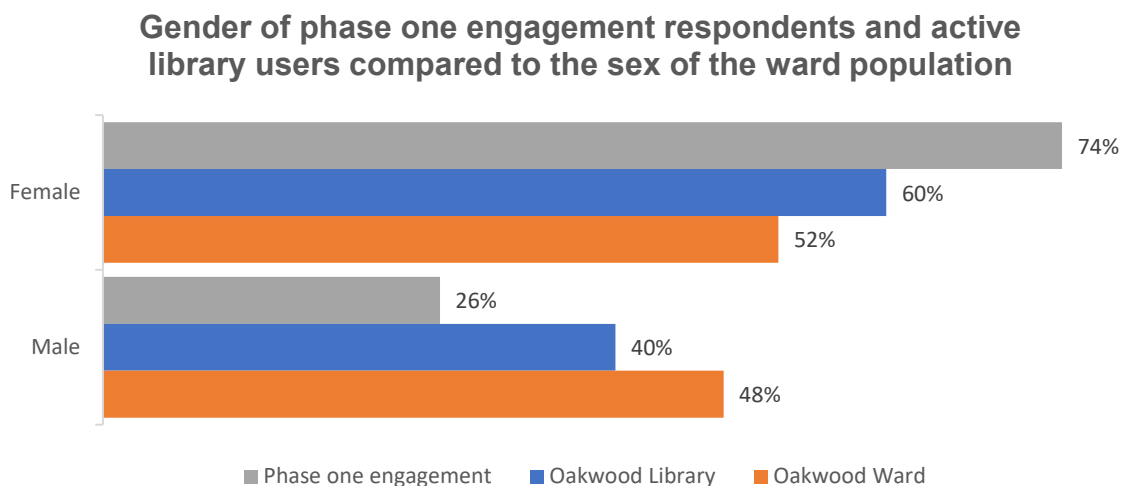
Oakwood
Overall, 2,392 active users at Oakwood Library have declared their gender, this is 99.3% of the total number of active users between 2022-2024

The library has a considerably higher proportion of female active library users than male active library users (60% compared to 40%). This is disproportionate when compared to the ward population, (52% and 48% respectively).

Of the respondents to the phase one engagement who used Oakwood Library and declared their gender, 74% said they were female and 26% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[155]

Gender of phase one engagement respondents and active library users compared to the sex of the ward population

Female: 74%, 60%, 52%
Male: 26%, 40%, 48%

■ Phase one engagement   ■ Oakwood Library   ■ Oakwood Ward
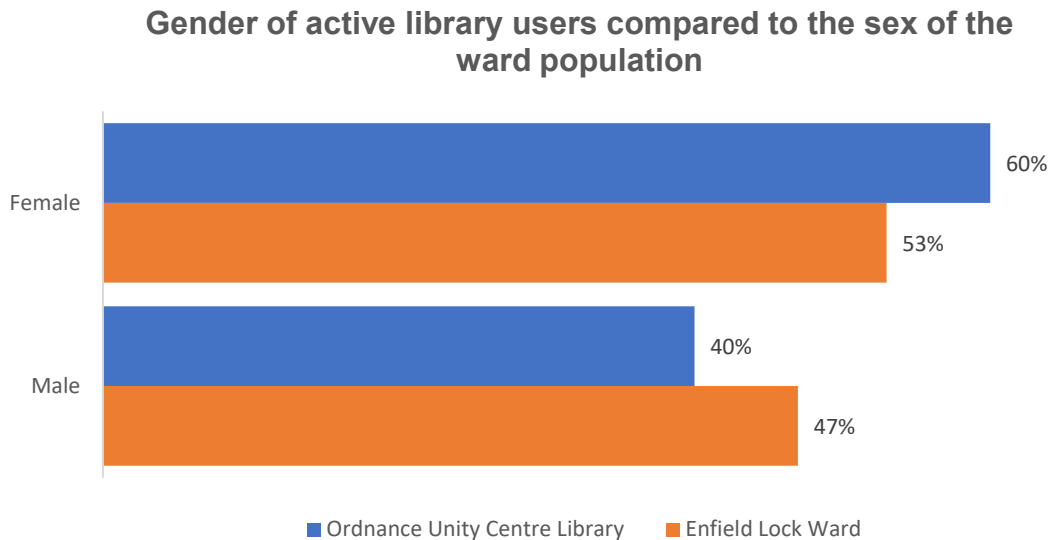
Ordnance Unity Centre
Overall, 3,776 active users at Ordnance Unity Centre Library have declared their gender, this is 9% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (60% compared to 40%). This is disproportionate when compared to the ward population (53% and 47% respectively).
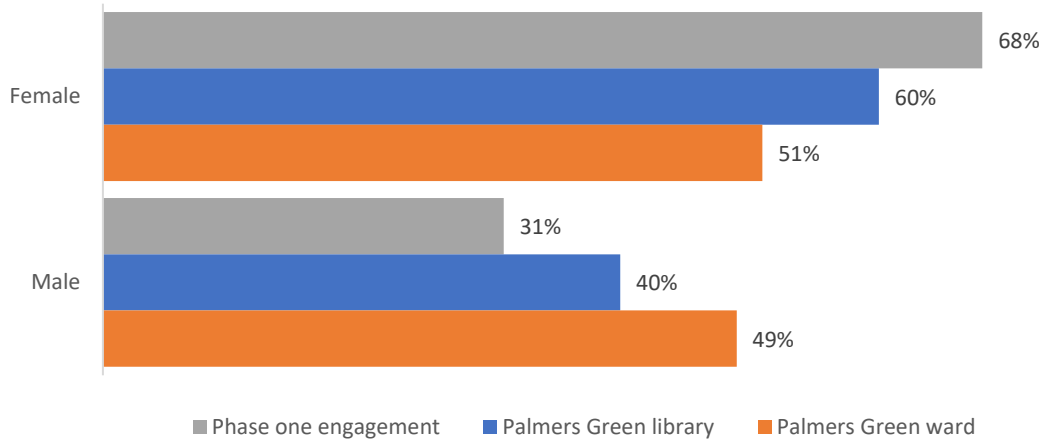
In the phase one engagement, 64 respondents who used Ordnance Unity Centre library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

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[155] Base: 105 respondents, 2,392 active users, 8,756 census

Figure: Gender of active library users compared to the sex of the ward population[156]

Gender of active library users compared to the sex of the ward population

Female: 60% (Ordnance Unity Centre Library), 53% (Enfield Lock Ward)
Male: 40% (Ordnance Unity Centre Library), 47% (Enfield Lock Ward)

■ Ordnance Unity Centre Library   ■ Enfield Lock Ward

Palmers Green

Overall, 4,996 active users at Palmers Green library have declared their gender, this is 98.9% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (60% compared to 40%). This is disproportionate when compared to the ward population, (51% and 49% respectively).

Of the respondents to the phase one engagement who used Palmers Green Library and declared their gender, 68% said they were female and 31% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[157]

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[156] Base: 4,759 active users, 17,805 census
[157] Base: 173 respondents, 4,996 active users, 11,017 census

Gender of phase one engagement respondents and active library users compared to sex of the ward population

