

**DERBYSHIRE COUNTY COUNCIL**

**CABINET MEMBER STRATEGIC LEADERSHIP, CULTURE AND TOURISM**

**23 January 2020**

**Report of the Executive Director – Commissioning,  
Communities and Policy**

**Changes to Library Opening Hours**

**(1) Purpose of Report**

To seek approval for changes in library opening hours, in line with the Derbyshire Public Library Service Strategy, and to make changes to staffing levels to achieve required savings.

**(2) Information and Analysis**

At its meeting on 20 December 2018, Cabinet gave approval to implement the Derbyshire Public Library Service Strategy. Included in the strategy were proposals to transfer 20 libraries, and the mobile library service, to community management.

While the process for transferring 20 libraries to a community managed model is progressing in nine locations in 11 locations no formal expressions of interest have been received to date. In approving the Strategy Cabinet agreed that where there were no initial expressions of interest from communities, by October 1 2019, the opening hours in those libraries would be standardised at 18 hours per week. This proposal would be subject to a further period of public consultation.

A period of public consultation about proposed changes to opening hours at the following libraries, all of which are open more than 18 hours per week, began on Monday 7 October and concluded on Sunday 17 November:

1. Brimington
2. Clowne
3. Creswell
4. Duffield
5. Gamesley
6. Killamarsh
7. Somercotes

The consultation sought to obtain responses on two proposed options to change opening hours, together with any other alternative suggestions that consultees wished to

make. A total of 144 responses were received to the consultation, while the proposed reductions to opening hours elicited positive comments about the value of the library service, unsurprisingly a number of respondents were opposed to the proposed changes. However, there were no alternative proposals put forward for the majority of locations and no alternative suggestions about how savings could be made from the library service budget.

At Brimington Library a number of respondents commented that there was a story time on Thursday morning which was very well attended and also that they did not want the library closed for two consecutive days. In light of these comments, the proposal for Brimington has been amended so that the library will be open on both Tuesday and Thursday mornings, to accommodate the children's story time, and to avoid closure for two consecutive days.

Details of existing opening hours and the proposed changes are attached as Appendix 1. When implementing the changes to opening hours, staffing levels in libraries will be changed and aligned with the proposed levels of service. Library opening hours will change with effect from 6 April 2020.

The following libraries are currently open for less than 18 hours per week and although no changes are proposed to their opening hours staffing levels have been reviewed so that they more accurately reflect levels of usage.

1. Hadfield
2. Holmewood
3. Whitwell
4. Pinxton

### **(3) Financial Considerations**

Details of the proposed savings to be achieved are outlined below as well as the estimated number of full time equivalent staff affected by the changes.

<b>Service area</b>	<b>Approximate savings</b>	<b>FTE equivalent (est.)</b>
Library opening hours	£100,000	4.3

### **(4) Human Resources Considerations**

Informal consultation has already taken place with the trade unions and employees and formal consultation will begin should this report be approved.

Formal consultation will be undertaken in accordance with Section 188 of the Trade Union and Labour Relations (Consolidation) Act 1992 and will be covered by the Councils

corporate notification to the Secretary of State of potential redundancies under Section 193 of the Act.

The Council will make every effort to avoid compulsory redundancies and also seek alternative employment in line with the provisions set out in the Council's Redundancy, Redeployment, Buy-Out of Hours and Protection of Earnings policies. At its meeting on 21 March 2019 Cabinet approved the use of the Buy Out Of Hours (BOOH) scheme, voluntary redundancy (VR) and voluntary early retirement (VER) release schemes if necessary, for library staff as a "pocket of difficulty". If there are insufficient volunteers, then a compulsory reduction selection process will be applied. The selection pool and selection criteria form to be determined through formal consultation with trade unions and employees.

The changes to library opening hours may also impact on cleaning and caretaking staff who currently undertake duties in libraries. Property Services managers are liaising with the library service to identify any possible impact, on these staff.

