
Cabinet

23 February 2016

Name of Cabinet Member:

Cabinet Member for Strategic Finance and Resources – Councillor Gannon
Cabinet Member for Education – Councillor Kershaw
Cabinet Member for Children and Young People – Councillor Ruane

Director Approving Submission of the Report:

Executive Director of Resources

Ward(s) affected:

All

Title:

Connecting Communities – Phase 1 Outcome of Consultation

Is this a key decision?

Yes – the proposals in the report will affect the whole city and involve financial implications in excess of £1m

Executive Summary:

Connecting Communities is an ambitious and wide reaching approach to radically redesign services through co-production and collaboration with local communities. The approach focuses on how services might be delivered differently in the future in the communities and neighbourhoods where there is most need, and within the resources available.

This might include joining services together to reduce the number of buildings and staff that the Council and other statutory organisations require to deliver services.

Phase 1 of this element of Connecting Communities focuses on ten specific proposals for the delivery of a £1.2 million saving. The target for 2016/17, set through the original City Centre First programme for 2016/17 was £1 million but proposals made to Cabinet in November 2015, exceeded this by £0.2 million.

A public consultation process on the ten proposals took place between 7 December 2015 and 1 February 2016.

Cabinet also agreed for officers to begin to progress a widescale engagement programme, using innovative engagement methods, with residents, community groups and partner organisations.

This report provides an update on this activity and proposed next steps.

Proposals to achieve a further £3.8million savings needed for 2017/18 (Phase 2) will be developed following engagement between now and May 2016. Proposals for consultation will be brought to Cabinet in the summer of 2016. This reflects the total saving requirement of the original City Centre First programme of £5 million.

A number of Council services are included within the scope of Connecting Communities i.e. libraries, youth centres and services, children's centres, Play Centres, community centres, public conveniences and adult education. This list is by no means exhaustive and is expected to eventually comprise all elements of People Directorate, and possibly wider service transformation to deliver broader savings targets.

This report and its associated appendices deal with the consultation outcomes, the identified impacts of the proposals and make a set of recommendations for Cabinet to consider.

Recommendations:

Cabinet is recommended to:

1. Note that 7 petitions were considered by the Cabinet Members for Education and Children and Young People in relation to the proposals at their respective meetings on 12th February 2016 and have been considered and included as part of the consultation process and outcomes.
2. Consider the outcome of the consultation and the resulting equality impacts and the updated Equality and Consultation Analysis in **Appendix A** of this report.
3. Approve the implementation of the proposals detailed in **Appendix B**:-
 - a. For the Council to stop providing play activities at Edgewick and Eagle Street Play Centres and for the Council to lease the buildings to third party operators to be used for nursery provision for two, three and four year olds instead by September 2016.
 - b. To end delivery of library services from the Arena Park Library facility by not renewing the lease and to continue engagement with Holbrooks Community Care Association (HCCA) about the potential delivery of a reduced library service to be provided in the HCCA building by September 2016.
 - c. To end delivery of library services by not renewing the lease from the current Willenhall Library facility and to continue engagement about the potential delivery of a reduced library service to be provided in the Hagard Centre building by September 2016.
 - d. To end the mobile library service by 1 June 2016.
 - e. To cut the library media fund of £658,000 to £558,000 with effect from 1 April 2016.
 - f. For Central Library to continue to open seven days per week, but to close one hour earlier on weekdays – closing at 7pm instead of 8pm by September 2016.
 - g. To close Caludon Castle, Earlsdon and Foleshill libraries on Wednesdays and close Stoke and Tile Hill on Sundays by September 2016. To agree in principle that Bell Green, Earlsdon and Foleshill libraries remain open on Sundays provided that officers are satisfied as to the viability of a mix of paid staff and volunteers operating

the libraries on these days. In the event officers are not satisfied the question of whether the libraries should remain open on Sundays would be referred back to the Cabinet Member for Education.

- h. Withdraw the youth services commissioning budget effect from 1 April 2016 and continue to work with the community and voluntary sector to explore the best way that youth services for young people should be delivered across Coventry.
- i. To close six public conveniences located outside the city centre from 1 April 2016, keeping open the two city centre public conveniences.
- j. To enter into a lease with each of the community associations currently managing the community centres (six) within 12 months from approval of the proposal subject to variations to the approach specifically for Radford and Foleshill Community Centres

List of Appendices included:

Appendix A - Equality Consultation Analyses.

Appendix B - Final proposals for 2016/17 (Connecting Communities, Phase 1).

Appendix C - Connecting Communities (Phase 1) Programme Impact Analysis

Background papers:

None

Other useful documents

Connecting Communities – Cabinet – 26 November 2015

<http://moderngov.coventry.gov.uk/ieListDocuments.aspx?CId=124&MId=10764&Ver=4>

Empowered Citizens: Networked Communities

<http://democraticservices.coventry.gov.uk/documents/s27373/Empowered%20Citizens%20Networked%20Communities.pdf>

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

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Report title: Connecting Communities

1. Context (or background)

- 1.1 The Council's budget setting report for 2016/17 sets out a series of spending pressures and savings proposals for 2016/17 and beyond, taking into account proposals that have already been made, in earlier budget setting reports as part of the Council's medium term financial strategy.
- 1.2 These proposals in the budget setting report focused on ways, in light of reducing resources, the Council needed to protect the city's most vulnerable residents while supporting economic regeneration, investment, growth and job creation in the city.
- 1.3 The original City Centre First element of Connecting Communities is a key part of these proposals. The Council's budget setting report 2015/16 set saving targets for Connecting Communities of £1 million in 16/17, rising to £5m in 17/18.
- 1.4 Connecting Communities is a transformational approach that will enable services to be developed in areas where there is most need, focusing on making the best use of resources across sectors, organisations and groups and local communities.
- 1.5 This report describes the progress made with the emerging Connecting Communities programme, which replaces and expands the City Centre First programme. An update is provided on the steps the Council is taking to deliver the ambitious changes needed in order to deliver essential support against a background of significant spending cuts that will, by 2017, see the Council's grant from Government halved from 2010 levels.
- 1.6 Connecting Communities, to reflect the importance of delivering support effectively in neighbourhoods, aims to:
 - Transform the provision of public services by identifying existing community strengths, resources and aspirations in communities
 - Work with and support communities and organisations who want to develop and deliver alternative support and services in their communities
 - Invest in ways of delivering high quality services
 - Focus key services in areas of highest need
 - Deliver better services at lower cost – developing high quality services in fewer high quality buildings
- 1.7 While the aim of Connecting Communities is to empower local communities to be creative and to collaborate with others on how services can be delivered differently in the future, there is also an initial savings target of £5m, from the original City Centre First programme, set against the approach; for delivery by 2017/18.

1.8 Scope of Connecting Communities

- 1.8.1 The scope of Connecting Communities includes, but is not limited to, all community facing services operating from Council or community buildings excluding schools and in particular includes:
 - 17 libraries
 - 8 youth centres and youth services provided in 7 community venues
 - 14 children's centres managed by the Council and three operated by private, voluntary or independent sector
 - 2 play centres

- 21 community centres – 6 of these are directly controlled by the Council
 - 6 public conveniences outside the city centre
 - 26 sites where adult education classes are delivered (many of these taking place in the venues and centres listed)
- 1.8.2 The scope of Connecting Communities may be expanded to include other council support.
- 1.8.3 This original savings target for City Centre First, that was then set against Connecting Communities, meant that some specific proposals were required for delivery in 2016/17 and further proposals are required for 2017/18.
- 1.8.4 To enable delivery of 2016/17 savings target of £1m, ten specific proposals were developed and Cabinet approved a consultation with stakeholders to take place from 7 December 2015 to 1 February 2016.
- 1.8.5 This report and associated appendices details the outcome of the consultation and makes recommendations on proposals to be implemented. Each of the proposals consulted upon in each of the ten areas of activity are outlined in section 2 below.