Legend: ■ Phase one engagement ■ Palmers Green library ■ Palmers Green ward
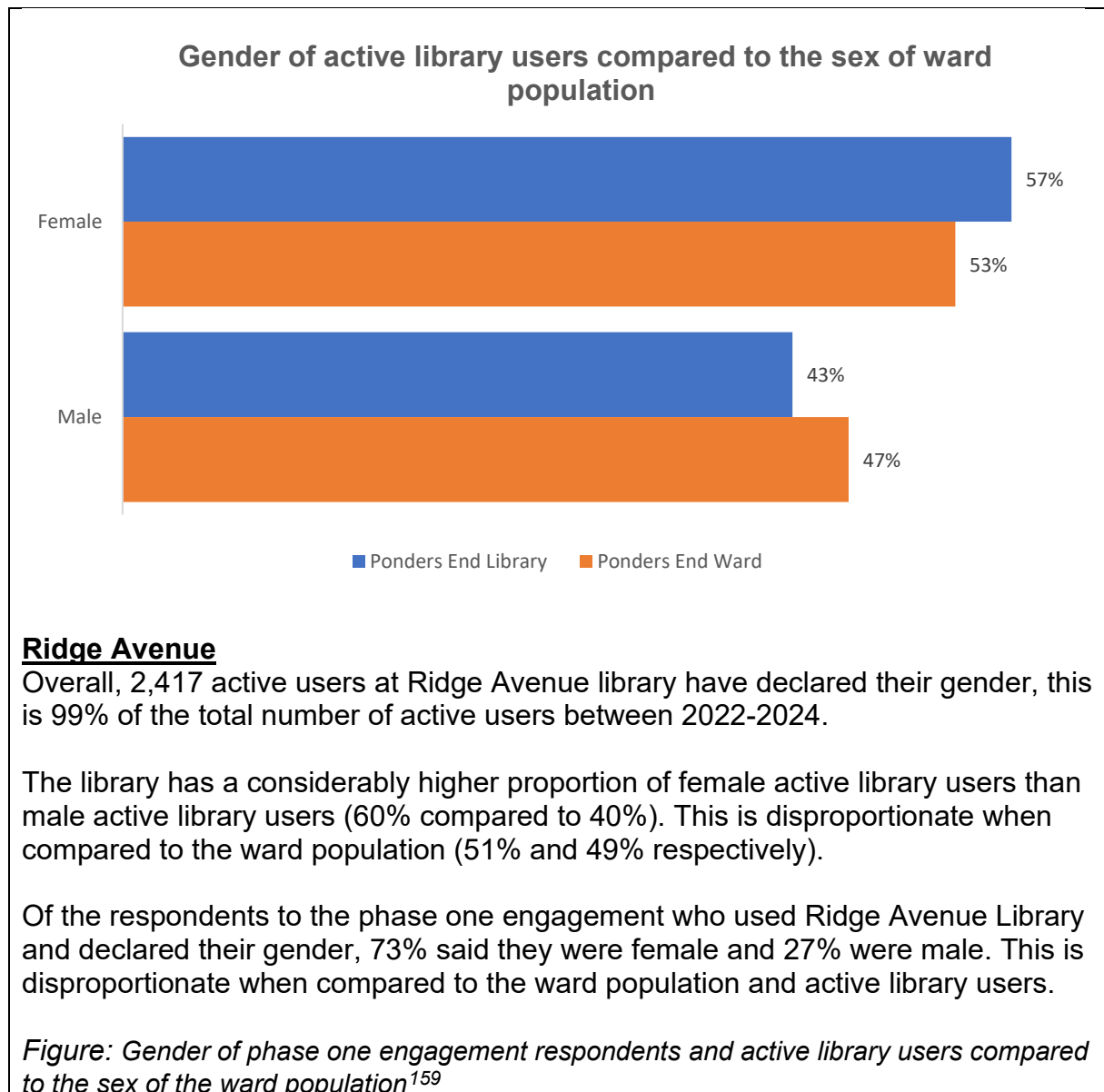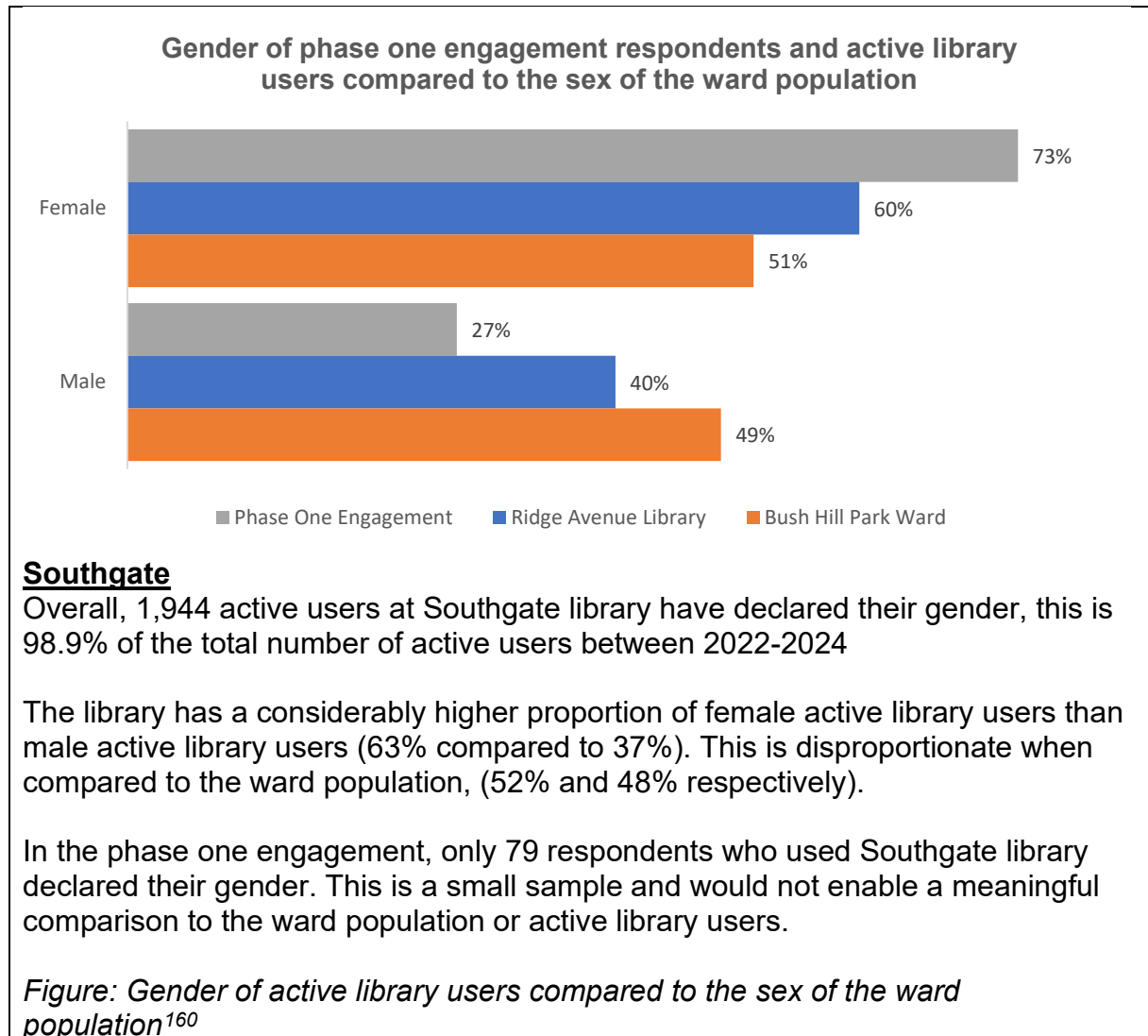
Ponders End

Overall, 1,359 active users at Ponders End library have declared their gender, this is 99.4% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (57% compared to 43%). This is disproportionate when compared to the ward population (53% and 47%, respectively).

Only 36 respondents to the phase one engagement who used Ponders End library declared their gender. This is a small sample and would not be proportionate to compare to the ward population or active library users.

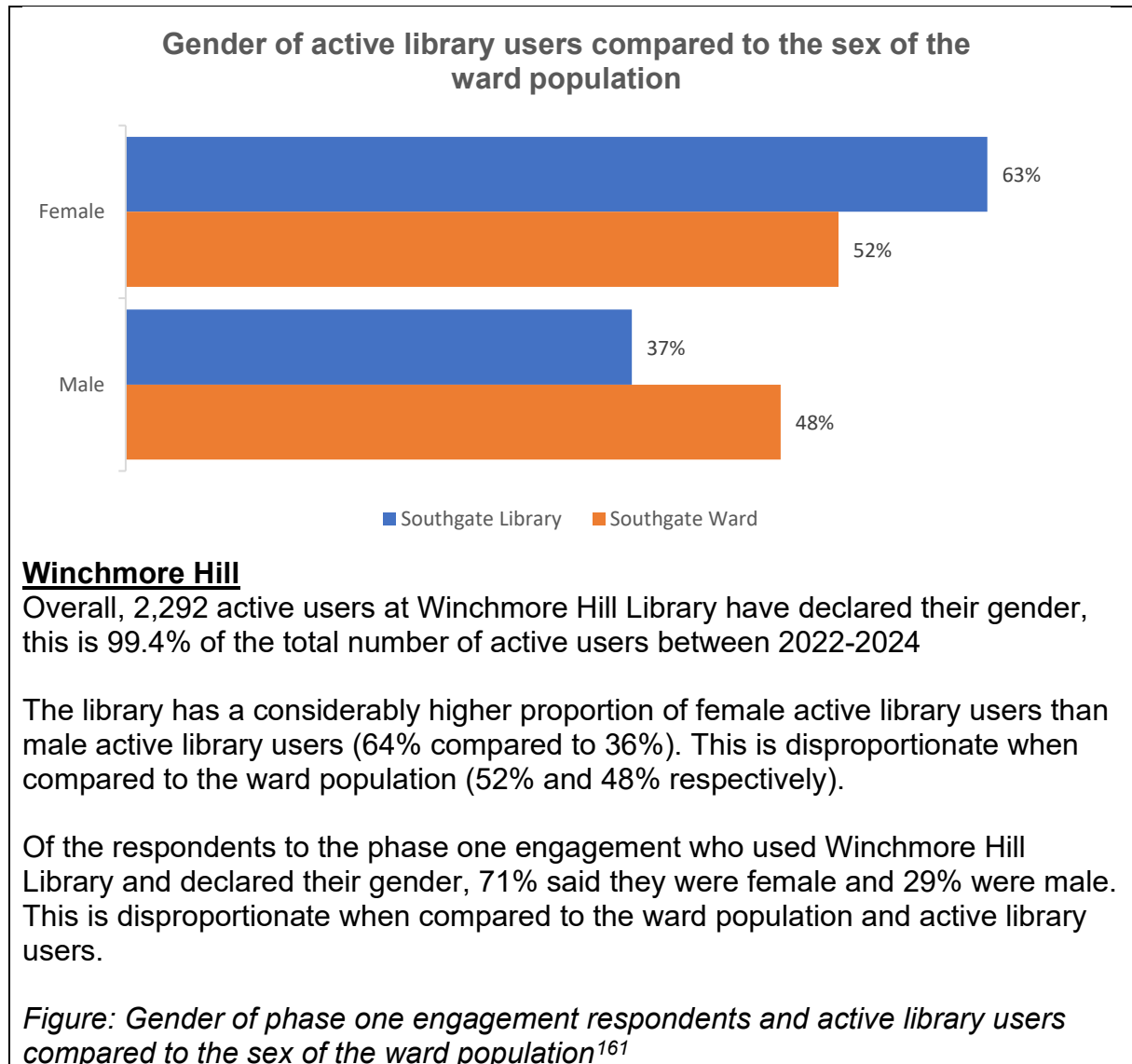*Figure: Gender of active library users compared to the sex of the ward population[158]*