## **(5) Legal Considerations**

The provision of public libraries is governed by various pieces of legislation, most notably The Public Libraries and Museums Act 1964. Section 7 states:

*It shall be the duty of every library authority to provide a comprehensive and efficient library service for all persons desiring to make use thereof.*

though 'comprehensive and efficient' are not defined.

In fulfilling its duty, the Council should have particular regard to the desirability of:

*i) Securing that facilities are available for borrowing books, records, films etc. sufficient in number, range and quality to meet the needs of all, and the special requirements of adults and children*

*ii) Encouraging adults and children to make full use of the service and provide advice.*

A comprehensive consultation exercise was undertaken on the whole of the Derbyshire Public Library Service Strategy from May to July 2018. An analysis of the results of this consultation were included in the report approved by Cabinet on 20 December.

## **(6) Equality and Diversity Considerations**

A full Equality Impact Analysis (EIA) was included in the original report to Cabinet. However, an additional EIA has been undertaken to assess the potential impact of the proposed changes on library staff. This indicated that there would be no disproportionate impact on library staff.

**(7) Other considerations**

In preparing this report the relevance of the following factors has been considered: - social value, prevention of crime and disorder, environmental, health, property and transport considerations.

**(8) Key Decision**

No

**(9) Call-in. Is it required that call-in be waived in respect of the decisions proposed in the report?**

No

**(10) Background Papers**

Held on file within the Commissioning, Communities and Policy Department. Officer contact details – Don Gibbs, extension 36572.

**(11) OFFICER'S RECOMMENDATIONS**

That the Cabinet member approves the implementation of the proposed changes to library opening hours, as outlined in appendix one of this report, and the associated staffing levels.

**Emma Alexander**  
**Executive Director – Commissioning, Communities and Policy**

**Library opening hours - summary of changes**

<b>Brimington Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	10am-7pm	10am-5pm	Closed	10am-5pm	1.30-5pm	9.30am-12.30pm
Note	This library is currently closed for lunch from 12.30pm to 1.30pm					
Proposed opening hours	1.30-7pm	9.30am-12.30pm	Closed	9.30am-12.30pm	1.30-5pm	9.30am-12.30pm

<b>Clowne Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	2-7pm	10am-5pm	Closed	10am-5pm	2-5pm	9.30am-1pm
Proposed opening hours	2-7pm	10am-1pm	Closed	10am-5pm	Closed	10am-1pm

<b>Creswell Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	2-5pm	10am-1pm	Closed	10am-5pm	2-7pm	9.30am-1pm
	This library is currently closed for lunch from 1pm to 2pm					
Proposed opening hours	2-5pm	10am-1pm	Closed	9.30am-1pm	2-7pm	9.30am-1pm

<b>Duffield Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	9.30am-5pm	Closed	2-7pm	Closed	9.30am-6pm	9.30am-1pm
	This library is currently closed for lunch from 1pm to 2pm					
Proposed opening hours	9.30am-1pm	Closed	2-7pm	Closed	9.30am-5pm	9.30am-12.30pm

<b>Gamesley Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	2pm-5.30pm	Closed	2pm-5.30pm	10am-7pm	Closed	9.30am-1pm
	This library is currently closed for lunch from 1pm to 2pm					
Proposed opening hours	2pm-5.30pm	Closed	2pm-5.30pm	10am-7pm	Closed	10am-1pm

<b>Killamarsh Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	10am-5pm	Closed	10am-7pm	10am-5pm	2-5pm	9.30am-1pm
	This library is currently closed for lunch every day, except Saturday, from 12.30pm to 1.30pm					
Proposed opening hours	1.30-5pm	Closed	10am-7pm	Closed	2-5pm	9.30am-1pm

Author Don Gibbs

<b>Somercotes Library</b>	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Current opening hours	2-5pm	Closed	Closed	9am-7pm	9am-5pm	9.30am-1pm
	This library is currently closed for lunch from 1pm to 2pm					
Proposed opening hours	2-5pm	Closed	Closed	2-7pm	9.30am-5pm	9.30am-1pm