1.9 Emerging messages from the consultation

- 1.9.1 There are a number of emerging messages from consultation feedback that do not relate specifically to individual proposals but the overall Connecting Communities approach and proposals consulted on to date as part of Phase 1. These are described below:
- Views that the consultation process could have been more accessible and better publicised. A significant range and number of responses were received as described in section 3 below.
 - General perception that the Council should continue to *provide* and *do*. Where alternatives have been suggested, the majority of these focus on what the Council can do differently rather than what communities or other organisations could do. It was made clear during the consultation that this approach is not viable.
 - Some suggestions that the Council could charge people to use services or generate income in other ways and views that the Council should consider reducing hours or closing smaller libraries in order to keep busier libraries open. The idea of seeking the sponsorship of libraries from businesses in the city was raised. This can be further tested through the Connecting Communities Phase 2 engagement process.
 - It was made clear that Coventry's residents value the library service and staff and consider that libraries are vital for accessing computers and the internet, for others it is somewhere to go and meet others and reduce social isolation. Parents and children value the opportunity to attend activities and interact with others, sometimes from different backgrounds.
 - Concern about potential negative impact of a number of proposals on older people, children and people with disabilities particularly in relation to proposed closure of Public Conveniences, the Mobile Library service, Play Centres and the proposed changes to library provision. The Equality Consultation Analyses have considered these concerns and where possible identified potential ways to mitigate against any negative impact. However, it will not be possible for the

Council to mitigate against all potential impacts and these are areas that Cabinet Members will need to consider when making their decisions.

- A concern that there will be a negative impact on the local community in Foleshill as a result of the proposal to stop the provision of play activities. The Equality Consultation Analyses have considered these concerns and where possible identified potential ways to mitigate against any negative impact. However, it will not be possible for the Council to mitigate against all potential impacts and these are areas that Cabinet Members will need to consider when making their decisions.
- Recognition that the proposals could have been more severe but concern about future service reductions. It was made clear during the consultation that there will be a need for further changes to Council services due to budget reductions but there are also opportunities to deliver services differently and more effectively.
- Lack of viable alternative options to save money or communities identifying their own ability to contribute to their local community; particularly as part of Phase 1. This is the start of a new conversation with local communities and we recognise that changing relationships and expectations takes time.
- Concern about how alternative community based libraries will work in practice i.e. location of library service within building, accessibility and whether buildings can be used for activities other than the specific library provision. These concerns will be taken into account as alternative library models are developed and implemented.
- Suggestion that the Council can make savings in other places e.g. senior manager salaries, Member allowances, roadworks, new buildings or make use of reserves to avoid the need to reduce services.
- Need to further develop with the public what we really mean by Connecting Communities and the value this could have in helping local communities to achieve their aspirations in the future. Work is in progress to communicate to the public in a way that is meaningful as this approach develops.

1.10 Delivering broader transformation through Connecting Communities

- 1.10.1 Redesigning services is a key component of the Connecting Communities approach and in some areas significant work continues to progress.
- 1.10.2 Two workshops have taken place since November 2015 to begin to explore with partners, the potential to collaborate and achieve both improved outcomes for people living in the city and required budgetary savings.
- 1.10.3 These workshops have started discussions between a range of public and voluntary sector organisations about current challenges and opportunities that might already exist, or could be created, to work together differently.
- 1.10.4 Public, voluntary and community sector partners are in a situation of having to make cuts and are keen to explore where there is appetite or opportunity to jointly deliver services with partners, or to encourage alternative community provided services.

- 1.10.5 The concept of organisations working across a variety of levels, from community roots through to big systems leadership; to enable development has been introduced and supported by the Local Public Services Board and as part of workshop and individual partner discussions.
- 1.10.6 Five neighbourhoods have been identified as being part of a first wave of engaging differently with local communities. This engagement will involve the communities themselves but also public sector organisations operating in that area, local ward councillors and others who are able to contribute and add value. The aim is to build on existing community strengths and existing networks to develop relationships between citizens and with local organisations, which actively promote and support collaboration to develop new local service models, which include community-led provision alongside public sector services.
- 1.10.7 More detail is set out in the report 'Empowered Citizens: Connected Communities'. The approach was agreed by the Cabinet Member Community Development, Co-operatives and Social Enterprises on 28th January 2016.
- 1.10.8 This type of engagement approach, and changing the way that engagement has been delivered historically, takes time to achieve.
- 1.10.9 The Council will therefore need to identify proposals to achieve the £3.8m saving, required specifically as part of Connecting Communities Phase 2, using a more traditional approach.
- 1.10.10 Opportunities identified through the Transition fund process will support this and where groups have expressed an interest in a particular area of service delivery, they will be directly involved in a process of targeted engagement for Phase 2.
- 1.10.11 Officers will develop outline proposals and work these up further in discussion with key stakeholders.
- 1.10.12 The innovative use of technology will play an important part in delivering the Connecting Communities programme. This could include technology that enables increased levels of self-serve and digital literacy, up to date public access equipment, loaning resources in different locations or through digital methods, and mobile working for staff that further reduces reliance on buildings as fixed service delivery or staff bases, enabling staff to spend more time with customers.
- 1.10.13 The opportunities to develop the use of technology in Council services will be considered during the engagement programme with opportunities being taken as they arise based on affordability, the Council's ICT strategy and service objectives. By mid-March 2016 all Coventry libraries, including those delivered in partnership, will have free high speed public Wi-Fi as standard following a successful grant award from the Arts Council.

2. Options considered and recommended proposals

- 2.1 The consultation analysis for each individual proposal is contained within the appendices to this report along with the accompanying Equality and Consultation Analysis. Cabinet is required to read all of this material when making their decision. The summaries below do not provide a comprehensive treatment of all of the issues raised during the consultation but highlight those considered to be most significant.