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[158] Base: 1,359 active users, 13,684 census

Gender of active library users compared to the sex of ward population

Female — Ponders End Library: 57%, Ponders End Ward: 53%

Male — Ponders End Library: 43%, Ponders End Ward: 47%

Legend: ■ Ponders End Library ■ Ponders End Ward

Ridge Avenue

Overall, 2,417 active users at Ridge Avenue library have declared their gender, this is 99% of the total number of active users between 2022-2024.

The library has a considerably higher proportion of female active library users than male active library users (60% compared to 40%). This is disproportionate when compared to the ward population (51% and 49% respectively).

Of the respondents to the phase one engagement who used Ridge Avenue Library and declared their gender, 73% said they were female and 27% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[159]

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[159] Base: 332 respondents, 10,269 active users, 13,516 census

Gender of phase one engagement respondents and active library users compared to the sex of the ward population

Female
- Phase One Engagement: 73%
- Ridge Avenue Library: 60%
- Bush Hill Park Ward: 51%

Male
- Phase One Engagement: 27%
- Ridge Avenue Library: 40%
- Bush Hill Park Ward: 49%

■ Phase One Engagement ■ Ridge Avenue Library ■ Bush Hill Park Ward

Southgate

Overall, 1,944 active users at Southgate library have declared their gender, this is 98.9% of the total number of active users between 2022-2024

The library has a considerably higher proportion of female active library users than male active library users (63% compared to 37%). This is disproportionate when compared to the ward population, (52% and 48% respectively).

In the phase one engagement, only 79 respondents who used Southgate library declared their gender. This is a small sample and would not enable a meaningful comparison to the ward population or active library users.

Figure: Gender of active library users compared to the sex of the ward population[160]

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[160] Base: 1,944 active users, 14,514 census

Gender of active library users compared to the sex of the ward population

Winchmore Hill

Overall, 2,292 active users at Winchmore Hill Library have declared their gender, this is 99.4% of the total number of active users between 2022-2024

The library has a considerably higher proportion of female active library users than male active library users (64% compared to 36%). This is disproportionate when compared to the ward population (52% and 48% respectively).

Of the respondents to the phase one engagement who used Winchmore Hill Library and declared their gender, 71% said they were female and 29% were male. This is disproportionate when compared to the ward population and active library users.

Figure: Gender of phase one engagement respondents and active library users compared to the sex of the ward population[161]

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[161] Base: 112 respondents, 2,292 active users, 10,400 census

Gender of respondents to phase one engagement and active library users compared to the sex of the ward population
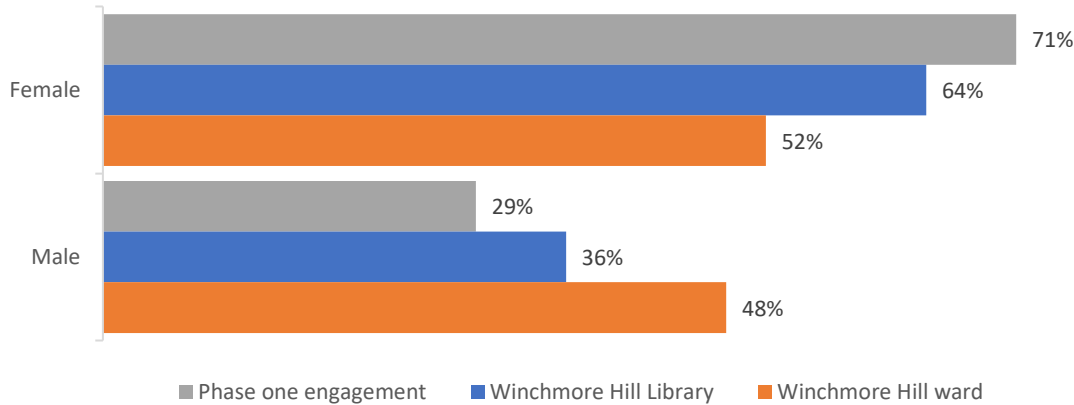
	Phase one engagement	Winchmore Hill Library	Winchmore Hill ward
Female	71%	64%	52%
Male	29%	36%	48%

Digital Library

The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

Of the respondents to the phase one engagement who used the digital library, only 98 declared their gender. This a small sample and would not enable a meaningful comparison to the ward population or active library users.

Consultation:

Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of females and males.

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes attendance at a meeting of Enfield Voluntary Services Strategy Group and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include organisations working specifically with women and girls; and those working with men and boys.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the Women Into Leadership Network to ask them to promote the engagement to their members.

We will ask respondents of the questionnaire to declare their sex so that we can analyse the results for females and males. This will also allow us to track the number of respondents from different protected groups and tailor communication during the engagement period if needed to increase the number of responses if numbers are lower than expected for males or females.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their sex.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of this library, regardless of their sex. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[162] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[163]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417

respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train [164].

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their sex. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their sex.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their sex.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their sex. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

N/A

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
The percentage of people in Enfield who identified a sexual orientation, which was other than heterosexual/straight was 2.4%, compared to England & Wales (3.4%) and London (4.8%).[165] Data on sexual orientation is not available at a ward level.