- 2.2 During and following conclusion of the consultation the comments received in respect of each proposal were collated and analysed. The impact of each proposal was considered as well as the overall impact of the proposed change. An overarching impact analysis has been completed to illustrate this and is included in **Appendix C** of this report.
- 2.3 Consideration has been given to consultation feedback and equality analysis to inform a view on whether the existing proposal should proceed as originally described, be varied in light of consultation feedback and impacts or withdrawn. The following sections summarise this for each proposal with full information included in the appendices.
- 2.4 Proposal 1 - Play Centres**
- 2.4.1 In reading this section please refer to:
- Appendix A – ECA, Play Centres**
Appendix B – Proposal, Play Centres
- 2.4.2 **Proposal summary**
- 2.4.2.1 The proposal was for the Council to stop providing play activities at Edgewick and Eagle Street Play Centres and to explore the option for them to be used for nursery provision for two, three and four year olds. The specific areas consulted on are detailed in Appendix B.
- 2.4.3 **Summary of consultation response**
- 2.4.3.1 This proposal has generated the greatest level of interest, with 5 petitions, media coverage, letters from children and opposition from a local school. Parents are particularly concerned about a lack of safe places for children to play in Foleshill and consider the Play Centres to have a positive impact on the lives of their children.
- 2.4.3.2 The viability of using the existing Play Centre buildings for nursery provision was explored during the consultation period and the response was positive, with three providers planning to submit a business case for both Play Centres, a further two just for Eagle Street and one just for Edgewick.
- 2.4.3.3 There is also a clear evidence base to demonstrate the need for nursery provision in the Foleshill area; particularly the 2 year old places. Foleshill has a lower uptake than other areas of Coventry. This links to the Early Help and Prevention Strategic objectives of supporting children to get ready for school, by giving them quality early learning opportunities and giving them the best start in life.
- 2.4.3.4 In addition, the Childrens Centre also based in Foleshill, will provide some mitigation of some of the perceived impacts of the Council ceasing to provide play activities e.g. provision of information and advice and a contact point to raise safeguarding concerns. Local schools will also be encouraged to consider additional after-school provision, although these decisions are at the discretion of these individual schools.
- 2.4.3.5 One e-petition and four written petitions have been submitted asking for the Council to reconsider this proposal. In accordance with the City Council's procedure for dealing with petitions, these play centre petitions were submitted for consideration by the Cabinet Member for Children and Young People on 12th February 2016.

- 2.4.3.6 The Council received an e-petition, "To save the closure of Edgewick and Eagle Street Play Centres" on 8th January 2016. The e-petition was organised by a Foleshill Ward resident and has 12 signatures as at 12th February 2016. The petition states:

"This petition is to save the closure of Edgewick and Eagle Street Play Centres. These centres are the last of the play centres within Coventry, and provide a safe place for our children to play. They are a place where multi-cultured children play together, and is one of only a few things which are still running which bring the community together. The council want to replace these for nurseries for the under 2's, but then there will be nothing for the older children left within Coventry where the children to play together safely. It is also where parents can report any misbehaviour's within and around the park, e.g. drug users, needles being found, which unfortunately is not as uncommon as some may think. Generations of families have used the play centres, and parents whom I have spoken to who used the centres themselves say it is where some of their fondest memories lay, so it would be a real shame to take this opportunity away from this and future generations."

- 2.4.3.7 A written petition was submitted to the Council on 17th December 2015. This was organised by a Foleshill Ward resident and has 72 signatures as at 12th February 2016. The petition states:

"We the undersigned, request the mayor and Councillors of Coventry City Council to immediately stop and remove any plans to close the usage of Eagle Street Play centre for children's play activities. The Eagle Street Play Centre has been operating for many years and has provided children of all cultures and backgrounds an opportunity to play together in a safe, warm and friendly environment. This has been instrumental in allowing children to have fun and at the same time learn to integrate successfully within a multicultural society. The Play Centre provides activities year round such as arts and crafts, sports and games, organised trips and much more."

- 2.4.3.8 A written petition was submitted to the Council on 23rd December 2015. This was organised by a Foleshill Ward resident and has 153 signatures as at 12th February 2016. The petition states:

"We, the undersigned parents have benefited from the play centres. We believe that taking the centre away will have a very negative effect on our communities and ask the Council to consider how they can be saved."

- 2.4.3.9 A written petition was submitted to the Council on 23rd December 2015. This was organised by a Foleshill Ward resident and has gathered 145 signatures as at 12th February 2016. The petition states:

"Petition to save our centres Edgewick and Eagle Street."

- 2.4.3.10 A written petition was submitted to the Council on 30th January 2016. This has gathered 311 signatures as at 12th February 2016. The petition states:

"Change their stance on public service cuts for free childcare! With new cuts from the council, free after school and holiday centres risk being cut. However, this can cause problems for the children that rely upon these centres. These cuts could see children playing by dangerous roads or getting caught up in gangs. The petition's aim is to make the council aware of the effect their decisions will have. We will not have them turn a blind eye to our children."

2.4.3.11 The Cabinet Member for Children and Young People considered the above petitions at a meeting held on 12th February 2016. The petition organisers were invited to the meeting to present the concerns of the petitioners.

2.4.3.12 Having considered the issues raised, the Cabinet Member recommended that the Cabinet note the concerns raised within the petitions (as detailed in paragraphs 2.4.3.6 to 2.4.3.10 above).

2.4.4 Summary of impact analysis

2.4.4.1 Within the population that would be affected by this proposal there are protected groups of age, race and deprivation.

2.4.4.2 At the time of writing the original proposal document in November 2015, 173 children were registered across both the Play Centres (including 14 known to Children's Services).

2.4.4.3 The proposal would specifically impact on the children who currently attend the Play Centres and their families.

2.4.4.4 The majority of children who attend the Play Centres are from Black and Minority Ethnic Groups and Foleshill is located in an area of deprivation in the city.

2.4.5 Consideration of the consultation

2.4.5.1 There is no requirement for the Council to deliver unregulated play activities in the city. These activities are not generally provided by other Councils and Foleshill is the only part of Coventry where these activities are provided.

2.4.5.2 There is also evidence that there are not enough early learning (nursery) places in the Foleshill area for two, three and four year olds. The evidence is that the participation of 2, 3 and 4 years olds in these improves the chances of children being ready for school.

2.4.6 Proposal following consultation

2.4.6.1 The proposal is for the Council to stop providing play activities at Edgewick and Eagle Street Play Centres and for the Council to lease the buildings to third party operators to be used for nursery provision for two, three and four year olds instead by September 2016.

2.4.6.2 Although potential nursery providers will be encouraged to consider their ability to provide activities for children at all times of the day, this would be at their own cost; although there may be opportunities for providers to apply for a broader range of funding to provide this type of activity. There would be no resource or commissioning commitment from the City Council in relation to this and decisions in this respect would be completely at the providers own risk. If potential nursery providers chose to provide play activities then they may charge for this service.

2.4.6.3 A plan will be developed to stop providing play activities from the existing Play Centre buildings and for nursery providers to begin delivery by September 2016. Existing play activities would stop prior to this date, subject to staff consultation and implementation will be carefully managed in line with Council Policies and Procedures.

2.5 Proposal 2 – Arena Park Library

2.5.1 In reading this section please refer to:

Appendix A – ECA, Arena Park Library

Appendix B – Project Proposal, Arena Park Library

2.5.2 Proposal summary

- 2.5.2.1 The proposal was to end delivery of library services from the Arena Park Library facility (and not renew the lease) and to enter into discussions to relocate reduced library provision at an alternative community location in Holbrooks.

2.5.3 Summary of the consultation response

- 2.5.3.1 During the consultation, discussions were progressed with Holbrooks Community Care Association (HCCA) to explore the viability of the provision of an alternative, reduced community library service in their building in Holbrooks.
- 2.5.3.2 These discussions were positive and HCCA have formally expressed an interest in the Transition Fund to enable them to progress this.
- 2.5.3.3 HCCA will now be required to complete a Business Case, as part of the Transition Fund process, to demonstrate their ability to deliver a library service. This will take place at the same time as further work with managers from the Library Service to ensure sustainability. HCCA will be supported in the co-delivery of a local library service for the Holbrooks area by limited Council staff support and use of library service stock and other resources.
- 2.5.3.4 During the consultation, there were clear concerns raised about the need to ensure accessibility to the new service location. The current library is seen to be in a convenient location and there are concerns about the potential loss of other services that are provided from the building. These matters will be taken into account when planning service changes.
- 2.5.3.5 A petition was received that relates to this proposal. In accordance with the City Council's procedure for dealing with petitions relating to library issues will be heard by the Cabinet Member for Education on 12th February 2016.
- 2.5.3.6 An e-petition was received by the City Council on 27th January entitled "Save Arena Park Library Community Hub". The petition closed before the Cabinet Member's meeting on 12th February 2016. The petition had 5 signatures in total. The petition states:

"Arena Park Library is a more than just a library, it is a Community Hub valued by so many people.

The library, the third busiest in the city, also provides a home for many community groups such as Friendship Group, Book Club Group, Poetry Group, Knit and Natter Group, Rhyme Time Groups, Stay and Play Groups and is a Homework Help Hub, to name but a few. There are community groups meeting within the library most mornings and afternoons. It also provides free Community IT access for a great many people. The library is a part of the Arena Park Shopping Complex. This means that it is extremely well supported by the public transport network, has extensive adjacent

parking and wonderful disabled access. The City Council is planning to close all of this and replace it with a small self service facility. This alternative will have no staff and will not support the community in anyway. It is purely a cost cutting exercise. They have already drastically reduced the number of staff at the library.

I am a member of the Knit and Natter Group at Arena Park Library. We are a group of ladies from a variety of cultures and backgrounds who come together each week to support and encourage each other. Several members of the Group have mental health issues, two members of the Group have Special Educational Needs, some of the ladies use it as a way to improve their English language skills. These are people and issues that Coventry City Council claims to support. Yet they are willing to destroy all this with, I believe, no accurate picture of the effects that their actions will have on the lives of the people who are members of these Groups.

I want the Kirsten Nelson, Director of Education, Adult Education and Libraries to look again at the proposed "replacement" of Arena Park Library and to fully identify the impact of closing the city's THIRD BUSIEST library in the city. If it must be moved to save money (the company that owns the building is asking for the council to sign a five year lease agreement costing £160,000 per year), then move it to a similar sized location and retain all of its current facilities and staff.

2.5.3.7 The Cabinet Member for Education considered the above petition at a meeting held on 12th February 2016. The petition organiser was invited to the meeting to present the concerns of the petitioners.

2.5.3.8 Having considered the issues raised, the Cabinet Member recommended that the Cabinet note the concerns raised within the petition (as detailed in paragraphs 2.5.3.6 above).

2.5.4 **Summary of impact analysis**

2.5.4.1 Within the population that would be affected by this proposal there are protected groups of age, race, disability, gender, carers and deprivation.

2.5.4.2 Arena Park library has a total of 8,617 members (as at 3rd September 2015). In 2014/15 there were a relatively high percentage of members (1,184) living outside Coventry. That same year, it was the fifth highest library visited with the third highest issues of books in Coventry. The facility is leased to the Council by a private landlord.

2.5.4.3 The lease ended in September 2014 and the landlord of Arena Park Library is asking the Council to commit to a new five year lease at a cost of £160,000 a year. It is the most expensive community library. The nearest alternative library facilities are at Bell Green (2.3 miles* from Arena Park), Foleshill (2.1 miles* from Arena Park) and Jubilee Crescent (2 miles* from Arena Park).

*driving distance, source google maps

2.5.5 **Consideration of the consultation**

2.5.5.1 HCCA have provided the Council with an opportunity for services to be delivered differently in the community.

2.5.5.2 It is not viable for the Council to continue to pay such high lease costs in light of its budgetary position.

2.5.5.3 Although people are concerned about the perceived loss of a library service in a convenient location, the alternative location is in the same area of the city.

2.5.6 Proposal following consultation

2.5.6.1 To end delivery of library services from the Arena Park Library facility by not renewing the lease and to continue engagement with Holbrooks Community Care Association (HCCA) about the potential delivery of a reduced library service to be provided in the HCCA building by September 2016.

2.6 Proposal 3 – Willenhall Library

2.6.1 **In reading this section please refer to:**

Appendix A – ECA, Willenhall Library

Appendix B – Project Proposal, Willenhall Library

2.6.2 Proposal summary

2.6.2.1 The proposal was to end delivery of library services (and not renew the lease) from the current Willenhall Library facility and to continue discussions with the Hagard Centre about a more cost effective community library being located within the Centre.

2.6.3 Summary of the consultation response

2.6.3.1 During the consultation, discussions were progressed with the Hagard Centre to explore the viability of the provision of an alternative, reduced community library service in their building.

2.6.3.2 Discussions with the Hagard Centre have been positive and an expression of interest in the Transition Fund has been received to support the delivery of this alternative library service.

2.6.3.3 The Hagard Centre will now be required to complete a Business Case, as part of the Transition Fund process, to demonstrate their ability to deliver a library service. This will take place at the same time as further work with managers from the Library Service to ensure sustainability.

2.6.3.4 Some concerns have been expressed about space and access limitations in the proposed new library service location, however these would be considered as part of implementation of the new model.

2.6.4 Summary of impact analysis

2.6.4.1 Within the population that would be affected by this proposal there are protected groups of age, race, disability, gender, deprivation, pregnancy/maternity and carers.

2.6.4.2 Willenhall Library has a total of 3,408 members (as at 3rd September 2015). In 2014/15, there were 69 members living outside Coventry. That same year, it was the third busiest for visitors, and had the sixth most book issues. There are currently limited other library resources available for this part of the city.

2.6.4.3 The alternative library location is on the same road as the current library building.

2.6.5 Consideration of the consultation

2.6.5.1 The Hagard Centre has provided the Council with an opportunity for services to be delivered differently in the community.

2.6.5.2 Although concerns have been expressed about space and access limitations in the proposed new library service location, these would be considered as part of implementation of the new model.

2.6.6 Proposal following consultation

2.6.6.1 To end delivery of library services by not renewing the lease from the current Willenhall Library facility and to continue engagement about the potential delivery of a reduced library service to be provided in the Hagard Centre building by September 2016.

2.7 Proposal 4 – Mobile Library Service

2.7.1 In reading this section please refer to:

Appendix A – ECA, Mobile Library Service

Appendix B – Project Proposal, Mobile Library Service

2.7.2 Proposal summary

2.7.2.1 The proposal was to end the mobile library service. The mobile library service serves most parts of the city. The majority of stops are a mile or less from a library building. The service visits each of the 64 existing stops every week (Monday to Saturday).

2.7.3 Summary of the consultation response

2.7.3.1 A petition was received that relates to this proposal. In accordance with the City Council's procedure for dealing with petitions relating to library issues was heard by the Cabinet Member for Education on 12 February 2016.

2.7.3.2 An e-petition "Save the Mobile Library Service in Coventry" was presented to the Council on 3 December 2015. The e-petition organised by an Earlsdon resident and sponsored by Cllr Jaswant Singh Birdi gathered 16 signatures and has been subsequently added to by similarly worded hard copy petition which contained 193 signatures (total 209). The petition asked:-

"Coventry Council are consulting on changes to the library services in the City, with a proposal to scrap ALL mobile libraries across Coventry.

This petition requests the Council NOT to scrap the mobile library, but instead to explore the option of sharing this service with other Local Authorities (Similar to the service in Warwickshire and Solihull). This should enable the Council to make savings but also keep the mobile library running.