The library service does not collect data on sexual orientation when signing up for a library card and therefore there is no active user data regarding sexual orientation.
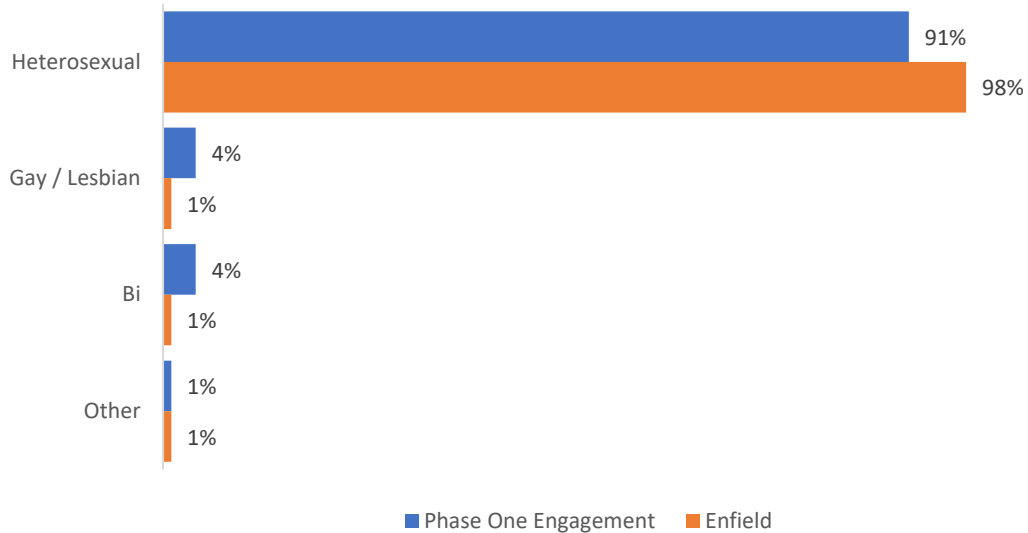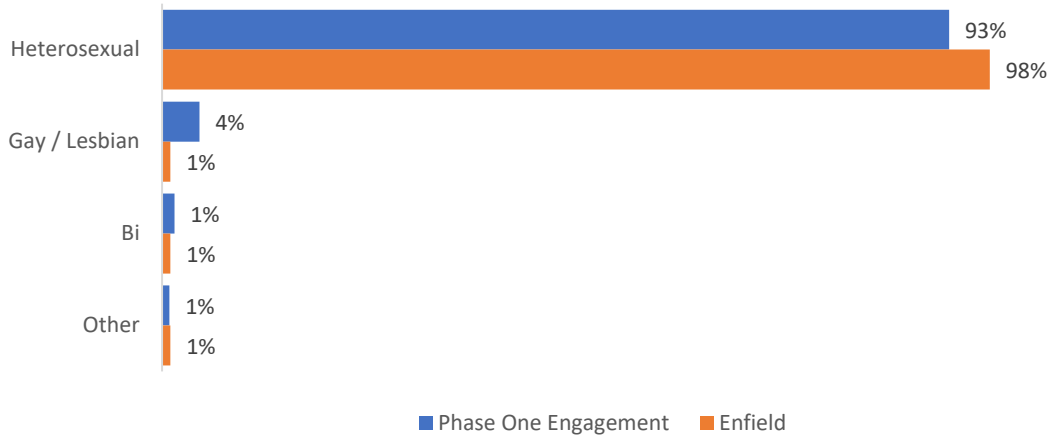
In the phase one engagement, 7%[166] of respondents declared their sexual orientation was other than heterosexual/straight, which is higher when compared to the proportion of the borough of the borough population.

Figure: Sexual orientation of phase one respondents to phase one engagement

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[165] Enfield Council: Enfield Borough Profile 2023
[166] Base: 526 respondents

Sexual orientation of phase one respondents to phase one engagement
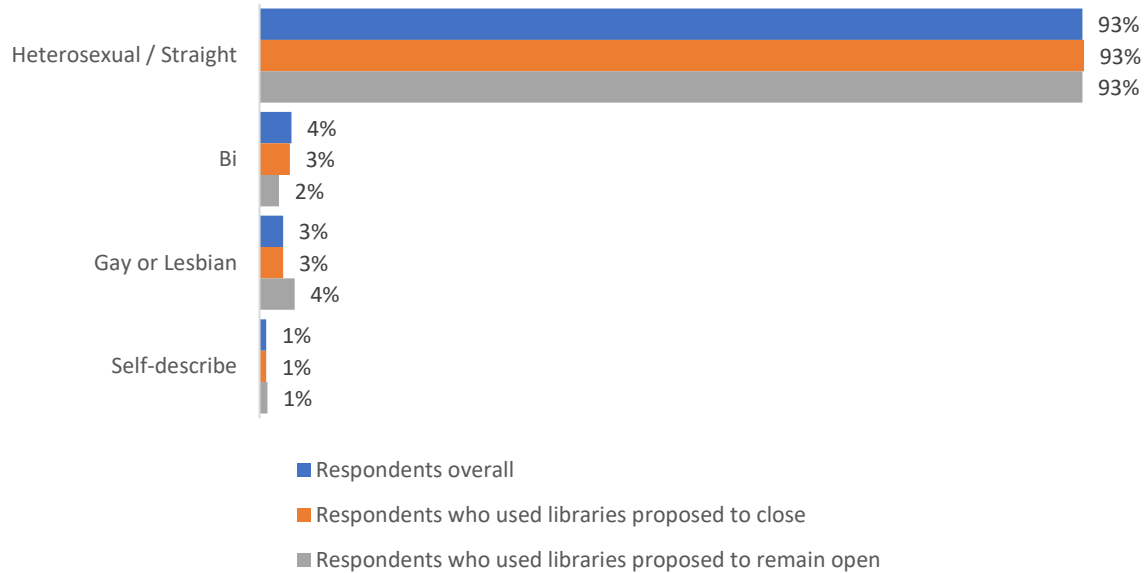
Heterosexual / Straight
- 93% (Respondents overall)
- 93% (Respondents who used libraries proposed to close)
- 93% (Respondents who used libraries proposed to remain open)

Bi
- 4%
- 3%
- 2%

Gay or Lesbian
- 3%
- 3%
- 4%

Self-describe
- 1%
- 1%
- 1%

■ Respondents overall
■ Respondents who used libraries proposed to close
■ Respondents who used libraries proposed to remain open

Bowes Road

In the phase one engagement, 28 respondents who used Bowes Road library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

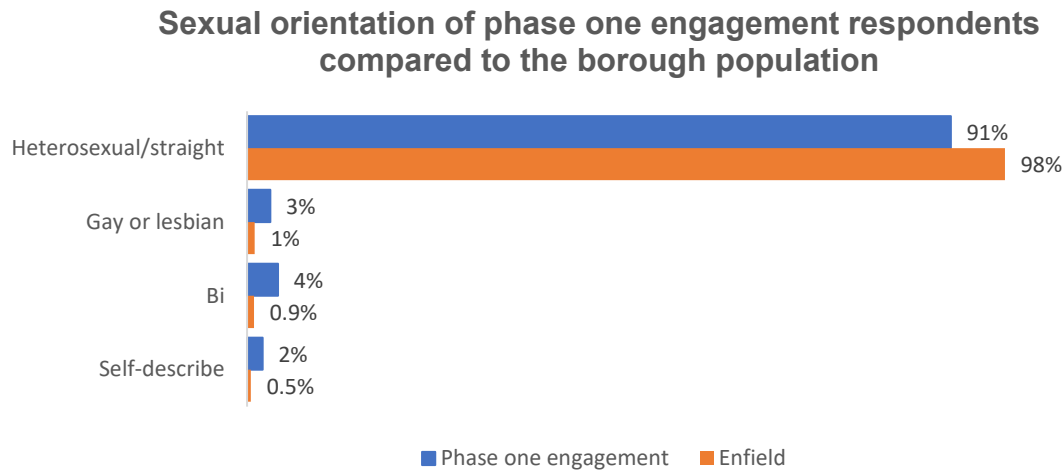**Edmonton Green**

In the phase one engagement, 9% of respondents identified a sexual orientation which was other than heterosexual/straight, which is higher than the proportion of the borough population.

Figure: Sexual orientation of phase one engagement respondents compared to the borough population[167]

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[167] Base: 101 respondents, census 257,182, census 6,427,577, census 44,939,724

Sexual orientation of phase one engagement respondents compared to the borough population

Chart showing:
- Heterosexual: Phase One Engagement 91%, Enfield 98%
- Gay / Lesbian: Phase One Engagement 4%, Enfield 1%
- Bi: Phase One Engagement 4%, Enfield 1%
- Other: Phase One Engagement 1%, Enfield 1%

Legend: ■ Phase One Engagement ■ Enfield

Enfield Highway

In the phase one engagement, 40 respondents who used Enfield Highway library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Island Village

In the phase one engagement, 23 respondents who used Enfield Island Village library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Enfield Town

In the phase one engagement, 6% of respondents identified a sexual orientation which was other than heterosexual/straight, which is higher than the proportion of the borough population.