Cancelling the mobile library will mean that many people, especially in the rural parts of North-West Coventry, will be excluded from library services as the nearest ones will be in the city centre or other suburbs. On Wednesdays the only library proposed to be open will be the City Centre."

- 2.7.3.3 The Cabinet Member for Education considered the above petition at a meeting held on 12th February 2016. The petition organiser was invited to the meeting to present the concerns of the petitioners.
- 2.7.3.4 Having considered the issues raised, the Cabinet Member recommended that the Cabinet note the concerns raised within the petition (as detailed in paragraphs 2.7.3.2 above).
- 2.7.3.5 Concerns were raised during the consultation about the need to ensure that people who have limited mobility are able to access a library service and do not lose the interaction they currently have with library staff.
- 2.7.4 **Summary of impact analysis**
- 2.7.4.1 Within the population that would be affected by this proposal there are protected groups of age, race, disability, gender, pregnancy/maternity and deprivation.
- 2.7.4.2 The mobile library service serves most parts of the city including areas of deprivation. The majority of stops are a mile or less from a library building. The service visits each of the 64 existing stops every week (Monday to Saturday). The service has 794 registered users (as at 3rd September 2015); approximately 65% of those are children and approximately 6% are older people aged 60+.
- 2.7.4.3 There were 13,503 visits across 64 stops in 2014/15.
- 2.7.5 **Consideration of the consultation**
- 2.7.5.1 Members of the public not able to visit a static library, for example frail elderly people, those who have physical disabilities or who have limited mobility are able to access the Coventry Home Library Service provided in partnership with Age UK Coventry. This service has capacity to take on additional demand which may follow the mobile closure.
- 2.7.5.2 Additionally the Library and Information Service will be creating a Library Action Team with peripatetic staff able to visit group in the community and deliver library services where they are most needed, this could include communities potentially impacted by the end of the mobile library service.
- 2.7.5.3 Officers have considered a suggested alternative option of sourcing a Mobile Library Service from a neighbouring Local Authority. Following consideration, it was determined that the financial cost of any arrangement with a neighbouring provider would be disproportionate for the potential outcomes from the service given the limited and declining use of the current mobile library. In addition, there would also be difficulties with the borrowing and returning of library books.
- 2.7.6 **Proposal following consultation**
- 2.7.6.1 To end the mobile library service by 1 June 2016.

2.8 Proposal 5 – Library Media Fund

2.8.1 In reading this section please refer to:

Appendix A – ECA, Library Media Fund

Appendix B – Project Proposal, Library Media Fund

2.8.2 Proposal summary

- 2.8.2.1 The proposal was to cut the library media budget of £658,000 by £100,000 in 2016/17. The library and information service has a media fund of £658,000 for 2015/16 which is used for the purchase of new books, including books in large print and talking books, DVDs, newspapers and magazines and materials in other languages.

2.8.3 Summary of the consultation response

- 2.8.3.1 People suggested that the Media Fund should not be reduced and that budget cuts should be made elsewhere. Concerns were raised that the media fund is needed to provide a wide range of material as people are unable to buy books.

2.8.4 Summary of impact analysis

- 2.8.4.1 The proposed cut in funding will reduce the availability of new materials. Within the population that would be affected by this proposal there are protected groups of age, disability, pregnancy/maternity, race and deprivation.

2.8.5 Consideration of the consultation

- 2.8.5.1 The proposed reduction is only 15% of the total Media Fund, ensuring that the Council is still able to purchase a wide range of reading and other materials for library users. Spend would be prioritised to meet users' needs and Council priorities.
- 2.8.5.2 The Library and Information Service will ensure that expenditure on materials for people with disabilities will be protected against the budget reduction.

2.8.6 Proposal following consultation

- 2.8.6.1 To cut the library media budget of £658,000 by £100,000 with effect from 1 April 2016.

2.9 Proposal 6 – Central Library Opening Hours

2.9.1 In reading this section please refer to:

Appendix A – ECA, Central Library

Appendix B – Project Proposal, Central Library

2.9.2 Proposal summary

- 2.9.2.1 The proposal was for Central Library to continue to open seven days per week, but to close one hour earlier on weekdays – closing at 7pm instead of 8pm. Central Library is open from 9.00am to 8.00pm Monday to Friday and from 9.00am to 4.30pm on Saturdays and from 12.00pm to 4.00pm on Sundays.

2.9.3 Summary of the consultation response

2.9.3.1 During the consultation, people raised concerns about the ability for people to access a library service during 7pm and 8pm if the Central Library opening hours were to reduce. Some suggestions were made for the Council to consider closing during a different hour of the day.

2.9.3.2 However, the proposed hour for closure remains the quietest hour of each weekday and would therefore have the least amount of impact on people using the library.

2.9.4 Summary of impact analysis

2.9.4.1 Within the population that would be affected by this proposal there are protected groups of age, race, disability and gender.

2.9.5 Consideration of the consultation

2.9.5.1 The hour proposed for closure is the quietest of the working week (3,135 loans in total between 7.00pm and 8.00pm from 8th April 2015 to 17th September 2015).

2.9.5.2 Some people indicated during the consultation that they would be able to access the Central Library at alternative times during the week/weekend.

2.9.6 Proposal following consultation

2.9.6.1 It is proposed that Central Library continues to open seven days per week, but closes one hour earlier on weekdays – closing at 7pm instead of 8pm by September 2016.

2.10 Proposal 7 – Community library opening hours

2.10.1 In reading this section please refer to:

Appendix A – ECA, Community Library Opening Hours

Appendix B – Project Proposal, Community Library Opening Hours

2.10.2 Proposal summary

2.10.2.1 Community libraries in Coventry have variable opening hours. It was proposed to standardise opening hours across all community libraries and for all community libraries to be closed on Wednesdays and Sundays. This would mean Caludon Castle, Earlsdon and Foleshill libraries closing on Wednesdays and Bell Green, Earlsdon, Foleshill, Stoke and Tile Hill closing on Sundays. In addition to these reductions in opening hours it was proposed that the Council would pursue alternative ways of running the libraries working with other statutory and/or voluntary sector organisations and groups.

2.10.3 Summary of the consultation response

2.10.3.1 During the consultation, the importance of libraries being open on different days of the week was raised. Specifically for Bell Green, Foleshill and Earlsdon libraries, concerns were raised about the potential impact on local communities if they do not open on Sundays.

2.10.3.2 Further usage analysis was also completed by the library service, for the libraries potentially affected by this proposal during the consultation. This analysis took account of ICT usage, visitors and issues, alongside measures of deprivation and the potential to recruit volunteers in local communities. This analysis highlighted the high ICT usage at Bell Green and Foleshill along with high book issues at Earlsdon which resonated with the consultation responses received.

2.10.4 Summary of impact analysis

2.10.4.1 The libraries currently have approximately 959 average visits per week on Wednesdays and 888 average visits per week on Sundays (figures are weekly averages from Monday 29th June to Sunday 13th September 2015). Within the population that would be affected by this proposal there are protected groups of age, disability, gender, pregnancy/maternity, race, carers and deprivation.

2.10.5 Consideration of the consultation

2.10.5.1 The Library Service is keen to explore new ways in which there can be a Sunday opening presence in local communities. Consultation feedback and analysis of library usage suggests that it would be beneficial to retain Sunday opening at Bell Green, Foleshill and Earlsdon Libraries to ensure that local community needs are met in line with the analysis described above.

2.10.6 Proposal following consultation

2.10.6.1 To close Caludon Castle, Earlsdon and Foleshill libraries on Wednesdays and close Stoke and Tile Hill on Sundays.

2.10.6.2 To agree in principle that Bell Green, Earlsdon and Foleshill libraries remain open on Sundays provided that officers are satisfied as to the viability of a mix of paid staff and volunteers operating the libraries on these days. In the event officers are not satisfied the question of whether the libraries should remain open on Sundays would be referred back to the Cabinet Member for Education.

2.10.6.3 Proposed implementation by September 2016.

2.11 Proposal 8 – Youth Services Commissioning Budget

2.11.1 In reading this section please refer to:

Appendix A – ECA, Youth Services Commissioning Budget

Appendix B – Project Proposal, Youth Services Commissioning Budget

2.11.2 Proposal summary

2.11.2.1 The Youth Service has a commissioning budget with an allocation of £139,000 to enable organisations to deliver positive activities. No organisations are currently funded from this budget on an ongoing basis.

2.11.2.2 The proposal was to withdraw the youth services commissioning budget for 2016/17 and work with the community and voluntary sector to explore the best way that youth services for young people should be delivered across Coventry.

2.11.3 Summary of the consultation response

- 2.11.3.1 Concerns were raised during the consultation about the potential risk of increasing anti-social behaviour and general impact on young people if the proposal were to be implemented.
- 2.11.3.2 Some people suggested that an increased role of the voluntary/community sector in delivering youth services might be positive, whilst others identified the need for the Council to have an ongoing role.

2.11.4 Summary of impact analysis

- 2.11.4.1 Within the population that would be affected by this proposal there are protected groups of age, disability, gender, race and deprivation.
- 2.11.4.2 The number of young people directly impacted will be minimised because there are currently no ongoing activities being funded through this budget so no current service users will be impacted. Where grants are awarded, it is clear that the grants are time-limited.
- 2.11.4.3 Youth service activities focusing on the most vulnerable young people should be prioritised above the provision of more general activities funded through the commissioning budget.

2.11.5 Consideration of the consultation

- 2.11.5.1 No organisations are currently funded from the Youth Services Commissioning budget on an ongoing basis. Whilst young people would have a reduced access to positive activities currently funded through this pot of money, withdrawing it will not fundamentally impact on large numbers. Activities that have been supported by the fund in the past have not been targeted to support any particular youth groups.
- 2.11.5.2 The Council's Integrated Youth Support Service will continue at this stage and will actively engage with groups and volunteers who identify ways that they can support young people in the city.

2.11.6 Proposal following consultation

- 2.11.6.1 To withdraw the youth services commissioning budget for 2016/17 with effect from 1 April 2016.

2.12 Proposal 9 – Public Conveniences

2.12.1 In reading this section please refer to:

Appendix A – ECA, Public Conveniences

Appendix B – Project Proposal, Public Conveniences

2.12.2 Proposal summary

- 2.12.2.1 The proposal was to close six public conveniences located outside of the City Centre. The two city centre public conveniences would remain open.

2.12.3 Summary of the consultation response

- 2.12.3.1 The Council provides eight public conveniences in the city, two in the city centre (Library and Pool Meadow) and six in suburban locations (Canal Basin, Earlsdon, Foleshill, Radford, Riley Square and Tile Hill).
- 2.12.3.2 During the consultation, concerns were raised about people being able to access public conveniences when they go out. It was also suggested that if the public conveniences closed, this might mean that some people do not go out as often and/or do not visit shops and other facilities located near to the public conveniences.

2.12.4 Summary of impact analysis

- 2.12.4.1 Within the population that would be affected by this proposal there are protected groups of age, disability, gender and pregnancy/maternity. Concerns were raised during the consultation about the potential impact on older people, people with disabilities/health issues and pregnant women and those with young children if this proposal were to be implemented.

2.12.5 Consideration of the consultation

- 2.12.5.1 In line with Public Health legislation the Council has the discretion to provide public conveniences. There are currently many areas of the city where there is no Council provision of public conveniences and the location of the suburban public conveniences is a historic anomaly. There are existing toilet facilities that can be used, although the Council can make no guarantee of these. Information about the location of alternative toilets that are available for the public to use can be found in a variety of ways including information available online or by downloading one of the relevant mobile phone applications.

2.12.6 Proposal following consultation

- 2.12.6.1 It is proposed to close six public conveniences located outside of the City Centre from 1 April 2016. The two city centre public conveniences would remain open.

2.13 Proposal 10 – Community Centres

2.13.1 In reading this section please refer to:

Appendix B – Project Proposal, Community Centres

2.13.2 Proposal summary

- 2.13.2.1 The City Council has successfully transferred community centres at Bell Green, Cheylesmore, Haggard and Wyken to full community self-management. It was proposed to asset transfer the remaining (six) community centres to community organisations on a full responsibility basis.

2.13.3 Summary of the consultation responses

2.13.3.1 Some concerns were raised during the consultation about the ability of community groups to take on full responsibility for a community centre. Some clarification was also sought regarding the Council's asset transfer policy and in what circumstances a community group, other than the one currently running the building, can apply for asset transfer.

2.13.3.2 Some Expressions of Interest in the Transition fund were also received from community organisations with an interest in running the community centres. These were from organisations other than existing community organisations currently managing the community centres.

2.13.4 Summary of impact analysis

2.13.4.1 There has been no identified impact on users as a result of the proposed asset transfers. Equality impacts will be considered on an ongoing basis.

2.13.5 Consideration of the consultation

2.13.5.1 The consultation identified the timescale for current community organisations managing community centres to enter into a full repairing and insuring lease and to take full responsibility for the buildings that they occupy.

2.13.6 Proposal following consultation

2.13.6.1 To enter into a lease with each of the community associations currently managing the community centres (six) within 12 months from approval of the proposal subject to variations to the approach specifically for Radford and Foleshill Community Centres.

2.13.6.2 The Council will continue discussions with the community association managing Radford Community Centre to consider the possible redevelopment of the site within Phase 2. Foleshill Community Centre will continue to be subject to the recommendation of Cabinet Member for Community Development Cooperatives and Social Enterprise in the report on the future of Foleshill Community Centre dated 10th September 2015.

2.13.6.3 If at the end of the 12 month period referred to above the existing community association has not entered into a full repairing and insuring lease, the community association will be required to vacate the community centre and the Council would then go out to seek expressions of interest for an alternative community organisation to take on the management of the community centre and enter into a lease. If no such group can be found then the Council will look to close the community centre.

2 Use of Transition Fund

2.1 As part of the 2015/16 budget setting process the Council agreed to establish a one-off £500,000 Transition Fund to support work with residents and communities in developing new approaches to delivering Council services.