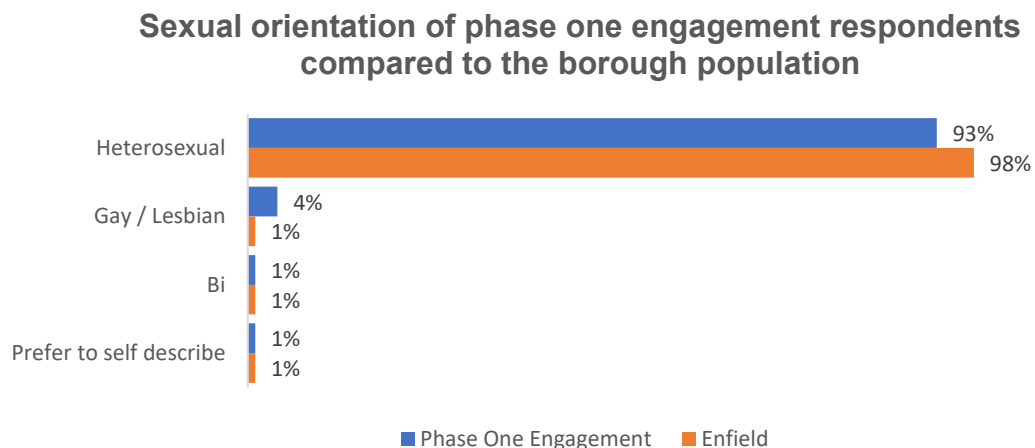*Figure: Sexual orientation of phase one engagement respondents compared to the borough population*[168]

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[168] Base: 338 respondents, census 257,182, census 6,427,577, census 44,939,724

Sexual orientation of phase one engagement respondents compared to the borough population

	Phase One Engagement	Enfield
Heterosexual	93%	98%
Gay / Lesbian	4%	1%
Bi	1%	1%
Other	1%	1%

Fore Street
In the phase one engagement, 27 respondents who used Fore Street library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

John Jackson
In the phase one engagement, 50 respondents who used John Jackson library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Millfield House
In the phase one engagement, 15 respondents who used Millfield House library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Oakwood
In the phase one engagement, 98 respondents who used Oakwood Library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Ordnance Unity Centre
In the phase one engagement, 60 respondents who used Ordnance Unity Centre declared their sexual orientation. This is a small sample and would not be proportionate to compare to the borough population.

Palmers Green
In the phase one engagement, 9% of respondents identified a sexual orientation which was other than heterosexual/straight, which is higher than the proportion of the borough population.

Figure: Sexual orientation of phase one engagement respondents compared to the borough population[169]

Sexual orientation of phase one engagement respondents compared to the borough population

Category	Phase one engagement	Enfield
Heterosexual/straight	91%	98%
Gay or lesbian	3%	1%
Bi	4%	0.9%
Self-describe	2%	0.5%

Phase one engagement ■   Enfield ■

Ponders End

In the phase one engagement, 33 respondents declared their sexual orientation. This is a small sample and would not be proportionate to compare to the borough population.

Ridge Avenue

In the phase one engagement, 6% of respondents identified a sexual orientation which was other than heterosexual/straight, which is higher than the proportion of the borough population.

Figure: Sexual orientation of phase one engagement respondents compared to the borough population[170]

Sexual orientation of phase one engagement respondents compared to the borough population

Category	Phase One Engagement	Enfield
Heterosexual	93%	98%
Gay / Lesbian	4%	1%
Bi	1%	1%
Prefer to self describe	1%	1%

Phase One Engagement ■   Enfield ■

Southgate

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[169] Base: 164 respondents, census 257,182
[170] Base: 133 respondents, census 257,182, census 6,427,577, census 44,939,724

In the phase one engagement, 73 respondents who used Southgate library declared their sexual orientation. This is a small sample and would not enable a meaningful comparison to the borough population.

Winchmore Hill
In the phase one engagement, 5% of respondents identified a sexual orientation which was other than heterosexual/straight, which is higher than the proportion of the borough population.

Figure: Sexual orientation of phase one engagement respondents compared to the borough population

Sexual orientation of phase one engagement respondents compared to the borough population

Category	Phase one engagement	Enfield
Heterosexual/straight	95%	98%
Gay or lesbian	1%	1%
Bi	3%	1%
Other	1%	1%

■ Phase one engagement   ■ Enfield
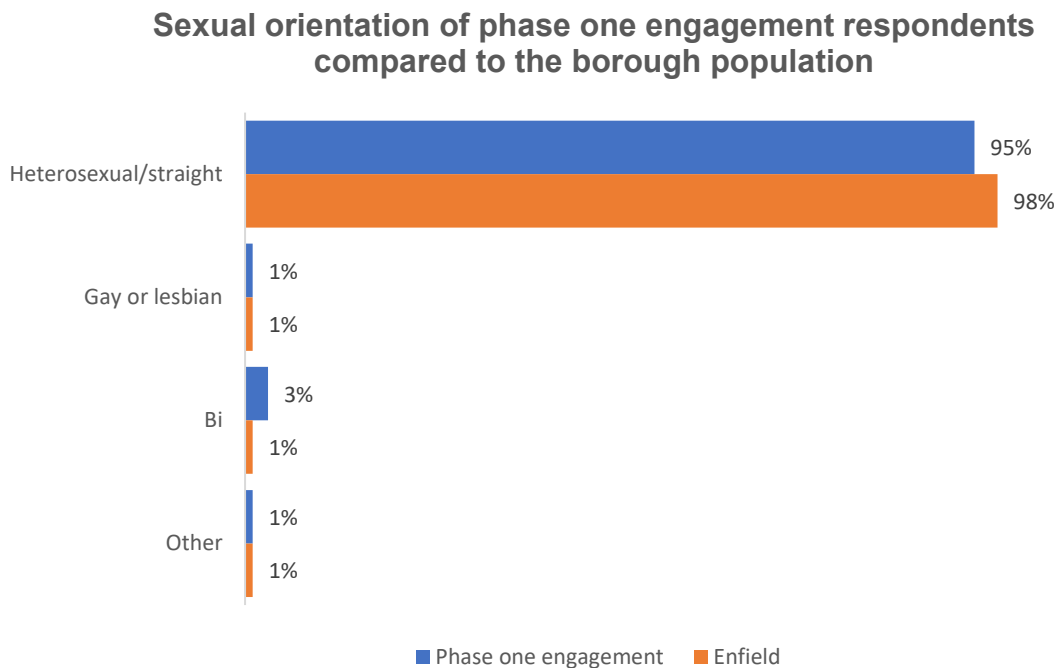
Digital Library
The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

In the phase one engagement, only 92 respondents who said they used the digital library service declared their sexual orientation. This a small sample and would not enable a meaningful comparison to the ward population or active library users.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people with different sexual orientations.

We will use a range of media to promote the engagement in a way which is accessible, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues.

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes:
- Attendance at a meeting of Enfield Voluntary Services Strategy Group and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include organisations working specifically with women and girls; and those working with men and boys;
- Direct engagement with Enfield's LGBT Network to promote the engagement amongst the LGBTQ+ community.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will promote the engagement questionnaire to staff through internal communications and will email the chair of the LGBTQ+ Staff Network to ask them to promote the engagement to their members.

We will ask respondents of the questionnaire to declare their sexual orientation so that we can analyse the results for people with different sexual orientations. This will also allow us to track the number of respondents from different protected groups and tailor communication during the engagement period if needed to increase the number of responses if numbers are lower than expected from the LGBTQ+ community.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their sexual orientation.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their sexual orientation. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[171] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[172]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train. [173]

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their sexual orientation. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their sexual orientation.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

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[171] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[172] Base: 815 responses

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their sexual orientation.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their sexual orientation. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken
N/A

Care Experience
This refers to a person has spent 13 weeks or more in local authority care.
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience? Please provide evidence to explain why this group may be particularly affected.
Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
The library service does not collect data on whether a person has care experience when they are signing up for a library card and, therefore, there is no active library user data to compare with the ward population.

In the phase one consultation, we did not ask respondents whether they had care experience.

Consultation:
Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people with care experience.

We will use a range of media to promote the engagement in a way which is accessible, including via social media, in printed local press, and with posters and leaflets in libraries and other community facing venues.

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes attendance at a meeting of Enfield Voluntary Services Strategy Group and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include organisations working with people with care experience.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

We will ask respondents of the questionnaire to declare whether they have care experience so that we can analyse the results for people with and without care experience. This will also allow us to track the number of respondents from different protected groups and tailor communication during the engagement period if needed to increase the number of responses if numbers are lower than expected from people with care experience.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:

We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their care experience.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their care experience. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[174] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[175]

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We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
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- 100% of residents live within a 10-minute car journey from their nearest library

[174] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[175] Base: 815 responses

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

There is no evidence that the proposed closure of eight libraries will have a detrimental impact on its users because of their care experience. The 12-week consultation will enable us to understand from stakeholders if there is any disproportional impact on library users because of their care experience.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material.