2.2 Following a merger of this fund with the Community Grant Fund, the Transition fund has increased to £525,000.

- 2.3 During the consultation period, Expressions Of Interest (EOI) were invited from groups and organisations. 37 EOI's were received in total to the value of approximately £650,000. These EOI's are being evaluated and groups/organisations will be invited to submit formal applications or business cases where appropriate, to access one-off funds from the Transition Fund.
- 2.4 EOI's have been received that would potentially support the delivery of Phase 1 proposals or help to develop Phase 2 proposals. In some cases, criteria has not been met and groups/organisations will be informed that they have not been successful in progressing to the next stage of the process.
- 2.5 Key criteria for final award will include the need for a clear plan for the proposal to deliver long-term cost savings to the Council as well as being required to fit with the principles of the Connecting Communities programme (see paragraph 1.6).
- 2.6 The Executive Director, Resources was granted delegated authority to make decisions on the award of the Transition Fund in consultation with the Cabinet Member for Strategic Finance and Resources as part of the November Cabinet Report, where a matter requires expediency or where lower risk/value opportunities are identified.
- 2.7 Decisions such as this will be required to enable delivery of some Phase 1 proposals (proposals 1 to 3) subject to satisfactory completion of the Transition Fund process. Furthermore, additional decisions may be required to enable progress with other opportunities.

3 Results of consultation undertaken

- 3.1 The consultation undertaken between 7 December 2015 and 1 February 2016 was extensive and covered the ten proposals that form Phase 1 of Connecting Communities.
- 3.2 The consultation was public. In order to ensure that stakeholders were able to share their views with the Council, the consultation was undertaken in a variety of ways.
- 3.3 A combination of methods was used to consult including on-line surveys, with paper copies available on request, with a generic set of questions for each proposal. The survey was available throughout the eight week consultation period, on the City Council website. The consultation was also made available in ten different languages including Punjabi, Gujarati, Mandarin and others.
- 3.4 Staff, Trade Unions, service users, voluntary sector organisations and local communities were encouraged to take part in and had the opportunity to take part in the consultation through the methods outlined above.
- 3.5 Consultation responses were received in a variety of formats including meeting discussion, letters, e-mails and telephone conversations.
- 3.6 A range of consultation meetings and drop-in sessions were held for different communities and groups, some of these offering the opportunity to discuss all ten proposals. During consultation meetings people were asked to encourage other interested parties to participate in the consultation and share their views. People were also reminded that they could contribute to the consultation on as many occasions as they wanted to.

- 3.7 Paper copies of the consultation proposal documents and the consultation survey were made available on request. Pre-paid envelopes were made available if required.
- 3.8 An easy read leaflet was also developed to provide an overview of all ten proposals and described how people could get involved in the consultation.
- 3.9 Social Media was used to promote the consultation, reminding people about the consultation meeting dates via the Council's Facebook and Twitter accounts.
- 3.10 Over the period of the consultation, approximately 80 consultation meetings were held, 550 people were spoken to as part of a consultation meeting or in response to individual feedback and approximately 12,000 people were directly contacted using mailing and distribution lists. Furthermore, more than 980 survey responses were recorded, with many of these responses representing feedback from a number of people rather than an individual and more than 3,300 website visits were registered. 141 letters and pictures have also been received from children and young people in response to the Play Centres proposal, in addition to a scrapbook containing 127 comments from children.
- 3.11 Specific responses were also received from 2 Trade Unions (Coventry Teachers Association and Unison/Unite).
- 3.12 All feedback from the consultation was recorded and analysed throughout the process.
- 3.13 It is clear from the consultation that most people who responded are not in support of the proposals. This has been identified through comments received during consultation meetings and through survey responses where people indicated that they disagreed with the proposals. In some cases people have completed the survey to the effect that they consider the proposal that they are feeding back on to be positive but their written comments do not support this and in fact suggest that they would consider the impact to be negative.
- 3.14 During the consultation people were given the opportunity to put forward alternative options for how savings could be made. Although some alternative proposals were received, these would not achieve the level of savings required by the financial target for 2016/17. See section 1.9.1 above and proposal documents in Appendix B.

4 Timetable for implementing this decision

- 4.1 If decisions were made to implement any or all of the proposals they will be implemented as early as possible in 2016/17.
- 4.2 Due to the range and complexity of proposals identified, implementation will begin from 1 April 2016 and will be achieved across all proposals during 2016/17.

Table 1 – delivering the financial requirement

Proposal	Recommended changes	Full year saving £000's
1	De-commissioning of Play Centres	165
2	Not renewing lease at Arena Park library and continuing discussions to deliver reduced library provision within Holbrooks Community Care Association building.	303
3	Not renewing lease at Willenhall library and continuing discussions to deliver reduced library provision within the Hagard Centre building.	46
4-7	Deliver library services savings as detailed in table 2 below	433
8	Ceasing the use of the Youth Service Commissioning Fund	139
9	Cease provision of suburban public conveniences	50
10	Transfer community centres	30
		1,166

The library service savings identified in the table above can be broken down further:

Table 2: Outline of library service proposals

Proposal	Recommended Changes	Full year saving £000's
4	Closure of mobile library	85
5	Reduced media fund	100
6	Reduced opening hours at Central library (staffing)	40
7	Reduced opening hours at Community Libraries (staffing)	98
	Management Costs (staffing)	110
	Total	433

5 Comments from Executive Director of Resources

5.1 Financial implications

- 5.1.1 The financial implications have been included throughout this report. This section provides a brief summary.
- 5.1.2 The recommendations in this report will enable achievement of the £1 million saving target allocated to the City Centre first review as part of the Medium Term Financial Strategy. See table 1 in section 4.2. The target rises to £5 million in 2017/18.
- 5.1.3 The proposals will enable achievement of a £1.2 million full year saving. However delays in implementation will reduce the level of financial savings that can be achieved in 2016/17.
- 5.1.4 Following a period of engagement, officers will formulate proposals for consultation that will deliver the full saving of £5 million, as identified through the City Centre First Programme; which has been consumed into Connecting Communities. The overall financial target for which will be much greater considering the scale of change needed for the City Council to operate within its available resources and deliver support to the people of Coventry alongside partner organisations. Proposals for consultation will be formulated by summer 2016.

- 5.1.5 Any capital investment decisions will be considered following the recommended period of engagement. Any capital investment (including further enhancement of the digital offer) will need to be funded from further savings as a result of the implementation of this strategy.
- 5.1.6 The £500,000 Transition Fund identified in the February 2015 budget setting report will be used to support Council stakeholders in accessing one-off funds. Following a merger of this fund with the Community Grant Fund, the Transition Fund has increased to £525,000. The fund will be accessed where; following consultation and engagement with stakeholders, expressions of interest are made that will deliver ongoing savings for the Council.

5.2 Legal implications

- 5.2.1 The proposals outline a number of significant changes to the way in which the Council delivers services to the population of the city, whilst continuing to comply with its statutory responsibilities.
- 5.2.2 Public authority decision makers are under a non-delegable ongoing duty to have due regard to the need to advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not (Public sector equality duty - s 149(1) Equality Act 2010).
- 5.2.3 The protected characteristics are age, disability, gender, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sexual orientation, looked after children, carers and deprivation.
- 5.2.4 Decision makers must be consciously thinking about the equality duty as part of their decision making process with rigour and with an open mind. The duty is to have “due regard”, not to achieve a result but to have due regard to the need to achieve these goals. Consideration must be given to the potential adverse impacts and the measures (if any) that are available to minimise any discriminatory effects.
- 5.2.5 The proposed consultation and resulting updated equality assessment is intended to enable the decision makers to consider the impact and public response to the proposals and any alternative proposals raised. The product of the consultation must be conscientiously taken into account when the ultimate decision is made.
- 5.2.6 In respect of proposals around library provision S.7 Public Libraries and Museums Act 1964 creates a duty upon local authorities to provide a comprehensive and efficient library service for all persons. In fulfilling its duty local authorities should have consideration to the desirability of securing adequate stock and encourage people to make full use of the service.
- 5.2.7 In respect of the provision of public conveniences Public Health legislation creates discretion for Local Authorities to make provision.
- 5.2.8 The Council will be required to enter into sub leases with Holbrooks Community Care Association (HCCA) and Willenhall Community Forum Ltd in respect of the proposed transfer of library provision to Holbrooks (HCCA) and Hagard Community Space.
- 5.2.9 The Council will have to enter into lease(s) with the chosen nursery provider(s) for Eagle Street & Edgewick Park Play Centres.

- 5.2.10 The Council will need to take legal steps to end the leases of the Arena Park and Willenhall libraries.

6 Other implications

6.1 How will this contribute to the Council's priorities? **<http://www.coventry.gov.uk/councilplan>**

- 6.1.1 The Connecting Communities programme, subject to further engagement and consultation, will make a positive contribution to the council's priorities, particularly in relation to: a prosperous Coventry; citizens living longer, healthier, independent lives; making Coventry an attractive and enjoyable place to be; ensuring that children and young people are safe, achieve and make a positive contribution; encouraging a creative, active and vibrant city; developing a more equal city with cohesive communities and neighbourhoods.

- 6.1.2 Following the implementation of the above proposals, the City Council has considered the City's needs in terms of its responsibility to deliver a comprehensive and efficient library service (as defined by the Public Libraries and Museums Act 1964) and has concluded that the service as amended will comply with statutory requirements.

6.2 How is risk being managed?

- 6.2.1 A strategic group meets regularly supported by an operational group that meets fortnightly to progress actions and manage identified risks. A project risk register has been established for the programme of work. Key risks identified include community readiness to deliver services differently, management and implementation of the Transition Fund. Risks will continue to be identified, mitigations sought and impact managed through this process.

- 6.2.2 There is a risk to the delivery of proposals 2 and 3, if community organisations are not successful in being awarded Transition funding as described in section 2 above.

6.3 What is the impact on the organisation?

6.3.1 Financial impacts

- 6.3.1.1 The financial impact of the recommendations made will enable achievement of the Medium Term Financial Strategy targets for 2016/17, and provide a strategy for achieving further targets by 2017/18.

6.3.2 Staffing impacts

- 6.3.2.1 If approved, the specific proposals for Connecting Communities Phase 1 2016/17 will impact on staff in different ways; there will be staffing reductions in some cases and changes to working patterns and shift allowances in others. The proposed changes in library services would lead to a reduction of approximately 16.75 FTE and changes to some shift allowances; a reduction of 3.98 FTE (headcount 8) in Play Centres and a reduction of 1.0 FTE in relation to public conveniences. In addition proposed library management changes would impact on a further 3.0 FTE. Staff and Trade Unions have been consulted on the specific content of the proposals for 2016/17 and if approved they will also be consulted on detailed plans for implementation, where staff are affected. Any staff impacts will be managed in accordance with the City Councils'

agreement on management of change which aims to manage staffing reductions through management of vacancies, reviews of temporary contracts and avoidance of compulsory redundancies through redeployment or ER VR opportunities where possible.

- 6.3.2.2 In relation to Connecting Communities Phase 2 – delivering the financial requirement for 2017/18, Staff and Trade Union colleagues will be invited to contribute to the engagement programme and play an active role in helping shape the future service delivery and identify solutions to budget pressures.

6.4 Equalities / EIA

- 6.4.1 Proposals for delivery of savings in 2016/17 (Phase 1) cover libraries, Play Centres, the youth services commissioning budget, community centres and public conveniences. These are attached in **Appendix B**. An analysis of equality impacts was completed before the consultation for proposals affecting the libraries service, Play Centres, youth services and public conveniences. The initial Equality Consultation Analysis (ECA) documents have been updated to take account of consultation feedback and findings and these are attached in **Appendix A** to illustrate the current understanding of the potential impact of implementation of these proposals. An ECA has not been completed for community centres but equality impacts will be considered as part of each proposed asset transfer process on an ongoing basis. An equalities impact analysis for the Connecting Communities Programme is provided in **Appendix C**.
- 6.4.2 ECA documents will be completed to illustrate the potential impact of implementation of integrated services, increased community and partnership work that may emerge from delivery of the Connecting Communities approach when this is better understood, as a result of the planned community engagement to encourage collaboration and co-design of local services.

6.5 Implications for (or impact on) the environment

- 6.5.1 None

6.6 Implications for partner organisations?

- 6.6.1 The programme of work described focuses on changing the current relationship that the Council has with local communities in Coventry, as well as partner organisations, the community and voluntary sector. Subject to the outcome of consultation and engagement, it is envisaged the work will result in closer working and more shared responsibilities and ultimately a transformation of community and partnership working in the city.

Report author(s):**Name and job title:**

Michelle McGinty – Head of Involvement and Partnerships

Directorate:

People

Tel and email contact:

024 7683 1514 michelle.mcgintry@coventry.gov.uk

Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Pete Fahy	Director, Adult Services	People	1.2.16	9.2.16
John Gregg	Director, Children's Services	People	1.2.16	5.2.16
Lisa Commane	Assistant Director - ICT, Transformation and Customer Services	Resources	1.2.16	3.2.16
Nigel Clews	Assistant Director – Property Asset Management	Place	1.2.16	10.2.16
Kirston Nelson	Director of Education	People	1.2.16	12.2.16
Lara Knight	Governance Services Co-ordinator	Resources	1.2.16	2.2.16
Aimee Proctor	Finance Business Partner	Resources	1.2.16	4.2.16
Sarah Kinsell	Accountant	Resources	1.2.16	4.2.16
Marion O'Brien	HR Business Partner	Resources	1.2.16	4.2.16
Richard Pearson	HR Advisor	Resources	1.2.16	4.2.16
Helen Shankster	Insight Manager (Engagement)	Chief Executives	1.2.16	10.2.16
Darren O'Shaughnessy	Communications Manager	Chief Executives	1.2.16	5.2.16
Adrian Coles	Programme Delivery Manager	People	1.2.16	11.2.16
Peter Barnett	Head of Libraries	People	1.2.16	10.2.16

Angie Parks	Head of Integrated Youth Services	People	1.2.16	4.2.16
Fran Doyle	Head of Early Help and Prevention	People	1.2.16	10.2.16
Gail Quinton	Executive Director - People	People	1.2.16	10.2.16
Paul Jennings	Finance Manager (Corporate Finance)	Resources	1.2.16	2.2.16
Gemma Tate	Policy Analyst	People	1.2.16	11.2.16
Other members				
Names of approvers for submission: (officers and members)				
Finance: Rachael Sugars	Finance Manager	Resources	1.2.16	11.2.16
Legal: Julie Newman	People Team Manager (Legal)	Resources	1.2.16	10.2.16
Director: Chris West	Executive Director	Resources	1.2.16	11.2.16
Members:				
Councillor Damian Gannon	Strategic Finance and Resources		10.2.16	12.2.16
Councillor David Kershaw	Education		10.2.16	12.2.16
Councillor Ed Ruane	Children and Young People		10.2.16	12.2.16

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