Proposal to retain the Home Library Service:
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The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their care experience.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their care experience. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken

N/A

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

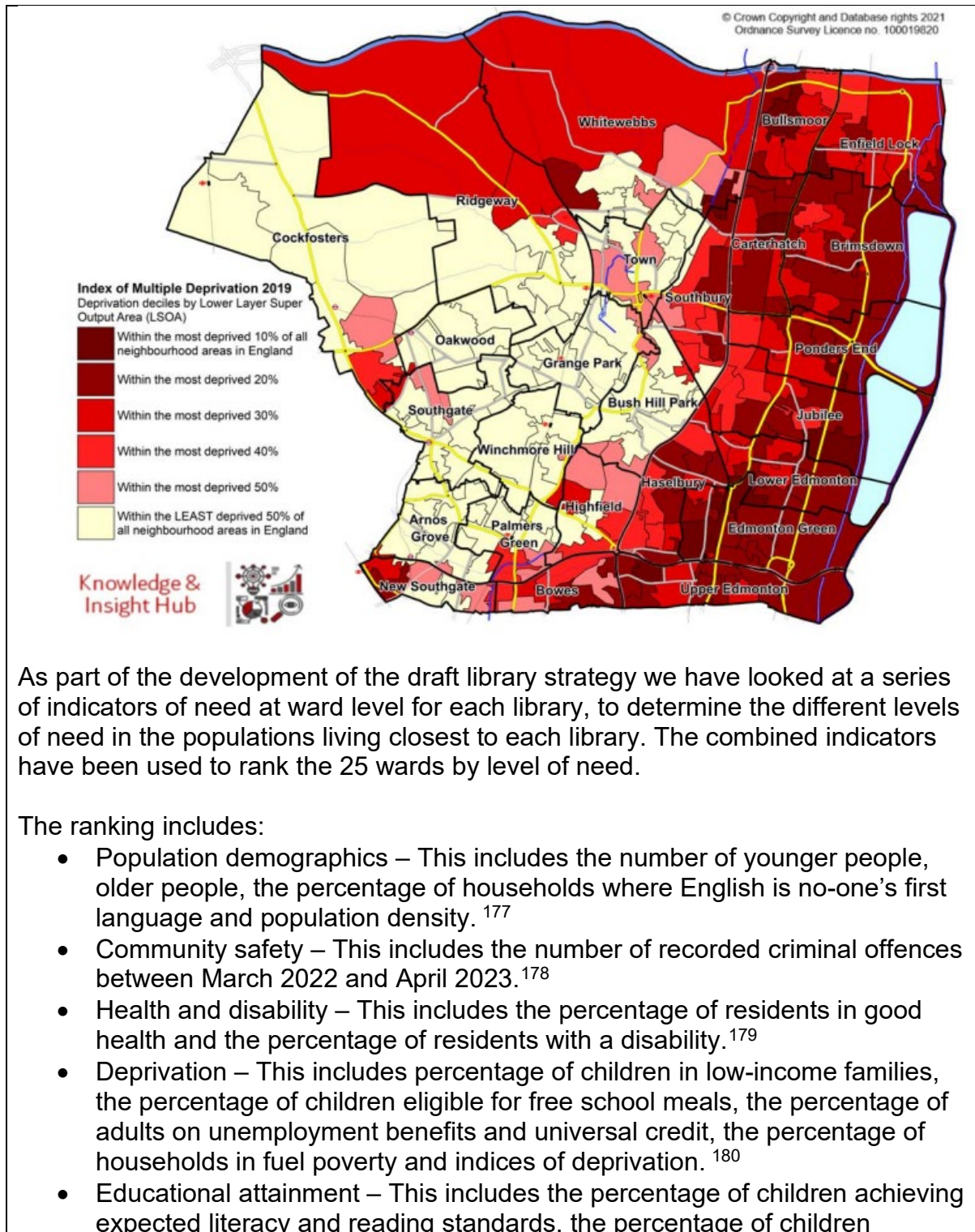Please provide evidence to explain why this group may be particularly affected.

Our library service has a significant role for communities across the borough – including those living, working or studying in Enfield. Libraries are essential for strong, healthy and safe communities; thriving children and young people; and an economy that works for everyone – three of our core priorities for the borough as set out in our Council Plan 2023 – 2026.

Our draft library strategy sets out how we propose to deliver library services, use our library buildings, and support, develop and empower our staff to make a positive impact on people's lives in Enfield.

Data analysis:
Enfield is among the most deprived 25% of local authority areas in England, according to the Indices of Deprivation 2019. In Enfield, 10% of households have an annual gross household income of less than £15,000 (as at 2023), and 32% have an income lower than £30,000. There are also higher levels of unemployment than the England and London averages, and 22.5% of Enfield's adults have no formal qualifications.

The map below shows the locations of the most and least deprived Lower-layer Super Output Areas (LSOAs) in Enfield. Dark red areas are those with the greatest deprivation levels.

Index of Multiple Deprivation 2019
Deprivation deciles by Lower Layer Super
Output Area (LSOA)

Within the most deprived 10% of all
neighbourhood areas in England

Within the most deprived 20%

Within the most deprived 30%

Within the most deprived 40%

Within the most deprived 50%

Within the LEAST deprived 50% of
all neighbourhood areas in England

Knowledge &
Insight Hub

As part of the development of the draft library strategy we have looked at a series of indicators of need at ward level for each library, to determine the different levels of need in the populations living closest to each library. The combined indicators have been used to rank the 25 wards by level of need.

The ranking includes:

- Population demographics – This includes the number of younger people, older people, the percentage of households where English is no-one's first language and population density. [177]
- Community safety – This includes the number of recorded criminal offences between March 2022 and April 2023.[178]
- Health and disability – This includes the percentage of residents in good health and the percentage of residents with a disability.[179]
- Deprivation – This includes percentage of children in low-income families, the percentage of children eligible for free school meals, the percentage of adults on unemployment benefits and universal credit, the percentage of households in fuel poverty and indices of deprivation. [180]
- Educational attainment – This includes the percentage of children achieving expected literacy and reading standards, the percentage of children

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[177] The higher the number, the higher the number of younger people and older people, the higher the percentage of households where English is no-one's first language and the higher the population density.

[178] The higher the number, the higher the number of recorded criminal offences.

[179] The higher the number, the greater the level of ill health and disability.

[180] The higher the number, the greater the level of deprivation.

achieving grade 9-5 in GCSE English and Maths, and the percentage of adults with no qualifications. [181]

- Broadband coverage - The percentage of premises with broadband coverage above 30Mb/s.[182]

The combined indicators have been used to rank the 25 wards by level of local need. The highest level of local need on the criteria used is in wards that are in the east of the borough.
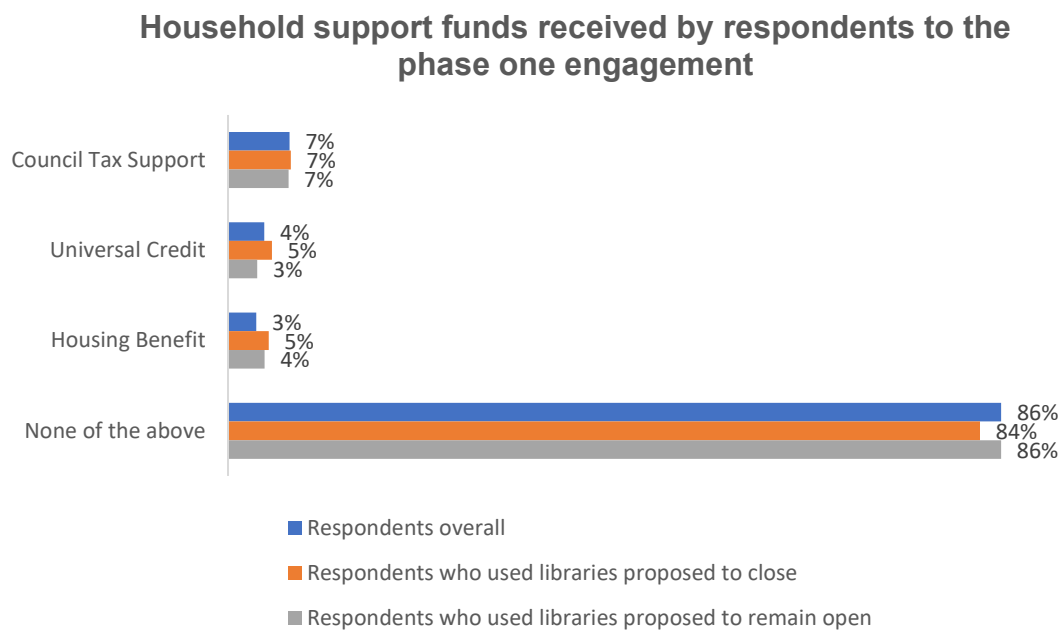
	Population Demographics	Community Safety	Health and Disability	Deprivation	Educational Attainment	Broadband Coverage	Total
Edmonton Green	22	25	24	25	25	25	145
Upper Edmonton	23	24	15	24	18	19	123
Carterhatch	20	15	23	18	24	22	122
Lower Edmonton	24	17	20	23	20	11	115
Brimsdown	5	23	21	21	23	21	114
Ponders End	11	21	14	22	19	20	107
Jubilee	15	13	17	20	21	15	101
Bullsmoor	13	14	25	17	22	7	98
Haselbury	25	19	16	19	17	1	97
Enfield Lock	12	22	20	16	16	9	95
Southbury	16	18	11	13	12	13	83
Whitewebbs	2	12	22	11	10	26	82
Bowes	21	7	8	15	15	5	71
Southgate	19	10	6	8	9	18	70
Highfield	14	5	18	14	14	3	68
Palmers Green	18	16	3	10	9	8	64
New Southgate	18	9	9	12	13	2	63
Cockfosters	4	6	12	9	11	16	58
Town	8	20	7	7	9	4	55
Ridgeway	1	11	14	5	6	17	54
Bush Hill Park	6	8	11	3	6	14	48
Arnos Grove	10	3	5	6	4	10	38
Grange Park	3	1	2	1	1	23	31
Winchmore Hill	7	4	1	5	2	12	31
Oakwood	10	2	4	2	3	6	27

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[181] The higher the number, the lower the percentage of children achieving expected literacy and reading standards, the lower the percentage of children achieving grade 9-5 in GCSE English and Maths, and the higher the percentage of adults with no qualifications.

[182] The higher the number, the lower the number of premises with broadband coverage above 30Mb/s (so greatest level of 'digital need').

The library service does not collect data on whether people are in receipt of universal credit, council tax support and/or benefits when they are signing up for a library card and, therefore, there is no active library user data to compare with the ward population. In the phase one engagement, 7% of respondents declared they receive council tax support, 4% declared they receive universal credit and 3% of respondents declared they receive housing benefit.

Figure: Household support funds received by respondents to the phase one engagement[183]

Household support funds received by respondents to the phase one engagement

Category	Respondents overall	Respondents who used libraries proposed to close	Respondents who used libraries proposed to remain open
Council Tax Support	7%	7%	7%
Universal Credit	4%	5%	3%
Housing Benefit	3%	5%	4%
None of the above	86%	84%	86%

- Respondents overall
- Respondents who used libraries proposed to close
- Respondents who used libraries proposed to remain open

Bowes Road
New Southgate ward is in the 40% most deprived wards in the country and ranks 17th out of the 25 Enfield wards for level of local need. Household incomes in the ward are higher than the borough population overall, and the percentage of households on unemployment benefits (5%) and receiving universal credit (26%) are lower than the borough population overall (6% and 28%). The ward has a slightly higher percentage of children in relative and absolute (29%) low-income families compared to the borough population overall (27%).

In the phase one engagement, 31 respondents who used Bowes Road library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Bullsmoor
Bullsmoor is ranked 8th for level of need out of the 25 wards in Enfield. The percentage of children in relative and absolute (32%) low-income families is significantly higher than the borough population overall (27%). Furthermore, the

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[183] Base: 570 respondents

percentage of households on unemployment benefits (7%) and receiving universal credit (35%) is significantly higher than the borough population overall (6% and 28%).[184]

In the phase one engagement, 19 respondents who used Bullsmoor library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Edmonton Green
Edmonton Green is ranked 1st out of the 25 wards in Enfield for level of local need.

It has the highest percentage of children in relative and absolute (48%) low-income families out of all the wards in Enfield. The ward also has the highest proportion of adults on unemployment benefits (11%) and adults with no qualifications (30%). Edmonton Green has the highest percentage of households in fuel poverty (20%) out of the wards in Enfield. Therefore, any change to the library service in this area could particularly impact those experiencing high levels of deprivation.

In the phase one engagement, 31 respondents who used Edmonton Green Library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Enfield Highway
Brimsdown is ranked 5th for level of local need out of the 25 wards in Enfield. In Brimsdown, the percentage of children in relative and absolute (33%) low-income families is significantly higher than the borough population overall (27%). The percentage of households on unemployment benefits (8%) and receiving universal credit (38%) is significantly higher than the borough population overall (6% and 28%).

In the phase one engagement, 61 respondents who used Enfield Highway library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Enfield Island Village
Enfield Lock is ranked 10th for level of local need out of the 25 wards in Enfield. The percentage of those children in relative and absolute low-income families sits at 32%, which is above the borough population overall (27%). The percentage of households receiving universal credit (37%) is significantly higher than the borough population overall (28%). The percentage of adults aged 16+ with no qualifications (26%) is higher than the borough population overall (22%).

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[184] Ward Profile - Bullsmoor 2023 (enfield.gov.uk)

In the phase one engagement, 23 respondents who used Enfield Island Village library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Enfield Town
Enfield Town is ranked 19th out of the 25 wards in Enfield for level of local need. The ward has low levels of children in relative and absolute (13%) low-income families compared to the borough population overall (27%). Similarly, there are low levels of adults on unemployment benefits (3%) and households receiving universal credit (17%). The percentage of adults aged 16+ with no qualifications (15%) is low compared to the borough population overall (22%).

In the phase one engagement, 46 respondents who used Enfield Town library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Fore Street
Upper Edmonton is ranked 2nd out of the 25 wards in Enfield for level of local need. The ward has a high percentage of children aged 0-19 in relative and absolute (41%) low-income families. There are also high percentages of adults on unemployment benefits (8%), high percentages of households receiving universal credit (39%) and high percentages of households in fuel poverty (18%). Furthermore, the ward has a high percentage of adults aged 16+ with no qualifications (29%). Therefore, any change to the library service in this area could particularly impact those experiencing high levels of deprivation.

In the phase one engagement, 37 respondents who used Fore Street library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

John Jackson
Southbury is ranked 11th out of the 25 wards in Enfield for level of local need. The percentage of adults on unemployment benefits (5%) is in line with the borough population overall (5%) and the percentage of households receiving universal credit (30%) is slightly higher than the borough population overall (28%).

In the phase one engagement, 61 respondents who used John Jackson library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Millfield House
Haselbury is ranked 9th out of the 25 wards for level of local need. The ward has the highest percentage of households in fuel poverty (20%) so any change to the library service in this area could particularly impact these households, who may

require a warm public space in winter. The ward also has a significantly higher percentage of children in relative and absolute (36%) low-income families compared to the borough population overall (27%). The ward has a high percentage of households receiving unemployment benefits (8%) and the second highest percentage of residents receiving universal credit (50%). There is also a significantly high percentage of adults aged 16+ with no qualifications (28%) compared to the borough population overall (22%).

In the phase one engagement, 19 respondents who used Millfield House Library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Oakwood
Oakwood is an affluent ward and has the lowest level of local need, ranking 25th out of the 25 wards. The ward has a relatively high proportion of residents aged 65+ (18%) so any change to the library service in this area could particularly impact older people. There is a low percentage of children in relative and absolute (27%) low-income families. Furthermore, the percentage of adults on employment benefits (3%) and households receiving universal credit (13%) is low compared to the borough population overall (6% and 28% respectively). There is also a low percentage of adults aged 16+ with no qualifications (15%).

In the phase one engagement, 18 respondents who used Oakwood Library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Ordnance Unity Centre
Enfield Lock is ranked 10th out of 25 wards for level of local need. The percentage of those children in relative and absolute low-income families sits at 32%, which is above the borough population overall (27%). The percentage of households receiving universal credit (37%) is significantly higher than the borough population overall (28%). The percentage of adults aged 16+ with no qualifications (26%) is higher than the borough population overall (22%).

In the phase one engagement, 61 respondents who used Ordnance Unity Centre Library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Palmers Green
Palmers Green is ranked 16th out of the 25 wards in Enfield for level of local need. It has relatively low levels of unemployment (5%) and low numbers of adults on unemployment benefits (5%) and households receiving universal credit (23%) compared to the borough population overall (5% and 27% respectively).

In the phase one engagement, 24 respondents who used Palmers Green library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

<u>Ponders End</u>
Ponders End is ranked 6th out of the 25 wards in Enfield for level of local need. Ponders End has the second highest percentage of adults receiving universal credit (46%), which is significantly higher than the borough population overall of 28%. The ward also has high levels of fuel poverty (18%) and adults with no qualifications (29%).

In the phase one engagement, 40 respondents who used Ponders End library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

<u>Ridge Avenue</u>
Bush Hill Park is ranked 21st out of the 25 wards in Enfield for level of local need. There is a low percentage of children in relative and absolute (16%) low-income families. Furthermore, the percentage of adults on employment benefits (3%) and households receiving universal credit (12%) is low compared to the borough population overall (5% and 28% respectively). There is also a low percentage of adults aged 16+ with no qualifications (18%).

In the phase one engagement, 16 respondents who used Ridge Avenue Library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

<u>Southgate</u>
Southgate is ranked 14th out of the 25 wards in Enfield for level of local need. There is a low percentage of children in relative and absolute (17%) low-income families. Furthermore, the percentage of adults on employment benefits (4%) and households receiving universal credit (17%) is low compared to the borough population overall (6% and 28% respectively). There is also a low percentage of adults aged 16+ with no qualifications (17%).

In the phase one engagement, 81 respondents who used Southgate library declared whether they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

<u>Winchmore Hill</u>
Winchmore Hill is ranked 24th out of the 25 wards in Enfield for level of local need. Winchmore Hill also has low levels of adults on unemployment benefits (3%) and households receiving universal credit (14%). Similarly, the percentage of children

in relative and absolute (15%) low-income families is low in comparison to the borough population overall (27%).

In the phase one engagement, 20 respondents who used Winchmore Hill library declared they receive universal credit, council tax support and/or benefits. This is a small sample and would not enable a meaningful comparison to the ward population.

Digital Library

The library does not collect equalities data on users of the digital library, and therefore cannot be compared to the phase one engagement respondents or the borough population.

In the phase one engagement, 11 respondents who used the digital library declared they receive universal credit, council tax support and/or benefits. This is disproportionate when compared to the ward population.

Nationally, we know that some groups are more likely to be digitally excluded[185], this includes people who excluded because of socio-economic disadvantage. This may mean that people living in deprivation are less likely to use the digital library service.

Consultation:

Through the consultation, we want to understand how the proposals will impact respondents and what mitigating actions can be taken to reduce the impact on respondents.

This includes understanding the perspectives and experiences of people with different socio-economic backgrounds.

We will engage with voluntary and community organisations and forums working with or representing different groups to promote the questionnaire. This includes attendance at a meeting of Enfield Voluntary Services Strategy Group and promotion of the questionnaire via email to voluntary and community sector organisations on the Council's VCS database which include organisations working with people who are socio-economically disadvantaged.

Council officers working on the consultation exercise will be available at libraries across the borough at advertised times for members of the public to come and discuss the consultation in person and receive help in completing the questionnaire if they need it. We will also be running online drop in-session to discuss the consultation with people who would prefer to attend online.

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185 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

Nationally, we know that some groups are more likely to be digitally excluded[186], this includes people who excluded because of socio-economic disadvantage. Librarians will be able to help respondents who attend the library to complete the online questionnaire if they need it. Paper copies of the questionnaire will also be available on request in our libraries. We will therefore be providing support to people who may not be confident completing questionnaires online, such as people who are digitally excluded because of socio-economic disadvantage.[187]

We will ask respondents of the questionnaire whether they are in receipt of universal credit, council tax support and/or benefits so that we can analyse the results for different socio-economic groups. This will also allow us to track the number of respondents from different protected groups and tailor communication during the 12 weeks if needed to increase the number of responses where numbers are lower.

Proposal to retain Ordnance Unity Centre, Edmonton Green, Fore Street, Millfield House, Ponders End, Palmers Green, Enfield Town and Ridge Avenue libraries:
We are proposing to retain 8 libraries maintaining the existing resources and proposing 56 hours increase in opening hours per week. This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their socio-economic status.

Proposal to close Bullsmoor, Enfield Highway, Enfield Island Village, Bowes Road, Southgate, Winchmore Hill, Oakwood, and John Jackson libraries:
The proposal to close the 8 libraries will have a negative impact on all users of these libraries, regardless of their socio-economic status. However, we believe that this negative impact is justified by the need to improve and enhance the library service at the retained 8 libraries, and the need to deliver the library service in a more efficient manner.

There will be a network of 8 libraries across the borough that are available for everyone to access. In our phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries proposed to close were Enfield Town (67%), Palmers Green (43%), Ridge Avenue (31%), and Edmonton Green (23%). In the easy read version of the phase one engagement, the alternative libraries most used or visited by respondents who used the 8 libraries

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186 NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

[187] NHS Digital Inclusion https://digital.nhs.uk/about-nhs-digital/corporate-information-and-documents/digital-inclusion/what-digital-inclusion-is#:~:text=People%20likely%20to%20be%20digitally%20excluded,-90%25&text=Some%20sections%20of%20the%20population,people%20in%20lower%20income%20groups

proposed to close were Enfield Town (38%), Edmonton Green (21%), Palmers Green (21%) and Ponders End (21%).[188] Furthermore, the libraries most used by organisations and representatives were Enfield Town Library (56%), Edmonton Green (46%), and Palmers Green (21%).[189]

For the partner organisations operating from the libraries which are proposed to close, we will consult with them in the phase two consultation to understand whether they can operate from an alternative library and how we can mitigate the impact of the closure on them.

To further understand how residents travel to each library, why they use specific libraries and if they use any alternative libraries, we asked respondents how they tend to travel to each library as part of the phase one engagement. Of the 417 respondents who live, work or study in Enfield and use the 8 libraries proposed to close, 38% walk, 26% get the bus, 26% drive, 6% cycle and 4% get the train.[190]

We are proposing to retain 8 library hubs in the borough, this will mean that:
- 85% of residents live within a 25-minute walk from their nearest library
- 88% of residents live within a 20-minute public transport journey from their nearest library
- 98% of residents live within a 10-minute cycle ride from their nearest library
- 100% of residents live within a 10-minute car journey from their nearest library

We have proposed to retain libraries in areas with good transport connections across the borough and have focused resources in key shopping and leisure areas, as people are likely to travel to these areas for other reasons as well as to visit the library. All of these libraries are within 137 metres of a bus stop and 5 of the libraries have car parking spaces.

The proposed closure of 8 libraries may have a specific negative impact on people who are socio-economically disadvantaged and cannot afford to travel to an alternative library or afford access to the internet at home.

Proposal to retain the Digital Library:
We are proposing to retain the digital library service with no changes to the offer.

A large proportion of the population are now digitally active and online, however, it is recognised that barriers do still exist for some. These barriers include a combination of the affordability of devices and broadband or mobile data packages to access these digital services, as well as a lack of skills or confidence to use devices and navigate around the internet.

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[188] Base: 1,447 responses (standard questionnaire) and 24 responses (easy read questionnaire)
[189] Base: 815 responses

The digital library can be an essential service for those who cannot access a physical library for any reason and gives access to a wide range of material. However, we recognise that the proposed closure of 8 libraries may have a negative impact on people who are socio-economically disadvantage, who may be digitally excluded and unable to access the digital library service.

Proposal to retain the Home Library Service:
We are proposing to retain the Home Library Service and move its location from Southgate Library. The Home Library Service has 156 users as of March 2024. There is no anticipated impact of moving the Home Library Service, as this is not a public facing service. In its new location, we will continue to provide free parking for volunteers.

The Home Library Service, facilitated by the Royal Voluntary Service, deliver library services on our behalf to residents who are housebound because of their mobility, disability or caring responsibility. There is no charge for this service for users and users are visited once every two weeks.

This will have a positive impact on all users at these libraries and is not expected to have a differential impact on people because of their socio-economic status.

Proposal to formally declassify Angel Raynham as a public library:
The declassification of Angel Raynham library as a public library is not expected to have any differential impact on people because of their socio-economic background. The library will continue to be used exclusively as a school library by pupils at Raynham Primary school.

Mitigating actions to be taken.

Alternative Libraries
There will be a network of 8 libraries across the borough that are available for everyone to access.

We will update the library website with bus and train information, as well as local car parking arrangements, for each library.

Digital Library Service
We have a digital library service, which enable library users to access free e-learning, e-books, e-audiobooks, e-newspapers and e-magazines on their digital devices at home. This will mitigate the impact of the closure of the 8 libraries on users who are able to access the digital library service at home.

Library Consortium
Enfield library users can use their library cards at 22 local authorities' libraries, including neighbouring authorities: Waltham Forest, Haringey and Essex. This means that residents will be able to access a wide variety of libraries at their convenience.

Home Library Service

If a resident has a mobility, disability or caring responsibility that would make it difficult to visit an alternative library, the Royal Volunteer Service can deliver services on our behalf to their home. There is no charge for this service and the Royal Volunteer Service visit our home library users once every two weeks.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

A review will be undertaken 6 weeks after the launch of the consultation at which point, we will evaluate the level of responses from people from different protected groups and take extra measures to encourage engagement from any groups where responses are lower than expected.

At the end of the consultation, all feedback from stakeholders will be collated and analysed, and the results of this will be documented in a phase two consultation report.

We will carefully consider any responses to that consultation and anticipate being able to finalise a new library strategy and implement any changes in early 2025.